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## **FORM 20-F**

**Manchester United plc - MANU**

**Filed: September 15, 2016 (period: June 30, 2016)**

Annual and transition report of foreign private issuers under sections 13 or 15(d)

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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**  
Washington, D.C. 20549

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**FORM 20-F**

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(Mark One)

REGISTRATION STATEMENT PURSUANT TO SECTION 12(b) OR (g) OF THE SECURITIES EXCHANGE ACT OF 1934

OR

ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended 30 June 2016

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

OR

SHELL COMPANY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

Commission File Number 001-35627

**MANCHESTER UNITED plc**

(Exact name of Registrant as specified in its charter)

**Not Applicable**

(Translation of Company's name into English)

**Cayman Islands**

(Jurisdiction of incorporation or organization)

**Sir Matt Busby Way, Old Trafford,  
Manchester, England, M16 0RA**  
(Address of principal executive offices)

**Edward Woodward  
Executive Vice Chairman  
Sir Matt Busby Way, Old Trafford,  
Manchester, England, M16 0RA Telephone No. 011 44 (0) 161 868 8000  
E-mail: [ir@manutd.co.uk](mailto:ir@manutd.co.uk)**

(Name, Telephone, E-mail and/or Facsimile number and Address of Company Contact Person)

Securities registered or to be registered pursuant to Section 12(b) of the Act.

<u>Title of each class</u>	<u>Name of each exchange on which registered</u>
Class A ordinary shares, par value \$0.0005 per share	New York Stock Exchange

Securities registered or to be registered pursuant to Section 12(g) of the Act.

**None**

Securities for which there is a reporting obligation pursuant to Section 15(d) of the Act.

**None**

Indicate the number of outstanding shares of each of the issuer's classes of capital or common stock as of the close of the period covered by the annual report.

40,025,280 Class A ordinary shares  
124,000,000 Class B ordinary shares



Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes  No

If this report is an annual or transition report, indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934. Yes  No

Note—Checking the box above will not relieve any registrant required to file reports pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934 from their obligations under those Sections.

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes  No

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes  No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, or a non-accelerated filer. See definition of "accelerated filer and large accelerated filer" in Rule 12b-2 of the Exchange Act. (Check one):

Large accelerated filer

Accelerated filer

Non-accelerated filer

Indicate by check mark which basis of accounting the registrant has used to prepare the financial statements included in this filing:

U.S. GAAP

International Financial Reporting Standards as issued  
by the International Accounting Standards Board

Other

If "Other" has been checked in response to the previous question, indicate by check mark which financial statement item the registrant has elected to follow.

Item 17  Item 18

If this is an annual report, indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes  No

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## GENERAL INFORMATION

In this annual report on Form 20-F ("Annual Report") references to:

- "Manchester United," "the Company," "our Company," "our business," "we," "us" and "our" are, as the context requires, to Manchester United plc together with its consolidated subsidiaries as a consolidated entity, for all periods following the reorganization transactions (see below); and
- "we," "us" and "our" for periods prior to the reorganization transactions are to Red Football Shareholder Limited together with its consolidated subsidiaries as a consolidated entity.

Throughout this Form 20-F, we refer to the following football leagues and cups:

- the Football Association Premier League (the "Premier League");
- the Emirates FA Cup (the "FA Cup");
- the English Football League Cup (the "EFL Cup");
- the Union of European Football Associations Champions League (the "Champions League"); and
- the Union of European Football Associations Europa League (the "Europa League").

The term "Matchday" refers to all domestic and European football match day activities from Manchester United games at Old Trafford, the Manchester United football stadium, along with receipts for domestic cup (such as the EFL Cup and the FA Cup) games not played at Old Trafford. Fees for arranging other events at the stadium are also included as Matchday revenue.

## REORGANIZATION TRANSACTIONS AND INITIAL PUBLIC OFFERING

Before 9 August 2012, we conducted our business through Red Football Shareholder Limited, a private limited company incorporated in England and Wales, and its subsidiaries. Prior to the reorganization transactions, Red Football Shareholder Limited was a direct, wholly-owned subsidiary of Red Football LLC, a Delaware limited liability company. On 30 April 2012, Red Football LLC formed a wholly-owned subsidiary, Manchester United Ltd., an exempted company with limited liability incorporated under the Companies Law (2011 Revision) of the Cayman Islands, as amended and restated from time to time. On 8 August 2012, Manchester United Ltd. changed its legal name to Manchester United plc.

On 9 August 2012, Red Football LLC contributed all of the equity interest of Red Football Shareholder Limited to Manchester United plc. As a result of these transactions, Red Football Shareholder Limited became a direct, wholly-owned subsidiary of Red Football Holdings Limited, which is in turn, a wholly-owned subsidiary of Manchester United plc and our business is now conducted through Manchester United plc and its subsidiaries. We refer to these events throughout this Annual Report collectively as the "reorganization transactions."

Immediately following the reorganization transactions, Manchester United plc had in issue 124,000,000 Class B ordinary shares and 31,352,366 Class A ordinary shares, totaling 155,352,366 ordinary shares with a total subscribed capital of £75,000. As a result, historic earnings per share calculations reflect the capital structure of the new parent. The reorganization transactions have been treated as a capital reorganization. In accordance with International Financial Reporting Standards ("IFRS"), historic earnings per share calculations and the balance sheet as of 30 June 2012 were restated retrospectively to reflect the capital structure of the new parent rather than that of the former parent, Red Football Shareholder Limited.

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On 10 August 2012, the Company issued 8,333,334 Class A ordinary shares and listed such shares on the New York Stock Exchange at a price of \$14.00 per share (the "IPO").

### **PRESENTATION OF FINANCIAL AND OTHER DATA**

We report under IFRS, as issued by the International Accounting Standards Board (the "IASB"), and International Financial Reporting Interpretations Committee interpretations. None of the financial statements were prepared in accordance with generally accepted accounting principles in the United States. Prior to the reorganization transactions, we conducted our business through Red Football Shareholder Limited and its subsidiaries. Unless otherwise specifically stated, the historical financial information presented in this Annual Report is presented for the following entities:

- with respect to the financial information presented as of and for the year ended 30 June 2012, Red Football Shareholder Limited and its consolidated subsidiaries; and
- with respect to the financial information presented as of and for the years ended 30 June 2016, 2015, 2014 and 2013, Manchester United plc and its consolidated subsidiaries.

All references in this Annual Report to (i) "pounds sterling," "pence," "p" or "£" are to the currency of the United Kingdom, (ii) "US dollar," "USD" or "\$" are to the currency of the United States, and (iii) "Euro" or "€" are to the currency introduced at the start of the third stage of European economic and monetary union pursuant to the treaty establishing the European Community, as amended.

### **IMPLICATIONS OF BEING AN EMERGING GROWTH COMPANY**

We qualify as an "emerging growth company" as defined in the Jumpstart Our Business Startups Act of 2012 (the "JOBS Act"). An emerging growth company may take advantage of specified reduced reporting and other burdens that are otherwise applicable generally to public companies. These provisions include an exemption from the auditor attestation requirement in the assessment of our internal control over financial reporting pursuant to the Sarbanes-Oxley Act of 2002 (the "Sarbanes-Oxley Act").

We may take advantage of these provisions until we are no longer an emerging growth company. We will cease to be an emerging growth company as of 30 June 2018 or such earlier time if we have more than \$1.0 billion in annual revenue, have more than \$700 million in market value of our ordinary shares held by non-affiliates, or issue more than \$1.0 billion of non-convertible debt over a three-year period. We may choose to take advantage of some but not all of these reduced burdens. We have not taken advantage of any of these reduced reporting burdens in this filing other than the exemption from the auditor attestation requirement pursuant to the Sarbanes-Oxley Act, although we may choose to do so in future filings.

The JOBS Act permits an "emerging growth company" to take advantage of an extended transition period to comply with new or revised accounting standards applicable to public companies. We previously chose to "opt out" of this provision and, as a result, we are complying, and will continue to comply, with new or revised accounting standards as required when they are adopted. This decision to opt out of the extended transition period is irrevocable.

### **FORWARD-LOOKING STATEMENTS**

This Annual Report contains estimates and forward-looking statements. Our estimates and forward-looking statements are mainly based on our current expectations and estimates of future events and trends, which affect or may affect our businesses and operations. Although we believe that these estimates and forward-looking statements are based upon reasonable assumptions, they are subject to numerous risks and uncertainties and are made in light of information currently available to us. Many

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important factors, in addition to the factors described in this Annual Report, may adversely affect our results as indicated in forward-looking statements. You should read this Annual Report completely and with the understanding that our actual future results may be materially different and worse from what we expect.

All statements other than statements of historical fact are forward-looking statements. The words "may," "might," "will," "could," "would," "should," "expect," "plan," "anticipate," "intend," "seek," "believe," "estimate," "predict," "potential," "continue," "contemplate," "possible" and similar words are intended to identify estimates and forward-looking statements.

Our estimates and forward-looking statements may be influenced by various factors, including without limitation:

- our dependence on the performance and popularity of our first team;
- maintaining, enhancing and protecting our brand and reputation, particularly in new markets, in order to expand our follower and sponsorship base;
- our reliance on European competitions as a source of future income;
- the negotiation and pricing of key media contracts outside our control;
- actions taken by other Premier League clubs that are contrary to our interests;
- the potential impact of the United Kingdom's decision to exit from the European Union on the movement of players or other regulations;
- our ability to attract and retain key personnel, including players, in an increasingly competitive market with increasing salaries and transfer fees;
- our ability to execute a digital media strategy that generates the revenue we anticipate;
- our ability to meet growth expectations and properly manage such anticipated growth;
- our ability to maintain, train and build an effective international sales and marketing infrastructure, and manage the risks associated with such an expansion;
- our ability to renew or replace key commercial agreements on similar or better terms, or attract new sponsors;
- our exposure to credit related losses in connection with key media, commercial and transfer contracts;
- our relationship with the various leagues to which we belong and the application of their respective rules and regulations;
- our relationship with merchandising, licensing, sponsor and other commercial partners;
- maintaining our match attendance at Old Trafford;
- our exposure to increased competition, both in football and the various commercial markets in which we do business;
- any natural disasters, terrorist incidents or other events beyond our control that adversely affect our operations;
- the effect of adverse economic conditions on our operations;
- uncertainty with regard to exchange rates, our tax rate and our cash flow;
- our ability to adequately protect against media piracy and identity theft of our follower account information;

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- our exposure to the effects of seasonality in our business;
- the effect of our indebtedness on our financial health and competitive position;
- our ability to compete in our industry and with innovation by our competitors;
- estimates and estimate methodologies used in preparing our consolidated financial statements; and
- the future trading prices of our Class A ordinary shares and the impact of securities analysts' reports on these prices.

Other sections of this Annual Report include additional factors that could adversely impact our business and financial performance, principally "Item 3. Key Information—D. Risk Factors." Moreover, we operate in an evolving environment. New risk factors and uncertainties emerge from time to time and it is not possible for our management to predict all risk factors and uncertainties, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements. Therefore, you are cautioned not to place undue reliance on these forward-looking statements. We qualify all of our forward-looking statements by these cautionary statements.

### MARKET AND INDUSTRY DATA

This Annual Report contains industry, market, and competitive position data that are based on the industry publications and studies conducted by third parties listed below as well as our own internal estimates and research. These industry publications and third-party studies generally state that the information that they contain has been obtained from sources believed to be reliable, although they do not guarantee the accuracy or completeness of such information. While we believe that each of these publications and third-party studies is reliable, we have not independently verified the market and industry data obtained from these third-party sources. While we believe our internal research is reliable and the definition of our market and industry are appropriate, neither such research nor these definitions have been verified by any independent source.

References to our "659 million followers" are based on a survey conducted by Kantar Media (a division of WPP plc) in 2011 and paid for by us. As in the survey conducted by Kantar Media, we define the term "followers" as those individuals who answered survey questions, unprompted, with the answer that Manchester United was either their favorite football team in the world or a football team that they enjoyed following in addition to their favorite football team. For example, we and Kantar Media included in the definition of "follower" a respondent who either watched live Manchester United matches, followed highlights coverage or read or talked about Manchester United regularly. Although the survey solicited unprompted responses, we do not distinguish between those respondents who answered that Manchester United was their favorite football team in the world and those who enjoy following Manchester United in addition to their favorite football team. Since we believe that each of our followers engage with our brand in some capacity, including through watching matches on television, attending matches live, buying retail merchandise or monitoring the team's highlights on the internet, we believe identifying our followers in this manner provides us with the best data to use for purposes of developing our business strategy and measuring the penetration of our brand. However, we expect there to be differences in the level of engagement with our brand between individuals, including among those who consider Manchester United to be their favorite team, as well as between those who enjoy following Manchester United. We have not identified any practical way to measure these differences in consumer behavior and any references to our followers in this Annual Report should be viewed in that light.

This internet-based survey identified Manchester United as a supported team of 659 million followers (and the favorite football team of 277 million of those followers) and was based on 53,287

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respondents from 39 countries around the world. In order to calculate our 659 million followers from the 53,287 responses, Kantar Media applied estimates and assumptions to certain factors including population size, country specific characteristics such as wealth and GDP per capita, affinity for sports and media penetration. Kantar Media then extrapolated the results to the rest of the world, representing an extrapolated adult population of 5 billion people. However, while Kantar Media believes the extrapolation methodology was robust and consistent with consumer research practices, as with all surveys, there are inherent limitations in extrapolating survey results to a larger population than those actually surveyed. As a result of these limitations, our number of followers may be significantly less or significantly more than the extrapolated survey results. Kantar Media also extrapolated survey results to account for non-internet users in certain of the 39 countries, particularly those with low internet penetration. To do so, Kantar Media had to make assumptions about the preferences and behaviors of non-internet users in those countries. These assumptions reduced the number of our followers in those countries and there is no guarantee that the assumptions we applied are accurate. Survey results also account only for claimed consumer behavior rather than actual consumer behavior and as a result, survey results may not reflect real consumer behavior with respect to football or the consumption of our content and products.

In addition to the survey conducted by Kantar Media, this Annual Report references the following industry publications and third-party studies:

- television viewership data compiled by futures sports + entertainment—Mediabrand International Limited for the 2015/16 season (the "Futures Data"); and
- a paper published by AT Kearney, Inc. in 2014 entitled "Winning in the Business of Sports" ("AT Kearney").

## PART I

### ITEM 1. IDENTITY OF DIRECTORS, SENIOR MANAGEMENT AND ADVISERS

Not applicable.

### ITEM 2. OFFER STATISTICS AND EXPECTED TIMETABLE

Not applicable.

### ITEM 3. KEY INFORMATION

#### A. SELECTED FINANCIAL DATA

We prepare our consolidated financial statements in accordance with IFRS as issued by the IASB. The selected consolidated financial data (including income statement, other and balance sheet data) presented as of and for the years ended 30 June 2016, 2015, 2014, 2013 and 2012 has been derived from our audited consolidated financial statements and the notes thereto (our audited consolidated financial statements as of 30 June 2014, 2013 and 2012 and for the years ended 30 June 2013 and 2012 are not included in this Annual Report). Our historical results for any prior period are not necessarily indicative of results expected in any future period.

Before 9 August 2012, we conducted our business through Red Football Shareholder Limited and its subsidiaries, and therefore our historical financial statements as of and for the year ended 30 June 2012 present the results of operations and financial position of Red Football Shareholder Limited unless otherwise specifically noted. Following the reorganization transactions, we have conducted our business through Manchester United plc and its consolidated subsidiaries, and therefore our historical financial statements as of and for the years ended 30 June 2016, 2015, 2014 and 2013 present the results of operations and financial position of Manchester United plc and its consolidated subsidiaries. Manchester United plc's historical financial statements prior to the reorganization transactions are the same as Red Football Shareholder Limited's financial statements prior to the reorganization transactions, as adjusted for the reorganization transactions. The reorganization transactions have been reflected retroactively in Manchester United plc's earnings/(loss) per share calculations.

The selected historical financial information presented in the tables below should be read in conjunction with, and is qualified in its entirety by reference to, our audited consolidated financial statements and accompanying notes. The audited consolidated financial statements and the accompanying notes as of 30 June 2016 and 2015 and for the years ended 30 June 2016, 2015 and 2014 have been included in this Annual Report.



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Unless otherwise specified, all financial information included in this Annual Report has been stated in pounds sterling.

	Year ended 30 June				
	2016	2015	2014	2013	2012
	(£'000, unless otherwise indicated)				
<b>Income Statement Data:</b>					
Revenue	515,345	395,178	433,164	363,189	320,320
<i>Analyzed as:</i>					
Commercial revenue	268,318	196,931	189,315	152,441	117,611
Broadcasting revenue	140,440	107,664	135,746	101,625	103,991
Matchday revenue	106,587	90,583	108,103	109,123	98,718
Operating expenses—before exceptional items	(421,574)	(384,843)	(367,056)	(304,120)	(274,411)
<i>Analyzed as:</i>					
Employee benefit expenses	(232,242)	(202,561)	(214,803)	(180,523)	(161,688)
Other operating expenses	(91,244)	(72,271)	(88,298)	(74,114)	(66,983)
Depreciation	(10,079)	(10,324)	(8,665)	(7,769)	(7,478)
Amortization	(88,009)	(99,687)	(55,290)	(41,714)	(38,262)
Operating expenses—exceptional items	(15,135)	(2,336)	(5,184)	(6,217)	(10,728)
Total operating expenses	(436,709)	(387,179)	(372,240)	(310,337)	(285,139)
Operating profit before (loss)/profit on disposal of intangible assets	78,636	7,999	60,924	52,852	35,181
(Loss)/profit on disposal of intangible assets	(9,786)	23,649	6,991	9,162	9,691
Operating profit	68,850	31,648	67,915	62,014	44,872
Finance costs	(20,459)	(35,419)	(27,668)	(72,082)	(50,315)
Finance income	442	204	256	1,275	779
Net finance costs	(20,017)	(35,215)	(27,412)	(70,807)	(49,536)
Profit/(loss) on ordinary activities before tax	48,833	(3,567)	40,503	(8,793)	(4,664)
Tax (expense)/credit	(12,462)	2,672	(16,668)	155,212	27,977
Profit/(loss) for the year	36,371	(895)	23,835	146,419	23,313
<i>Attributable to:</i>					
Owners of the parent	36,371	(895)	23,835	146,250	22,986
Non-controlling interest	—	—	—	169	327
Weighted average number of ordinary shares (thousands)	163,890	163,795	163,814	162,895	155,352(1)
Diluted weighted average number of ordinary shares (thousands)	164,319	164,132	163,893	162,895	155,352(1)
Basic earnings/(loss) per share (pence)	22.19	(0.55)	14.55	89.78	14.80(1)
Diluted earnings/(loss) per share (pence)(2)	22.13	(0.55)	14.54	89.78	14.80(1)

- (1) As adjusted to retroactively reflect the reorganization transactions described on page ii of this Annual Report.
- (2) For the year ended 30 June 2015, potential ordinary shares are anti-dilutive, as their inclusion in the diluted loss per share calculation would reduce the loss per share, and hence have been excluded. For the years ended 30 June 2016, 2014, 2013, and 2012, potential ordinary shares have

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been treated as dilutive, as their inclusion in the diluted earnings per share calculation decreases earnings per share.

<b>Other Data:</b>					
Commercial revenue	268,318	196,931	189,315	152,441	117,611
<i>Analyzed as:</i>					
Sponsorship revenue	160,110	154,840	135,835	90,865	63,121
Retail, merchandising, apparel & products licensing revenue	97,338	31,652	37,512	38,609	33,787
Mobile & Content revenue	10,870	10,439	15,968	22,967	20,703
Dividends declared per share (\$)	0.18	—	—	—	—
Dividends declared per share (£)	0.12	—	—	—	—

	As of 30 June				
	2016	2015	2014	2013	2012
(£'000, unless otherwise indicated)					
<b>Balance Sheet Data:</b>					
Cash and cash equivalents	229,194	155,752	66,365	94,433	70,603
Total assets	1,451,903	1,301,588	1,215,711	1,118,311	947,148
Total liabilities	993,621	823,670	717,061	670,351	712,051
Total equity	458,282	477,918	498,650	447,960	235,097
Equity attributable to owners of the parent	458,282	477,918	498,650	447,960	237,100

	Season				
	2015/16	2014/15	2013/14	2012/13	2011/12
<b>Games Played:</b>					
Premier League	38	38	38	38	38
European Games	12	—	10	8	10
Domestic Cups	9	6	6	8	5

**Exchange Rate Information**

Our functional and reporting currency is pounds sterling and substantially all of our costs are denominated in pounds sterling. However, any Broadcasting revenue from our participation in European competitions, as well as certain other revenue, is generated in Euros. We also occasionally enter into transfer agreements which are payable in Euros. In addition, we have currency exposure against the US dollar relating to our US dollar denominated secured term loan facility and our 3.79% senior secured notes due 2027 (the "2027 Notes") and our Commercial revenue from certain sponsors. For all dates and periods, the exchange rate refers to the exchange rate as set forth in the H.10 statistical release of the Federal Reserve Board. The rates represent the noon buying rate in New York for cable transfers payable in foreign currencies. These rates may differ from the actual rates used in the preparation of the financial statements and other financial information appearing in this Annual Report. Inclusion of these exchange rates is not meant to suggest that the US dollar amounts actually represent such pounds sterling amounts or that such amounts could have been or could be converted into US dollars at any particular rate, or at all. On 7 September 2016, the exchange rate was \$1.33 to £1.00.

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The following table sets forth information concerning exchange rates between the pounds sterling and the US dollar for the periods indicated. These rates are provided solely for convenience.

Period	Noon Buying Rate			
	Period End	Average(1)	Low	High
Fiscal Year 2012	1.57	1.59	1.53	1.66
Fiscal Year 2013	1.52	1.57	1.49	1.63
Fiscal Year 2014	1.70	1.63	1.48	1.71
Fiscal Year 2015	1.57	1.57	1.46	1.72
Fiscal Year 2016	1.32	1.47	1.32	1.57
March 2016	1.44	1.42	1.39	1.45
April 2016	1.46	1.43	1.41	1.46
May 2016	1.45	1.45	1.44	1.47
June 2016	1.32	1.42	1.32	1.48
July 2016	1.33	1.31	1.29	1.33
August 2016	1.31	1.31	1.29	1.33
September 2016 (through 8 September 2016)	1.33	1.33	1.32	1.33

Source: Federal Reserve Bank of New York and Federal Reserve Statistical Release

- (1) Fiscal year averages were calculated by using the average of the exchange rates on the last day of each month during the relevant period. Monthly averages are calculated by using the average of the daily rates during the relevant month.

### **B. CAPITALIZATION AND INDEBTEDNESS**

Not applicable.

### **C. REASONS FOR THE OFFER AND USE OF PROCEEDS**

Not applicable.

### **D. RISK FACTORS**

*Investment in our Class A ordinary shares involves a high degree of risk. We expect to be exposed to some or all of the risks described below in our future operations. Any of the risk factors described below, as well as additional risks of which we are not currently aware, could affect our business operations and have a material adverse effect on our business, results of operations, financial condition, cash flow and prospects and cause the value of our shares to decline. Moreover, if and to the extent that any of the risks described below materialize, they may occur in combination with other risks which would compound the adverse effect of such risks on our business, results of operations, financial condition, cash flow and prospects.*

#### **Risks Related to Our Business**

***If we are unable to maintain and enhance our brand and reputation, particularly in new markets, or if events occur that damage our brand and reputation, our ability to expand our follower base, sponsors, and commercial partners or to sell significant quantities of our products may be impaired.***

The success of our business depends on the value and strength of our brand and reputation. Our brand and reputation are also integral to the implementation of our strategies for expanding our follower base, sponsors and commercial partners. To be successful in the future, particularly outside of Europe, we believe we must preserve, grow and leverage the value of our brand across all of our revenue streams. For instance, we have in the past experienced, and we expect that in the future we

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will continue to receive, a high degree of media coverage. Unfavorable publicity regarding our first team's performance in league and cup competitions or their behavior off the field, our ability to attract and retain certain players and coaching staff or actions by or changes in our ownership could negatively affect our brand and reputation. Failure to respond effectively to negative publicity could also further erode our brand and reputation. In addition, events in the football industry, even if unrelated to us, may negatively affect our brand or reputation. As a result, the size, engagement and loyalty of our follower base and the demand for our products may decline. Damage to our brand or reputation or loss of our followers' commitment for any of these reasons could impair our ability to expand our follower base, sponsors and commercial partners or our ability to sell significant quantities of our products, which would result in decreased revenue across our revenue streams and have a material adverse effect on our business, results of operations, financial condition and cash flow, as well as require additional resources to rebuild our brand and reputation.

In addition, maintaining and enhancing our brand and reputation may require us to make substantial investments. We cannot assure you that such investments will be successful. Failure to successfully maintain and enhance the Manchester United brand or our reputation or excessive or unsuccessful expenses in connection with this effort could have a material adverse effect on our business, results of operations, financial condition and cash flow.

### ***Our business is dependent upon our ability to attract and retain key personnel, including players.***

We are highly dependent on members of our management, coaching staff and our players. Competition for talented players and staff is, and will continue to be, intense. Our ability to attract and retain the highest quality players for our first team, reserve team and youth academy as well as coaching staff is critical to our first team's success in league and cup competitions and increasing popularity and, consequently, critical to our business, results of operations, financial condition and cash flow. Our success and many achievements over the last twenty years does not necessarily mean that we will continue to be successful in the future, whether as a result of changes in player personnel, coaching staff or otherwise. A downturn in the performance of our first team could adversely affect our ability to attract and retain coaches and players. Further, there could be potential changes to European regulations relating to the movement of players between the UK and the European Union as a result of the recent national referendum in the United Kingdom where a majority of voters elected to withdraw from the European Union. In addition, our popularity in certain countries or regions may depend, at least in part, on fielding certain players from those countries or regions. While we enter into employment contracts with each of our key personnel with the aim of securing their services for the term of the contract, the retention of their services for the full term of the contract cannot be guaranteed due to possible contract disputes or approaches by other clubs. Our failure to attract and retain key personnel could have a negative impact on our ability to effectively manage and grow our business.

### ***We are dependent upon the performance and popularity of our first team.***

Our revenue streams are driven by the performance and popularity of our first team. Significant sources of our revenue are the result of historically strong performances in English domestic and European competitions, specifically the Premier League, the FA Cup, the EFL Cup, the Champions League and the Europa League. Our income varies significantly depending on our first team's participation and performance in these competitions. Our first team's performance affects all five of our revenue streams:

- sponsorship revenue through sponsorship relationships;
- retail, merchandising, apparel & product licensing revenue through product sales;

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- mobile & content revenue through distribution via our own media platforms and partner media platforms;
- broadcasting revenue through the frequency of appearances and performance based share of league broadcasting revenue and Champions League/Europe League prize money; and
- Matchday revenue through ticket sales.

Our first team currently plays in the Premier League, the top football league in England. Our performance in the Premier League directly affects, and a weak performance in the Premier League could adversely affect, our business, results of operations, financial condition and cash flow. For example, our revenue from the sale of products, media rights, tickets and hospitality would fall considerably if our first team were relegated from (or otherwise ceased to play in) the Premier League, the Champions League or the Europa League.

We cannot ensure that our first team will be successful in the Premier League or in the other leagues and tournaments in which it plays. Relegation from the Premier League or a general decline in the success of our first team, particularly in consecutive seasons, would negatively affect our ability to attract or retain talented players and coaching staff, as well as supporters, sponsors and other commercial partners, which would have a material adverse effect on our business, results of operations, financial condition and cash flow.

### ***It may not be possible to renew or replace key commercial agreements on similar or better terms, or attract new sponsors.***

Our Commercial revenue for each of the years ended 30 June 2016, 2015 and 2014 represented 52.1%, 49.8% and 43.7% of our total revenue, respectively. The substantial majority of our Commercial revenue is generated from commercial agreements with our sponsors, and these agreements have finite terms. When these contracts do expire, we may not be able to renew or replace them with contracts on similar or better terms or at all. Our most important commercial contracts include contracts with global, regional, mobile, media and supplier sponsors representing industries including financial services, automotive, beverage, airline, timepiece, betting and telecommunications, which typically have contract terms of two to five years.

If we fail to renew or replace these key commercial agreements on similar or better terms, we could experience a material reduction in our Commercial revenue. Such a reduction could have a material adverse effect on our overall revenue and our ability to continue to compete with the top football clubs in England and Europe.

As part of our business plan, we intend to continue to grow our commercial portfolio by developing and expanding our geographic and product categorized approach, which will include partnering with additional sponsors and mobile and media operators. We may not be able to successfully execute our business plan in promoting our brand to attract new sponsors. We cannot assure you that we will be successful in implementing our business plan or that our Commercial revenue will continue to grow at the same rate as it has in the past or at all. Any of these events could negatively affect our ability to achieve our development and commercialization goals, which could have a material adverse effect on our business, results of operations, financial condition and cash flow.

### ***Negotiation and pricing of key media contracts are outside our control and those contracts may change in the future.***

For each of the years ended 30 June 2016, 2015 and 2014, 22.3%, 1.9% and 29.0% of our Broadcasting revenue, respectively, was generated from the media rights for UEFA matches, and 68.2%, 89.7% and 65.5% of our Broadcasting revenue, respectively, was generated from the media rights for Premier League matches. Contracts for these media rights and certain other revenue for

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those competitions (both domestically and internationally) are negotiated collectively by the Premier League and the Union of European Football Associations ("UEFA") respectively. We are not a party to the contracts negotiated by the Premier League and UEFA. Further, we do not participate in and therefore do not have any direct influence on the outcome of contract negotiations. As a result, we may be subject to media rights contracts with media distributors with whom we may not otherwise contract or media rights contracts that are not as favorable to us as we might otherwise be able to negotiate individually with media distributors. Furthermore, the limited number of media distributors bidding for Premier League and Champions League media rights may result in reduced prices paid for those rights and, as a result, a decline in revenue received from our media contracts.

In addition, although an agreement has been reached for the sale of Premier League domestic broadcasting rights through the end of the 2018/19 football season and for the sale of Champions League broadcasting rights through the end of the 2017/18 football season, future agreements, may not maintain our current level of Broadcasting revenue. Moreover, if international broadcasting revenue becomes an increasingly large portion of total revenue for the Premier League, a single club's domestic success and resulting revenue may be outweighed by international media rights, which are distributed among all Premier League clubs in even proportion. As a result, aside from facilitating access to the Champions League, success of our first team in the Premier League could become less of an overall competitive advantage.

Future intervention by the European Commission, the European Court of Justice (the "ECJ"), UK authorities, or other competent authorities and courts having jurisdiction may also have a negative effect on our revenue from media rights in the European Economic Area ("EEA"). It is likely that there will be future regulatory intervention by the European Commission relating to the grant of exclusive licenses of content on a territorial basis within the EEA insofar as they prohibit or limit the cross-border provision by satellite or internet transmission of retail pay-TV services (so-called "passive sales"). Following the cases of the Premier League & others vs. QC Leisure & Others / Karen Murphy vs. Media Protection Services (under which the ECJ ruled that any agreement designed to guarantee absolute territorial exclusivity within the European Union (i.e. by stopping any cross-border provision of broadcasting services in response to unsolicited requests from consumers) was deemed to be anti-competitive and prohibited by EU law including, in particular, competition rules), the EU began an investigation in January 2014 into exclusive licensing arrangements as between the US Studios and various platforms in Europe (the major platform in each of the five largest EU Member States). On 23 July 2015, the EU followed up with a Statement of Objections in Case 40023 "Cross-border access to pay-TV" which set out its preliminary view that in relation to these studios and Sky UK, where there are provisions which require Sky UK to block or limit access to films through geo-blocking its online services or through its satellite pay-TV services to consumers outside of the UK and Ireland (and thus prevent Sky UK from responding to passive sales requests), these provisions would eliminate cross-border competition and constitute a violation of EU rules. While the Statement of Objections is aimed at the US Studios and Sky UK, the European Commission is carrying out parallel investigations into cross-border access to pay-TV services in France, Italy, Germany and Spain. Equally, while the investigations have been targeted at film content, the decision is very likely to be applicable to any pay-TV content, including sport. More recently, on 22 April 2016, the Commission announced that Paramount, while not agreeing with the concerns expressed in the Statement of Objections, had offered to settle the case by offering a series of commitments, including an undertaking not to enter into pay-TV agreements that prohibit their licensees from responding to passive sales requests. The commitments cover both linear pay-TV services and, to the extent included in the license (or separate license(s)) with a broadcaster, subscription video-on-demand services. Interested parties were given until 21 May 2016 to comment on the proposed settlement. In addition to this regulatory action, the EU as part of its Digital Single Market ("DSM") strategy, an element of which is to ensure that users who buy access to audio-visual content online, has proposed a regulation designed to enable consumers to access their content services while travelling across Europe (so-called "portability"). The Portability

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Regulation will likely be adopted by the end of 2016 or early 2017 and enter into force 12 months later. As part of the DSM initiative, the EC is also looking to modernize EU copyright rules to allow for wider access to online content across the EU, including by extending rights clearance mechanisms in the Satellite and Cable Directive. In particular it is expected that the Commission will propose that the country of origin principle be extended to online broadcast services. In practice this would mean that licenses for simulcast and catch-up rights, for example, for the UK would be construed as covering the entire EEA. This draft legislation is expected for 21 September 2016. A change of sales model could negatively affect the amount which copyright holders, such as the Premier League, are able to derive from the exploitation of rights within the EU. As a result, our Broadcasting revenue from the sale of those rights could decrease.

In November 2014, following a complaint by Virgin Media, Ofcom (the communications regulator in the UK) opened an investigation under section 25 of the Competition Act 1998 into the joint selling arrangements by the Premier League for live, UK audio-visual media rights for Premier League football matches. In August 2016, Ofcom decided to close the investigation, with immediate effect, on the basis that it no longer met their administrative priorities.

### ***European competitions cannot be relied upon as a source of income.***

Qualification for the Champions League is dependent upon our first team's performance in the Premier League and, in some circumstances, the Champions League itself in the previous season. Qualification for the Champions League cannot, therefore, be guaranteed. Failure to qualify for the Champions League would result in a material reduction in revenue for each season in which our first team did not participate. To help mitigate this impact the majority of playing contracts for our first team squad include step-ups in remuneration which are contingent on participation in the group stage of the Champions League. As a result of our first team performance during the 2013/14 season, our first team did not participate in the 2014/15 Champions League or 2014/15 UEFA Europa League. Inclusive of broadcasting revenue, prize money and Matchday revenue, our combined broadcasting and Matchday revenue from participation in European competitions was £41.6 million, £1.9 million (being distributions from UEFA relating to the previous season's competition) and £49.4 million for each of the years ended 30 June 2016, 2015 and 2014, respectively. As a result of our first team performance during the 2015/16 season, our first team will not participate in the 2016/17 Champions League but will participate in the 2016/17 UEFA Europa League.

In addition, our participation in the Champions League or Europa League may be influenced by factors beyond our control. For example, the number of places in each league available to the clubs of each national football association in Europe can vary from year to year based on a ranking system. If the performance of English clubs in Europe declines, the number of places in each European competition available to English clubs may decline and it may be more difficult for our first team to qualify for European competition in future seasons. Further, the rules governing qualification for European competitions (whether at the European or national level) may change and make it more difficult for our first team to qualify for European competition in future seasons.

We are a founder member and our Executive Vice Chairman has a seat on the executive board of the European Club Association ("ECA"), an independent organization set up to work with football governing bodies to protect and promote the interests of football clubs at European level.

On August 26, 2016, following consultation between UEFA, the ECA and other stakeholders, UEFA announced certain changes to the format of the UEFA Champions League and UEFA Europa League to take place with effect from the 3 year cycle 2018/19 to 2020/21. The key changes relate to the access list for both competitions and the methodology for financial distributions. With respect to the Champions League, the top four clubs from the four top-ranked national associations (of which England is currently one) will now qualify automatically for the group stage of the Champions League

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which compares (for England) to only three qualifying automatically at the moment with a fourth entering the final play-off round. With respect to the financial distribution methodology, in addition to the current three-pillar system (starting fee, performance fees and market pool), UEFA is introducing a fourth pillar being the individual club coefficient. The individual club coefficient will be determined by reference to past performance in UEFA competitions over a ten year period but also acknowledging historical success as winners of UEFA competitions.

In addition, a new subsidiary company will be created by UEFA with the aim of determining the strategy for the management of UEFA club competitions in the future. Half of the board of directors will be appointed by UEFA and the other half by the ECA.

Moreover, because of the prestige associated with participating in the European competitions, particularly the Champions League, failure to qualify for any European competition, particularly for consecutive seasons, would negatively affect our ability to attract and retain talented players and coaching staff, as well as supporters, sponsors and other commercial partners. Failure to participate in the Champions League for two or more consecutive seasons would also reduce annual payments under the agreement with adidas by 30% of the applicable payment for the year in which the second or other consecutive season of non-participation falls. Any one or more of these events could have a material adverse effect on our business, results of operation, financial condition and cash flow.

### ***Our business depends in part on relationships with certain third parties.***

We consider the development of our commercial assets to be central to our ongoing business plan and a driver of future growth. For example, our current contract with adidas that began with the 2015/16 season provides them with certain global technical sponsorship and dual-branded licensing rights. While we expect to be able to continue to execute our business plan in the future with the support of adidas, we remain subject to these contractual provisions and our business plan could be negatively impacted by non-compliance or poor execution of our strategy by adidas. Further, any interruption in our ability to obtain the services of adidas or other third parties or deterioration in their performance could negatively impact this portion of our operations. Furthermore, if our arrangement with adidas is terminated or modified against our interest, we may not be able to find alternative solutions for this portion of our business on a timely basis or on terms favorable to us or at all.

In the future, we may enter into additional arrangements permitting third parties to use our brand and trademarks. Although we take steps to carefully select our partners, such arrangements may not be successful. Our partners may fail to fulfil their obligations under their agreements or have interests that differ from or conflict with our own. For example, we are dependent on our sponsors and commercial partners to effectively implement quality controls over products using our brand and/or trademarks. The inability of such sponsors and commercial partners to meet our quality standards could negatively affect consumer confidence in the quality and value of our brand, which could result in lower product sales. Any one or more of these events could have a material adverse effect on our business, results of operation, financial condition and cash flow.

### ***We are exposed to credit related losses in the event of non-performance by counterparties to Premier League and UEFA media contracts as well as our key commercial and transfer contracts.***

We derive the substantial majority of our Broadcasting revenue from media contracts negotiated by the Premier League and UEFA with media distributors, and although the Premier League obtains guarantees to support certain of its media contracts, typically in the form of letters of credit issued by commercial banks, it remains our single largest credit exposure. We derive our Commercial and sponsorship revenue from certain corporate sponsors, including global, regional, mobile, media and supplier sponsors (which includes new businesses operating in emerging markets) in respect of which we may manage our credit risk by seeking advance payments, installments and/or bank guarantees



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where appropriate. The substantial majority of this revenue is derived from a limited number of sources. During the year ended 30 June 2016, those sources that represented greater than 10% of our total revenue were:

- Premier League: 19.4% of our total revenue
- adidas: 14.1% of our total revenue
- General Motors (Chevrolet): 11.4% of our total revenue

We are also exposed to other football clubs globally for the payment of transfer fees on players. Depending on the transaction, some of these fees are paid to us in installments. We try to manage our credit risk with respect to those clubs by requiring payments in advance or, in the case of payments on installment, requiring bank guarantees on such payments in certain circumstances. However, we cannot ensure these efforts will eliminate our credit exposure to other clubs. A change in credit quality at one of the media broadcasters for the Premier League or UEFA, one of our sponsors or a club to whom we have sold a player can increase the risk that such counterparty is unable or unwilling to pay amounts owed to us. The failure of a major television broadcaster for the Premier League or Champions League to pay outstanding amounts owed to its respective league or the failure of one of our key sponsors or a club to pay outstanding amounts owed to us could have a material adverse effect on our business, results of operations, financial condition and cash flow.

### ***Matchday revenue from our supporters is a significant portion of overall revenue.***

A significant amount of our revenue derives from ticket sales and other Matchday revenue for our first team matches at Old Trafford and our share of gate receipts from domestic cup matches. In particular, the revenue generated from ticket sales and other Matchday revenue at Old Trafford will be highly dependent on the continued attendance at matches of our individual and corporate supporters as well as the number of home matches we play each season. During each of the 2015/16, 2014/15 and 2013/14 seasons, we played 29, 21 and 28 home matches, respectively, and our Matchday revenue was £106.6 million, £90.6 million and £108.1 million for the years ended 30 June 2016, 2015 and 2014, respectively. Match attendance is influenced by a number of factors, some of which are partly or wholly outside of our control. These factors include the success of our first team, broadcasting coverage and general economic conditions in the United Kingdom, which affect personal disposable income and corporate marketing and hospitality budgets. A reduction in Matchday attendance could have a material adverse effect on our Matchday revenue and our overall business, results of operations, financial condition and cash flow.

### ***The markets in which we operate are highly competitive, both within Europe and internationally, and increased competition could cause our profitability to decline.***

We face competition from other football clubs in England and Europe. In the Premier League, recent investment from wealthy team owners has led to teams with deep financial backing that are able to acquire top players and coaching staff, which could result in improved performance from those teams in domestic and European competitions. As the Premier League continues to grow in popularity, the interest of wealthy potential owners may increase, leading to additional clubs substantially improving their financial position. Competition from European clubs also remains strong. Despite the adoption of the UEFA financial fair play initiative, a set of financial monitoring rules on clubs participating in the Champions League and Europa League, and the Premier League's profitability and sustainability regulations, a similar set of rules monitoring Premier League clubs, European and Premier League football clubs are spending substantial sums on transfer fees and player salaries. Competition from inside and outside the Premier League has led to higher salaries for our players as well as increased competition on the field. The increase in competition could result in our first team finishing lower in the Premier League than we have in the past and jeopardizing our qualification for

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or results in European competitions. Competition within England could also cause our first team to fail to advance in the FA Cup and EFL Cup.

In addition, from a commercial perspective, we actively compete across many different industries and within many different markets. We believe our primary sources of competition, both in Europe and internationally, include, but are not limited to:

- other businesses seeking corporate sponsorships and commercial partners such as sports teams, other entertainment events and television and digital media outlets;
- providers of sports apparel and equipment seeking retail, merchandising, apparel & product licensing opportunities;
- digital content providers seeking consumer attention and leisure time, advertiser income and consumer e-commerce activity;
- other types of television programming seeking access to broadcasters and advertiser income; and
- alternative forms of corporate hospitality and live entertainment for the sale of matchday tickets such as other live sports events, concerts, festivals, theater and similar events.

All of the above forms of competition could have a material adverse effect on any of our five revenue streams and our overall business, results of operations, financial condition and cash flow.

### ***We are subject to special rules and regulations regarding insolvency and bankruptcy.***

We are subject to, among other things, special insolvency or bankruptcy-related rules of the Premier League and the Football Association (the "FA"). Those rules empower the Premier League board to direct certain payments otherwise due to us to the FA and its members, associate members and affiliates, certain other English football leagues and certain other entities if it is reasonably satisfied that we have failed to pay certain creditors including other football clubs, the Premier League and the Football League.

If we experience financial difficulty, we could also face sanctions under the Premier League rules, including suspension from the Premier League, European competitions, the FA Cup and certain other competitions, the deduction of league points from us in the Premier League or Football League and loss of control of player registrations. For example, the Premier League could prevent us from playing, thereby cutting off our income from ticket sales and putting many of our other sources of revenue at risk. Any of these events could have a material adverse effect on our business, results of operation, financial condition, or cash flow, as well as our ability to meet our financial obligations.

### ***Premier League voting rules may allow other clubs to take action contrary to our interests.***

The Premier League is governed by its 20 club shareholders with most rule changes requiring the support of a minimum of 14 of the clubs. This allows a minority of clubs to block changes they view as unfavorable to their interests. In addition, it allows a concerted majority of the clubs to pass rules that may be disadvantageous to the remaining six clubs. As one of the larger clubs in the Premier League in terms of revenue and follower base, we can exert some influence on the rulemaking process, however, our interests may not always align with the majority of clubs and it may be difficult for us to effect changes that are advantageous to us. At the same time, it is possible that other clubs may take action that we view as contrary to our interests. If the Premier League clubs pass rules that limit our ability to operate our business as we have planned or otherwise affect the payments made to us, we may be unable to achieve our goals and strategies or increase our revenue.

***Our digital media strategy is unproven and may not generate the revenue we anticipate.***

We maintain contact with, and provide entertainment to, our global follower base through a number of digital and other media channels, including the internet, mobile services and social media. While we have attracted a significant number of followers to our digital media assets, including our website, the future revenue and income potential of our mobile & content business is uncertain. You should consider our business and prospects in light of the challenges, risks and difficulties we may encounter in this new and rapidly evolving market, including:

- our digital media strategy requiring us to provide offerings such as video on demand, highlights and international memberships that have not previously been a substantial part of our business;
- our ability to retain our current global follower base, build our follower base and increase engagement with our followers through our digital media assets;
- our ability to enhance the content offered through our digital media assets and increase our subscriber base;
- our ability to effectively generate revenue from interaction with our followers through our digital media assets;
- our ability to attract new sponsors and advertisers, retain existing sponsors and advertisers and demonstrate that our digital media assets will deliver value to them;
- our ability to develop our digital media assets in a cost effective manner and operate our digital media services profitably and securely;
- our ability to identify and capitalize on new digital media business opportunities; and
- our ability to compete with other sports and other media for users' time.

In addition, as we expand our digital and other media channels, including the internet, mobile services and social media, revenue from our other business sectors may decrease, including our Broadcasting revenue. Moreover, the increase in subscriber base in some of these digital and other media channels may limit the growth of the subscriber base and popularity of other channels. Failure to successfully address these risks and difficulties could affect our overall business, financial condition, results of operations, cash flow, liquidity and prospects.

***Serious injuries to or losses of playing staff may affect our performance, and therefore our results of operations and financial condition.***

Injuries to members of the playing staff, particularly if career-threatening or career-ending, could have a detrimental effect on our business. Such injuries could have a negative effect upon our first team's performance and may also result in a loss of the income that would otherwise have resulted from a transfer of that player's registration. In addition, depending on the circumstances, we may write down the carrying value of a player on our balance sheet and record an impairment charge in our operating expenses to reflect any losses resulting from career-threatening or career-ending injuries to that player. Our strategy is to maintain a squad of first team players sufficient to mitigate the risk of player injuries. However, this strategy may not be sufficient to mitigate all financial losses in the event of an injury, and as a result such injury may affect the performance of our first team, and therefore our business, results of operations financial condition and cash flow.

***Inability to renew our insurance policies could expose us to significant losses.***

We insure against the death, permanent disablement and travel-related injuries of members of our first team, although not at such player's market value. Moreover, we do not carry insurance against career-ending injuries to our players sustained while playing or training. We also carry non-player

related insurance typical for our business (including liability, business interruption and terrorism insurance). When any of our insurance policies expire, it may not be possible to renew them on the same terms, or at all. In such circumstances, some of our businesses and/or assets may be uninsured. If any of these uninsured businesses or assets were to suffer damage, we could suffer a financial loss. Our most valuable tangible asset is Old Trafford. An inability to renew insurance policies covering our players, Old Trafford, the Aon Training Complex or other valuable assets could expose us to significant losses.

Furthermore, although the Fédération Internationale de Football Association ("FIFA") now provides insurance coverage for loss of wages for players injured while playing for their senior national team in a match played under the FIFA international match calendar, our insurance policies do not cover our players during those periods and, under FIFA rules, national football associations are not obliged to provide insurance coverage for players on international duty.

***Our international expansion and operations in foreign markets expose us to risks associated with international sales and operations.***

We intend to continue to expand internationally and operate in select foreign markets. Managing a global organization is difficult, time consuming and expensive. Our inexperience in operating the club's businesses globally increases the risk that any future international expansion efforts that we may undertake will not be successful. In addition, conducting international operations subjects us to risks such as the lack of familiarity with and unexpected changes in foreign regulatory requirements; difficulties in managing and staffing international operations; fluctuations in currency exchange rates; potentially adverse tax consequences, including foreign value added tax systems, and restrictions on repatriation of earnings; the burdens of complying with a wide variety of foreign laws and legal standards; increased financial accounting and reporting burdens and complexities; the lack of strong intellectual property regimes and political, social and economic instability abroad. Operating in international markets also requires significant management attention and financial resources. The investment and additional resources required to establish operations and manage growth in other countries may not produce desired levels of revenue or profitability.

***Fluctuations in exchange rates may adversely affect our results of operations.***

Our functional and reporting currency is pounds sterling and substantially all of our costs are denominated in pounds sterling. However, Broadcasting revenue from our participation in UEFA competitions, as well as certain other revenue, is generated in Euros. We also occasionally enter into transfer agreements or commercial partner agreements which are payable in Euros. In addition, we have US dollar currency exposure relating to our secured term loan facility and senior secured notes as well as Commercial revenue from certain sponsors. We hedge the foreign exchange risk on a portion of our future US dollar revenues using a portion of our US dollar denominated secured term loan facility and senior secured notes as the hedging instrument. For the year ended 30 June 2016, we recorded a foreign exchange loss in our income statement on our unhedged US dollar denominated secured term loan facility and senior secured notes of £4.1 million (2015: loss of £0.3 million; 2014: loss of £2.7 million). For the years ended 30 June 2016, 2015 and 2014 approximately 7.0%, 1.2% and 9.1% of our total revenue was generated in Euros, respectively, and approximately 24.0%, 30.3% and 19.7% of our total revenue was generated in US dollars, respectively. We may also enter into foreign exchange contracts to hedge a portion of this transactional exposure. We offset the value of our non-sterling revenue and the value of the corresponding hedge before including such amounts in our overall revenue. Our results of operations have in the past and will in the future fluctuate due to movements in exchange rates.

***Failure to adequately protect our intellectual property and curb the sale of counterfeit merchandise could injure our brand.***

Like other popular brands, we are susceptible to instances of brand infringement (such as counterfeiting and other unauthorized uses of our intellectual property rights). We seek to protect our brand assets by ensuring that we own and control certain intellectual property rights in and to those assets and, where appropriate, by enforcing those intellectual property rights. For example, we own the copyright in our logo, and our logo and trade name are registered as trademarks (or are the subject of applications for registration) in a number of jurisdictions in Europe, Asia Pacific, Africa, North America and South America. However, it is not possible to detect all instances of brand infringement. Additionally, where instances of brand infringement are detected, we cannot guarantee that such instances will be prevented as there may be legal or factual circumstances which give rise to uncertainty as to the validity, scope and enforceability of our intellectual property rights in the brand assets. Furthermore, the laws of certain countries in which we license our brand and conduct operations, particularly those in Asia (such as China) may not offer the same level of protection to intellectual property rights holders as those in the United Kingdom, the rest of Europe and the United States, or the time required to enforce our intellectual property rights under these legal regimes may be lengthy and delay recovery. For example, the unauthorized use of intellectual property is common and widespread in China and enforcement of intellectual property rights by Chinese regulatory agencies is inconsistent. If we were to fail or be unable to secure, protect, maintain and/or enforce the intellectual property rights which vest in our brand assets, then we could lose our exclusive right to exploit such brand assets. Infringement of our trademark, copyright and other intellectual property rights could have an adverse effect on our business. We also license our intellectual property rights to third parties. In an effort to protect our brand, we enter into licensing agreements with these third parties which govern the use of our intellectual property and which require our licensees to abide by quality control standards with respect to such use. Although we make efforts to police our licensees' use of our intellectual property, we cannot assure you that these efforts will be sufficient to ensure their compliance. The failure of our licensees to comply with the terms of their licenses could have a material adverse effect on our business, results of operations, financial condition and cash flow.

***We could be negatively affected if we fail to adequately protect follower account information.***

We collect and process personal data (including name, address, age, bank details and other personal data) from our followers, customers, members, suppliers, business contacts and employees as part of the operation of our business (including online merchandising), and therefore we must comply with data protection and privacy laws in the United Kingdom and, in certain situations, other jurisdictions where our followers reside. Those laws impose certain requirements on us in respect of the collection, use and processing of personal information relating to our followers. In addition, we are exposed to the risk that the personal data we control could be wrongfully accessed and/or used, whether by employees, followers or other third parties, or otherwise lost or disclosed or processed in breach of data protection regulations. If we or any of the third party service providers on which we rely fail to process such personal data in a lawful or secure manner or if any theft or loss of personal follower data were to occur, we could face liability under data protection laws, including requirements to destroy customer information or notify the people to whom such information relates of any non-compliance as well as civil or criminal sanctions. This could also result in the loss of the goodwill of our followers and deter new followers. Each of these factors could harm our business reputation, our brand and have a material adverse effect on our business, results of operations, financial condition, cash flow and prospects.

***Piracy and illegal live streaming may adversely impact our broadcasting and mobile & content revenue.***

For each of the years ended 30 June 2016, 2015 and 2014, Broadcasting revenue constituted 27.3%, 27.3% and 31.3%, respectively, of our total revenue. Our Broadcasting revenue is principally generated by the broadcasting of our matches on pay and free-to-air television channels as well as content delivered over the internet and through our own television channel, MUTV. In recent years, piracy and illegal live streaming of subscription content over the internet has caused, and is continuing to cause, lost revenue to media distributors showing our matches. For example, the Premier League previously initiated litigation against Google and YouTube for facilitating piracy and illegal streaming of subscription content. While this litigation matter has been settled there can be no guarantee that this or similar actions will prevent or limit future piracy or illegal streaming of subscription content. If these trends increase or continue unabated, they could pose a risk to subscription television services. The result could be a reduction in the value of our share of football broadcasting rights and of our online and MUTV services, which could have a material adverse effect on our business, results of operations, financial condition and cash flow.

***Our operating results may fluctuate due to seasonality.***

Our operating results are subject to seasonal variation, limiting the overall comparability and predictability of interim financial periods. The seasonality of our operating results is primarily attributable to the number of games played in each financial period and therefore Matchday and Broadcasting revenue recognized. Similarly, certain of our costs derive from hosting games at Old Trafford, and these costs will also vary based on the number of games played in the period. We have historically generated higher revenue in the second and third quarters of our fiscal year. Our business might be affected by our first team reaching the later stages of European and domestic competitions, which would generate significant additional Broadcasting and Matchday revenue during the fourth quarter of our fiscal years. Our cash flow may also vary among interim periods due to the timing of significant payments from major commercial agreements. As a result, our interim results and any quarterly financial information that we publish should not be viewed as an indicator of our performance for the fiscal year.

***We are subject to a greater tax rate than in previous years.***

During the year ended 30 June 2012, our principal operating subsidiaries were tax residents in the United Kingdom. For the year ended 30 June 2012, we were subject to a weighted UK statutory tax rate of 25.5%. Following the reorganization transactions in 2012, although we are organized as a Cayman Islands exempted company, we report as a US domestic corporation for US federal income tax purposes and we are subject to US federal income tax (currently at a statutory rate of 35%) on the majority of our worldwide income.

In addition, we are subject to income and other taxes in various other jurisdictions. The amount of tax we pay is subject to our interpretation and application of tax laws in jurisdictions in which we operate. Changes in current or future laws or regulations, or the imposition of new or changed tax laws or regulations or new related interpretations by taxing authorities in the US or foreign jurisdictions, could adversely affect our business, results of operations, financial condition and cash flow.

***Business interruptions due to natural disasters, terrorist incidents and other events could adversely affect us and Old Trafford.***

Our operations can be subject to natural disasters, terrorist incidents and other events beyond our control, such as earthquakes, fires, power failures, telecommunication losses and acts of war. Such events, whether natural or manmade, could cause severe destruction or interruption to our operations, and as a result, our business could suffer serious harm. Our first team regularly tours the world for

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promotional matches, visiting various countries with a history of terrorism and civil unrest, and as a result, we and our players could be potential targets of terrorism when visiting such countries. In addition, any prolonged business interruption at Old Trafford could cause a decline in Matchday revenue. Our business interruption insurance only covers some, but not all, of these potential events, and even for those events that are covered, it may not be sufficient to compensate us fully for losses or damages that may occur as a result of such events, including, for example, loss of market share and diminution of our brand, reputation and client loyalty. Any one or more of these events could have a material adverse effect on our business, results of operation, financial condition or cash flow.

***If we fail to properly manage our anticipated growth, our business could suffer.***

The planned growth of our commercial operations may place a significant strain on our management and on our operational and financial resources and systems. To manage growth effectively, we will need to maintain a system of management controls and attract and retain qualified personnel, as well as, develop, train and manage management-level and other employees. Failure to manage our growth effectively could cause us to over-invest or under-invest in infrastructure, and result in losses or weaknesses in our infrastructure, which could have a material adverse effect on our business, results of operations, financial condition and cash flow. Any failure by us to manage our growth effectively could have a negative effect on our ability to achieve our development and commercialization goals and strategies.

***If we are unable to maintain, train and build an effective international sales and marketing infrastructure, we will not be able to commercialize and grow our brand successfully.***

As we grow, we may not be able to secure sales personnel or organizations that are adequate in number or expertise to successfully market and sell our brand and products on a global scale. If we are unable to expand our sales and marketing capability, train our sales force effectively or provide any other capabilities necessary to commercialize our brand internationally, we will need to contract with third parties to market and sell our brand. If we are unable to establish and maintain compliant and adequate sales and marketing capabilities, we may not be able to increase our revenue, may generate increased expenses, and may not continue to be profitable.

### **Risks Related to Our Industry**

***An economic downturn and adverse economic conditions may harm our business.***

An economic downturn and adverse conditions in the United Kingdom and global markets may negatively affect our operations in the future. Our Matchday and Broadcasting revenue in part depend on personal disposable income and corporate marketing and hospitality budgets. Further, our Commercial and sponsorship revenue are contingent upon the expenditures of businesses across a wide range of industries, and if these industries were to cut costs in response to an economic downturn, our revenue may similarly decline. Weak economic conditions could also cause a reduction in our Commercial and sponsorship, as well as our Broadcasting and Matchday revenue, each of which could have a material adverse effect on our business, results of operations, financial condition and cash flow.

***The departure of the United Kingdom from the European Union may adversely affect our operations and financial results.***

On 23 June 2016, the United Kingdom (UK) held a referendum in which voters approved an exit from the European Union (EU), commonly referred to as "Brexit". As a result of the referendum, which was advisory in nature, it is expected that the British government will begin negotiating the terms of the UK's future relationship with the EU, including any potential withdrawal. This negotiation period could last at least two years after the British government formally initiates a withdrawal process.

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Nevertheless, the referendum has created significant uncertainty about the future relationship between the UK and the EU, and has given rise to calls for certain regions within the UK to preserve their place in the EU by separating from the UK, as well as for the governments of other EU member states to consider withdrawal.

These developments, or the perception that any of them could occur, have had and may continue to have a material adverse effect on global economic conditions and the stability of global financial markets, and could significantly reduce global market liquidity and restrict the ability of key market participants to operate in certain financial markets. Asset valuations, currency exchange rates and credit ratings may be especially subject to increased market volatility. Lack of clarity about future UK laws and regulations as the UK determines which EU laws to replace or replicate in the event of withdrawal could decrease foreign direct investment in the UK, increase costs, depress economic activity and restrict our access to capital. If the UK and the EU are unable to negotiate acceptable withdrawal terms or if other EU member states pursue withdrawal, barrier-free access between the UK and other EU member states or among the European economic area overall could be diminished or eliminated. Any of these factors could have a material adverse effect on our business, financial condition, results of operations, financial condition and cash flow.

Furthermore, although it is unknown what the terms of the UK's future relationship with the EU, if any, will be, or which EU laws the UK will replace or replicate in the event of withdrawal, it is possible that there will be greater restrictions on imports and exports between the UK and EU member states, greater restrictions on the movement of players between the UK and EU member states, and other increased regulatory complexities. These changes may have a material adverse effect on our business, results of operations, financial condition and cash flow and our ability to continue to compete with the top football clubs in Europe.

### ***An increase in the relative size of salaries or transfer costs could adversely affect our business.***

Our success depends on our ability to attract and retain the highest quality players and coaching staff. As a result, we are obliged to pay salaries generally comparable to our main competitors in England and Europe. Any increase in salaries may adversely affect our business, results of operations, financial condition and cash flow.

Other factors that affect player salaries, such as changes in personal tax rates, changes to the treatment of income or other changes to taxation in the United Kingdom and the relative strength of pounds sterling, may make it more difficult to attract top players and coaching staff from Europe or elsewhere or require us to pay higher salaries to compensate for higher taxes or less favorable exchange rates. In addition, if our revenue falls and salaries remain stable (for example as a result of fixed player or coaching staff salaries over a long period) or increase, our results of operations would be materially adversely affected.

An increase in transfer fees would require us to pay more than expected for the acquisition of players' registrations in the future. In addition, certain players' transfer values may diminish after we acquire them, and we may sell those players for transfer fees below their net book value, resulting in a loss on disposal of players' registrations. Net transfer costs could also increase if levies imposed by FIFA, the Premier League or any other organization in respect of the transfer of players' registrations were to increase.

We remain committed to attracting and retaining the highest quality players for our first team. Our average annual net player capital expenditure over the last 10 years has been £39.6 million (excluding the sale of a player in the year ended 30 June 2009 that generated significant cash inflow, the average annual net player capital expenditure over the same period would have been £47.6 million), and we continue to expect it to vary significantly from period to period. We may explore new player acquisitions in connection with future transfer periods that may materially increase the amount of our



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net player capital expenditure. As part of any material increase in net player capital expenditure, we may also experience a material increase in our expenditure for player salaries. The actual amount of cash we use on player acquisitions will also depend, in part, on the amount of any cash we receive as a result of the sale of any players. Any increase in net player capital expenditure compared to historic levels will also result in an increase in amortization expenses in future periods.

### ***UEFA and Premier League regulations could negatively affect our business.***

As the primary governing body of European football, UEFA continually evaluates the dynamics in the football industry and considers changes to the regulatory framework governing European football clubs. As an example, clubs participating in the Champions League and Europa League competitions are subject to the UEFA Club Licensing and Financial Fair Play regulations ("FFP regulations"). Breaches in the rules may result in, among other things, withholding of prize money, transfer bans and ultimately disqualification from European competitions. Amongst other things, these rules are intended to discourage clubs from continually operating at a loss and to ensure that clubs settle their football, staff and tax creditors on time. Breaches of FFP regulations, for example, where relevant costs (which includes all wage costs and the amortization of player capital expenditures, but excludes depreciation of tangible fixed assets, youth development and community expenditure) exceed revenues on a cumulative basis over a three-year period, or serious delays in settling creditors, have resulted in clubs being punished by way of significant fines and even exclusion from UEFA competitions.

The Premier League has also introduced regulations that aim to promote sustainability through profitability. A break-even test, similar to that contained in UEFA's FFP regulations has been implemented, our first submission having been made during the 2015/16 Premier League competition based on the fiscal years ended 30 June 2014 and 2015. In addition, the regulations introduced for the three seasons ended 2015/16 which limited the annual increase in aggregate player remuneration unless such increases are funded by additional revenue from sources other than Premier League broadcasting revenue have been extended for a further three seasons beginning with the 2016/17 season. Wide-ranging sanctions, including significant fines, player transfer restrictions and Premier League points deduction, may be imposed for breaches of these regulations.

There is a risk that application of the FFP regulations and Premier League profitability and sustainability regulations could have a material adverse effect on the performance of our first team and our business, results of operations, financial condition and cash flow.

### ***We could be negatively affected by current and other future Premier League, FA, UEFA or FIFA regulations.***

Future changes to the Premier League, FA, UEFA, FIFA or other regulations may adversely affect our results of operations. These regulations could cover various aspects of our business, such as the format of competitions, the eligibility of players, the operation of the transfer market and the distribution of broadcasting revenue. In addition, changes are being considered to address the financial sustainability of clubs such as more robust ownership rules and tests in relation to board directors and significant shareholders. In particular, changes to football regulations designed to promote competition could have a significant impact on our business. Such changes could include changes to the distribution of broadcasting income, changes to the relegation structure of English football and restrictions on player spending. In addition, rules designed to promote the development of local players, such as the Home Grown Player Rule, which requires each Premier League club to include at least eight "home grown" (i.e. players that have been registered for at least three seasons at an English or Welsh club between the ages of 16 and 21) players in their squads, could limit our ability to select players. Any of these changes could make it more difficult for us to acquire top quality players and, therefore, adversely affect the performance of our first team.

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Changes in the format of the league and cup competitions in which our first team plays, or might in the future play, could have a negative impact on our results of operations. In addition, in the event that new competitions are introduced to replace existing competitions (for example, a European league), our results of operations may be negatively affected.

### ***There could be a decline in our popularity or the popularity of football.***

There can be no assurance that football will retain its popularity as a sport around the world and its status in the United Kingdom as the so-called "national game," together with the associated levels of media coverage. In addition, we could suffer a decline in popularity. Any decline in popularity could result in lower ticket sales, broadcasting revenue, sponsorship revenue, a reduction in the value of our players or our brand, or a decline in the value of our securities, including our Class A ordinary shares. Any one of these events or a combination of such events could have a material adverse effect on our business, results of operations, financial condition and cash flow.

### **Risk Related to Our Indebtedness**

#### ***Our indebtedness could adversely affect our financial health and competitive position.***

As of 30 June 2016, we had total indebtedness of £490.1 million. Our indebtedness increases the risk that we may be unable to generate cash sufficient to pay amounts due in respect of our indebtedness. It could also have effects on our business. For example, it could:

- limit our ability to pay dividends;
- increase our vulnerability to general adverse economic and industry conditions;
- require us to dedicate a material portion of our cash flow from operations to make payments on our indebtedness, thereby reducing the availability of our cash flow to fund the hiring and retention of players and coaching staff, working capital, capital expenditures and other general corporate purposes;
- limit our flexibility in planning for, or reacting to, changes in our business and the football industry;
- affect our ability to compete for players and coaching staff; and
- limit our ability to borrow additional funds.

In addition, our revolving facility, our secured term loan facility and the note purchase agreement governing the 2027 Notes contain, and any agreements evidencing or governing other future indebtedness may contain, certain restrictive covenants that will limit our ability to engage in certain activities that are in our long-term best interests (see "—Our indebtedness may restrict our ability to pursue our business strategies" below). We have not previously breached and are not in breach of any of the covenants under any of these facilities; however our failure to comply with those covenants could result in an event of default which, if not cured or waived, could result in the acceleration of all of our indebtedness.

#### ***To service our indebtedness, we require cash, and our ability to generate cash is subject to many factors beyond our control.***

Our ability to make payments on and to refinance our indebtedness and to fund planned capital expenditures will depend on our ability to generate cash in the future. This, to a certain extent, is subject to the performance and popularity of our first team as well as general economic, financial, competitive, regulatory and other factors that are beyond our control.

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We cannot assure you that our business will generate sufficient cash flow from operations or that future borrowings will be available to us in an amount sufficient to enable us to pay our indebtedness or to fund our other liquidity needs. We may need to refinance all or a portion of our indebtedness on or before maturity. We cannot assure you that we will be able to refinance any of our indebtedness on commercially reasonable terms or at all. Failure to refinance our indebtedness on terms we believe to be acceptable could have a material adverse effect on our business, financial condition, results of operations and cash flow.

### ***Our indebtedness may restrict our ability to pursue our business strategies.***

Our revolving facility, our secured term loan facility and the note purchase agreement governing the 2027 Notes limit our ability, among other things, to:

- incur additional indebtedness;
- pay dividends or make other distributions or repurchase or redeem our shares;
- make investments;
- sell assets, including capital stock of restricted subsidiaries;
- enter into agreements restricting our subsidiaries' ability to pay dividends;
- consolidate, merge, sell or otherwise dispose of all or substantially all of our assets;
- enter into sale and leaseback transactions;
- enter into transactions with our affiliates; and
- incur liens.

Our ability to comply with these covenants and restrictions may be affected by events beyond our control. If we breach any of these covenants or restrictions, we could be in default under our revolving facility, our secured term loan facility and the 2027 Notes. This would permit the lending banks under our revolving facility and our secured term loan facility to take certain actions, including declaring all amounts that we have borrowed under our revolving facility, our secured term loan facility and other indebtedness to be due and payable, together with accrued and unpaid interest. This would also result in an event of default under the note purchase agreement governing the 2027 Notes. Furthermore, lending banks could refuse to extend further credit under the revolving facility. If the debt under our revolving facility, our secured term loan facility, the 2027 Notes or any other material financing arrangement that we enter into were to be accelerated, our assets, in particular liquid assets, may be insufficient to repay our indebtedness. The occurrence of any of these events could have a material adverse effect on our business, financial condition and results of operations.

### ***Our variable rate indebtedness subjects us to interest rate risk, which could cause our debt service obligations to increase significantly.***

We are subject to interest rate risk in connection with borrowings under our revolving facility and our secured term loan facility, which bear interest at variable rates. Interest rate changes could impact the amount of our interest payments, and accordingly, our future earnings and cash flow, assuming other factors are held constant. We have entered into an interest rate swap related to our secured term loan facility that involves the exchange of floating for fixed rate interest payments in order to reduce interest rate volatility. As of 30 June 2016, we had £166,018,000 of variable rate indebtedness outstanding under our secured term loan facility. We cannot assure you that any hedging activities entered into by us will be effective in fully mitigating our interest rate risk from our variable rate indebtedness.

## Risks Related to Ownership of Our Class A Ordinary Shares

*Because of its significant share ownership, our principal shareholder will be able to exert control over us and our significant corporate decisions.*

Our principal shareholder, Red Football LLC, controls 20.03% of our issued and outstanding Class A ordinary shares and 68.55% of our issued and outstanding Class B ordinary shares, representing 67.03% of the voting power of our outstanding capital stock. Each Class A ordinary share is entitled to one vote per share and is not convertible into any other class of shares. Each Class B ordinary share is entitled to 10 votes per share and is convertible into one Class A ordinary share at any time. In addition, our Class B ordinary shares will automatically convert into shares of our Class A ordinary shares upon certain transfers and other events, including upon the date when holders of all Class B ordinary shares cease to hold Class B ordinary shares representing at least 10% of the total number of Class A and Class B ordinary shares outstanding. For special resolutions, which require the vote of two-thirds of the votes cast, at any time that Class B ordinary shares remain outstanding, the voting power permitted to be exercised by the holders of the Class B ordinary shares will be weighted such that the Class B ordinary shares shall represent, in the aggregate, 67% of the voting power of all shareholders. As a result, our principal shareholder will have the ability to determine the outcome of all matters submitted to our shareholders for approval, including the election and removal of directors and any merger, consolidation, or sale of all or substantially all of our assets. The interests of our principal shareholder might not coincide with the interests of the other shareholders. This concentration of ownership may harm the value of our Class A ordinary shares, among other things:

- delaying, deferring or preventing a change in control of our Company;
- impeding a merger, consolidation, takeover or other business combination involving our Company; or
- causing us to enter into transactions or agreements that are not in the best interests of all shareholders.

*As a foreign private issuer and "controlled company" within the meaning of the New York Stock Exchange's corporate governance rules, we are permitted to, and we do, rely on exemptions from certain of the New York Stock Exchange corporate governance standards, including the requirement that a majority of our board of directors consist of independent directors. Our reliance on such exemptions may afford less protection to holders of our Class A ordinary shares.*

The New York Stock Exchange's corporate governance rules require listed companies to have, among other things, a majority of independent board members and independent director oversight of executive compensation, nomination of directors and corporate governance matters. As a foreign private issuer, we are permitted to, and we do, follow home country practice in lieu of the above requirements. As long as we rely on the foreign private issuer exemption to certain of the New York Stock Exchange corporate governance standards, a majority of the directors on our board of directors are not required to be independent directors, our remuneration committee is not required to be comprised entirely of independent directors and we are not required to have a nominating and corporate governance committee. Therefore, our board of directors' approach to governance may be different from that of a board of directors consisting of a majority of independent directors, and, as a result, the management oversight of our Company may be more limited than if we were subject to all of the New York Stock Exchange corporate governance standards.

In the event we no longer qualify as a foreign private issuer, we intend to rely on the "controlled company" exemption under the New York Stock Exchange corporate governance rules. A "controlled company" under the New York Stock Exchange corporate governance rules is a company of which more than 50% of the voting power is held by an individual, group or another company. Our principal

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shareholder, Red Football LLC, controls a majority of the combined voting power of our outstanding ordinary shares, making us a "controlled company" within the meaning of the New York Stock Exchange corporate governance rules. As a controlled company, we are eligible to, and, in the event we no longer qualify as a foreign private issuer, we intend to, elect not to comply with certain of the New York Stock Exchange corporate governance standards, including the requirement that a majority of directors on our board of directors are independent directors and the requirement that our remuneration committee and our nominating and corporate governance committee consist entirely of independent directors.

Accordingly, our shareholders do not have the same protection afforded to shareholders of companies that are subject to all of the New York Stock Exchange corporate governance standards, and the ability of our independent directors to influence our business policies and affairs may be reduced.

***We are an "emerging growth company" and we cannot be certain if the reduced disclosure requirements applicable to emerging growth companies make our Class A ordinary shares less attractive to investors.***

We are an "emerging growth company," as defined in the JOBS Act, and, as such, we take advantage of certain exemptions from various reporting requirements that are applicable to other public companies that are not "emerging growth companies" including, but not limited to, not being required to comply with the auditor attestation requirements of Section 404(b) of the Sarbanes-Oxley Act. We cannot predict if investors will find our Class A ordinary shares less attractive because we rely on these exemptions. If some investors find our Class A ordinary shares less attractive as a result, there may be a less active trading market for our Class A ordinary shares and our share price may be more volatile.

In addition, Section 107 of the JOBS Act also provides that an "emerging growth company" can take advantage of the extended transition period provided in Section 7(a)(2)(B) of the Securities Act of 1933, as amended (the "Securities Act"), for complying with new or revised accounting standards. In other words, an "emerging growth company" can delay the adoption of certain accounting standards until those standards would otherwise apply to private companies. However, we previously chose to "opt out" of such extended transition period, and as a result, we will comply with new or revised accounting standards on the relevant dates on which adoption of such standards is required for non-emerging growth companies. Section 107 of the JOBS Act provides that our decision to opt out of the extended transition period for complying with new or revised accounting standards is irrevocable.

We will cease to be an emerging growth company as of 30 June 2018 or such earlier time if we have more than \$1.0 billion in annual revenue, have more than \$700 million in market value of our ordinary shares held by non-affiliates, or issue more than \$1.0 billion of non-convertible debt over a three-year period.

***The obligations associated with being a public company require significant resources and management attention.***

As a public company in the United States, we incur legal, accounting and other expenses that we did not previously incur as a private company. We are subject to the reporting requirements of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), and the Sarbanes-Oxley Act, the listing requirements of the New York Stock Exchange and other applicable securities rules and regulations. Compliance with these rules and regulations increases our legal and financial compliance costs, make some activities more difficult, time-consuming or costly and increases demand on our systems and resources, particularly after we are no longer an "emerging growth company." The Exchange Act requires that we file annual and current reports with respect to our business, financial condition and results of operations. The Sarbanes-Oxley Act requires, among other things, that we establish and maintain effective internal controls and procedures for financial reporting. Furthermore,

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the demands of being a public company may divert management's attention from implementing our growth strategy, which could prevent us from improving our business, financial condition and results of operations. We have made, and will continue to make, changes to our internal controls and procedures for financial reporting and accounting systems to meet our reporting obligations as a public company. However, the measures we have taken, and will continue to take, may not be sufficient to satisfy our obligations as a public company. In addition, these rules and regulations increase our legal and financial compliance costs and make some activities more time-consuming and costly. For example, these rules and regulations make it more difficult and more expensive for us to obtain director and officer liability insurance, and we may be required to incur substantial costs to maintain the same or similar coverage. These additional obligations could have a material adverse effect on our business, financial condition, results of operations and cash flow.

In addition, changing laws, regulations and standards relating to corporate governance and public disclosure are creating uncertainty for public companies, increasing legal and financial compliance costs and making some activities more time consuming. These laws, regulations and standards are subject to varying interpretations, in many cases due to their lack of specificity, and, as a result, their application in practice may evolve over time as new guidance is provided by regulatory and governing bodies. This could result in continuing uncertainty regarding compliance matters and higher costs necessitated by ongoing revisions to disclosure and governance practices. We intend to invest resources to comply with evolving laws, regulations and standards, and this investment may result in increased general and administrative expenses and a diversion of management's time and attention from revenue-generating activities to compliance activities. If our efforts to comply with new laws, regulations and standards differ from the activities intended by regulatory or governing bodies due to ambiguities related to their application and practice, regulatory authorities may initiate legal proceedings against us and our business, financial condition, results of operations and cash flow could be adversely affected.

For as long as we are an "emerging growth company" under the JOBS Act, our independent registered public accounting firm will not be required to attest to the effectiveness of our internal control over financial reporting pursuant to Section 404 of the Sarbanes-Oxley Act. We will cease to be an emerging growth company as of 30 June 2018 or such earlier time if we have more than \$1.0 billion in annual revenue, have more than \$700 million in market value of our ordinary shares held by non-affiliates, or issue more than \$1.0 billion of non-convertible debt over a three-year period.

Furthermore, once we are no longer an emerging growth company, our independent registered public accounting firm will be required to attest to the effectiveness of our internal control over financial reporting. Even if our management concludes that our internal controls over financial reporting are effective, our independent registered public accounting firm may decline to attest to our management's assessment or may issue a report that is qualified if it is not satisfied with our controls or the level at which our controls are documented, designed, operated or reviewed, or if it interprets the relevant requirements differently from us. In addition, in connection with the implementation of the necessary procedures and practices related to internal control over financial reporting, we may identify deficiencies that we may not be able to remediate in time to meet the deadline imposed by the Sarbanes-Oxley Act for compliance with the requirements of Section 404. Failure to comply with Section 404 could subject us to regulatory scrutiny and sanctions, impair our ability to raise revenue, cause investors to lose confidence in the accuracy and completeness of our financial reports and negatively affect our share price.

***We may lose our foreign private issuer status in the future, which could result in significant additional costs and expenses.***

We are a "foreign private issuer," as such term is defined in Rule 405 under the Securities Act, and therefore, we are not required to comply with all the periodic disclosure and current reporting requirements of the Exchange Act and related rules and regulations. Under Rule 405, the

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determination of foreign private issuer status is made annually on the last business day of an issuer's most recently completed second fiscal quarter and, accordingly, the next determination will be made with respect to us on 31 December 2016.

In the future, we would lose our foreign private issuer status if a majority of our shareholders, directors or management are US citizens or residents and we fail to meet additional requirements necessary to avoid loss of foreign private issuer status. Although we have elected to comply with certain US regulatory provisions, our loss of foreign private issuer status would make such provisions mandatory. The regulatory and compliance costs to us under US securities laws as a US domestic issuer may be significantly higher. If we are not a foreign private issuer, we will be required to file periodic reports and registration statements on US domestic issuer forms with the US Securities and Exchange Commission (the "SEC"), which are more detailed and extensive than the forms available to a foreign private issuer. For example, the annual report on Form 10-K requires domestic issuers to disclose executive compensation information on an individual basis with specific disclosure regarding the domestic compensation philosophy, objectives, annual total compensation (base salary, bonus, equity compensation) and potential payments in connection with change in control, retirement, death or disability, while the annual report on Form 20-F permits foreign private issuers to disclose compensation information on an aggregate basis. We will also have to mandatorily comply with US federal proxy requirements, and our officers, directors and principal shareholders will become subject to the short-swing profit disclosure and recovery provisions of Section 16 of the Exchange Act. We may also be required to modify certain of our policies to comply with good governance practices associated with US domestic issuers. Such conversion and modifications will involve additional costs. In addition, we may lose our ability to rely upon exemptions from certain corporate governance requirements on US stock exchanges that are available to foreign private issuers.

***Anti-takeover provisions in our organizational documents and Cayman Islands law may discourage or prevent a change of control, even if an acquisition would be beneficial to our shareholders, which could depress the price of our Class A ordinary shares and prevent attempts by our shareholders to replace or remove our current management.***

Our amended and restated memorandum and articles of association contain provisions that may discourage unsolicited takeover proposals that shareholders may consider to be in their best interests. In particular, our amended and restated memorandum and articles of association permit our board of directors to issue preference shares from time to time, with such rights and preferences as they consider appropriate. Our board of directors could also authorize the issuance of preference shares with terms and conditions and under circumstances that could have an effect of discouraging a takeover or other transaction. We are also subject to certain provisions under Cayman Islands law which could delay or prevent a change of control. In particular, any merger, consolidation or amalgamation of the Company would require the active consent of our board of directors. Our board of directors may be appointed or removed by the holders of the majority of the voting power of our ordinary shares (which is controlled by our principal shareholder). Together these provisions may make more difficult the removal of management and may discourage transactions that otherwise could involve payment of a premium over prevailing market prices for our Class A ordinary shares.

***The price of our Class A ordinary shares might fluctuate significantly, and you could lose all or part of your investment.***

Volatility in the market price of our Class A ordinary shares may prevent investors from being able to sell their shares of our Class A ordinary shares at or above the price they paid for such shares. The trading price of our Class A ordinary shares may be volatile and subject to wide price fluctuations in response to various factors, including:

- performance of our first team;

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- the overall performance of the equity markets;
- industry related regulatory developments;
- issuance of new or changed securities analysts' reports or recommendations;
- additions or departures of key personnel;
- investor perceptions of us and the football industry, changes in accounting standards, policies, guidance, interpretations or principles;
- sale of our Class A ordinary shares by us, our principal shareholder or members of our management;
- general economic conditions;
- changes in interest rates; and
- availability of capital.

These and other factors might cause the market price of our Class A ordinary shares to fluctuate substantially, which might limit or prevent investors from readily selling their shares of our Class A ordinary share and may otherwise negatively affect the liquidity of our Class A ordinary shares. In addition, in recent years, the stock market has experienced significant price and volume fluctuations. This volatility has had a significant impact on the market price of securities issued by many companies across many industries. The changes frequently appear to occur without regard to the operating performance of the affected companies. Accordingly, the price of our Class A ordinary shares could fluctuate based upon factors that have little or nothing to do with our Company, and these fluctuations could materially reduce our share price. Securities class action litigation has often been instituted against companies following periods of volatility in the overall market and in the market price of a company's securities. This litigation, if instituted against us, could result in substantial costs, divert our management's attention and resources, and harm our business, operating results and financial condition.

***Future sales of our Class A ordinary shares, or the perception in the public markets that these sales may occur, may depress our stock price.***

Sales of substantial amounts of our Class A ordinary shares, or the perception that these sales could occur, could adversely affect the price of our Class A ordinary shares and could impair our ability to raise capital through the sale of additional shares. As of 8 September 2016 we had 40,025,280 Class A ordinary shares outstanding. The Class A ordinary shares are freely tradable without restriction under the Securities Act, except for any of our Class A ordinary shares that may be held or acquired by our directors, executive officers and other affiliates, as that term is defined in the Securities Act, which will be restricted securities under the Securities Act. Restricted securities may not be sold in the public market unless the sale is registered under the Securities Act or an exemption from registration is available.

All of our Class A ordinary shares outstanding as of the date of this Annual Report may be sold in the public market by existing shareholders, subject to applicable Rule 144 volume limitations and other limitations imposed under federal securities laws.

In the future, we may also issue our securities if we need to raise capital in connection with a capital raise or acquisition. The amount of our Class A ordinary shares issued in connection with a capital raise or acquisition could constitute a material portion of our then-outstanding Class A ordinary shares.



***Our ability to pay regular dividends is subject to restrictions in our revolving facility, our secured term loan facility, the note purchase agreement governing the 2027 Notes, results of operations, distributable reserves and solvency requirements; our Class A ordinary shares have no guaranteed dividends and holders of our Class A ordinary shares have no recourse if dividends are not declared.***

In fiscal year 2016 we began paying a regular quarterly cash dividend on our Class A ordinary shares and Class B ordinary shares of \$0.045 per share. Our board of directors recently approved replacing the previous quarterly cash dividend with a regular semi-annual cash dividend of \$0.09 per share. We expect to continue paying regular dividends to our Class A ordinary shareholders and Class B ordinary shareholders. The declaration and payment of any future dividends, however, will be at the sole discretion of our board of directors or a committee thereof and will depend upon our results of operations, financial condition, distributable reserves, contractual restrictions, restrictions imposed by applicable law, capital requirements and other factors our board of directors (or such committee thereof) deems relevant. Furthermore, neither of our Class A ordinary shares nor our Class B ordinary shares have any guaranteed dividends and holders of our Class A ordinary shares and holders of our Class B ordinary shares have no recourse if dividends are not declared. Our ability to pay dividends on the Class A ordinary shares and Class B ordinary shares is limited by our revolving facility, our secured term loan facility and the note purchase agreement governing the 2027 Notes, which contain restricted payment covenants. The restricted payment covenants allow dividends in certain circumstances, including to the extent dividends do not exceed 50% of the cumulative consolidated net income of Red Football Limited and its restricted subsidiaries, provided there is no event of default and Red Football Limited is able to meet the principal and interest payments on its debt under a fixed charge coverage test. Our ability to pay dividends may be further restricted by the terms of any of our future debt or preferred securities. Additionally, because we are a holding company, our ability to pay dividends on our Class A ordinary shares and Class B ordinary shares is limited by restrictions on the ability of our subsidiaries to pay dividends or make distributions to us, including restrictions under the terms of the agreements governing our indebtedness. As a consequence of these limitations and restrictions, we may not be able to make, or may have to reduce or eliminate, the payment of dividends on our Class A ordinary shares. Accordingly, you may have to sell some or all of your Class A ordinary shares after price appreciation in order to generate cash flow from your investment. You may not receive a gain on your investment when you sell your Class A ordinary shares and you may lose the entire amount of the investment. Additionally, any change in the level of our dividends or the suspension of the payment thereof could adversely affect the market price of our Class A ordinary shares. See "Item 8. Financial Information—A. Consolidated Financial Statements and Other Financial Information—Dividend Policy."

***The rules of the Premier League and our amended and restated memorandum and articles of association impose certain limitations on shareholders' ability to invest in more than one football club.***

The rules of the Premier League prohibit any person who holds an interest of 10% or more of the total voting rights exercisable in a Premier League football club from holding an interest in voting rights exercisable in any other Premier League football club. As a result, our amended and restated memorandum and articles of association prohibit the acquisition of (i) 10% or more of our Class A ordinary shares if they hold any interest in voting rights exercisable in another Premier League football club and (ii) any Class A ordinary shares if they hold an interest of 10% or more of the total voting rights exercisable in another Premier League football club. In addition, under our amended and restated memorandum and articles of association, if any shareholder is determined by us, at our absolute discretion, to be holding any Class A ordinary shares in violation of this rule or the rules of certain other relevant governing bodies, we have the right to repurchase shares from such person or direct that shareholder to transfer those shares to another person.

***Exchange rate fluctuations may adversely affect the foreign currency value of the Class A ordinary shares and any dividends.***

Our Class A ordinary shares are quoted in US dollars on the New York Stock Exchange. Our financial statements are prepared in pounds sterling. Fluctuations in the exchange rate between the pounds sterling and the US dollar will affect, among other matters, the US dollar value of the Class A ordinary shares and of any dividends.

***The rights afforded to shareholders are governed by the laws of the Cayman Islands.***

Our corporate affairs and the rights afforded to shareholders are governed by our amended and restated memorandum and articles of association and by the Companies Law (2011 Revision) of the Cayman Islands, as amended and restated from time to time (the "Companies Law") and common law of the Cayman Islands, and these rights differ in certain respects from the rights of shareholders in typical US corporations. In particular, the laws of the Cayman Islands relating to the protection of the interests of minority shareholders differ in some respects from those established under statutes or judicial precedent in existence in the United States. The laws of the Cayman Island provide only limited circumstances under which shareholders of companies may bring derivative actions and (except in limited circumstances) do not afford appraisal rights to dissenting shareholders in the form typically available to shareholders of a US corporation other than in limited circumstances in relation to certain mergers. A summary of Cayman Islands law on the protection of minority shareholders is set out in "Item 10. Additional Information—B. Memorandum and Articles of Association and Other Share Information."

***We report as a US domestic corporation for US federal income tax purposes.***

As discussed more fully under "Item 10. Additional Information—E. Taxation," due to the circumstances of our formation and the application of Section 7874 of the US Internal Revenue Code of 1986, as amended (the "Code"), we report as a US domestic corporation for all purposes of the Code. As a result, we are subject to US federal income tax on the majority of our worldwide income. In addition, if we pay dividends to a Non-US Holder, as defined in the discussion "Item 10. Additional Information—E. Taxation," we will be required to withhold US income tax at the rate of 30%, or such lower rate as may be provided in an applicable income tax treaty. Each investor should consult its own tax adviser regarding the US federal income tax position of the Company and the tax consequences of holding the Class A ordinary shares.

***Withholding under the Foreign Account Tax Compliance Act may apply to our dividends and gross proceeds from the sale or other disposition of our Class A ordinary shares.***

Under legislation incorporating provisions referred to as the Foreign Account Tax Compliance Act ("FATCA"), a 30% withholding tax will generally apply to certain types of payments, including US source dividends and gross proceeds from the disposition of equity securities that produce US source dividends, made to "foreign financial institutions" (as defined under those rules) and certain other non-US entities, unless such foreign financial institutions or other entities comply with requirements under FATCA or are otherwise exempt from such requirements. Because we report as a US domestic corporation for all purposes of the Code, including for purposes of FATCA, our dividends as well as gross proceeds from the sale or other disposition of our Class A ordinary shares paid to a foreign financial institution or other non-US entity may be subject to potential withholding under FATCA. Under the applicable Treasury regulations and administrative guidance, withholding under FATCA generally applies to payments of dividends on our Class A ordinary shares, and also will apply on or after 1 January 2019 to payments of gross proceeds from a sale or other disposition of Class A ordinary shares. Prospective investors should consult their tax advisors regarding the potential application of withholding under FATCA to an investment in our Class A ordinary shares.

***If securities or industry analysts do not publish research or reports or publish unfavorable research about our business, our stock price and trading volume could decline.***

The trading market for our Class A ordinary shares depends in part on the research and reports that securities or industry analysts publish about us, our business or our industry. If one or more of the analysts who covers us downgrades our stock, our share price will likely decline. If one or more of these analysts ceases to cover us or fails to publish regular reports on us, interest in the purchase of our Class A ordinary shares could decrease, which could cause our stock price or trading volume to decline.

***It may be difficult to enforce a US judgment against us, our directors and officers and certain experts named in this Annual Report outside the United States, or to assert US securities law claims outside of the United States.***

The majority of our directors and executive officers are not residents of the United States, and the majority of our assets and the assets of these persons are located outside the United States. As a result, it may be difficult or impossible for investors to effect service of process upon us within the United States or other jurisdictions, including judgments predicated upon the civil liability provisions of the federal securities laws of the United States. Additionally, it may be difficult to assert US securities law claims in actions originally instituted outside of the United States. Foreign courts may refuse to hear a US securities law claim because foreign courts may not be the most appropriate forums in which to bring such a claim. Even if a foreign court agrees to hear a claim, it may determine that the law of the jurisdiction in which the foreign court resides, and not US law, is applicable to the claim. Further, if US law is found to be applicable, the content of applicable US law must be proved as a fact, which can be a time-consuming and costly process, and certain matters of procedure would still be governed by the law of the jurisdiction in which the foreign court resides.

In particular, investors should be aware that there is uncertainty as to whether the courts of the Cayman Islands would recognize and enforce judgments of United States courts obtained against us or our directors or management as well as against the selling shareholder predicated upon the civil liability provisions of the securities laws of the United States or any state in the United States or entertain original actions brought in the Cayman Islands courts against us or our directors or officers as well as against the selling shareholder predicated upon the securities laws of the United States or any state in the United States. As a result of the difficulty associated with enforcing a judgment against us, you may not be able to collect any damages awarded by either a US or foreign court.

#### **ITEM 4. INFORMATION ON THE COMPANY**

##### **Our Company—Manchester United**

We are one of the most popular and successful sports teams in the world, playing one of the most popular spectator sports on Earth. Through our 138-year heritage we have won 64 trophies, including a record 20 English league titles, enabling us to develop what we believe is one of the world's leading sports brands and a global community of 659 million followers. Our large, passionate community provides us with a worldwide platform to generate significant revenue from multiple sources, including sponsorship, merchandising, product licensing, mobile & content, broadcasting and matchday. We attract leading global companies such as adidas, Aon, and General Motors (Chevrolet) that want access and exposure to our community of followers and association with our brand.

Our global community of followers engages with us in a variety of ways:

- Premier League games at our home stadium, Old Trafford, have been sold out since the 1997/98 season. In the 2015/16 season, our 29 home games were attended by over 2.1 million people.

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- We undertake exhibition games and promotional tours on a global basis, enabling our worldwide followers to see our team play. These games are in addition to our competitive matches and take place during the summer months or during gaps in the football season. Over the last 6 years, we have played 29 exhibition games in Australia, China, Germany, Hong Kong, Ireland, Japan, Norway, South Africa, Sweden, Thailand and the United States, where in 2014, we set a U.S. attendance record for a football match with 109,318 fans at Michigan stadium.
- Our customer relationship management ("CRM") database, a proprietary data repository that includes contact and transactional details of followers and customers around the globe, enables us to analyze and better understand prospects and customers to drive revenues. As of 30 June 2016, the CRM database holds in excess of 43.7 million records, as compared to 40.7 million records as of 30 June 2015, an increase of approximately 3.1 million, or 7.5%.
- During the 2015/16 season, our games generated a cumulative audience reach of over 3.2 billion viewers, according to the Futures Data, across 200 territories. On a per game basis, our 59 games attracted an average cumulative audience reach of 54 million per game, based on the Futures Data.
- We have one of the strongest online global brands providing us with significant opportunities to further engage with our followers and develop our media assets and revenue streams.
- As of 30 June 2016, we had close to 160 million digital connections.
- Our website, [www.manutd.com](http://www.manutd.com), is published in 7 languages and over the year ended 30 June 2016 attracted an average of approximately 36 million page views per month.
- We have a very popular brand page on Facebook with over 69.8 million connections. In comparison, the New York Yankees have approximately 8.5 million Facebook connections and the Dallas Cowboys have approximately 8.3 million Facebook connections. Furthermore, we have more Facebook connections than the NBA, NFL and MLB combined and we are the most popular Facebook page registered in the United Kingdom according to [www.socialbakers.com](http://www.socialbakers.com).
- Our Twitter account has more than 8 million followers, an increase of over 48% from 30 June 2015.
- It took us just 22 days to become the top Premier League Club on Instagram in August 2013, and we are still the most-followed, fastest-growing, and most-engaged Premier League club on the platform.
- We also have a significant presence on Chinese social media, with 8.7 million followers on Sina Weibo and 5.3 million followers on Tencent Weibo—topping all other football clubs on the platforms.

### **Our Business Model and Revenue Drivers**

We operate and manage our business as a single reporting segment—the operation of a professional sports team. However, we review our revenue through three principal sectors—Commercial, Broadcasting and Matchday.

- **Commercial:** Within the Commercial revenue sector, we monetize our global brand via three revenue streams: sponsorship; retail, merchandising, apparel & product licensing; and mobile & content.
- **Sponsorship:** We monetize the value of our global brand and community of followers through marketing and sponsorship relationships with leading international and regional companies around the globe. To better leverage the strength of our brand, we have developed a global, regional and product segmentation sponsorship strategy. Our sponsorship revenue was £

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160.1 million, £154.8 million and £135.8 million for each of the years ended 30 June 2016, 2015 and 2014, respectively.

- **Retail, Merchandising, Apparel & Product Licensing:** We market and sell sports apparel, training and leisure wear and other clothing featuring the Manchester United brand on a global basis. In addition, we also sell other licensed products, from coffee mugs to bed spreads, featuring the Manchester United brand and trademarks. These products are distributed through Manchester United branded retail centers and e-commerce platforms, as well as our partners' wholesale distribution channels. All of our retail, merchandising, apparel & product licensing business was previously managed by Nike up to the end of July 2015. Our retail, merchandising, apparel & product licensing revenue was £97.3 million, £31.6 million and £37.5 million for each of the years ended 30 June 2016, 2015 and 2014, respectively.
- **Mobile & Content:** Due to the strength of our brand and the quality of our content, we have formed mobile telecom partnerships in numerous countries. In addition, we market content directly to our followers through our website, www.manutd.com, and associated mobile properties. Our mobile & content revenue was £10.9 million, £10.4 million and £16.0 million for each of the years ended 30 June 2016, 2015 and 2014, respectively.

Our Commercial revenue was £268.3 million, £196.9 million and £189.3 million for each of the years ended 30 June 2016, 2015 and 2014, respectively, and grew at a compound annual growth rate of 19.1% from fiscal year 2014 through fiscal year 2016. Our historical growth rates do not guarantee that we will achieve comparable rates in the future.

Our other two revenue sectors, Broadcasting and Matchday, provide predictable cash flow and global media exposure that enables us to continue to invest in the success of the team and expand our brand.

- **Broadcasting:** We benefit from the distribution of live football content directly from the revenue we receive and indirectly through increased global exposure for our commercial partners. Broadcasting revenue is derived from the global television rights relating to the Premier League, European competitions and other competitions. In addition, our wholly-owned global television channel, MUTV, delivers Manchester United programming to over 56 countries and territories around the world. Broadcasting revenue including, in some cases, prize money received by us in respect of various competitions, will vary from year to year as a result of variability in the amount of available prize money and the performance of our first team in such competitions. Our Broadcasting revenue was £140.4 million, £107.7 million and £135.8 million for each of the years ended 30 June 2016, 2015 and 2014, respectively.
- **Matchday:** We believe Old Trafford is one of the world's iconic sports venues. It currently seats 75,643 and is the largest football club stadium in the UK. We have averaged over 99% of attendance capacity for our Premier League matches in each of the last 18 years. Matchday revenue will vary from year to year as a result of the number of home games played and the performance of our first team in various competitions. Our Matchday revenue was £106.6 million, £90.6 million and £108.1 million for each of the years ended 30 June 2016, 2015 and 2014, respectively.

Total revenue for the years ended 30 June 2016, 2015 and 2014 was £515.3 million, £395.2 million and £433.2 million, respectively.

## Our Competitive Strengths

We believe our key competitive strengths are:

- **One of the most successful sports teams in the world:** Founded in 1878, Manchester United is one of the most successful sports teams in the world—playing one of the world's most popular spectator sports. We have won 64 trophies in nine different leagues, competitions and cups since 1908. Our ongoing success is supported by our highly developed football infrastructure and global scouting network.
- **A globally recognized brand with a large, worldwide following:** Our 138-year history, our success and the global popularity of our sport have enabled us to become what we believe to be one of the world's most recognizable brands. We enjoy the support of our worldwide community of 659 million followers. The composition of our follower base is far reaching and diverse, transcending cultures, geographies, languages and socio-demographic groups, and we believe the strength of our brand goes beyond the world of sports.
- **Ability to successfully monetize our brand:** The popularity and quality of our globally recognized brand make us an attractive marketing partner for companies around the world. Our community of followers is strong in emerging markets, especially in certain regions of Asia, which enables us to deliver media exposure and growth to our partners in these markets.
- **Well established global media and marketing infrastructure driving Commercial revenue growth:** We have a large global team, working from our UK and Hong Kong offices, dedicated to the development and monetization of our brand and to the sourcing of new revenue opportunities. The team has considerable experience and expertise in sponsorship sales, customer relationship management, marketing execution, advertising support and brand development. In addition, we have developed an increasing range of case studies, covering multiple sponsorship categories and geographies, which in combination with our many years' experience enables us to demonstrate and deliver an effective set of marketing capabilities to our partners on a global and regional basis. Our team is dedicated to the development and monetization of our brand and to the sourcing of new revenue opportunities.
- **Sought-after content capitalizing on the proliferation of digital and social media:** We produce content that is followed year-round by our global community of followers. Our content distribution channels are international and diverse, and we actively adopt new media channels to enhance the accessibility and reach of our content. We believe our ability to generate proprietary content, which we distribute on our own global platforms as well as via popular third party social media platforms such as Facebook, Twitter, Sina Weibo, Tencent Weibo and others, constitute an ongoing growth opportunity.
- **Seasoned management team and committed ownership:** Our senior management has considerable experience and expertise in the football, commercial, media and finance industries.

## Our Strategy

We aim to increase our revenue and profitability by expanding our high growth businesses that leverage our brand, global community and marketing infrastructure. The key elements of our strategy are:

- **Expand our portfolio of sponsors:** We are well-positioned to continue to secure sponsorships with leading brands. We have historically implemented a proactive approach to identifying, securing and supporting sponsors. During fiscal year 2016 we announced six global sponsorship partnerships, five regional sponsorship partnerships and three financial services and telecom agreements. We experienced an 8.6% compound annual growth rate in our sponsorship revenue

from fiscal year 2014 through fiscal year 2016 (the growth rate from fiscal year 2014 to fiscal year 2015 was 14.0% and from fiscal year 2015 to fiscal year 2016 was 3.4%). Our historical growth rates do not guarantee that we will achieve comparable rates in the future. In addition to developing our global sponsorship portfolio, we are focused on segmenting new opportunities by product category and territory. As part of this strategy, we opened an office in Hong Kong in August 2012, which has successfully completed multiple sponsorship contracts. This is in addition to our London and Manchester offices.

- **Further develop our retail, merchandising, apparel & product licensing business:** Prior to the end of July 2015, all of our retail, merchandising, apparel & product licensing business was managed by Nike. Currently, we have a 10-year agreement with adidas with respect to our global technical sponsorship and dual-branded licensing rights, which began on 1 August 2015. The agreement with adidas does not include the rights with respect to mono-branded licensing rights or the right to create and operate Manchester United branded soccer schools, physical retail channels and e-commerce retail channels. These are business areas that were previously operated by Nike and the reversion of these rights to Manchester United provides us with increased commercial opportunities and control. In the future, we plan to invest to expand our portfolio of product licensees to enhance the range of product offerings available to our followers. Additionally, we may also seek to refine how we segment the different elements of this business. We may also increase our focus on developing these rights more proactively, alone or with other partners.
- **Continue to invest in our team, facilities and other brand enhancing initiatives:** Dating back to our first league championship in 1908 through present day, where we have earned a record number of English League titles, we have enjoyed a rich tradition of football excellence. We believe our many years of on field success coupled with an iconic stadium and high level of fan engagement has driven our leading global brand. We are well positioned to continue reinvesting our free cash flow in brand enhancing initiatives. Our brand begins with strong on-field performance, and we remain committed to attracting and retaining the highest quality players for our first team and coaching staff. To maintain our high standard of performance we anticipate a higher level of net player capital expenditures and player wages to retain talent and enhance the caliber of our team in the near term. We will also continue to invest in our facilities, including the Old Trafford Stadium, to maintain the quality of service, enhance the fan experience and drive their high level of engagement and loyalty. We have undertaken several recent initiatives at Old Trafford to enhance our Matchday revenue, profitability and the fan experience including restructuring the composition of our stadium, with a particular emphasis on developing premium seating and hospitality facilities. Our commitment to the fan experience has resulted in strong fan loyalty with over two million in annual attendance and 99% average attendance for all of our Premier League Games since the 1997/98 season. Furthermore, we continue to invest in several other areas including our mobile & content assets and emerging markets to grow our global fan base and increase our ability to engage with our fans in multiple ways. We remain committed to investing in our team, our facilities and other initiatives to continue our many years of success and enhance our brand globally. We expect these initiatives will continue to be key drivers of our sales, profit and leading brand recognition going forward.
- **Exploit mobile & content opportunities:** The rapid shift of media consumption towards internet, mobile and social media platforms presents us with multiple growth opportunities and new revenue streams. Our digital media platforms, such as mobile sites, applications and social media, are expected to become one of the primary methods by which we engage and transact with our followers around the world. We continue to evolve our media team's capability to address these opportunities. In January 2013, we also acquired the remaining one-third stake in MUTV. Together these actions help to ensure that we have both a greater degree of control over the production, distribution and quality of our proprietary content and better insight into how to

evolve our mobile & content strategy as we continue to develop and roll out carefully targeted new products and services.

In addition to developing our own digital properties, we intend to leverage third party media platforms and other social media as a means of further engaging with our followers and creating a source of traffic for our digital media assets. Our mobile & content offerings are in the early stages of development and present opportunities for future growth. We believe we have the opportunity to further leverage our extensive CRM database, which includes over 43.7 million CRM records, our more than 69.8 million Facebook connections and more than 8 million Twitter account followers. We plan to implement a carefully considered strategy to target these individuals as part of our overall digital media rollout plan.

- **Enhance the reach and distribution of our broadcasting rights:** We are well-positioned to benefit from the increased value and the growth in distribution associated with the Premier League, the Champions League and other competitions. In February 2015, the Premier League announced a new UK television rights contract with Sky Sports and BT Sport worth £5.136 billion for the three seasons commencing with the 2016/17 season for its live domestic rights. The deal marked a significant increase of over 70% on the current contract and represents the largest UK TV rights deal ever signed. Coming on the heels of the current deal, which also represented an increase of over 60% on the rights for the three seasons commencing with the 2010/11 season, we believe this affirms the increasing demand for live sports and football in particular. Unlike other television programming, the unpredictable outcomes of live sports ensures that individuals consume sports programming in real time and in full, resulting in higher audiences and increased interest from television broadcasters and advertisers.

Furthermore, MUTV, our global broadcasting platform, delivers Manchester United programming to over 56 countries and territories around the world. We plan to continue to expand the distribution of MUTV supported by improving the quality of its content and its production capabilities.

- **Diversify revenue and improve margins:** We aim to increase the revenue and operating margins of our business as we further expand our high growth commercial businesses, including sponsorship, retail, merchandising, licensing and mobile & content.

### **Our Market Opportunity**

We believe that we are one of the world's most recognizable global brands with a community of 659 million followers. Manchester United is at the forefront of live football, which is a key component of the global sports market.

Other markets driving our business include the global advertising market, the global pay television market and the global apparel market.

While our business represents only a small portion of our addressable markets and may not grow at a corresponding rate, we believe our global reach and access to emerging markets position us for continued growth.

### **Our Team's History**

Founded in 1878 as Newton Heath L&YR Football Club, our club has operated for over 138 years. The team first entered the English First Division, then the highest league in English football, for the start of the 1892-93 season. Our club name changed to Manchester United Football Club in 1902, and we won the first of our 20 English League titles in 1908. In 1910, we moved to Old Trafford, our current stadium.



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In the late 1940s, we returned to on-field success, winning the FA Cup in 1948 and finishing within the top four league positions during each of the first five seasons immediately following the Second World War. During the 1950s, we continued our on-field success under the leadership of manager Sir Matt Busby, who built a popular and famous team based on youth players known as the "Busby Babes."

In February 1958, an airplane crash resulted in the death of eight of our first team players. Global support and tributes followed this disaster as Busby galvanized the team around such popular players as George Best, Bobby Charlton and Denis Law. Rebuilding of the club culminated with a victory in the 1968 European Cup final, becoming the first English club to win this title.

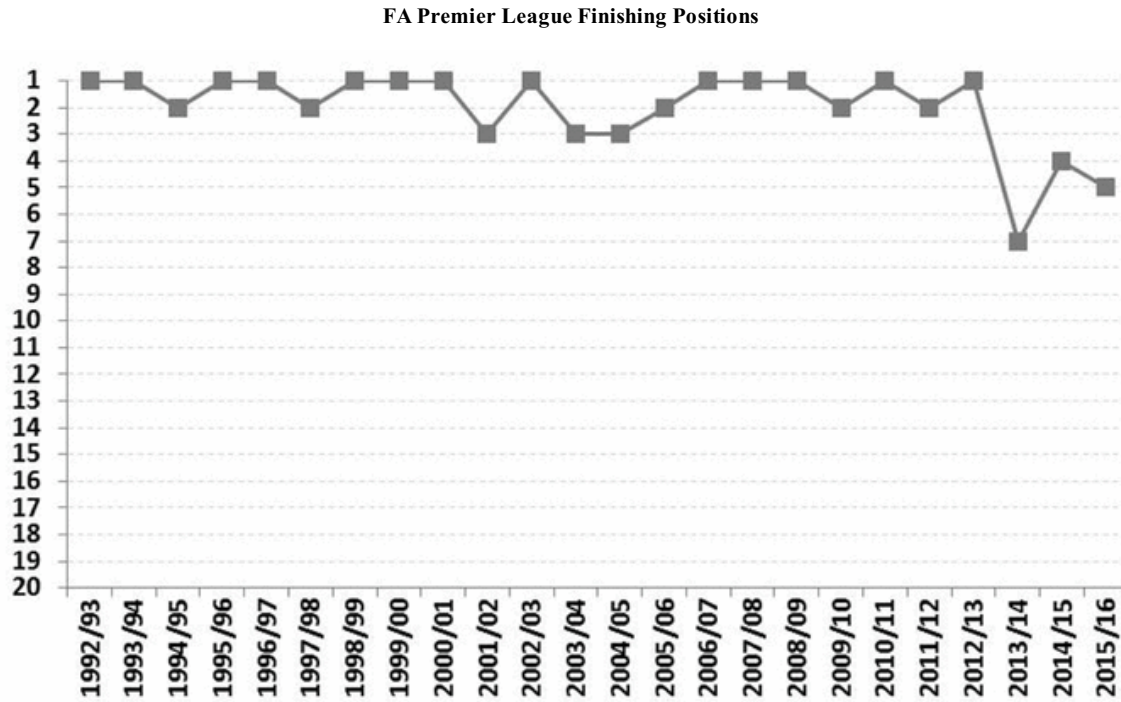
This storied history preceded the highly successful modern era of Manchester United which began in earnest in 1986 when the club appointed Sir Alex Ferguson as manager. In 1990, we won the FA Cup and began a period of success that has continued until the present day. Since 1992, we have won the Premier League 13 times. In total, we have won a record 20 English League titles, 12 FA Cups, 4 EFL Cups, 3 European Champions Cups and 1 FIFA Club World Cup, making us one of the most successful clubs in England. At the end of the 2012/13 season, Sir Alex Ferguson retired as team manager. Sir Alex remains a key member of the club as he is a director of Manchester United FC. More recently, Louis van Gaal was manager for the 2014/15 and 2015/16 seasons, winning the FA Cup in the 2015/16 season.

On 27 May 2016, we announced Jose Mourinho as the new team manager of Manchester United under a three-year contract. Jose Mourinho has managed at the top level of European football for over a decade and in that time has won league titles and cups in four countries (Portugal, England, Italy and Spain) as well as winning the UEFA Champions League twice—in 2004 with FC Porto and in 2010 with Inter Milan.

Since the inception of the Premier League in 1992, our club has enjoyed consistent success and growth with popular players such as Eric Cantona, David Beckham, Ryan Giggs, Paul Scholes, Bryan Robson, Cristiano Ronaldo and Wayne Rooney. The popularity of these players, our distinguished tradition and history, and the on-field success of our first team have allowed us to expand the club into a global brand with an international follower base.

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The following graph shows the success of our first team in the Premier League over the last 24 seasons:



Our Old Trafford stadium, commonly known as "The Theatre of Dreams," was originally opened on 19 February 1910 with a capacity of approximately 80,000. During the Second World War, Old Trafford was used by the military as a depot, and on 11 March 1941 was heavily damaged by a German bombing raid. The stadium was rebuilt following the war and reopened on 24 August 1949. The addition of floodlighting, permitting evening matches, was completed in 1957 and a project to cover the stands with roofs was completed in 1959. After a series of additions during the 1960s, 1970s and early 1980s, capacity at Old Trafford reached 56,385 in 1985. The conversion of the stadium to an all-seater reduced capacity to approximately 44,000 by 1992, the lowest in its history. Thereafter, we began to expand capacity throughout the stadium, bringing capacity to approximately 58,000 by 1996, approximately 68,000 by 2000, and approximately 76,000 in 2006. Current capacity at Old Trafford is 75,643.

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The following chart shows the historical success of our first team by trophies won:

**TROPHIES WON**

<b>FA Premier League/Football League Division One</b>				<b>FA Charity/Community Shield</b>			
1908	1965	1997	2007	1908	1967	1996	2011
1911	1967	1999	2008	1911	1977	1997	2013
1952	1993	2000	2009	1952	1983	2003	2016
1956	1994	2001	2011	1956	1990	2007	
1957	1996	2003	2013	1957	1993	2008	
				1965	1994	2010	
<b>FA Cup</b>				<b>EFL/Football League Cup</b>			
1909	1977	1990	1999	1992	2006	2009	2010
1948	1983	1994	2004				
1963	1985	1996	2016				
				<b>European Cup/Champions League</b>			
				1968	1999	2008	
<b>FIFA Club World Cup</b>				<b>UEFA Super Cup</b>			
				2008		1991	
<b>European Cup Winners' Cup</b>				<b>Intercontinental Cup</b>			
						1999	

**Industry Overview**

Football is one of the most popular spectator sports on Earth and global follower interest has enabled the sport to commercialize its activities through sponsorship, retail, merchandising, apparel & product licensing, mobile & content, broadcasting, and matchday. As a consequence, football constitutes a significant portion of the overall global sports industry, according to AT Kearney.

Football's growth and increasing popularity is primarily a product of consumer demand for and interest in live sports, whether viewed in person at the venue or through television and digital media. The sport's revenue growth has been driven by the appetite among consumers, advertisers and media distributors for access to and association with these live sports events, in particular those featuring globally recognized teams.

The major football leagues and clubs in England, Germany, Spain, Italy and France have established themselves as the leading global entities due to their history as well as their highly developed television and advertising markets, according to AT Kearney. The combination of historical success and media development in the core European markets has helped to drive revenue, which in turn enables those leagues to attract the best players in the world, further strengthening their appeal to followers.

As television and digital media such as broadband internet and mobile extend their reach globally, the availability of and access to live games and other content of the leading European leagues has increased and live games are now viewed worldwide. In addition, advances in new technology continue to both improve the television and digital media user experience and the effectiveness of sponsorships and advertising on these platforms. These trends further strengthen the commercial benefit of associating with football for media distributors and advertisers and increase the global opportunities for the sport.

## League Structure

Manchester United is a member of the English Premier League, the top league in the UK and perennially one of the elite leagues in the world.

The Premier League is a private company wholly owned by its 20 member clubs, with responsibility for the competition, its Rule Book, the centralized broadcasting rights and other commercial rights. The Premier League works proactively with the member clubs and other football authorities domestically and internationally including the Football Association, UEFA and FIFA. Each member club is an independent shareholder of the Premier League and works within the rules of football defined by the various governing bodies.

## Governing Bodies

Manchester United operates under three different levels of governing bodies, ranging from worldwide to continental to national jurisdiction.

FIFA is the international governing body of football around the world. Headquartered in Zurich, Switzerland, FIFA is responsible for the regulation, promotion and development of football worldwide. All football played at any level must abide by the Laws of the Game, as set forth by FIFA. FIFA's rules and regulations are decided by the International Football Association Board ("IFAB") and reviewed on an annual basis. FIFA also sets the international fixture calendar which, along with European and domestic cup dates, takes precedence over the domestic football league.

UEFA is a competition organizer and is responsible for the organization and regulation of cross-border football in Europe. UEFA is primarily known for its European club competitions, the Champions League and the Europa League. Currently the Premier League gets four teams into the Champions League and another three into the Europa League. The representative structures for UEFA are primarily national association-based with the FA representing English football on numerous committees.

The FA is the national governing body for football in England and is responsible for sanctioning competition Rule Books, including the Premier League's, and regulating on-field matters. The FA also organizes the FA Cup competition, in which the 20 Premier League member clubs participate. The FA is a special shareholder of the Premier League that has the ability to exercise a vote on certain specific issues, but has no role in the day-to-day running of the league. Each year the Premier League submits its rules to the FA for approval and sanction. For the Premier League, the FA ensures that throughout the season the Laws of the Game are applied on the field by officials, clubs and players including on-and off-field discipline. The FA is also involved in refereeing, youth development and the UK's largest sports charity, the Football Foundation.

## Our Football Operations

Our football operations are primarily comprised of the following activities: our first team, our reserve team, our youth academy, our global scouting networks and other operations such as our sport science, medical and fitness operations at the Aon Training Complex.

### *First team*

Our first team plays professional football in the Premier League, domestic cup competitions in England including the FA Cup and EFL Cup and, subject to qualifying, international cup competitions, including the Champions League.

Our first team is led by our manager, supported by an assistant team manager and a club secretary, who in turn are supported by a team of over 90 individuals, including coaches and scouts for

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both our first team and youth academy, medical and physiotherapy staff, sports science and performance and match analysis staff.

We have 59 players under contract of whom 36 have made an appearance for our first team. The remaining players may play for the reserve team or youth academy teams but are being developed such that they may make it to a starting position on our first team or the first team of other clubs. This structure has been put in place with the aim of developing some of the world's best football players and maximizing our first team's chances of winning games, leagues and tournaments.

Domestic transfers of players between football clubs are governed by the Premier League Rules and the FA Rules, which allow a professional player to enter into a contract with and be registered to play for any club, and to receive a signing-on fee in connection with such contract. Players are permitted to move to another club during the term of their contract if both clubs agree on such transfer. In such circumstances a compensation fee may be payable by the transferee club. FIFA Regulations on the Status and Transfer of Players (the "FIFA Regulations") govern international transfers of players between clubs and may require the transferee club to distribute 5% of any compensation fee to the clubs that trained the relevant player. The transferor club in an international transfer may also be entitled to receive payment of "training compensation" under the FIFA Regulations when certain conditions are met. If an out-of-contract player (i.e., a player whose contract with a club has expired or has been terminated) wishes to play for another club, the player's former club will only be entitled to a compensation fee in a domestic transfer, or a payment of training compensation under the FIFA Regulations in an international transfer, if certain conditions are satisfied, including conditions regarding the player's age and requiring the former club to offer the player a new contract on terms which are no less favorable than his current contract. Subject to limited exceptions, transfers of professional players may only take place during one of the "transfer windows," which for the Premier League is the month of January and the period beginning on the day following the last Premier League match of the season and ending on 31 August (or the following Monday if the 31 August falls on a weekend or the following day if 31 August is a bank holiday in the UK) of that year.

Our players enter into contracts with us that follow a prescribed model based on Football Association Premier League Limited rules. Players on our first team typically also enter into an image rights agreement with us, which grants us enhanced rights and protections with respect to use of their image. Our first team players generally enter into contracts of between two and five years' duration.

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As of 2 September 2016, our first team(1) was comprised of the following players:

Player	Position	Nationality	Age	Apps(2)	Caps(3)
David de Gea	Goalkeeper	Spanish	25	228	13
Sergio Romero	Goalkeeper	Argentinian	29	10	79
Sam Johnstone	Goalkeeper	English	23	0	0
Eric Bailly	Defender	Ivorian	22	4	15
Daley Blind	Defender	Dutch	26	89	36
Cameron Borthwick-Jackson(4)	Defender	English	19	14	0
Matteo Darmian	Defender	Italian	26	39	26
Phil Jones	Defender	English	24	141	20
Regan Poole	Defender	Welsh	18	1	0
Joe Riley	Defender	English	19	2	0
Marcos Rojo	Defender	Argentinian	26	55	49
Luke Shaw	Defender	English	21	32	6
Chris Smalling	Defender	English	26	209	29
Guillermo Varela(4)	Defender	Uruguayan	24	11	0
Michael Carrick	Midfielder	English	35	422	34
Marouane Fellaini	Midfielder	Belgian	28	90	71
Tomothy Fosu-Mensah	Midfielder	Dutch	18	10	0
Ander Herrera	Midfielder	Spanish	27	75	0
Adnan Januzaj(4)	Midfielder	Belgian	21	63	6
Jesse Lingard	Midfielder	English	23	42	0
Juan Mata	Midfielder	Spanish	28	108	40
Henrikh Mkhitaryan	Midfielder	Armenian	27	4	59
Andreas Pereira(4)	Midfielder	Belgian	20	3	0
Paul Pogba	Midfielder	French	23	4	38
Morgan Schneiderlin	Midfielder	French	26	41	15
Antonio Valencia	Midfielder	Ecuadorian	31	252	84
Ashley Young	Midfielder	English	31	141	30
Memphis Depay	Forward	Dutch	22	46	24
Zlatan Ibrahimovic	Forward	Swedish	34	4	116
Anthony Martial	Forward	French	20	53	12
Marcus Rashford	Forward	English	18	20	3
Wayne Rooney	Forward	English	30	528	115
James Wilson(4)	Forward	English	20	20	0

- (1) The table includes all first-team players.
- (2) Apps means appearances for our first team through 2 September 2016.
- (3) Caps means appearances for senior national football team through 2 September 2016.
- (4) Currently out on loan at other clubs.

### **Youth academy**

Our youth academy is a rich source of new talent for our first team as well as a means of developing players that may be sold to generate transfer income. The aim of our youth academy is to create a flow of talent from the youth teams up to our first team, thereby saving us the expense of purchasing those players in the transfer market. Players in our youth academy and reserve teams may be loaned to other clubs in order to develop and gain first team experience with those other clubs and enhance their transfer value. Players from our youth academy who do not make it into our first team

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frequently achieve a place at another professional football club, thereby generating income from player loans and transfer fees.

Our youth academy program consists of 11 junior teams ranging from under 9s to under 18s. Each team consists of 15 to 23 players, each of whom is assessed during the season.

### ***Scouting network***

Together with our youth academy, our scouting system is another source of our football talent. Through our scouting system, we recruit players for both our first team and youth academy. Our scouting system consists of a professional network of staff who scout in general and for specific positions and age groups.

Our scouting system was traditionally oriented towards the United Kingdom, but our focus has increasingly shifted toward a more international approach in order to identify and attract football players from the broadest talent pool possible.

### ***Training facilities***

We have invested significant resources into developing a performance center which contains advanced sports and science equipment. We have highly experienced training staff working at the performance center, where we provide physiotherapy, bio-mechanical analysis and nutritional guidance to our players as part of our drive to ensure that each player is able to achieve peak physical condition. We believe the quality of our performance center differentiates our club from many of our competitors.

We spent approximately £2.3 million in the year ended 30 June 2016 in connection with further updating our training facility, the Aon Training Complex.

## **Revenue Sectors**

### ***Commercial***

Within the Commercial revenue sector, we monetize our brand via three revenue streams: sponsorship; retail, merchandising, apparel & product licensing; and mobile & content. The primary source of revenue in this sector comes from sponsorship, which allows highly diverse and global companies to partner with Manchester United, regionally or internationally, in order to realize sponsorship benefits and associate themselves with our brand.

### ***Sponsorship***

Our sponsorship agreements are negotiated directly by our commercial team. Our sponsors are granted various rights, which can include:

- rights in respect of our brand, logo and other intellectual property;
- rights in respect of our player and manager imagery;
- exposure on our television platform, MUTV;
- exposure on our website;
- exposure on digital perimeter advertising boards at Old Trafford;
- exposure on interview backdrops; and
- the right to administer promotions targeted at customers whose details are stored on our CRM database.

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Any use of our intellectual property rights by sponsors is under license. However, we retain the ownership rights in our intellectual property.

*Sponsorship development and strategy*

We pursue our global and regional sponsorship deals through a developed infrastructure for commercial activities. We have a dedicated sales team, recruited from three continents, located in Europe that focuses on developing commercial opportunities and sourcing new sponsors. We target potential sponsors we believe will benefit from association with our brand and have the necessary financial resources to support an integrated marketing relationship. By cultivating strong relationships with our sponsors, we generate significant revenue and leverage our sponsors co-branded marketing strategies to further grow our brand. We are successful in executing a geographic and product categorized approach to selling our sponsorship rights.

We offer category exclusivity on a global basis to companies within particular industries, such as airline, beverage, logistics and watches. We also offer sponsorship exclusivity within a particular geography for certain industries, such as motorcycles, soft drinks and tires.

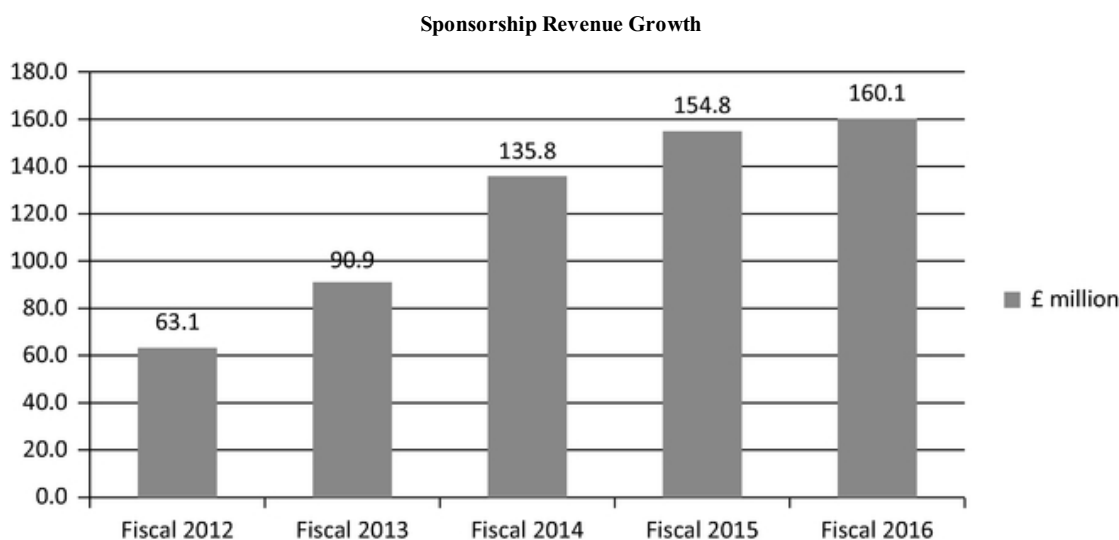
In seeking any individual partnership, we aim to establish an indicative value for that sponsorship based on the prospective sponsor's industry and marketing objectives. We will only pursue a sponsorship if we believe it reflects the value we deliver.

We believe that certain key sectors play an active role in sports sponsorship. We have sponsors in a number of these sectors and we believe that there is significant potential to expand this platform by selectively targeting companies within the remaining sectors and by growing revenue in existing sectors through additional sponsorship arrangements.

We intend to continue to grow our sponsorship portfolio by developing and expanding our geographic and product category segmented approach, which will include partnering with additional global and regional sponsors. Emerging markets such as Asia, which we expect to be a key focus for many of our prospective sponsors, are an important element of our sponsorship efforts.

*Our current sponsors*

The following graph shows our annual sponsorship revenue for each of the last five fiscal years:



Note: Sponsorship revenue does not include revenue generated from our agreement with Nike, which was in effect through the end of July 2015.



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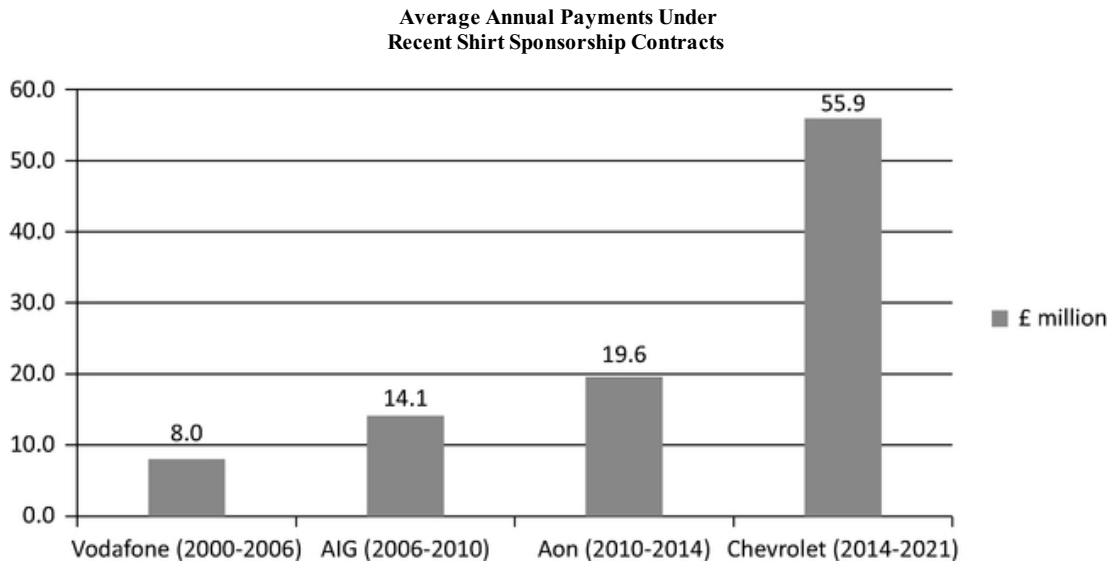
The table below highlights some of our global and regional sponsors as of 1 July 2016:

Sponsor	Type of sponsorship	Product category
20 <sup>th</sup> Century Fox	Global sponsor	Feature Film
Abengoa	Global sponsor	Sustainable Technology
adidas	Global sponsor	Sports apparel/footwear
Aeroflot	Global sponsor	Airline
Aon	Global sponsor	Insurance
Aperol Spritz	Global sponsor	Spirits
Apollo Tyres	Global sponsor	Tyres
Concha y Toro	Global sponsor	Wine
DHL	Global sponsor	Logistics
Electronic Arts	Global sponsor	Computer Games
Epson	Global sponsor	Printing
General Motors (Chevrolet)	Global sponsor	Shirt (Automotive)
Gulf Oil International	Global sponsor	Lubricant Oil and Fuel Retail
HCL	Global sponsor	Digital Transformation
Kansai Paint	Global sponsor	Paint
Marathonbet	Global sponsor	Betting
Nissin Foods Group	Global sponsor	Noodles
Swissquote	Global sponsor	Forex & Online Trading Services
Toshiba Medical Systems	Global sponsor	Medical Systems
Yanmar	Global sponsor	Diesel Engines
Aland	Regional sponsor	Vitamins
CHI	Regional sponsor	Soft Drinks
Cho-A Pharm	Regional sponsor	Dietary Supplements
Donaco	Regional sponsor	Casino Resort
EuroFood	Regional sponsor	Confectionary
Hong Kong Jockey Club	Regional sponsor	Jockey Club
IVC	Regional sponsor	Wellness Products
Manda	Regional sponsor	Nutritional Supplements
Nexon	Regional sponsor	Social Football Gaming
You-C1000	Regional sponsor	Soft Drinks

*Shirt sponsor*

Our current shirt sponsor is General Motors (Chevrolet). The shirt sponsorship agreement began in the 2014/15 season and runs through to the end of the 2020/21 season, with total fees payable of approximately \$559 million. We received approximately \$18.6 million in each of the 2012/13 and 2013/14 seasons relating to pre-sponsorship support and exposure, with the remaining \$521.8 million to be received and recognized over seven years through to the end of the 2020/21 season. The shirt sponsorship agreement gives each party typical termination rights for a contract of this nature in respect of a material breach.

The following chart shows the dramatic growth in shirt sponsorships revenue since 2000:



Note: The Aon and Chevrolet shirt sponsorship agreements do not include sponsorship rights for our training kit. The Chevrolet annual payment does not include pre-sponsorship payments and assumes a £:\$ exchange rate of 1.3332 as of 30 June 2016.

*Training facilities partner and training kit partner*

Our training facilities at Carrington are sponsored by Aon and are named the Aon Training Complex. Aon are also our training kit partner, and our agreement with them provides that our players and coaching staff wear adidas-branded training kits with Aon advertising at all domestic matches, as well as during training sessions. Under the agreement, Aon are also the presenting partner of all pre-season tours. The agreement with Aon runs through to the end of the 2020/21 season.

*Affinity insurance partner*

We are in the seventh season of an affinity insurance agreement with Aon that covers the insurance category of our financial services affinity program. The original agreement was entered into on 27 May 2009 and, on 21 December 2012, was extended through to the 2020/21 season. The agreement, as amended, guarantees a minimum of approximately £28.8 million in payments to the club, with a minimum payment of £3.2 million due each fiscal year. The agreement gives each party typical termination rights for a contract of this nature in respect of a material breach.

*Global, regional and supplier sponsors*

In addition to revenue from our shirt sponsor, training kit partner, training facilities partner and affinity insurance partner, we generated a further £83.4 million in the year ended 30 June 2016 from other global, regional and other sponsors. The length of these sponsorship deals is generally between two and five years. The majority of these sponsorship deals have minimum revenue guarantees and some have additional revenue sharing arrangements.

Global sponsors are granted certain marketing and promotion rights with respect to our brand and intellectual property as well as exposure on our media, such as digital perimeter boards at Old Trafford,

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MUTV and our website. These rights are granted on a global basis and are exclusive by category. Regional sponsors are granted certain marketing and promotion rights and media exposure, however, these rights are granted for a limited number of territories. Regional sponsors are able to use the rights in their designated territory on an exclusive basis, however they are not granted global category exclusivity.

### *Financial services affinity sponsorship*

There is a significant growth opportunity to further develop Manchester United branded financial services products. These financial services products include credit cards and debit cards. We believe there are key commercial opportunities with credit and debit cards, which are particularly attractive as credit and debit cards also serve as a means of follower expression and loyalty. Depending on the product category, we pursue affinity agreements on a territory specific or regional basis. Examples of our financial services affinity sponsors include Maybank (Malaysia), Shinsei Bank (Japan), Santander (Norway), Denizbank (Turkey), Danamon (Indonesia), and BIDV (Vietnam).

### *Exhibition games and promotional tours*

We conduct exhibition games and promotional tours on a global basis. Our promotional tours enable us to engage with our followers, support the marketing objectives of our sponsors and extend the reach of our brand in strategic markets. These promotional tours are in addition to our competitive matches and take place during the summer months or during gaps in the football season. Over the last 6 years, we played 29 exhibition games in Australia, China, Germany, Hong Kong, Ireland, Japan, Norway, South Africa, Sweden, Thailand and the United States, where in 2014, we set a U.S. attendance record for a football match with 109,318 fans at Michigan stadium.

We normally receive a share of the ticket revenue as well as license fees for the television broadcast and digital media distribution of each exhibition game. We also generate revenue from tour sponsorship opportunities sold to existing and new partners. During the 2015/16 season, our promotional exhibition games and promotional tours generated £9.5 million of revenue (excluding any related sponsorship revenue). We believe promotional tours represent a growth opportunity as we continue to play exhibition games around the world.

### *Commercial income from the Premier League*

In addition to revenue from contracts that we negotiate ourselves, we receive revenue from commercial arrangements negotiated collectively by the Premier League on behalf of its member teams. Income from these commercial contracts negotiated by the Premier League is shared equally between the clubs that are to be in the Premier League for the season to which the income relates. Our pro rata income received from the other commercial contracts negotiated by the Premier League is not material to the Company's results of operations.

### *Retail, Merchandising, Apparel & Product Licensing*

Unlike American teams in the NFL, MLB and NHL, Manchester United retains full control of the use and monetization of its intellectual property rights worldwide in the areas of retail, merchandising, apparel & product licensing.

Our retail, merchandising, apparel & product licensing business includes the sale of sports apparel, training and leisure wear and other clothing featuring the Manchester United brand as well as other licensed products from coffee mugs to bedspreads. These products are distributed on a global basis through Manchester United branded retail stores and e-commerce platform, as well as through our partners' wholesale distribution channels.

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We have a 10-year agreement with adidas with respect to our global technical sponsorship and dual-branded licensing rights, which began on 1 August 2015. The minimum guarantee payable by adidas over the term of the agreement is equal to £750 million, subject to certain adjustments. Payments due in a particular year may increase if our first team wins the Premier League, FA Cup or Champions League, or decrease if our first team fails to participate in the Champions League for two or more consecutive seasons starting with the 2015/16 season, with the maximum possible increase being £4 million per year and the maximum possible reduction being 30% of the applicable payment for that year. If the first team fails to participate in the Champions League for two or more consecutive seasons, then the reduction is applied as from the year in which the second consecutive season of non-participation falls. In the event of a reduction in any year due to the failure to participate in the Champions League for two or more consecutive seasons, the payments revert back to the original terms upon the first team participating again in the Champions League. Any increase or decrease in a particular year would have the effect of increasing or decreasing the minimum guarantee amount of £750 million payable over the 10-year term of the agreement.

The minimum guarantee from adidas does not include the rights with respect to mono-branded licensing rights or the right to create and operate Manchester United branded soccer schools, physical retail channels and e-commerce retail channels, which rights may generate additional revenue for the club. We may also benefit from additional royalty payments upon exceeding a threshold of sales.

The agreement with adidas is subject to reciprocal termination provisions in respect of material breach and insolvency. adidas may reduce the applicable payments for a year by 50% if the first team is not participating in the English Premier League during that year. In addition, adidas may terminate the agreement by giving one full-season's notice if the first team is relegated from the English Premier League or if it is otherwise determined that the first team shall not be participating in the Premier League or the top English league.

### *Retail*

In addition to our flagship retail store at Old Trafford (which we operate ourselves), we have Manchester United branded retail locations in Macau and Thailand (which are operated by third party licensees). We have recently appointed a Head of US Retail to explore possible retail opportunities in the US market.

### *Merchandising & product licensing*

Following the transfer of the product licensing business back to us from Nike, which became effective on 1 August 2015, we have conducted a strategic review of the licensing portfolio. This review has led to many deals not being renewed at expiry, as we seek to maximize revenue over a longer period. The licensees that are being extended produce a wide range of Manchester United products which are highly sought after by our followers around the world. Under our product licensing agreements, we will receive royalties from the sales of specific Manchester United branded products. Under some product licensing agreements, we will receive a minimum guaranteed payment from the licensee. The majority of licensees will be granted on a non-exclusive rights basis for specific product categories, within a specific country or geographic region.

### *Wholesale apparel—replica uniforms, training wear*

The Manchester United jersey and training wear are completely redesigned for each season. The annual launch of the new jersey is always a much-anticipated day for our global community of followers. The result is a robust wholesale apparel business.

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*E-commerce*

We currently have an arrangement whereby Fanatics is granted a license to use our brand and/or trademarks to operate the official online store, branded as "United Direct." The online store sells a range of Manchester United branded merchandise including official replica kit and other clothing from adidas. In addition, the online store offers a broad range of other apparel, equipment such as balls, luggage and other accessories, homewares such as bedroom, kitchen and bathroom accessories, and collectibles, souvenirs and other gifts. We currently receive a percentage of net sales from the online store as a royalty payment.

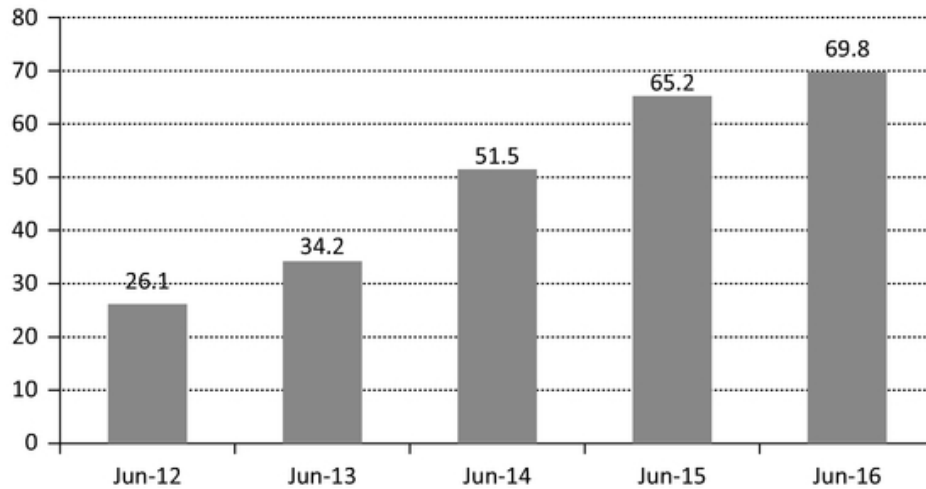
We believe there is a significant opportunity for us to expand our e-commerce capabilities through improved leverage of our digital media platform, and focusing on delivering a tailored digital shopping experience at a regional level. Specifically, we intend to improve our ability to offer targeted merchandise to our followers, complemented by more efficient fulfilment mechanics, including product delivery, availability and payment methods.

Mobile & Content

*Digital media*

Due to the power of our brand and the quality of our content, we have formed mobile telecom partnerships in numerous countries. Our website, www.manutd.com, is published in 7 languages and over fiscal year 2016 attracted an average of approximately 34.3 million page views per month. We use our website, which incorporates e-commerce services, to communicate with our followers, promote the Manchester United brand and provide a platform for our sponsors to reach our global audience.

We believe our 659 million global followers put us in prime position to capitalize on social media outlets to further our brand. A portion of this following has already taken to social media, as our Facebook page had over 69.8 million connections and over one billion interactions as of 30 June 2016 and is one of the most highly followed and user engaged brand pages. The following graph shows the growth in the number of Facebook connections since June 2012 (in millions).



Our historical growth in Facebook connections does not guarantee that we will achieve comparable growth in Facebook connections in the future.

The proliferation of digital television, broadband internet, smartphones, mobile applications and social media globally provides our business with many opportunities to extend the reach of our content.

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Specifically, we intend to use our digital media platforms to generate value through extended sponsor positioning, driving e-commerce, and direct-to-consumer opportunities, including selling premium services such as international digital memberships, video and exclusive content subscriptions. We will also continue to leverage our digital media platform to generate customer data and information as well as follower profiles of commercial value to us, our sponsors and our media partners. We believe that in the future, digital media will be one of the primary means through which we engage and interact with our follower base.

### *Content and localization*

Our digital media properties are an increasingly important means through which we engage with our international fan base. In the United Kingdom, coverage of Manchester United and the Premier League is prevalent in print, television and digital media. We believe we face less competition in international markets for Manchester United coverage and can therefore attract and retain a greater portion of our followers to our own digital media offering. To take advantage of that opportunity, we will increasingly seek to develop additional premium and exclusive content to enhance the proposition for our followers, members and paid subscribers around the world. Our followers generally prefer to consume our content in their language and context. We believe we can effectively deliver tailored services to our followers globally through various language offerings, geographic targeting and personalized content. We currently have international language websites in English, Spanish, French, Arabic, Mandarin Chinese, Korean and Japanese, which enable us to engage with our followers in their native language.

### *Mobile services and applications*

We currently offer digital content to mobile devices under our "MU Mobile" brand, and have developed a mobile "Club App" that is currently available in 26 territories with over 1 million downloads to date. The Club App has been developed to support a 'test and learn' strategy that enables us to optimize the development of future products, with a focus on tracking the consumption of different features and content types.

We have entered into regional agreements with mobile operators to whom we grant rights to operate our "MU Mobile" service in numerous countries. These rights include the permission to deliver Manchester United content to customers on a territory-exclusive basis and certain intellectual property rights to market and promote the service in the relevant region. The content provided includes highlight clips, match and news text alerts, ringtones and wallpapers. Our mobile and telecommunications partners operate the service on a geographically exclusive basis and use our intellectual property to drive awareness of their brands and product offerings. These partnerships are based on contracts lasting from two to five years.

There has been a significant increase in the prevalence of broadband mobile and video-enabled mobile devices in recent years. Mobile devices running the iOS or Android operating system enable consumers to browse the internet, watch video, access dedicated applications and conduct e-commerce. As a consequence we are seeing the majority of our followers now accessing our website and digital content via their mobile devices.

We intend to continue developing multi-platform mobile sites and mobile applications that will facilitate access for our followers to our content across a range of devices and carriers in order to meet global demand.

### *Video on demand*

The proliferation of broadband internet and mobile access also allows us to offer video on demand to our followers around the world. Through our website and Club App, we provide video on demand to

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our followers in a variety of formats and commercial models. Some video on demand content is free to all users, some content is only accessible upon registration and some content, as in the case of live preseason tour matches, has been available on a pay per view basis.

Going forward, we intend to continue to leverage the strength of our video production assets to generate improved and localized content such as high-definition match highlights, original studio programs and in-depth features on the club's players and history. Depending on the market, we may offer video on demand services via our media partners as part of a comprehensive suite of content rights, as well as on a direct-to-consumer basis.

### *Social media*

With 659 million followers worldwide, we believe there is a significant opportunity to leverage the capabilities of social media platforms to augment our relationships with our followers around the world. By establishing an official presence on these platforms, we believe we will be able to deepen the connections with our follower base and improve our ability to market and sell products and services to our followers.

As of 30 June 2016 we had over 69.8 million connections on our Facebook page, over 8 million followers to our Twitter account and we were active on 18 platforms in over 20 languages. We use our social footprint as a means to communicate news and other updates, engage with our followers, identify active followers, solicit feedback from our users, tailor future digital media offerings and enhance the overall follower experience.

We intend to continue to expand our reach through different social media and mobile chat platforms by launching additional Manchester United branded presences on global platforms as well as regional and language-specific platforms. In the 2015/16 season we added Korean mobile messaging platform KakaoTalk to our existing roster of 18 social media feeds (7 global & 11 localised) and 7 language website versions.

We believe this continuous expansion will enable us to broaden the reach of our brand and the content we produce as well as enhance our engagement with followers in many of our key international and emerging markets.

While there is no guarantee that our social connections will continue to grow at comparable rates in the future, we believe the combination of platforms on which we have an official presence will provide an increasing source of traffic to our club branded digital media services and e-commerce properties, enhance our ability to convert users into customers through international memberships, content subscriptions and e-commerce, and continue to provide extensive positioning opportunities for our partners.

### *Customer relationship management*

One of our ongoing strategic objectives is to further develop our understanding of and deepen the relationships with our followers. We operate a CRM database in order to better understand the size, location, demographics and characteristics of our follower base on an aggregated basis. Our CRM database enables us to more effectively target our product and service offerings such as digital subscription services, merchandise and tickets. A deep understanding of our follower base is also valuable to sponsors and media partners who seek to access specific customer categories with targeted and relevant advertising.

**Broadcasting**

We benefit from the distribution and broadcasting of live football content directly from the revenue we receive and indirectly through increased global exposure for our commercial partners. Broadcasting revenue is derived from the centrally negotiated domestic and international television and radio rights to the Premier League, the Champions League and other competitions. In addition, our wholly-owned global television channel, MUTV, delivers Manchester United programming to over 56 countries and territories around the world.

The Premier League and UEFA negotiate their own media rights contracts independently of the participating clubs. In respect of the Premier League, media agreements are typically three years in duration and are centrally negotiated and entered into with media distributors by the Premier League on behalf of the member clubs. Under the agreements, broadcasting revenue for each season is typically shared between the clubs that are to be in the Premier League for the season and a part-share for the clubs that were relegated from the Premier League in the previous four seasons. After certain deductions approved by the Premier League (for example, donations to "grass roots" development), the income from the sale of the United Kingdom television rights is allocated to the current and relegated clubs according to a formula based on, among other things, finishing position in the league and the number of live television appearances. Income from the sale of the rights to televise Premier League matches by overseas broadcasters and radio is shared equally between the current clubs and a part-share for the clubs that were relegated from the Premier League in the previous four seasons.

In the Champions League and Europa League, media agreements are also typically three years in duration and are collectively negotiated and entered into by UEFA on behalf of the participating clubs. Each club receives a fixed amount for qualifying for the group stage, an additional amount for each match played, and bonuses based on performance in the group and qualification for the round of 32 (Europa League only), round of 16, quarter-finals and semi-finals. The runner-up and winner of the competition also earn additional amounts. For the current 3-year agreement (which commenced in the 2015/16 season) amounts are distributed to each club as follows:

	<b>Champions League ("UCL")</b>		<b>Europa League ("UEL")</b>	
	<b>€'million</b>		<b>€'million</b>	
Bonus for group stage participation (UCL—32 teams; UEL—48 teams)	€	12.70	€	2.60
Bonus for each group stage win (maximum 6)	€	1.50	€	0.36
Bonus for each group stage draw(1)	€	0.50	€	0.12
Bonus for group runners-up		N/A	€	0.30
Bonus for group winners		N/A	€	0.60
Bonus for round of 32 participation		N/A	€	0.50
Bonus for round of 16 participation	€	6.00	€	0.75
Bonus for quarter-final participation	€	6.50	€	1.00
Bonus for semi-final participation	€	7.50	€	1.60
Runner-up bonus (inclusive of ticketing revenue share)	€	11.00	€	3.50
Winner bonus (inclusive of ticketing revenue share)	€	15.50	€	6.50
<b>Maximum total of the above</b>	<b>€</b>	<b>57.20</b>	<b>€</b>	<b>15.71</b>

- (1) In the event of a draw, the non-distributed balance (UCL—€0.5 million; UEL—€0.12 million) will be aggregated and split among the clubs that won matches at the group stage in proportion to the number of matches won.

In addition to the above fixed amounts, each group-stage club receives a share of the market pool which is specific to each country represented in the group-stage reflecting the relative value of its



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broadcasting agreements with UEFA. 50% of each country market pool is distributed to its group-stage representatives based on each club's domestic performance in the previous season. For the Champions League this is based on league finishing position. For the Europa League this is based on league finishing position and potentially both domestic cup competitions (the winners of the FA Cup (if participating in the Europa League) earn the highest share).

The remaining 50% of the market pool is distributed as follows:

For the Champions League, based on the number of games played in the current competition relative to teams from the same country. The English market pool for the 2015/16 competition was approximately €124.9 million. This amount can vary from season to season subject to the composition of the 32 clubs taking part in the group stage.

For the Europa League, split across each round of the competition (40% to group stage, 20% to round of 32, 16% to round of 16, 12% to quarter-finals, 8% to semi-finals and 4% to the final) with the revenue being distributed to teams who participate in the relevant round based on the relative value of the country broadcasting rights. The total market pool for the 2016/17 competition is €160 million.

Broadcasting revenue including, in some cases, prize money received by us in respect of various competitions, will vary from year to year as a result of variability in the amount of available prize money and the performance of our first team in such competitions.

### *MUTV*

MUTV is our wholly-owned global television channel and is broadcast in numerous countries. MUTV broadcasts a wide variety of content which is compelling to our global community of followers, including news, game highlights, and exclusive "behind the scenes" coverage our club.

Depending on the market, we may offer our suite of media rights as a bundle giving exclusive access to one multi-platform media provider or offer MUTV as a single product to television distributors. MUTV features a range of content generated from its own production facilities.

In the United Kingdom, MUTV is offered directly to consumers through the Sky and Virgin Media distribution platforms. Outside the United Kingdom, we offer MUTV through distribution partners as part of a suite of media rights, which can be purchased on a bundled or selective basis and can include certain promotional rights.

MUTV features a range of content, the primary categories of which are:

- highlights from games and other time-delayed game footage, both of which are subject to certain holdback periods under the agreements between media distributors, the participating clubs and the Premier League and UEFA;
- live coverage of promotional tours and exhibition games; and
- lifestyle programming and other "behind the scenes" content profiling the club, our history, our manager and our players.

### *Matchday*

Our stadium, which we fully own, is called Old Trafford and is known as "The Theatre of Dreams." We believe Old Trafford is one of the most famous and historic stadiums in the world. Football followers travel from all over the world to attend a match at Old Trafford, which is the largest football club stadium in the United Kingdom, with a capacity of 75,643. In the 2015/16 season, the club's 29 home games were attended by over 2.1 million people. The stadium has been completely

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renovated and has all the modern luxuries of any new stadium, with approximately 8,000 executive club seats, including 154 luxury boxes, 15 restaurants and 4 sports bars.

We have one of the highest capacity utilizations among English clubs, with an average attendance for our home Premier League matches of 99% for each season since the 1997/98 season. The substantial majority of our tickets are sold to both general admission and executive season ticket holders, the majority of whom pay for all their tickets in advance of the first game of the season. We also derive revenue from the sale of hospitality packages, food, drinks, event parking and programs on matchdays.

Other Matchday revenue includes matchday catering, event parking, program sales as well as membership and travel, Manchester United Museum revenue and a share of the ticket revenue from away matches in domestic cup competitions. Matchday revenue also includes revenue from other events hosted at Old Trafford, including other sporting events (including football matches as part of the London 2012 Olympic Games and the annual Rugby Super League Grand Final), music concerts and entertainment events.

We operate a membership program. Individuals who become official members have the opportunity to apply for tickets to all home matches. Adult official members pay £32 per season to join the scheme while persons over the age of 65 and under the age of 18 receive a discount. At the end of the 2015/16 season we had over 141,000 members.

The Manchester United Museum is located within Old Trafford. It chronicles Manchester United's 138-year history and houses the club's most precious artifacts and trophies. In 2015/16, we estimate that approximately 306,000 people visited the Manchester United Museum, making it the most visited football club museum in the United Kingdom.

We aim to maximize ticket revenue by enhancing the mix of experiences available at each game and providing a range of options from general admission tickets to multi-seat facilities and hospitality suites. In particular, we have recently increased overall Matchday revenue by restructuring the composition of our stadium, with an emphasis on developing hospitality facilities which sell at a higher price and improve our margins. As part of this effort, we have invested in new and refurbished multi-seat hospitality suites as well as improvements to our single-seat facilities. We expect our enhancements to our hospitality facilities to continue to be a key driver of our profit from Matchday sales going forward.

### **UEFA Club Licensing and Financial Fair Play Regulations ("FFP regulations")**

In 2010, UEFA adopted the FFP regulations, which are intended to ensure the financial self-sufficiency and sustainability of football clubs by discouraging them from continually operating at a loss, introduce more discipline and rationality on club finances, ensure that clubs settle their liabilities on a timely basis and encouraging long term investment in youth development and sporting infrastructure.

The FFP regulations contain a "break-even" rule aimed at encouraging football clubs to operate on the basis of their own revenue. Therefore, owner investments of equity will be allowed only within the acceptable deviation thresholds, as described below. In addition, the FFP regulations provide that football clubs who are granted a UEFA license by their national association, based largely on physical infrastructure and personnel criteria set out by UEFA, and who then qualify for a UEFA competition based on sporting grounds, will then be required to comply with a "monitoring" process. The monitoring process involves the submission of certain financial information (a break-even test and payables analysis) to the Club Financial Control Body ("CFCB"). The CFCB is part of UEFA's Organs for the Administration of Justice and comprises a team of independent financial and legal experts. The CFCB will review financial submissions and decide what sanctions, if any, to apply to non-compliant

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clubs. Any appeal must be made directly to the Court of Arbitration for Sport. Potential sanctions for non-compliance with the FFP regulations include a reprimand/warning, withholding of prize money, fines, prohibition on registering new players for UEFA competitions and ultimately exclusion from UEFA competitions.

Ahead of registration for UEFA competitions for the 2016/17 season we submitted our payables analysis and break-even assessment under the FFP regulations, based on our fiscal year 2015 and fiscal year 2014 audited financial statements. The break-even test result was positive i.e. a surplus. The break-even assessment is based on the sum of financial information for the three seasons prior to the competition season. The payables analysis is carried out at 30 June prior to the competition season and is required in respect of payments to other clubs for transfer fees, payments to staff including players and football staff and payments to tax authorities. UEFA has already imposed sanctions on clubs who have breached the Licensing and FFP regulations, ranging from monetary fines, restrictions on wages and first team squad size and limitation on transfer expenditures, to exclusion from UEFA competitions.

With respect to the break-even assessment, a club must demonstrate that its relevant "football" income is equal to or exceeds its "football" expenses. The permitted level of deficit is limited over the three year assessment period to just €5 million, although a larger deficit of up to €30 million is permitted provided it is reduced to the €5 million acceptable deviation by equity contributions from equity participants and/or related parties. Any club which exceeds the €30 million limit will automatically be in breach of the break-even rule, unless it has sufficient surpluses in the two years prior to the assessment period, irrespective of any equity contributions.

The combined net losses of European clubs has fallen by 80% in the four seasons to 2014/15 compared to the three seasons to 2010/11 which would suggest that the UEFA Licensing and Financial Fair Play Regulations are achieving their objectives. However, UEFA has recently announced some changes to the FFP regulations aimed primarily at clubs undergoing a business restructuring. Instead of breaching the FFP regulations and being subject to sanctions, the amended regulations enable clubs to voluntarily approach the CFCB with a business plan which demonstrates how they are going to remedy their short-term breach of FFP regulations and achieve break-even compliance over a four year time period. If the business plan is approved by the CFCB the club would not be subject to sanctions for the restructuring year which results in a breach of the FFP regulations.

We support and operate within the financial fair play regulations, and do not believe it will adversely impact our ability to continue to attract some of the best players in the coming years.

### **Premier League Short Term Costs Controls ("STCC") and Profitability and Sustainability Regulations**

In 2013, the Premier League agreed to adopt STCC and Profitability and Sustainability regulations. The STCC was introduced for an initial period of three seasons ending in 2015/16 but has recently been extended for a further three seasons through the 2018/19 season. For the first three-year cycle, Premier League teams were required to limit annual increases in aggregate player wage costs, compared to the 2012/13 season, to £4 million per season for each of the three seasons, and no more than a £12 million aggregate increase over such period, except if funded by increases in such team's total revenue compared to the 2012/13 season, excluding increases from Premier League broadcasting revenue. For the next three-year cycle, annual player wage cost increases will be limited to £7 million per season, again as compared to the 2012/13 season, except if funded by increases in total revenue from sources other than Premier League broadcasting contracts.

The profitability and sustainability regulations were introduced during the 2015/16 season, implementing a break-even rule similar to the break-even test of the UEFA Club Licensing and Financial Fair Play Regulations and aimed at encouraging Premier League clubs to operate within their

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means. Potential sanctions for non-compliance with the profitability and sustainability regulations include significant fines, player transfer restrictions and Premier League points deduction.

Our first break-even assessment under the Premier League profitability and sustainability regulations was submitted in March 2016, based on our fiscal year 2014 and fiscal year 2015 audited financial statements. The break-even test is based on a club's audited pre-tax earnings. If the break-even test results are positive, no further action is required until the next break-even test. If the initial test is negative, a club is re-tested, using the UEFA definition of "adjusted earnings before tax," which allows credit for depreciation of tangible fixed assets and expenditure on youth development and community programs. If these second test results are negative by £15 million or less, no further action is required. If a club's losses exceed £15 million but are not more than £105 million, the club's ownership must provide secure funding to avoid sanctions. If these results are negative by more than £105 million, regardless of ownership funding, Premier League sanctions will apply. Our break-even test result submitted in March 2016 was positive.

As with the UEFA Club Licensing and Financial Fair Play Regulations, we support and operate within the Premier League profitability and sustainability regulations, and do not believe it will adversely impact our ability to continue to attract some of the best players in the coming years.

## **Social Responsibility**

### ***The Manchester United Foundation***

We are committed to a wide-ranging corporate social responsibility program through Manchester United Foundation. The charity arm of the club, Manchester United Foundation uses football to engage and inspire young people to build a better life for themselves and unite the communities in which they live. Dedicated staff deliver football coaching, educational programs and personal development, providing young people with opportunities to change their lives for the better. The Foundation has partnerships with over 20 high schools across Greater Manchester, in which full-time coaches are based to work with the pupils, feeder primary schools and within the local community to build lasting relationships. Other initiatives, such as Street Reds evening football provision, girls-only sessions, and disability program, provide free football, alternative activities, qualifications and work experience opportunities to the young people of Greater Manchester. The Foundation fulfils all charitable activity for Manchester United, including managing the club's long-term partnership with UNICEF, which operates under the United for UNICEF banner. Since the start of the partnership in 1999, Manchester United and UNICEF have had a positive impact on the lives of over 3.4 million children in countries across the globe, most recently in disaster-stricken Bangladesh and Vietnam.

## **Intellectual Property**

We consider intellectual property to be important to the operation of our business and critical to driving growth in our Commercial revenue, particularly with respect to sponsorship revenue. Certain of our commercial partners have rights to use our intellectual property. In order to protect our brand we generally have contractual rights to approve uses of our intellectual property by our commercial partners.

We consider our brand to be a key business asset and therefore have a portfolio of Manchester United related registered trademarks and trademark applications, with an emphasis on seeking and maintaining trademark registrations for the words "Manchester United" and the club crest. We also actively procure copyright protection and copyright ownership of materials such as literary works, logos, photographic images and audio visual footage.

Enforcement of our trademark rights is important in maintaining the value of the Manchester United brand. There are numerous instances of third parties infringing our trademarks, for example,

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through the manufacture and sale of counterfeit products. While it would be cost-prohibitive to take action in all instances, our aim is to consistently reduce the number of Manchester United related trademark infringements by carrying out coordinated, cost-effective enforcement action on a global basis following investigation of suspected trademark infringements. Enforcement action takes a variety of forms. In the United Kingdom, we work with enforcement authorities such as trading standards and customs authorities to seize counterfeit goods and to stop the activities of unauthorized sellers. Overseas enforcement action is taken by approved lawyers and investigators. Those lawyers and investigators are instructed to work with, where feasible, representatives of other football clubs and brands that are experiencing similar issues within the relevant country in order that our enforcement action costs can be minimized as far as possible. We also work with the Premier League in respect of infringements that affect multiple Premier League clubs, in particular in Asia. We also take direct legal action against infringers, for example, by issuing cease and desist letters or seeking compensation when we consider that it is appropriate to do so.

In relation to materials for which copyright protection is available (such as literary works, logos, photographic images and audio visual footage), our current practice is generally to secure copyright ownership where possible and appropriate. For example, where we are working with third parties and copyright protected materials are being created, we generally try to secure an assignment of the relevant copyright as part of the commercial contract. However, it is not always possible to secure copyright ownership. For example, in the case of audio visual footage relating to football competitions, copyright will generally vest in the competition organizer and any exploitation by Manchester United Limited of such footage will be the subject of a license from the competition organizer.

As part of our ongoing investment into intellectual property, we have implemented a program to detect intellectual property infringement in a digital environment and which facilitates taking action against infringers.

### **Competition**

From a business perspective, we compete across many different industries and within many different markets. We believe our primary sources of competition include, but are not limited to:

- **Football clubs:** We compete against other football clubs in the Premier League for match attendance and Matchday revenue. We compete against football clubs around Europe and the rest of the world to attract the best players and coaches in the global transfer and football staff markets.
- **Television media:** We receive media income primarily from the Premier League and Champions League media contracts, each of which is collectively negotiated. Further details of such arrangements are set out in the section headed "—Revenue Sectors—Broadcasting." On a collective level, and in respect of those media rights we retain, we compete against other types of television programming for broadcaster attention and advertiser income both domestically and in other markets around the world.
- **Digital media:** We compete against other digital content providers for consumer attention and leisure time, advertiser income and consumer e-commerce activity.
- **Merchandise and apparel:** We compete against other providers of sports apparel and equipment.
- **Sponsorship:** As a result of the international recognition and quality of our brand, we compete against many different outlets for corporate sponsorship and advertising income, including other sports and other sports teams, other entertainment and events, television and other traditional and digital media outlets.

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- **Live entertainment:** We compete against alternative forms of live entertainment for the sale of matchday tickets, including other live sports, concerts, festivals, theatre and similar events.

As a result, we do not believe there is any single market for which we have a well-defined group of competitors.

### Real Property

We own or lease property dedicated to our football and other operations. The most significant of our real properties is Old Trafford. The following table sets out our key owned and leased properties. In connection with our revolving facility, our secured term loan facility and the 2027 Notes, several of our owned properties, including Old Trafford are encumbered with land charges as security for all obligations under those agreements, although: (a) Manchester International Freight Terminal is not encumbered as it has already been given as security under the Alderley Facility; and (b) the Aon Training Complex is not encumbered.

<u>Key property and location</u>	<u>Primary function</u>	<u>Owned/leased</u>	<u>Owner/lessee</u>	<u>Area (approx. m<sup>2</sup>)</u>
Old Trafford Football Stadium, Manchester	Football stadium	Owned (freehold)	Manchester United Limited	205,000
Aon Training Complex, Carrington, Trafford	Football training facility	Owned (freehold)	Manchester United Limited	440,000
Littleton Road Training Ground, Salford	Football training facility	Owned (freehold)	Manchester United Limited	84,000
The Cliff, Lower Broughton Road, Salford	Football training facility	Owned (freehold)	Manchester United Limited	28,000
Manchester International Freight Terminal, Westinghouse Road Trafford Park, Manchester	Investment Property	Leased (through March 2071)	Alderley Urban Investments Limited	107,000
Land and buildings at Wharfside, Trafford Park, Manchester	Investment Property	Owned (freehold)	Manchester United Limited	27,100
Land and buildings on the southwest side of Trafford Wharf Road, Manchester	Offices and Car Parking	Owned (freehold)	Manchester United Limited	23,000
Land and buildings at Canalside, Trafford Park, Manchester	Investment Property	Owned (freehold)	Manchester United Limited	10,800
Office space, Chester Road, Manchester	Offices	Leased (through November 2018)	Manchester United Limited	1,176
Office space, central London	Offices	Leased (through March 2021)	Manchester United Limited	1,100
Office space, Washington, D.C., United States	Offices	Leased (through February 2020)	Manchester United Limited	658
Office space, central Hong Kong	Offices	Leased (through August 2020)	Manchester United Limited	500

### Legal Proceedings

We are involved in various routine legal proceedings incident to the ordinary course of our business. We believe that the outcome of all pending legal proceedings, in the aggregate, will not have a material adverse effect on our business, financial condition or operating results. Further, we believe that the probability of any material losses arising from these legal proceedings is remote.

### Subsidiaries

Our directly or indirectly wholly-owned principal subsidiaries are: Red Football Finance Limited, Red Football Holdings Limited, Red Football Shareholder Limited, Red Football Joint Venture Limited, Red Football Limited, Red Football Junior Limited, Manchester United Limited, Alderley Urban Investments Limited, Manchester United Commercial Enterprises (Ireland) Limited, Manchester United Football Club Limited, Manchester United Interactive Limited, Manchester United Commercial Holdings Limited, Manchester United Commercial Holdings Junior Limited, MU Finance plc, MU RAML Limited, and MUTV Limited. All of the above are incorporated and operate in England and Wales, with the exception of Red Football Finance Limited which is incorporated and operates in the

Cayman Islands and Manchester United Commercial Enterprises (Ireland) Limited which is incorporated and operates in Ireland.

## Customers

Our top five customers represented 54.4%, 54.9% and 51.1% of our total revenue in each of the years ended 30 June 2016, 2015 and 2014, respectively. Our top five customers in the year ended 30 June 2016 were the Premier League, adidas, General Motors (Chevrolet), UEFA and Aon. See "Item 3.D. Risk Factors—Risks Related to Our Business—We are exposed to credit related losses in the event of non-performance by counterparties to Premier League and UEFA media contracts as well as our key commercial and transfer contracts." Our top customer was the Premier League, who represented 19.4%, 25.4% and 21.4% of our total revenue in each of the years ended 30 June 2016, 2015 and 2014, respectively. Our second largest customer was adidas, who represented 14.1%, of our total revenue in the year ended 30 June 2016. Our third largest customer was General Motors (Chevrolet), who represented 11.4%, 14.8% and 4.6% of our total revenue in each of the years ended 30 June 2016, 2015 and 2014, respectively.

## ITEM 4A. UNRESOLVED STAFF COMMENTS

None.

## ITEM 5. OPERATING AND FINANCIAL REVIEW AND PROSPECTS

*The following discussion should be read in conjunction with our consolidated financial statements and notes included elsewhere in this Annual Report.*

### Overview

We are one of the most popular and successful sports teams in the world, playing one of the most popular spectator sports on Earth. Through our 138-year heritage we have won 64 trophies, including a record 20 English league titles, enabling us to develop what we believe is one of the world's leading sports brands and a global community of 659 million followers. Our large, passionate community provides Manchester United with a worldwide platform to generate significant revenue from multiple sources, including sponsorship, merchandising, product licensing, mobile & content, broadcasting and matchday. We attract leading global companies such as adidas, Aon and General Motors (Chevrolet) that want access and exposure to our community of followers and association with our brand.

### How We Generate Revenue

We operate and manage our business as a single reporting segment—the operation of a professional sports team. We review our revenue through three principal sectors—Commercial, Broadcasting and Matchday—and within the Commercial revenue sector, we have three revenue streams which monetize our global brand: sponsorship revenue; retail, merchandising, apparel & product licensing revenue; and mobile & content revenue.

### Revenue Drivers

#### Commercial

Our fastest growing source of revenue is derived from sponsors and commercial partners. We generate our Commercial revenue with low fixed costs and small incremental costs for each additional sponsor, making our commercial operations a relatively high margin and scalable part of our business and a principal driver of growth for our overall profitability. Total Commercial revenue for the year ended 30 June 2016 was £268.3 million.

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### *Sponsorship*

We monetize the value of our global brand and community of followers through sponsorship relationships with leading international and regional companies around the globe. To better capitalize on the strength of our brand, we have developed a global, regional and product segmentation strategy. Global sponsors include leading brands such as 20<sup>th</sup> Century Fox, adidas, Aeroflot, Aon, Aperol Spritz, Apollo Tyres, Concha y Toro, DHL, Electronic Arts, Epson, General Motors (Chevrolet), Gulf Oil, Kansai Paint, Nissin Foods Group, Toshiba Medical Systems and Yanmar. In addition, we also have regional sponsors such as Cho-A Pharm, EuroFood, Hong Kong Jockey Club, Manda, Nexon and You-C1000 who are sponsors across a variety of products and categories in certain regions and local markets around the world.

The growing appeal of our brand is evident in the increase in sponsorship revenues in recent years, which show a 8.6% compound annual growth rate from fiscal year 2014 through fiscal year 2016 (the growth rate from fiscal year 2015 to fiscal year 2016 was 3.4% and from fiscal year 2014 to fiscal year 2015 was 14.0%). A partnership with Manchester United provides corporations with the ability to associate themselves with the highly successful Manchester United brand and a global marketing platform to quickly and effectively amplify their brand and message to their potential customers.

Our current shirt sponsor is General Motors (Chevrolet). The shirt sponsorship agreement began in the 2014/15 season and runs through to the end of the 2020/21 season, with total fees payable of approximately \$559 million. We received approximately \$18.6 million in each of the 2012/13 and 2013/14 seasons relating to pre-sponsorship support and exposure, with the remaining \$521.8 million to be received and recognized over seven years through to the end of the 2020/21 season.

Our current training facilities and training kit partner is Aon. Aon are also the presenting partner for all our pre-season tours. Our agreement with Aon runs through to the end of the 2020/21 season.

Total sponsorship revenue for the year ended 30 June 2016 was £160.1 million.

### *Retail, Merchandising, Apparel & Product Licensing*

Our retail, merchandising, apparel & product licensing business includes the sale of sports apparel, training and leisure wear and other clothing featuring the Manchester United brand as well as other licensed products from coffee mugs to bedspreads. These products are distributed on a global basis through Manchester United branded retail stores and e-commerce platform, as well as through our partners' wholesale distribution channels.

We have a 10-year agreement with adidas with respect to our global technical sponsorship and dual-branded licensing rights, which began on 1 August 2015. See "Item 4. Information on the Company—Revenue Sectors—Commercial—Retail, Merchandising, Apparel & Product Licensing" above for additional information regarding our agreement with adidas.

Total retail, merchandising, apparel & product licensing revenue for the year ended 30 June 2016 was £97.3 million.

### *Mobile & Content*

Due to the strength of our brand and the quality of our content, we have formed mobile telecom partnerships in numerous countries. In addition, we market content directly to our followers through our website, www.manutd.com, and associated mobile properties. Total mobile & content revenue for the year ended 30 June 2016 was £10.9 million.



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### *Broadcasting*

We benefit from the distribution of live football content directly from the revenue we receive and indirectly through increased global exposure for our commercial partners. Broadcasting revenue is derived from our share of the global television rights relating to the Premier League, UEFA Champions League and other competitions. The growing popularity of the Premier League and UEFA Champions League in international markets and the associated increases in media rights values have been major drivers of the increase in our overall Broadcasting revenue in recent years. The Premier League's new UK television rights contract with Sky Sports and BT Sport is worth £5.136 billion from the 2016/17 season to the 2018/19 season for its live domestic rights. The deal marked a significant increase of over 70% on the previous contract, which was worth £3.018 billion and ran from the 2013/14 season through the 2015/16 season, and represents the largest UK TV rights deal ever signed. In addition, the value of the international broadcast rights for the seasons 2016/17 through to 2018/19 has also increased significantly to £3.2 billion which represents an increase of over 40% compared to the £2.2 billion generated from the previous three-year cycle ended in season 2015/16. Our share of the revenue under the Premier League broadcasting rights contract amounted to £95.7 million, £96.6 million and £88.9 million for the 2015/16, 2014/15 and 2013/14 seasons, respectively, and our share of the revenue from broadcasting rights for UEFA competitions amounted to £31.3 million, £2.1 million (being distributions from UEFA relating to the previous season's competition) and £39.3 million for the 2015/16, 2014/15 and 2013/14 seasons, respectively. Our participation in the Premier League and UEFA Champions League and/or Europa League (and consequently, our receipt of the revenue generated by these broadcasting contracts) is predicated on the success of our first team, and if our first team fails to qualify for these UEFA competitions or is relegated from the Premier League in any given season, our Broadcasting revenue for that and subsequent fiscal years will be adversely impacted, partially offset by lower operating expenses. As a result of our first team performance during the 2015/16 season, our first team will not participate in the 2016/17 Champions League but will participate in the 2016/17 UEFA Europa League. In addition, our global television channel, MUTV, delivers Manchester United programming to over 56 countries and territories around the world. MUTV generated total revenue of £9.0 million, £7.7 million and £6.7 million for each of the years ended 30 June 2016, 2015 and 2014, respectively. Total Broadcasting revenue for the year ended 30 June 2016 was £140.4 million.

### *Matchday*

Matchday revenue is a function of the number of games played at Old Trafford, the size and seating composition of Old Trafford, attendance at our matches and the prices of tickets and hospitality sales. A significant driver of Matchday revenue is the number of home games we play at Old Trafford, which is based on 19 Premier League matches and any additional matches resulting from the success of our first team in the FA Cup, EFL Cup and European competitions. Our participation in the Premier League and European competitions (and consequently, our receipt of the revenue generated by these matches) is predicated on the success of our first team, and if our first team fails to qualify for European competitions or is relegated from the Premier League in any given season, our Matchday revenue for that and subsequent fiscal years will be adversely impacted, partially offset by lower resulting expenses. Average attendance for our home Premier League matches has been approximately 99% for each season since the 1997/98 season, with strong attendance for European competitions, FA Cup and EFL Cup matches. Total Matchday revenue for the year ended 30 June 2016 was £106.6 million, which primarily included £52.3 million from gate receipts and £34.3 million from hospitality.

## **Other Factors That Affect Our Financial Performance**

### ***Employee benefit expenses***

Player and staff compensation comprise the majority of our operating costs. Of our total operating costs, player costs, which consist of salaries, bonuses, benefits and national insurance contributions are the primary component. Compensation to non-player staff, which includes our manager and coaching staff, also accounts for a significant portion. Competition from top clubs in the Premier League and Europe has resulted in increases in player and manager salaries, forcing clubs to spend an increasing amount on player and staff compensation, and we expect this trend to continue. In addition, as our commercial operations grow, we expect our headcount and related expenses to increase as well.

### ***Other operating expenses***

Our other operating expenses include certain variable costs such as matchday catering, policing, security stewarding and cleaning at Old Trafford, visitor gateshare for domestic cups, and costs related to the delivery on media and commercial sponsorship contracts. Other operating expenses also include certain fixed costs, such as operating lease costs and property costs, maintenance, human resources, training and developments costs, and professional fees.

### ***Amortization and depreciation***

We amortize the capitalized costs associated with the acquisition of players' and key football management staff registrations. These costs are amortized over the period of the employment contract agreed with a player/key football management staff. If a player or key football management staff extends his contract prior to the end of the pre-existing period of employment, the remaining unamortized portion of the acquisition cost is amortized over the period of the new contract. Changes in amortization of the costs of players' and key football management staff registrations from year to year and period to period reflect additional fees paid for the acquisition of players and key football management staff, the impact of contract extensions and the disposal of registrations. As such, increased players' and key football management staff registration costs in any period could cause higher amortization in that period and in future periods and have a negative impact on our results of operations. Moreover, to the extent that the player and key football management staff registration costs vary from period to period, this may drive variability in our results of operations. We also amortize the capitalized costs associated with the acquisition of other intangible assets over their estimated useful lives, which is typically between 5 and 10 years.

Depreciation primarily reflects a straight-line depreciation on investments made in property, plant and equipment. Depreciation over the periods under review results primarily from the depreciation of Old Trafford, including incremental improvements made to Old Trafford each season.

### ***Exceptional items***

Exceptional operating costs are those costs that in management's judgment need to be disclosed by virtue of their size, nature or incidence in order to provide a proper understanding of our results of operations and financial condition.

### ***(Loss)/profit on disposal of intangible assets***

We recognize profits or losses on the disposal of intangible assets (primarily players' registrations) in our income statement. Acquisitions and disposals of players are discretionary and we make transfer decisions based upon the requirements of our first team and the overall availability of players. These requirements and the availability of players, and resulting profits or losses on disposals, may vary from period to period, contributing to variability in our results of operations between periods.

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### **Finance costs**

A key component of our expenses during each of the past three fiscal years has been interest costs. We expect interest expense to continue to be a significant component of our expenses. Net finance costs were £20.0 million for the year ended 30 June 2016. See "Item 5.B. Liquidity and Capital Resources—Indebtedness."

On 26 June 2015, we issued \$425.0 million in aggregate principal amount of the 2027 Notes. The proceeds from the sale of the 2027 Notes were used to redeem the \$269.2 million in aggregate principal amount of our outstanding 8<sup>3</sup>/<sub>8</sub>% US dollar senior secured notes due 2017 (the "2017 Dollar Notes") at a redemption price equal to 102.09375% of the principal amount of such notes plus accrued and unpaid interest to the date of such redemption and to repay \$90.7 million of our existing secured term loan.

### **Taxes**

During each of the three years ended 30 June 2016, 2015 and 2014, our principal operating subsidiaries were tax residents in the UK. During the year ended 30 June 2016, we were subject to a weighted UK statutory tax rate of 20.0%, during the year ended 30 June 2015, we were subject to a weighted statutory tax rate of 20.75% and during the year ended 30 June 2014, we were subject to a weighted statutory tax rate of 22.5%.

Although we are organized as a Cayman Islands exempted company, we report as a US domestic corporation for US federal income tax purposes. As a result, our worldwide income is also subject to US taxes at the US statutory rate of 35%. We expect to utilize a credit in the United States for the UK taxes paid and therefore we do not expect to be double taxed on our income. Over the next few years, our effective tax rate may be volatile primarily due to the potential mismatch in the recognition of UK current tax liabilities and US deferred tax assets. During the same period we expect our total cash tax rate to be lower than the US statutory rate of 35% due to future US tax deductions related to differences in the book and tax basis of our assets as of the date of the reorganization. Thereafter, we expect our cash tax rate to align more closely with US statutory rate of 35%.

We may also be subject to US state and local income (franchise) taxes based generally upon where we are doing business. These tax rates vary by jurisdiction and the tax base. Generally, state and local taxes are deductible for US federal income tax purposes. Furthermore, because most of our subsidiaries are disregarded from their owner for US federal income tax purposes, we are not able to control the timing of much of our US federal income tax exposure. In calculating our liability for US federal income tax, however, certain of our deductible expenses are higher than the amount of those same expenses under UK corporation tax rules, owing to differences in the relevant rules of the two jurisdictions and the related difference in the opening book versus tax basis of our assets and liabilities. Finally, our UK tax liability can be credited against our US federal income tax liabilities, subject to US rules and limitations. Nevertheless, over time we expect to pay higher amounts of tax than had we remained solely liable to tax in the United Kingdom. As a result, over time we do not expect our future taxation, either with respect to nominal tax rates, effective tax rates or total liability, to be comparable to those we experienced in the three fiscal years preceding the reorganization transactions.

### **Seasonality**

We experience seasonality in our sales and cash flow, limiting the overall comparability and predictability of interim financial periods. In any given interim period, our total revenue can vary based on the number of games played in that period, which affects the amount of Matchday and Broadcasting revenue recognized. Similarly, certain of our costs derive from hosting games at Old Trafford, and these costs will also vary based on the number of games played in the period. We historically recognize the most revenue in our second and third fiscal quarters due to the scheduling of matches. However, a

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strong performance by our first team in the Champions League and domestic cups could result in significant additional Broadcasting and Matchday revenue, and consequently we may also recognize the most revenue in our fourth fiscal quarter in those years. Our cash flow may also vary among interim periods due to the timing of significant payments from major commercial agreements. As such, though we report interim results of operations for our first, second and third fiscal quarters, in managing our business, setting goals and assessing performance we focus primarily on our full-year results of operations rather than our interim results of operations.

## A. OPERATING RESULTS

The following table shows selected audited consolidated income statement data for the years ended 30 June 2016, 2015 and 2014.

	Year ended 30 June		
	2016	2015	2014
	(€'000)		
<b><i>Income Statement Data</i></b>			
Revenue	515,345	395,178	433,164
<i>Analyzed as:</i>			
Commercial revenue	268,318	196,931	189,315
Broadcasting revenue	140,440	107,664	135,746
Matchday revenue	106,587	90,583	108,103
Operating expenses—before exceptional items	(421,574)	(384,843)	(367,056)
<i>Analyzed as:</i>			
Employee benefit expenses	(232,242)	(202,561)	(214,803)
Other operating expenses	(91,244)	(72,271)	(88,298)
Depreciation	(10,079)	(10,324)	(8,665)
Amortization	(88,009)	(99,687)	(55,290)
Operating expenses—exceptional items	(15,135)	(2,336)	(5,184)
Total operating expenses	(436,709)	(387,179)	(372,240)
Operating profit before profit on disposal of intangible assets	78,636	7,999	60,924
(Loss)/profit on disposal of intangible assets	(9,786)	23,649	6,991
Operating profit	68,850	31,648	67,915
Finance costs	(20,459)	(35,419)	(27,668)
Finance income	442	204	256
Net finance costs	(20,017)	(35,215)	(27,412)
Profit/(loss) on ordinary activities before tax	48,833	(3,567)	40,503
Tax (expense)/credit	(12,462)	2,672	(16,668)
Profit/(loss) for the year	36,371	(895)	23,835

**Year Ended 30 June 2016 as Compared to the Year Ended 30 June 2015**

	Year ended 30 June		% Change 2016 over 2015
	2016	2015	
	(in £ millions)		
Revenue	515.3	395.2	30.4%
Commercial revenue	268.3	196.9	36.3%
Broadcasting revenue	140.4	107.7	30.4%
Matchday revenue	106.6	90.6	17.7%
Total operating expenses	(436.6)	(387.2)	12.8%
Employee benefit expenses	(232.2)	(202.6)	14.6%
Other operating expenses	(91.2)	(72.3)	26.1%
Depreciation	(10.1)	(10.3)	(1.9)%
Amortization	(88.0)	(99.7)	(11.7)%
Exceptional items	(15.1)	(2.3)	556.5%
(Loss)/profit on disposal of intangible assets	(9.8)	23.6	—
Net finance costs	(20.0)	(35.2)	(43.2)%
Tax (expense)/credit	(12.5)	2.7	—

**Revenue**

Our consolidated revenue for the year ended 30 June 2016 was £515.3 million, an increase of £120.1 million, or 30.4%, compared to the year ended 30 June 2015, as a result of an increase in revenue in all our sectors, as described below.

*Commercial revenue*

Commercial revenue for the year ended 30 June 2016 was £268.3 million, an increase of £71.4 million, or 36.3%, over the year ended 30 June 2015.

- Sponsorship revenue for the year ended 30 June 2016 was £160.1 million, an increase of £5.2 million, or 3.4%, over the year ended 30 June 2015, primarily due to the activation of several new global and regional sponsorship deals.
- Retail, merchandising, apparel & product licensing revenue for the year ended 30 June 2016 was £97.3 million, an increase of £65.7 million, or 207.9%, over the year ended 30 June 2015, primarily due to the commencement of the new agreement with adidas on 1 August 2015, which included a step-up on minimum guaranteed revenues and contribution from several businesses previously operated by Nike.
- Mobile & Content revenue for the year ended 30 June 2016 was £10.9 million, an increase of £0.5 million, or 4.8%, over the year ended 30 June 2015.

*Broadcasting revenue*

Broadcasting revenue for the year ended 30 June 2016 was £140.4 million, an increase of £32.7 million, or 30.4%, over the year ended 30 June 2015, primarily due to participation in UEFA competitions.

*Matchday revenue*

Matchday revenue for the year ended 30 June 2016 was £106.6 million, an increase of £16.0 million, or 17.7%, over the year ended 30 June 2015, primarily due to participation in UEFA competitions plus domestic cup progression.

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### ***Total operating expenses***

Total operating expenses (defined as employee benefit expenses, other operating expenses, depreciation, amortization and exceptional items) for the year ended 30 June 2016 were £436.6 million, an increase of £49.4 million, or 12.8%, over the year ended 30 June 2015.

### ***Employee benefit expenses***

Employee benefit expenses for the year ended 30 June 2016 were £232.2 million, an increase of £29.6 million, or 14.6%, over the year ended 30 June 2015, primarily due to renewals of existing player contracts, coupled with an uplift in annual player salaries due to participation in the UEFA Champions League.

### ***Other operating expenses***

Other operating expenses for the year ended 30 June 2016 were £91.2 million, an increase of £18.9 million, or 26.1%, over the year ended 30 June 2015, primarily due to retail, merchandising, apparel and licensing costs now being recognized internally, plus an increase in matchday costs as a result of playing eight additional home games in the current year.

### ***Depreciation***

Depreciation for the year ended 30 June 2016 amounted to £10.1 million, a decrease of £0.2 million, or 1.9%, over the year ended 30 June 2015.

### ***Amortization***

Amortization, primarily of players' registrations, for the year ended 30 June 2016 was £88.0 million, a decrease of £11.7 million, or 11.7%, over the year ended 30 June 2015. The decrease in amortization was primarily due to player disposals during fiscal year 2016 (mainly Di Maria and Falcao). The unamortized balance of registrations as of 30 June 2016 was £241.7 million, of which £110.1 million is expected to be amortized in the year ending 30 June 2017. The remaining balance is expected to be amortized over the three years ending 30 June 2020. This does not take into account player acquisitions after 30 June 2016, which would have the effect of increasing the amortization expense in future periods, nor does it consider player departures subsequent to 30 June 2016, which would have the effect of decreasing future amortization charges. Furthermore, any contract renegotiations would also impact future charges.

### ***Exceptional items***

Exceptional items for the year ended 30 June 2016 were £15.1 million, of which £8.4 million related to compensation to the former manager and certain members of the coaching staff for loss of office and £6.7 million related to a registrations' impairment charge regarding a reduction in the carrying value of a player no longer considered to be a member of the first team playing squad. Exceptional items for the year ended 30 June 2015 were £2.3 million, of which £1.2 million related to the present value of the additional contributions we are expected to pay to remedy the revised deficit of the Football League pension scheme as per the latest triennial actuarial valuation at 31 August 2014 and £1.1 million related to professional adviser fees related to public sales of our Class A ordinary shares.

### ***(Loss)/profit on disposal of intangible assets***

Loss on disposal of intangible assets for the year ended 30 June 2016 was £9.8 million, compared to a profit of £23.6 million for the year ended 30 June 2015. The loss on disposal of intangible assets

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for the year ended 30 June 2016 primarily related to the disposal of Di Maria (Paris St-Germain). The profit on disposal of intangible assets for the year ended 30 June 2015 primarily related to the disposals of Welbeck (Arsenal) and Nani (Fenerbache).

**Net finance costs**

Net finance costs for the year ended 30 June 2016 were £20.0 million, a decrease of £15.2 million, or 43.2%, over the year ended 30 June 2015, including a reduction in interest payable on our secured term loan facility and senior secured notes following the refinancing in June 2015.

**Tax**

The tax expense for the year ended 30 June 2016 was £12.5 million, compared to a tax credit of £2.7 million for the year ended 30 June 2015, primarily due to the result before tax in the respective years and foreign exchange gains on the re-measurement of deferred tax assets denominated in US dollars.

**Year Ended 30 June 2015 as Compared to the Year Ended 30 June 2014**

	Year ended 30 June		% Change 2015 over 2014
	2015	2014	
	(in £ millions)		
Revenue	395.2	433.2	(8.8)%
Commercial revenue	196.9	189.3	4.0%
Broadcasting revenue	107.7	135.8	(20.7)%
Matchday revenue	90.6	108.1	(16.2)%
Total operating expenses	(387.2)	(372.3)	4.0%
Employee benefit expenses	(202.6)	(214.8)	(5.7)%
Other operating expenses	(72.3)	(88.3)	(18.1)%
Depreciation	(10.3)	(8.7)	18.4%
Amortization	(99.7)	(55.3)	80.3%
Exceptional items	(2.3)	(5.2)	(55.8)%
Profit on disposal of intangible assets	23.6	7.0	237.1%
Net finance costs	(35.2)	(27.4)	28.5%
Tax credit/(expense)	2.7	(16.7)	—

**Revenue**

Our consolidated revenue for the year ended 30 June 2015 was £395.2 million, a decrease of £38.0 million, or 8.8%, compared to the year ended 30 June 2014, as a result of a decrease in revenue in our Broadcasting and Matchday sectors, which was partially offset by an increase in revenue in our Commercial sector, as described below.

**Commercial revenue**

Commercial revenue for the year ended 30 June 2015 was £196.9 million, an increase of £7.6 million, or 4.0%, over the year ended 30 June 2014.

- Sponsorship revenue for the year ended 30 June 2015 was £154.9 million, an increase of £19.1 million, or 14.1%, over the year ended 30 June 2014, primarily due to the commencement of the seven-year General Motors (Chevrolet) shirt sponsorship and the activation of several new global and regional sponsorship deals.

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- Retail, merchandising, apparel & product licensing revenue for the year ended 30 June 2015 was £31.6 million, a decrease of £5.9 million, or 15.7%, over the year ended 30 June 2014, primarily due to reduced Nike guaranteed revenue due to non-participation in UEFA competitions in the current season.
- Mobile & Content revenue for the year ended 30 June 2015 was £10.4 million, a decrease of £5.6 million, or 35.0%, over the year ended 30 June 2014, due to the expiration of a few of our mobile partnerships.

### *Broadcasting revenue*

Broadcasting revenue for the year ended 30 June 2015 was £107.7 million, a decrease of £28.1 million, or 20.7%, over the year ended 30 June 2014, primarily due to non-participation in UEFA competitions, partially offset by an increase in merit payments due to a higher Premier League finish.

### *Matchday revenue*

Matchday revenue for the year ended 30 June 2015 was £90.6 million, a decrease of £17.5 million, or 16.2%, over the year ended 30 June 2014, primarily due to non-participation in UEFA competitions.

### **Total operating expenses**

Total operating expenses (defined as employee benefit expenses, other operating expenses, depreciation, amortization and exceptional items) for the year ended 30 June 2015 were £387.2 million, an increase of £14.9 million, or 4.0%, over the year ended 30 June 2014.

### *Employee benefit expenses*

Employee benefit expenses for the year ended 30 June 2015 were £202.6 million, a decrease of £12.2 million, or 5.7%, over the year ended 30 June 2014, primarily due to lower player wages.

### *Other operating expenses*

Other operating expenses for the year ended 30 June 2015 were £72.3 million, a decrease of £16.0 million, or 18.1%, over the year ended 30 June 2014, primarily due to non-participation in UEFA competitions.

### *Depreciation*

Depreciation for the year ended 30 June 2015 amounted to £10.3 million, an increase of £1.6 million, or 18.4%, over the year ended 30 June 2014, primarily due to capital expenditure at the Aon Training Complex and the Old Trafford stadium.

### *Amortization*

Amortization, primarily of players' registrations, for the year ended 30 June 2015 was £99.7 million, an increase of £44.4 million, or 80.3%, over the year ended 30 June 2014. The increase in amortization was primarily due to player acquisitions during the year (mainly Di Maria, Falcao and Shaw). The unamortized balance of registrations as of 30 June 2015 was £238.1 million, of which £92.6 million is expected to be amortized in the year ending 30 June 2016. The remaining balance is expected to be amortized over the three years ending 30 June 2019. This does not take into account player acquisitions after 30 June 2015, which would have the effect of increasing the amortization expense in future periods, nor does it consider player departures subsequent to 30 June 2015, which would have the effect of decreasing future amortization charges. Furthermore, any contract renegotiations would also impact future charges.



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### *Exceptional items*

Exceptional items for the year ended 30 June 2015 were £2.3 million, of which £1.2 million related to the present value of the additional contributions we are expected to pay to remedy the revised deficit of the Football League pension scheme as per the latest triennial actuarial valuation at 31 August 2014 and £1.1 million related to professional adviser fees related to public sales of our Class A ordinary shares by Red Football LLC and the Edward S. Glazer Irrevocable Exempt Trust. Exceptional items for the year ended 30 June 2014 were £5.2 million, of which £4.9 million related to compensation paid to the former manager and certain members of the coaching staff on loss of office and £0.3 million related to investment property impairment charges.

### *Profit on disposal of intangible assets*

Profit on disposal of intangible assets for the year ended 30 June 2015 was £23.6 million, an increase of £16.6 million, or 237.1%, over the year ended 30 June 2014. The profit on disposal of intangible assets for the year ended 30 June 2015 primarily related to the disposal of Welbeck (Arsenal) and Nani (Fenerbache). The profit on disposal of intangible assets for the year ended 30 June 2014 related to the disposals of Buttner (Dynamo Moscow), Cole (Fulham), Tunnicliffe (Fulham), James (Leicester), Daehli (Molde) and Wooton (Leeds).

### *Net finance costs*

Net finance costs for the year ended 30 June 2015 were £35.2 million, an increase of £7.8 million, or 28.5%, over the year ended 30 June 2014. The increase was primarily due to a £3.6 million premium on the repurchase of our 2017 Dollar Notes and £3.8 million of non-cash accelerated amortization of finance and issue costs primarily related to the repurchase of our 2017 Dollar Notes. The debt refinancing in June 2015 included the issue of \$425.0 million in aggregate principal amount of 2027 Notes, the redemption of the remaining \$269.2 million in aggregate principal amount of our outstanding 2017 Dollar Notes and the repayment of \$90.7 million of our existing secured term loan.

### *Tax*

The tax credit for the year ended 30 June 2015 was £2.7 million, compared to a tax expense of £16.7 million for the year ended 30 June 2014, primarily due to the result before tax in the respective years.

### **Critical Accounting Estimates and Judgments**

The preparation of our financial information requires management to make estimates, judgments and assumptions concerning the future. Estimates, judgments and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

For a summary of all of our significant accounting policies, see note 2 to our audited consolidated financial statements as of 30 June 2016 and 2015 and for the years ended 30 June 2016, 2015 and 2014 included elsewhere in this Annual Report.

The JOBS Act permits an "emerging growth company" like us to take advantage of an extended transition period to comply with new or revised accounting standards applicable to public companies. At the effective date of our IPO, we chose to "opt out" of this provision and, as a result, we are complying with, and will continue to comply with, new or revised accounting standards as required when they are adopted. Our decision to opt out of the extended transition period is irrevocable.

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We believe that the following accounting policies reflect the most critical judgments, estimates and assumptions and are significant to the consolidated financial statements.

### **Revenue recognition**

#### *Commercial*

Commercial revenue comprises revenue receivable from the exploitation of the Manchester United brand through sponsorship and other commercial agreements, including minimum guaranteed revenue, revenue receivable from retailing Manchester United branded merchandise in the UK and licensing the manufacture, distribution and sale of such goods globally, and fees for the Manchester United first team undertaking tours.

Minimum guaranteed revenue is recognized over the term of the sponsorship agreement in line with the performance obligations included within the contract and based on the sponsorship benefits enjoyed by the individual sponsor. In instances where the sponsorship rights remain the same over the duration of the contract, revenue is recognized on a straight-line basis.

The minimum guarantee payable by adidas over the term of our agreement with them is equal to £750 million, subject to certain adjustments. Payments due in a particular year may increase if our first team wins certain competitions or decrease if our first team fails to participate in the Champions League for two or more consecutive seasons starting with the 2015/16 season, with the maximum possible reduction being 30% of the applicable payment for the second season of non-participation. In the event of a reduction in any year due to the failure to participate in the Champions League for two or more consecutive seasons, the payments revert back to the original terms upon the first team participating again in the Champions League. Any increase or decrease in a particular year would have the effect of increasing or decreasing the minimum guarantee amount of £750 million payable over the term of the agreement. A critical judgment in future financial years therefore will be management's assessment as to whether or not our first team is likely to fail to participate in the Champions League for two or more consecutive seasons during the term of the agreement. Such assessments of future participation may differ from actual participation, which could result in a difference in the revenue recognized in a given year.

Certain sponsorship contracts include additional profit share arrangements based on cumulative profits earned from the utilization of the Manchester United brand. Any additional profit share on such arrangements is only recognized when a reliable estimate of the future performance of the contract can be obtained and only to the extent that the revenue is considered probable. In assessing whether any additional profit share is probable and should therefore be recognized, management carries out regular reviews of the contracts and future financial forecasts, having regard to the underlying risk factors such as team performance and general economic conditions. Such forecasts of future financial performance may differ from actual financial performance, which could result in a difference in the revenue recognized in a given year.

#### *Broadcasting and Matchday*

For our accounting policies relating to Broadcasting revenue and Matchday revenue, which management does not consider to involve critical estimates and judgments, see note 2 to our audited consolidated financial statements as of 30 June 2016 and 2015 and for the years ended 30 June 2016, 2015 and 2014 included elsewhere in this Annual Report.

### **Impairment of goodwill and non-current assets**

The Company annually tests whether goodwill has suffered any impairment and more frequently tests whether events or changes in circumstances indicate a potential impairment. An impairment loss is

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recognized when the carrying value of goodwill exceeds its recoverable amount. Its recoverable amount is the higher of fair value less costs of disposal and value in use. The recoverable amount has been determined based on value-in-use calculations. These calculations require the use of estimates, both in arriving at the expected future cash flow and the application of a suitable discount rate in order to calculate the present value of these flows. See note 15 to our audited consolidated financial statements as of 30 June 2016 and 2015 and for the years ended 30 June 2016, 2015 and 2014 included elsewhere in this Annual Report.

All other non-current assets, including property plant and equipment and investment property, are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Any impairment charges arising are recognized in the income statement when the carrying amount of an asset is greater than the estimated recoverable amount, which is the higher of an asset's fair value less costs to sell and value in use, and are calculated with reference to future discounted cash flows that the asset is expected to generate when considered as part of a cash-generating unit. An impairment review trigger event would include, for example, our failure to qualify for the Champions League for a sustained period. In respect of player registrations, a further impairment review trigger event would occur when the player is excluded from our revenue generation, for example, as a result of a career-ending injury, and conditions indicate that the amortized carrying value of the asset is not recoverable.

The impairment review of goodwill and other non-current assets considers estimates of the future economic benefits attributable to them. Such estimates involve assumptions in relation to future, recoverable amount of the asset, ticket revenue, broadcasting and sponsorship revenue and on-field performance. Any estimates of future economic benefits made in relation to non-current assets may differ from the benefits that ultimately arise, and materially affect the recoverable value of the asset.

### ***Intangible assets—registrations***

The costs associated with the acquisition of players' registrations and key football management staff are capitalized as intangible assets at the fair value of the consideration payable, including an estimate of the fair value of any contingent consideration. Subsequent reassessments of the amount of contingent consideration payable are also included in the cost of the individual's registration. The estimate of the fair value of the contingent consideration payable requires management to assess the likelihood of specific performance conditions being met which would trigger the payment of the contingent consideration such as the number of player appearances. This assessment is carried out on an individual basis. Costs associated with the acquisition of players' registrations and key football management staff include transfer fees, Premier League levy fees, agents' fees and other directly attributable costs. These costs are amortized over the period covered by the individual's contract. To the extent that an individual's contract is extended, the remaining book value is amortized over the remaining revised contract life.

### ***Tax***

Tax is calculated on the basis of the tax laws enacted or substantively enacted at the balance sheet date in the countries where the Company and its subsidiaries operate and generate taxable income. Management establishes provisions where appropriate on the basis of amounts expected to be paid to (or recovered from) the tax authorities. From time to time the Group is involved in discussions with tax authorities in relation to ongoing tax matters and, where appropriate, provisions are made based on management's assessment of each case. Future tax expense or credit may be higher or lower than estimates made when determining whether it is appropriate to record a provision and the amount to be recorded. Furthermore, changes in the legislative framework or applicable tax case law may result in management reassessing the recognition of tax provisions in future periods.

**Recognition of deferred tax assets**

We recognize deferred tax effects of temporary differences between the financial statement carrying amounts and the tax basis of our assets and liabilities.

Deferred tax assets are recognized only to the extent that it is probable that the associated deductions will be available for use against future profits and that there will be sufficient future taxable profit available against which the temporary differences can be utilized, provided the asset can be reliably quantified. In estimating future taxable profit, management use "base case" approved forecasts which incorporate a number of assumptions, including a prudent level of future uncontracted revenue in the forecast period. In arriving at a judgment in relation to the recognition of deferred tax assets, management considers the regulations applicable to tax and advice on their interpretation. Future taxable income may be higher or lower than estimates made when determining whether it is appropriate to record a tax asset and the amount to be recorded. Furthermore, changes in the legislative framework or applicable tax case law may result in management reassessing the recognition of deferred tax assets in future periods.

**B. LIQUIDITY AND CAPITAL RESOURCES**

Our primary cash requirements stem from the payment of transfer fees for the acquisition of players' registrations, capital expenditure for the improvement of facilities at Old Trafford and the Aon Training Complex, payment of interest on our borrowings, employee benefit expenses, other operating expenses and dividends on our Class A ordinary shares and Class B ordinary shares. Historically, we have met these cash requirements through a combination of operating cash flow and proceeds from the transfer fees from the sale of players' registrations. Our existing borrowings primarily consist of our secured term loan facility and our 2027 Notes. Additionally, although we have not needed to draw any borrowings under our revolving facility since 2009, we have no intention of retiring our revolving facility and may draw on it in the future in order to satisfy our working capital requirements. We manage our cash flow interest rate risk where appropriate using interest rate swaps at contract lengths consistent with the repayment schedule of our long term borrowings. Such interest rate swaps have the economic effect of converting borrowings from floating to fixed rates. We have US dollar borrowings that we use to hedge a portion of our US dollar commercial revenue exposure. See "—Indebtedness" below. We continue to evaluate our financing options and may, from time to time, take advantage of opportunities to repurchase or refinance all or a portion of our existing indebtedness to the extent such opportunities arise.

In fiscal year 2016 we began paying a regular quarterly cash dividend on our Class A ordinary shares and Class B ordinary shares of \$0.045 per share. Our board of directors recently approved replacing the previous quarterly cash dividend with a regular semi-annual cash dividend of \$0.09 per share. We expect to continue paying regular semi-annual dividends to our Class A ordinary shareholders and Class B ordinary shareholders out of our operating cash flows. The declaration and payment of any future dividends, however, will be at the sole discretion of our board of directors or a committee thereof, and our expectations and policies regarding dividends are subject to change as our business needs, capital requirements or market conditions change.

Our business generates a significant amount of cash from our Matchday revenues and commercial contractual arrangements at or near the beginning of our fiscal year, with a steady flow of other cash received throughout the fiscal year. In addition, we generate a significant amount of our cash through advance receipts, including season tickets (which include general admission season tickets and seasonal hospitality tickets), most of which are received prior to the end of June for the following season. Our broadcasting revenue from the Premier League and UEFA are paid periodically throughout the season, with primary payments made in late summer, December, January and the end of the football season. Our sponsorship and other Commercial revenue tends to be paid either quarterly or annually in

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advance. However, while we typically have a high cash balance at the beginning of each fiscal year, this is largely attributable to deferred revenue, the majority of which falls under current liabilities in the consolidated balance sheet, and this deferred revenue is unwound through the income statement over the course of the fiscal year. Over the course of a year, we use our cash on hand to pay employee benefit expenses, other operating expenses, interest payments and other liabilities as they become due. This typically results in negative working capital movement at certain times during the year. In the event it ever became necessary to access additional operating cash, we also have access to cash through our revolving facility. As of 30 June 2016, we had no borrowings under our revolving facility.

Pursuant to our contract with adidas, which became effective on 1 August 2015, the minimum guarantee payable by adidas over the 10-year term of the agreement is equal to £750 million, subject to certain adjustments. See "Item 4. Information on the Company—Revenue Sectors—Commercial—Retail, Merchandising, Apparel & Product Licensing" above for additional information regarding our agreement with adidas.

We also maintain a mixture of long-term debt and capacity under our revolving facility in order to ensure that we have sufficient funds available for short-term working capital requirements and for investment in the playing squad and other capital projects.

Our cost base is more evenly spread throughout the fiscal year than our cash inflows. Employee benefit expenses and fixed costs constitute the majority of our cash outflows and are generally paid throughout the 12 months of the fiscal year. Our working capital levels tend to be at their lowest in November, in advance of Premier League and UEFA broadcasting receipts in December.

In addition, transfer windows for acquiring and disposing of players' registrations occur in January and the summer. During these periods, we may require additional cash to meet our acquisition needs for new players and we may generate additional cash through the sale of existing players' registrations. Depending on the terms of the agreement, transfer fees may be paid or received by us in multiple installments, resulting in deferred cash paid or received. Although we have not historically drawn on our revolving facility during the summer transfer window, if we seek to acquire players with values substantially in excess of the values of players we seek to sell, we may be required to draw on our revolving facility to meet our cash needs.

Acquisition and disposal of registrations also affects our current trade receivables and payables, which affects our overall working capital. Our current trade receivables include accrued revenue from sponsors as well as transfer fees receivable from other football clubs, whereas our trade payables include transfer fees and other associated costs in relation to the acquisition of registrations.

### *Capital expenditures at Old Trafford*

Our stadium, Old Trafford, remains one of our key assets and a significant part of the overall experience we provide to our followers. Old Trafford has been our home stadium since 1910 and has undergone significant changes over the years. To maintain the quality of service, enhance the fan experience and increase Matchday revenue, we continually invest in the refurbishment and regeneration of Old Trafford. Following a substantial development prior to the 2006/07 season, we expanded seating capacity at Old Trafford from approximately 68,000 to 75,643. In addition, we have continued to invest in improving hospitality suites and catering facilities through refurbishment programs. We record these investments as capital expenditures. Capital expenditure at Old Trafford was £2.7 million, £2.3 million and £4.1 million for the years ended 30 June 2016, 2015 and 2014, respectively. We typically invest approximately £3 million per year in refurbishment capital expenditure with further investments in expansion capital expenditure as required.

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In addition, we spent approximately £2.3 million in fiscal year 2016 and approximately £3.7 million in fiscal year 2015 in connection with updating and expanding the Aon Training Complex, our training facility.

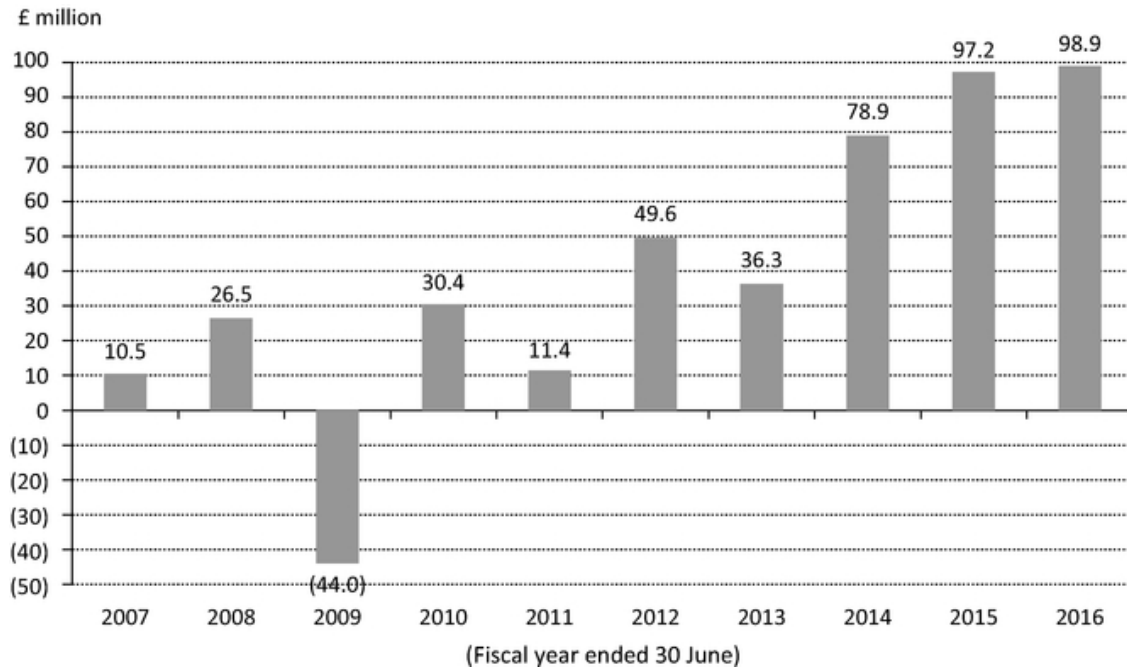
*Mobile & Content capital expenditure*

We intend to continue investing in our mobile & content assets, including our website and digital media capabilities.

*Net intangible asset—registrations capital expenditure*

Our average net intangible asset—registrations capital expenditure over the last 10 years has been a cash outflow of £39.6 million per fiscal year (excluding the sale of a player in the year ended 30 June 2009 that generated a significant cash inflow, average net intangible asset—registrations capital expenditure over the same period would have been a cash outflow of £47.6 million per fiscal year). However, net intangible asset—registrations capital expenditure has varied significantly from period to period, as shown in the table below, and while we expect that trend to continue, competition for talented players may force clubs to spend increasing amounts on player registration fees. We may explore new player acquisitions in connection with future transfer periods that may materially increase the amount of our net intangible asset—registrations capital expenditure. Actual cash used or generated from net intangible asset—registrations capital expenditure is recorded on our statement of cash flow under net cash used or generated in investing activities.

**Last 10 Years Net Intangible Asset—Registrations Capital Expenditure(1)**



(1) The net intangible asset—registrations capital expenditure data presented is the sum of all cash used for purchases of intangible assets—registrations and all cash generated from sales of intangible assets—registrations as disclosed in our consolidated annual financial statements. For the years ended 30 June 2013 to 30 June 2016, the data above was derived from the annual financial statements of Manchester United plc. For the years ended 30 June 2007 to 30 June 2012,

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the above data was derived from the annual financial statements of Red Football Shareholder Limited. The annual financial statements for periods prior to our transition to IFRS on 1 July 2008 were prepared in accordance with Generally Accepted Accounting Practice in the United Kingdom.

### Working Capital

Our directors confirmed that, as of the date of this Annual Report, after taking into account our current cash and cash equivalents and our anticipated cash flow from operating and financing activities, we believe that we have sufficient working capital for our present requirements.

### Cash Flow

The following table summarizes our cash flows for the years ended 30 June 2016, 2015 and 2014:

	Year ended 30 June		
	2016	2015	2014
	(in £ millions)		
<b>Cash flow from operating activities</b>			
Cash generated from operations	200.8	195.0	101.7
Interest paid	(13.2)	(42.6)	(27.7)
Debt finance costs relating to borrowings	—	(6.5)	(0.1)
Interest received	0.5	0.5	0.3
Tax paid	(2.0)	(2.5)	(1.4)
<b>Net cash generated from operating activities</b>	<b>186.1</b>	<b>143.9</b>	<b>72.8</b>
<b>Cash flow from investing activities</b>			
Payments for property, plant and equipment (net of proceeds)	(5.1)	(5.5)	(10.8)
Payments for intangible assets	(138.1)	(117.4)	(92.9)
Proceeds from sale of intangible assets	38.4	20.6	14.0
<b>Net cash used in investing activities</b>	<b>(104.8)</b>	<b>(102.3)</b>	<b>(89.7)</b>
<b>Cash flow from financing activities</b>			
Proceeds from borrowings	—	272.5	—
Repayment of borrowings	(0.4)	(227.9)	(5.0)
Dividends paid	(20.1)	—	—
<b>Net cash (used in)/generated from financing activities</b>	<b>(20.5)</b>	<b>44.6</b>	<b>(5.0)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>60.8</b>	<b>86.2</b>	<b>(21.9)</b>

#### *Net cash generated from operating activities*

Net cash generated from operations represents our operating results and net movements in our working capital. Our working capital is generally impacted by the timing of cash received from the sale of tickets and hospitality and other Matchday sales, broadcasting revenue from the Premier League and UEFA and sponsorship and Commercial revenue. Cash generated from operations for the year ended 30 June 2016 produced a cash inflow of £200.8 million, an increase of £5.8 million from a cash inflow of £195.0 million for the year ended 30 June 2015. Cash generated from operations for the year ended 30 June 2014 was £101.7 million.

Additional changes in net cash generated from operating activities generally reflect our finance costs. We currently pay fixed rates of interest on our 2027 Notes and variable rates of interest on our secured term loan facility. We use interest rate swaps to manage the cash flow interest rate risk. The swaps have the economic effect of converting interest on our secured term loan facility from variable

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rates to a fixed rate. Our revolving facility is also subject to variable rates of interest. Interest paid was £13.2 million in the year ended 30 June 2016, a decrease of £29.4 million compared to £42.6 million in interest paid in the year ended 30 June 2015. The decrease of £29.4 million was primarily due to a reduction in interest on our 2027 Notes, as compared to the 2017 Dollar Notes, and on our secured term loan facility following the debt refinancing in June 2015. Interest paid was £27.7 million for the year ended 30 June 2014.

Net cash generated from operating activities was £186.1 million in the year ended 30 June 2016, compared to net cash generated from operating activities of £143.9 million for the year ended 30 June 2015. Net cash generated from operating activities was £72.8 million for the year ended 30 June 2014.

### ***Net cash used in investing activities***

Capital expenditure for the acquisition of intangible assets as well as for improvements to property, principally at Old Trafford and the Aon Training Complex, are funded through cash flow generated from operations, proceeds from the sale of intangible assets and, if necessary, from our revolving facility. Capital expenditure on the acquisition, disposal and trading of intangible assets tends to vary significantly from year to year depending on the requirements of our first team, overall availability of players, our assessment of their relative value and competitive demand for players from other clubs. By contrast, capital expenditure on the purchase of property, plant and equipment tends to remain relatively stable as we continue to make improvements at Old Trafford and invest in the expansion of our training facility, the Aon Training Complex.

Net cash used in investing activities for the year ended 30 June 2016 was £104.8 million, an increase of £2.5 million from £102.3 million for the year ended 30 June 2015. Net cash used in investing activities for the year ended 30 June 2014 was £89.7 million.

For the year ended 30 June 2016, net capital expenditure was £5.1 million, a decrease of £0.4 million from net expenditure of £5.5 million for the year ended 30 June 2015. Net capital expenditure for the year ended 30 June 2016 related mainly to refurbishment work at Old Trafford and the Aon Training Complex. Net capital expenditure for the year ended 30 June 2015 related mainly to refurbishment work at Old Trafford and new pitches at the Aon Training Complex.

For the year ended 30 June 2016, net expenditure on intangible assets was £99.7 million, an increase of £2.9 million from net expenditure of £96.8 million for the year ended 30 June 2015. Net expenditure on intangible assets for the year ended 30 June 2016 mainly comprised payments made for the acquisitions of Di Maria, Martial and Schneiderlin, less payments received relating to the disposal of Di Maria and Welbeck. Net expenditure on intangible assets for the year ended 30 June 2015 mainly comprised payments made for the acquisitions of Di Maria, Rojo, Fellaini, Depay and Shaw, less payments received relating to the disposal of Welbeck and Kagawa.

For the year ended 30 June 2014, net capital expenditure on the purchase of property, plant and equipment was a cash outflow of £10.8 million related mainly to general development at Old Trafford and the Aon Training Complex. Net expenditure on intangible assets was £78.9 million mainly comprised of expenditures for the acquisitions of Fellaini, Herrera, Mata, van Persie and Zaha less payments received relating to the disposal of Berbatov, Brady, Buttner and O'Shea. As a result, net cash used in investing activities was £89.7 million.

### ***Net cash generated from/(used in) financing activities***

Net cash used in financing activities for the year ended 30 June 2016 was £20.5 million, an increase of £65.1 million compared to net cash generated of £44.6 million for the year ended 30 June 2015. During the year ended 30 June 2016, we repaid borrowings of £0.4 million relating to the Alderley facility and paid four quarterly dividends amounting to \$0.18 per share in the aggregate.



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During the year ended 30 June 2015, we issued £267.8 million (\$425.0 million) in aggregate principal amount of the 2027 Notes. We used the proceeds to repurchase all of our outstanding 2017 Dollar Notes, comprising a principal value of £169.6 million (\$269.2 million) and a premium on repurchase of £3.6 million (\$5.6 million). We also amended the terms of our secured term loan facility, reducing the outstanding principal amount by £57.2 million (\$90.7 million), reducing the interest rate to LIBOR plus an applicable margin between 1.75% per annum and 1.25% per annum, and extending the term of the facility to June 2025.

Net cash used in financing activities for the year ended 30 June 2014 was £5.0 million. During the year ended 30 June 2014, we repaid £5.0 million of borrowings, primarily relating to the secured term loan facility.

### **Indebtedness**

Our primary sources of indebtedness consist of our secured term loan facility and our 2027 Notes. As part of the security for our secured term loan facility, our 2027 Notes and our revolving facility, substantially all of our assets are subject to liens and mortgages.

#### ***Description of principal indebtedness***

##### *Secured term loan facility*

Our wholly-owned finance subsidiary, MU Finance plc, has a secured term loan facility with Bank of America, N.A. as lender. As of 30 June 2016 the sterling equivalent of £166.0 million (net of unamortized issue costs of £2.7 million) was outstanding. The outstanding principal amount was \$225.0 million. We have the option to repay the loan at any time. The remaining balance of the loan is repayable on 26 June 2025.

Loans under the secured term loan facility bear interest at a rate per annum equal to US dollar LIBOR (provided that if the rate is less than zero, LIBOR shall be deemed to be zero) plus the applicable margin. The applicable margin, if no event of default has occurred and is continuing, means the following:

<u>Total net leverage ratio (as defined in the secured term loan facility agreement)</u>	<u>Margin % (per annum)</u>
Greater than 3.5	1.75
Greater than 2.0 but less than or equal to 3.5	1.50
Less than or equal to 2.0	1.25

While any event of default is continuing, the applicable margin shall be the highest level set forth above.

Our secured term loan facility is guaranteed by Red Football Limited, Red Football Junior Limited, Manchester United Limited, Manchester United Football Club Limited and MU Finance plc and secured against substantially all of the assets of those entities.

The secured term loan facility contains a financial maintenance covenant requiring us to maintain consolidated profit/loss for the period before depreciation, amortization of, and (loss)/profit on disposal of, intangible assets, exceptional items, net finance costs, and tax ("EBITDA") of not less than £65 million for each 12 month testing period. We are able to claim certain dispensations from complying with the consolidated EBITDA floor up to twice (in non-consecutive years) during the life of the secured term loan facility if we fail to qualify for the first round group stages (or its equivalent from time to time) of the Champions League.

Our secured term loan facility contains events of default typical in facilities of this type, as well as typical covenants including restrictions on incurring additional indebtedness, paying dividends or

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making other distributions or repurchasing or redeeming our stock, selling assets, including capital stock of restricted subsidiaries, entering into agreements restricting our subsidiaries' ability to pay dividends, consolidating, merging, selling or otherwise disposing of all or substantially all of our assets, entering into sale and leaseback transactions, entering into transactions with our affiliates and incurring liens. Certain events of default and covenants in the secured term loan facility are subject to certain thresholds and exceptions described in the agreement governing the secured term loan facility.

### *Senior secured notes*

Our wholly-owned finance subsidiary, MU Finance plc, issued \$425 million in aggregate principal amount of 3.79% senior secured notes due 2027 (which we refer to throughout this Annual Report as the "2027 Notes"). As of 30 June 2016 the sterling equivalent of £314.3 million (net of unamortized issue costs of £4.4 million) was outstanding. The outstanding principal amount was \$425.0 million. The 2027 Notes mature on 25 June 2027.

The 2027 Notes are guaranteed by Red Football Limited, Red Football Junior Limited, Manchester United Limited, and Manchester United Football Club Limited and are secured against substantially all of the assets of those entities and MU Finance plc.

The note purchase agreement governing the 2027 Notes contains a financial maintenance covenant requiring us to maintain consolidated EBITDA of not less than £65 million for each 12 month testing period. We are able to claim certain dispensations from complying with the consolidated EBITDA floor up to twice (in non-consecutive years) during the life of the 2027 Notes if we fail to qualify for the first round group stages (or its equivalent from time to time) of the Champions League.

The note purchase agreement governing the 2027 Notes contains events of default typical for securities of this type, as well as customary covenants and restrictions on the activities of Red Football Limited and each of Red Football Limited's subsidiaries, including, but not limited to, the incurrence of additional indebtedness; dividends or distributions in respect of capital stock or certain other restricted payments or investments; entering into agreements that restrict distributions from restricted subsidiaries; the sale or disposal of assets, including capital stock of restricted subsidiaries; transactions with affiliates; the incurrence of liens; and mergers, consolidations or the sale of substantially all of Red Football Limited's assets. The covenants in the note purchase agreement governing the 2027 Notes are subject to certain thresholds and exceptions described in the note purchase agreement governing the 2027 Notes.

The 2027 Notes may be redeemed in part, in an amount not less than 5% of the aggregate principal amount of the 2027 Notes then outstanding, or in full, at any time at 100% of the principal amount plus a "make-whole" premium of an amount equal to the discounted value (based on the US Treasury rate) of the remaining interest payments due on the 2027 Notes up to 25 June 2027.

### *Revolving facility*

Our revolving facilities agreement allows MU Finance plc (or any direct or indirect subsidiary of Red Football Limited that becomes a borrower thereunder) to borrow up to £125 million, plus (subject to certain conditions) the ability to incur a further £25 million by way of incremental facilities, from a syndicate of lenders with Bank of America Merrill Lynch International Limited as agent and security trustee. As of 30 June 2016, we had no outstanding borrowings and had £125 million (exclusive of capacity under the incremental facilities) in borrowing capacity under our revolving facilities agreement.

Our initial revolving facility is scheduled to expire on 26 June 2021 (although it may be possible for any subsequent incremental facility thereunder to expire at a later date). Any amount still outstanding at that time will be due in full immediately on the applicable expiry date.

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Subject to certain conditions, we may voluntarily prepay and/or permanently cancel all or part of the available commitments under the revolving facility by giving not less than three business days' prior notice to the Agent under the facility. Any loan drawn under the revolving facility is required to be repaid on the last day of each of its interest periods. Amounts repaid may (subject to the terms of the revolving facilities agreement) be re-borrowed.

Loans under the revolving facility bear interest at a rate per annum equal to LIBOR (or in relation to a loan in euros, EURIBOR) (provided that if that rate is less than zero, LIBOR or, as the case may be, EURIBOR, shall be deemed to be zero) plus the applicable margin.

The applicable margin if no event of default has occurred and is continuing, it means the following:

<b>Total net leverage ratio (as defined in the revolving facilities agreement)</b>	<b>Margin % (per annum)</b>
Greater than 3.5	1.75
Greater than 2.0 but less than or equal to 3.5	1.50
Less than or equal to 2.0	1.25

While any default is continuing, the applicable margin shall be the highest level set forth above.

A commitment fee is payable on the available but undrawn amount of the revolving facility, at a rate equal to 40% per annum of the applicable margin.

Our revolving facility is guaranteed by Red Football Limited, Red Football Junior Limited, Manchester United Limited, Manchester United Football Club Limited and MU Finance plc and secured against substantially all of the assets of those entities.

In addition to the general covenants described below, the revolving facility contains a financial maintenance covenant requiring us to maintain consolidated EBITDA of not less than £65 million for each 12 month testing period. We are able to claim certain dispensations from complying with the consolidated EBITDA floor up to twice (in non-consecutive years) during the life of the revolving facility if we fail to qualify for the first round group stages (or its equivalent from time to time) of the Champions League. In addition, in the event that the financial covenant is not complied with, such non-compliance may also be cured with the cash proceeds of additional shareholder funding or subordinated shareholder funding no later than the end of the period 20 business days following the earlier of the date on which the compliance certificate setting out the calculations in respect of the relevant covenant determination is required to be delivered and the date on which it is delivered under the terms of the revolving facilities agreement, and no equity cures may be made in consecutive financial quarters.

Our revolving facility contains events of default typical in facilities of this type, as well as typical covenants including restrictions on incurring additional indebtedness, paying dividends or making other distributions or repurchasing or redeeming our stock, making investments, selling assets, including capital stock of restricted subsidiaries, entering into agreements restricting our subsidiaries' ability to pay dividends, consolidating, merging, selling or otherwise disposing of all or substantially all of our assets, entering into sale and leaseback transactions, entering into transactions with our affiliates and incurring liens. Certain events of default and covenants in the revolving facility are subject to certain thresholds and exceptions described in the agreement governing the revolving facility.

### *Alderley facility*

The Alderley facility consists of a bank loan to Alderley Urban Investments Limited, a subsidiary of Manchester United Limited. The loan attracts interest at LIBOR plus 1%. As of 30 June 2016, £4.6 million was outstanding under the Alderley facility. £0.9 million of the loan is repayable in

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quarterly installments through July 2018, and the remaining balance of £3.7 million is repayable at par on 9 July 2018. The loan is secured against the Manchester International Freight Terminal which is owned by Alderley Urban Investments Limited.

As of 30 June 2016, we were in compliance with all covenants in relation to indebtedness.

**C. RESEARCH AND DEVELOPMENT, PATENTS AND LICENSES, ETC.**

We do not conduct research and development activities.

**D. TREND INFORMATION**

Other than as disclosed elsewhere in this Annual Report, we are not aware of any trends, uncertainties, demands, commitments or events since 30 June 2016 that are reasonably likely to have a material adverse effect on our revenues, income, profitability, liquidity or capital resources, or that would cause the disclosed financial information to be not necessarily indicative of future operating results or financial conditions.

**E. OFF BALANCE SHEET ARRANGEMENTS**

***Transfer fees payable***

Under the terms of certain contracts with other football clubs in respect of player transfers, additional amounts would be payable by us if certain specific performance conditions are met. As noted above, we estimate the fair value of any contingent consideration at the date of acquisition based on the probability of conditions being met and monitor this on an ongoing basis. The maximum additional amount that could be payable as of 30 June 2016 is £41.6 million.

***Transfer fees receivable***

Similarly, under the terms of contracts with other football clubs for player transfers, additional amounts would be payable to us if certain specific performance conditions are met. In accordance with the recognition criteria for contingent assets, such amounts are only disclosed by the Company when probable and recognized when virtually certain. As of 30 June 2016, we believe receipt of £1.6 million to be probable.

***Other commitments***

In the ordinary course of business, we enter into operating lease commitments and capital commitments. These transactions are recognized in the consolidated financial statements in accordance with IFRS, as issued by the IASB, and are more fully disclosed therein.

As of 30 June 2016, we had not entered into any other off-balance sheet transactions.

**F. CONTRACTUAL OBLIGATIONS**

The following table summarizes our contractual obligations as of 30 June 2016:

	Payments due by period(1)				Total
	Less than 1 year	1 - 3 years	3 - 5 years (in £ thousands)	More than five years	
Long-term debt obligations(2)	18,967	41,245	18,498	519,921	598,631
Finance lease obligations	—	—	—	—	—
Operating lease obligations(3)	2,635	4,512	175	4,028	11,350
Purchase obligations(4)	214,566	20,366	488	—	235,420
Other long-term liabilities	—	—	—	—	—
<b>Total</b>	<b>236,168</b>	<b>66,123</b>	<b>19,161</b>	<b>523,949</b>	<b>845,401</b>

- (1) This table reflects contractual non-derivative financial obligations including interest and operating lease payments and therefore differs from the carrying amounts in our consolidated financial statements.
- (2) As of 30 June 2016, we had \$225.0 million of our secured term loan facility outstanding and \$425.0 million of our 2027 Notes outstanding. Other long-term indebtedness consists of a bank loan to Alderley Urban Investments Limited, a subsidiary of Manchester United Limited. As of 30 June 2016, we had £4.6 million outstanding under the Alderley facility. See "Item 5.B. Liquidity and Capital Resources—Indebtedness—Description of principal indebtedness" and note 24 to our audited consolidated financial statements as of 30 June 2016 and 2015 and for the years ended 30 June 2016, 2015 and 2014 included elsewhere in this Annual Report.
- (3) We enter into operating leases in the normal course of business. Most lease arrangements provide us with the option to renew the leases at defined terms. The future operating lease obligations would change if we were to exercise these options, or if we were to enter into additional new operating leases. See note 28.1 to our audited consolidated financial statements as of 30 June 2016 and 2015 and for the years ended 30 June 2016, 2015 and 2014 included elsewhere in this Annual Report.
- (4) Purchase obligations include current and non-current obligations related to the acquisition of registrations, inventory and capital commitments. Purchase obligations do not include contingent transfer fees of £41.6 million which are potentially payable by us if certain specific performance conditions are met.

Except as disclosed above and in note 29.2 to our audited consolidated financial statements as of 30 June 2016 and 2015 and for the years ended 30 June 2016, 2015 and 2014 included elsewhere in this Annual Report, as of 30 June 2016, we did not have any material contingent liabilities or guarantees.

**G. SAFE HARBOR**

See the Section entitled "Forward-Looking Statements" at the beginning of this Annual Report.

**ITEM 6. DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES****A. DIRECTORS AND SENIOR MANAGEMENT**

The following table lists each of our current executive officers and directors and their respective ages and positions as of the date of this Annual Report.

<u>Name</u>	<u>Age</u>	<u>Position</u>
Avram Glazer	55	Executive Co-Chairman and Director
Joel Glazer	49	Executive Co-Chairman and Director
Edward Woodward	44	Executive Vice Chairman and Director
Richard Arnold	45	Group Managing Director and Director
Jamieson Reigle	39	Commercial Director and Director
Cliff Baty	46	Chief Financial Officer
Kevin Glazer	54	Director
Bryan Glazer	51	Director
Darcie Glazer Kassewitz	48	Director
Edward Glazer	46	Director
Robert Leitão	53	Independent Director
Manu Sawhney	49	Independent Director
John Hooks	60	Independent Director

The following is a brief biography of each of our executive officers and directors:

**Avram Glazer**, aged 55, is Executive Co-Chairman and a Director of the Company. He is currently a director of Red Football Limited and Co-Chairman of Manchester United Limited. Mr. Glazer served as President and Chief Executive Officer of Zapata Corporation, a US public company between from March 1995 to July 2009 and Chairman of the board of Zapata Corporation from March 2002 to July 2009. Mr. Glazer received a business degree from Washington University in St. Louis in 1982. He received a law degree from American University, Washington College of Law in 1985.

**Joel Glazer**, aged 49, is Executive Co-Chairman and a Director of the Company. He is currently a director of Red Football Limited and Co-Chairman of Manchester United Limited. Mr. Glazer is Co-Chairman of the Tampa Bay Buccaneers. Mr. Glazer is a member of the NFL Finance and International Committees. Mr. Glazer graduated from American University in Washington, D.C., in 1989 with a bachelor's degree.

**Edward Woodward**, aged 44, is Executive Vice Chairman and a Director of the Company. He was appointed to our board of directors on 30 April 2012 and is currently Executive Vice Chairman of Manchester United Limited, having been elected to its board of directors in February 2008. He is also a director of MUTV Limited. In 2015 he was elected to the Board of Directors of the European Clubs Association (ECA)—the sole independent body directly representing football clubs at a European level. He also chairs the ECA Marketing and Communications Working Group. Mr. Woodward represents the Club at meetings of the English Premier League's shareholders. He oversees the strategy and planning for the football club, including the world-renowned Academy for young players and the development of world class training facilities at the Aon Training Complex. On joining the club in 2005 he initially managed the capital structure of the group and advised on the overall financial business plan. In 2007 he assumed responsibility for the commercial and media operations and developed and implemented a new overall commercial strategy for the Club. This resulted in a new structured approach to commercializing the brand, including developing the sponsorship strategy, led out of the London office. Mr. Woodward formerly worked as a senior investment banker within J.P. Morgan's international mergers and acquisitions team between 1999 and 2005. Prior to joining J.P. Morgan, Mr. Woodward worked for PricewaterhouseCoopers in the Accounting and Tax Advisory department

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between 1993 and 1999. He received a Bachelor of Science degree in physics from Bristol University in 1993 and qualified for his Chartered Accountancy in 1996.

**Richard Arnold**, aged 45, is the Group Managing Director and a Director of the Company. In his capacity as Group Managing Director, Mr. Arnold oversees all commercial and operational aspects of the Company. Mr. Arnold also serves as Chairman of the Manchester United Foundation. In his previous role as Commercial Director (until 30 June 2013) he was responsible for the management and growth of the Company's sponsorship business, retail, merchandising, apparel & product licensing business, and mobile & content business. In this capacity he was nominated for SportBusiness International's Sports innovator of the year list in 2011. Mr. Arnold is on the board of Manchester United Merchandising Limited and MUTV Limited. Mr. Arnold was previously Deputy Managing Director of InterVoice Ltd responsible for the international channel sales and marketing division of InterVoice Inc., a NASDAQ listed technology company, between 2002 and 2007. He was nominated as a finalist for Young Director of the Year by the United Kingdom Institute of Directors in 2004 and 2005. Prior to InterVoice, he worked at Global Crossing Europe Ltd, a company in the technology sector, on its restructure between 1999 and 2002. Prior to this he was a senior manager in the telecommunications and media practice at PricewaterhouseCoopers from 1993 to 1999, including working on the privatization of the Saudi Telecommunications Corporation and the Initial Public Offering of Orange in the United Kingdom. He received an honors Bachelor of Science degree in biology from Bristol University in 1993 and received his Chartered Accountancy qualification in 1996.

**Jamieson Reigle**, aged 39, is the Company's Commercial Director and a Director of the Company. He is responsible for managing the sponsorship and licensing sales, relationship marketing, tours, events and commercial strategy teams globally. From 2012 to 2015, Mr. Reigle served as the Company's Managing Director, Asia Pacific responsible for the management and growth of the Company's business in the Asia Pacific region. Mr. Reigle joined Manchester United in 2007 and previously served as Director of Corporate Development with responsibility for the Company's capital structure, investor relations and growth strategy. Prior to Manchester United Limited, Mr. Reigle worked in private equity with The Carlyle Group and in investment banking with J.P. Morgan. He received a Bachelor of Arts degree in Economics from Dartmouth College and a Master of Business Administration from Stanford University's Graduate School of Business.

**Cliff Baty**, aged 46, is the Company's Chief Financial Officer. He was appointed in March 2016. He is responsible for managing all aspects of financial reporting and financial control of the Company. Prior to joining the Company, Mr. Baty served as Chief Financial Officer and member of the Board of Directors of Sportech plc, a leading pool betting operator and technology supplier, from 2013 to 2016. Prior to Sportech, he worked at Ladbrokes plc from 2006 to 2013 in a number of senior finance roles including Finance Director of its eGaming and International businesses, as well as Ladbrokes businesses in Spain, Italy and South Africa. Before that he was Group Financial Controller of Hilton Group plc from 2004 to 2006. He qualified as a Chartered Accountant with Ernst & Young, where he worked for 10 years. He received a Bachelor of Arts degree in Chemistry from Oriel College, Oxford University in 1992.

**Kevin Glazer**, aged 54, is a Director of the Company. He is currently a director of Red Football Limited and a director of Manchester United Limited. He is currently the Co-Chairman of First Allied Corporation. Mr. Glazer graduated from Ithaca College in 1984 with a Bachelor of Arts degree.

**Bryan Glazer**, aged 51, is a Director of the Company. He is currently a director of Red Football Limited and Manchester United Limited. He is the Co-Chairman of the Tampa Bay Buccaneers and also serves on the NFL's Digital Media Committee. Mr. Glazer serves on the board of directors of the Glazer Children's Museum. He received a bachelor's degree from the American University in Washington, D.C., in 1986 and received his law degree from Whittier College School of Law in 1989.

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**Darcie Glazer Kassewitz**, aged 48, is a Director of the Company. She is currently a director of Red Football Limited. Ms. Glazer is the Co-President of the Glazer Family Foundation. She graduated cum laude from the American University in 1990 and received a law degree in 1993 from Suffolk Law School.

**Edward Glazer**, aged 46, is a Director of the Company. He is currently a non-executive director of Red Football Limited. He is Co-Chairman of the Tampa Bay Buccaneers. Mr. Glazer received a bachelor's degree from Ithaca College.

**Robert Leitão**, aged 53, is an Independent Director of the Company. He is Head of Rothschild's Global Financial Advisory business. Mr. Leitão joined Rothschild in 1998 as a Director and was appointed Managing Director in 2000, Head of Mergers and Acquisitions in 2001 and Head of UK Investment Banking in 2008. Prior to joining Rothschild, Mr. Leitão worked for Morgan Grenfell & Co. Limited in London, where he was appointed a Director in 1995. He also serves as Chairman of the Trustees of The Pennies Foundation. Mr. Leitão received a Bachelor of Science degree in engineering from the University of London in 1984. He received his Chartered Accountancy qualification in 1988.

**Manu Sawhney**, aged 49, is an Independent Director of the Company. With over 25 years of rich experience in the Asian media, entertainment and consumer products industry, Mr. Sawhney is the Chief Executive Officer of the Singapore Sports Hub, one of the largest sporting Public-Private Partnerships in the world, and the city-state's premier sporting, lifestyle and entertainment destination. Prior to his current role, Mr. Sawhney was the Managing Director of ESPN STAR Sports (ESS), a 50:50 joint venture for Asia between ESPN and News Corp, and reported directly to the Board. He was responsible for the overall business leadership & P&L of the company across 24 countries in Asia. Mr. Sawhney led ESS's growth and expansion across multiple platforms in various markets across Asia including business expansion in Taiwan, start-up of a new joint venture in Korea, consolidation of business in China and securing long terms strategic partnerships in India, Malaysia, Indonesia and Singapore. Prior to heading ESS's Asia operations, Mr. Sawhney served as the Executive Vice President of Programming/Event Management/Marketing/ Network Presentation, wherein he negotiated and secured various multi-year renewals of key global and regional rights & affiliate deals. Mr. Sawhney also previously served as the Managing Director of ESS's South Asia business based out of India. Before joining ESS, he worked for 3 years with ITC Global Holdings, a subsidiary of British American Tobacco. After completing his engineering degree, Mr. Sawhney worked at Eicher Motors, a leading Indian farm equipment company. Mr. Sawhney holds a Bachelor's degree in Mechanical Engineering from the Birla Institute of Technology & Science, Pilani, India, and received his Masters in International Business from Indian Institute of Foreign Trade, New Delhi, India. Mr. Sawhney also served on the Steering Committee of the 28<sup>th</sup> South East Asian Games and was an advisor to STAR India (a wholly owned subsidiary of 21<sup>st</sup> Century Fox).

**John Hooks**, aged 60, is an Independent Director of the Company. He has been in the luxury fashion industry for over 35 years and has held positions in some of the sector's most influential companies. Having graduated from Oxford University, he entered the fashion industry through Gruppo Finanziario Tessile (GFT) in Turin. For three years he was the commercial director for the pret-a-porter collection of Valentino. From 1988 to 1994, based in Hong Kong, he was responsible for the establishment of GFT's regional subsidiaries in Japan, South Korea, Taiwan, Hong Kong, Australia as well as in mainland China (in 1988, the first major foreign fashion company to establish a direct presence in that country). From 1995 to 2000 he was Commercial and Regional Director of Jil Sander in Hamburg, Germany. In 2000, Mr. Hooks joined Giorgio Armani as Group Commercial and Marketing Director, considerably expanding the company's global wholesale and retail network. He was subsequently appointed Deputy Chairman of the Giorgio Armani Group. From 2011 to 2014, he was Group President of Ralph Lauren Europe and Middle East. Mr. Hooks is currently CEO of Pacific Global Management. He is Executive Chairman and CEO of Elite World and serves as a member of



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the Board of Directors of La Perla. He is also on the board of Miroglio Fashion and is a senior adviser to McKinsey & Company.

**Family Relationships**

Our Executive Co-Chairmen and Directors Avram Glazer and Joel Glazer, and Directors Bryan Glazer, Kevin Glazer, Darcie Glazer Kassewitz and Edward Glazer are siblings.

**Arrangements or Understandings**

None of our executive officers or directors have any arrangement or understanding with our principal shareholder, customers, suppliers or other persons pursuant to which such executive officer or director was selected as an executive officer or director.

**B. COMPENSATION**

We set out below the amount of compensation paid and benefits in kind provided by us or our subsidiaries to our directors and members of the executive management for services in all capacities to our Company or our subsidiaries for the 2016 fiscal year, as well as the amount contributed by our Company or our subsidiaries to retirement benefit plans for our directors and members of the executive management board.

**Directors and Executive Management Compensation**

The compensation for each member of our executive management is comprised of the following elements: base salary, bonus, contractual benefits and pension contributions. The total amount of compensation (including share-based payments) paid or payable and benefits in kind provided to the members of our board of directors and our executive management employees for the fiscal year 2016 was £11.1 million. We do not currently maintain any bonus or profit-sharing plan for the benefit of the members of our executive management, however, certain members of our executive management are eligible to receive annual bonuses (including share-based awards) pursuant to the terms of their service agreements. The total amount set aside or accrued by us to provide pension, retirement or similar benefits to our directors and our executive management employees with respect to the fiscal year 2016 was £0.1 million.

**Employment or Service Agreements**

We have entered into written employment or service agreements with each of the members of our executive management, which agreements provide, among other things, for benefits upon a termination of employment. In order to align the interests of our executive management with our shareholders, members of our executive management are eligible to receive annual share-based awards (or cash and share-based awards) pursuant to our 2012 Equity Incentive Award Plan (the "Equity Plan"). The amount of the awards will generally be subject to the discretion of our board of directors and our remuneration committee. In order to encourage retention, the awards are eligible to become vested over a multi-year period following the date of grant. In connection with their receipt of the awards, each member of our executive management will agree to hold a minimum of that number of Class A ordinary shares with a value equal to such member's annual salary for so long as such member is employed by us.

We have not entered into written employment or service agreements with our outside directors, including any member of the Glazer family. However, we may in the future enter into employment or services agreements with such individuals, the terms of which may provide for, among other things, cash or equity based compensation and benefits.

## Share-Based Compensation Awards

We currently have one share-based compensation award plan, namely the 2012 Equity Incentive Award Plan, established in 2012 (the "Equity Plan").

### *The Equity Plan*

The principal purpose of the Equity Plan is to attract, retain and motivate selected employees, consultants and non-employee directors through the granting of share-based and cash-based compensation awards. The principal features of the Equity Plan are summarized below.

During the year ended 30 June 2016 certain directors and members of executive management were awarded Class A ordinary shares, pursuant to the Equity Plan. These shares are subject to varying vesting schedules over a multi-year period. The fair value of these shares was the quoted market price on the date of award. Details of the share awards outstanding and therefore potentially issuable as new shares are as follows:

	<u>Number of Class A ordinary shares</u>
Outstanding at beginning of the year	259,155
Awarded during the year	186,626
Vested during the year	<u>(152,206)</u>
Outstanding at the end of the year	<u>293,575</u>

The fair value of shares awarded during the year was \$15.75 (£11.81) per share.

### *Share reserve*

Under the Equity Plan, 16,000,000 shares of our Class A ordinary shares are reserved for issuance pursuant to a variety of share-based compensation awards, including share options, share appreciation rights, or SARs, restricted share awards, restricted share unit awards, deferred share awards, deferred share unit awards, dividend equivalent awards, share payment awards and other share-based awards. Of these reserved shares, assuming the above outstanding share awards fully vest, 15,366,845 remain available for issuance as of 8 September 2016.

### *Administration*

The remuneration committee of our board of directors (or other committee as our board of directors may appoint) administers the Equity Plan unless our board of directors assumes authority for administration. Subject to the terms and conditions of the Equity Plan, the administrator has the authority to select the persons to whom awards are to be made, determines the types of awards to be granted, the number of shares to be subject to awards and the terms and conditions of awards, and makes all other determinations and can take all other actions necessary or advisable for the administration of the Equity Plan. The administrator is also authorized to adopt, amend or rescind rules relating to the administration of the Equity Plan. Our board of directors has the authority at all times to remove the remuneration committee (or other applicable committee) as the administrator and reinstate itself as the authority to administer the Equity Plan.

### *Eligibility*

The Equity Plan provides that share options, share appreciation rights ("SARs"), restricted shares and all other awards may be granted to individuals who will then be our non-employee directors, officers, employees or consultants or the non-employee directors, officers, employees or consultants of certain of our subsidiaries.

*Awards*

The Equity Plan provides that the administrator may grant or issue share options, SARs, restricted shares, restricted share units, deferred shares, deferred share units, dividend equivalents, share payments and other share-based awards, or any combination thereof. Each award will be set forth in a separate agreement with the person receiving the award and will indicate the type, terms and conditions of the award.

- *Share Options* provide for the right to purchase Class A ordinary shares at a specified price, and usually will become exercisable (at the discretion of the administrator) in one or more installments after the grant date, subject to the participant's continued employment or service with us and/or subject to the satisfaction of corporate performance targets and/or individual performance targets established by the administrator.
- *Restricted Shares* may be granted to any eligible individual selected by the administrator and are made subject to such restrictions as may be determined by the administrator. Restricted shares, typically, are forfeited for no consideration or repurchased by us at the original purchase price (if applicable) if the conditions or restrictions on vesting are not met. The Equity Plan provides that restricted shares generally may not be sold or otherwise transferred until the applicable restrictions are removed or expire. Recipients of restricted shares, unlike recipients of share options, have voting rights and have the right to receive dividends, if any, prior to the time when the restrictions lapse; however, extraordinary dividends will generally be placed in escrow, and will not be released until the restrictions are removed or expire.
- *Restricted Share Units* may be awarded to any eligible individual selected by the administrator, typically without payment of consideration, but subject to vesting conditions based on continued employment or service or on performance criteria established by the administrator. The Equity Plan provides that, like restricted shares, restricted share units may not be sold, or otherwise transferred or hypothecated, until vesting conditions are removed or expire. Unlike restricted shares, Class A ordinary shares underlying restricted share units are not issued until the restricted share units have vested, and recipients of restricted share units generally have no voting or dividend rights prior to the time when vesting conditions are satisfied and the Class A ordinary shares are issued.
- *Deferred Share Awards* represent the right to receive Class A ordinary shares on a future date. The Equity Plan provides that deferred shares may not be sold or otherwise hypothecated or transferred until issued. Deferred shares are not issued until the deferred share award has vested, and recipients of deferred shares generally have no voting or dividend rights prior to the time when the vesting conditions are satisfied and the Class A ordinary shares are issued. Deferred share awards generally will be forfeited, and the underlying Class A ordinary shares of deferred shares will not be issued, if the applicable vesting conditions and other restrictions are not met.
- *Deferred Share Unit Awards* may be awarded to any eligible individual selected by the administrator, typically without payment of consideration, but subject to vesting conditions based on continued employment or service or on performance criteria established by the administrator. Each deferred share unit award entitles the holder thereof to receive one share of our Class A ordinary shares on the date the deferred share unit becomes vested or upon a specified settlement date thereafter. The Equity Plan provides that, like deferred shares, deferred share units may not be sold or otherwise hypothecated or transferred until vesting conditions are removed or expire. Unlike deferred shares, deferred share units may provide that Class A ordinary shares in respect of underlying deferred share units will not be issued until a specified date or event following the vesting date. Recipients of deferred share units generally have no

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voting or dividend rights prior to the time when the vesting conditions are satisfied and the Class A ordinary shares underlying the award have been issued to the holder.

- *Share Appreciation Rights*, or SARs, may be granted in the administrator's discretion separately or in connection with share options or other awards. SARs granted in connection with share options or other awards typically provide for payments to the holder based upon increases in the price of our Class A ordinary shares over a set exercise price. There are no restrictions specified in the Equity Plan on the exercise of SARs or the amount of gain realizable therefrom, although the Equity Plan provides that restrictions may be imposed by the administrator in the SAR agreements. SARs under the Equity Plan may be settled in cash or Class A ordinary shares, or in a combination of both, at the election of the administrator.
- *Dividend Equivalents* represent the value of the dividends, if any, per Class A ordinary share paid by us, calculated with reference to the number of Class A ordinary shares covered by the award. The Equity Plan provides that dividend equivalents may be settled in cash or Class A ordinary shares and at such times as determined by the administrator.
- *Share Payments* are payments made to employees, consultants or non-employee directors in the form of Class A ordinary shares or an option or other right to purchase Class A ordinary shares. Share payments may be made as part of a bonus, deferred compensation or other arrangement and may be subject to a vesting schedule, including vesting upon the attainment of performance criteria, in which case the share payment will not be made until the vesting criteria have been satisfied. Share payments may be made in lieu of cash compensation that would otherwise be payable to the employee, consultant or non-employee director or share payments may be made as a bonus payment in addition to compensation otherwise payable to such individuals.

### *Change in control*

The Equity Plan provides that the administrator may, in its discretion, provide that awards issued under the Equity Plan are subject to acceleration, cash-out, termination, assumption, substitution or conversion of such awards in the event of a change in control or certain other unusual or nonrecurring events or transactions. In addition, the administrator also has complete discretion to structure one or more awards under the Equity Plan to provide that such awards become vested and exercisable or payable on an accelerated basis in the event such awards are assumed or replaced with equivalent awards but the individual's service with us or the acquiring entity is subsequently terminated within a designated period following the change in control event. A change in control event under the Equity Plan is generally defined as a merger, consolidation, reorganization or business combination in which we are involved, directly or indirectly (other than a merger, consolidation, reorganization or business combination which results in our outstanding voting securities immediately before the transaction continuing to represent a majority of the voting power of the acquiring company's outstanding voting securities) after which a person or group (other than our existing equity-holders) beneficially owns more than 50% of the outstanding voting securities of the surviving entity immediately after the transaction, or the sale, exchange or transfer of all or substantially all of our assets.

### *Adjustments of awards*

In the event of any stock dividend, stock split, combination or exchange of shares, merger, consolidation, spin-off, recapitalization, distribution of our assets to shareholders (other than normal cash dividends) or any other corporate event affecting the number of outstanding Class A ordinary shares in our capital or the share price of our Class A ordinary shares that would require adjustments to the Equity Plan or any awards under the Equity Plan in order to prevent the dilution or enlargement of the potential benefits intended to be made available thereunder, the Equity Plan provides that the administrator may make equitable adjustments, as determined in its discretion, to the aggregate number

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and type of shares subject to the Equity Plan, the number and kind of shares subject to outstanding awards and the terms and conditions of outstanding awards (including, without limitation, any applicable performance targets or criteria with respect to such awards), and the grant or exercise price per share of any outstanding awards under the Equity Plan.

### *Amendment and termination*

The Equity Plan provides that our board of directors or the remuneration committee (with the approval of the board of directors) may terminate, amend or modify the Equity Plan at any time and from time to time. However, the Equity Plan generally requires us to obtain shareholder approval to the extent required by applicable law, rule or regulation (including any applicable stock exchange law), including in connection with any amendments to increase the number of shares available under the Equity Plan (other than in connection with certain corporate events, as described above).

### *Securities laws*

The Equity Plan is designed to comply with all applicable provisions of the Securities Act and the Exchange Act and, to the extent applicable, any and all regulations and rules promulgated by the SEC thereunder. The Equity Plan is administered, and stock options will be granted and may be exercised, only in such a manner as to conform to such laws, rules and regulations. On 13 August 2012, we filed with the SEC a registration statement on Form S-8 covering Class A ordinary shares issuable under the Equity Plan.

### *UK Subplan*

Our board of directors approved the 2012 UK Company Share Option UK Sub-Plan on 10 September 2013. This is a sub-plan to the Equity Plan which allows for the grant of stock options in a tax efficient manner to employees who are UK residents. It derives its powers and authority from the Equity Plan and does not create any enhanced or additional rights. This sub-plan does not increase the share reserve under the Equity Plan.

## **C. BOARD PRACTICES**

### **Board of Directors**

We currently have 12 directors, three of whom are independent directors, on our board of directors. Any director on our board may be removed by way of an ordinary resolution of shareholders or by our shareholders holding a majority of the voting power of our outstanding ordinary shares by notice in writing to the Company. Any vacancies on our board of directors or additions to the existing board of directors can be filled by our shareholders holding a majority of the voting power of our outstanding ordinary shares by notice in writing to the Company. Each of our directors holds office until he resigns or is recused from office as discussed above.

### **Committees of the Board of Directors and Corporate Governance**

Our board of directors has established an audit committee and a remuneration committee. The composition and responsibilities of each committee are described below. Members will serve on these committees until their resignation or until otherwise determined by our board of directors. In the future, our board of directors may establish other committees, as it deems appropriate, to assist with its responsibilities.

***Audit committee***

Our audit committee consists of Messrs. Robert Leitão, Manu Sawhney and John Hooks. Our board of directors determined that Messrs. Robert Leitão, Manu Sawhney and John Hooks satisfy the "independence" requirements set forth in Rule 10A-3 under the Exchange Act. Mr. Robert Leitão acts as chairman of our audit committee and satisfies the criteria of an audit committee financial expert as set forth under the applicable rules of the Exchange Act. A copy of our audit committee charter is available on our website. The inclusion of our website in this Annual Report does not include or incorporate by reference the information on our website into this Annual Report. The audit committee oversees our accounting and financial reporting processes and the audits of our financial statements. The audit committee is responsible for, among other things:

- selecting our independent registered public accounting firm and pre-approving all auditing and non-auditing services permitted to be performed by our independent registered public accounting firm;
- reviewing with our independent registered public accounting firm any audit issues or difficulties and management's response;
- discussing the annual audited financial statements with management and our independent registered public accounting firm;
- reviewing major issues as to the adequacy of our internal controls and any special audit steps adopted in light of significant control deficiencies;
- annually reviewing and reassessing the adequacy of our audit committee charter;
- such other matters that are specifically delegated to our audit committee by our board of directors from time to time; and
- meeting separately and periodically with management, our internal auditors and our independent registered public accounting firm.

***Remuneration committee***

Our remuneration committee consists of Messrs. Joel Glazer, Avram Glazer and Robert Leitão. Mr. Joel Glazer is the chairman of our remuneration committee. A copy of our remuneration committee charter is available on our website. The inclusion of our website in this Annual Report does not include or incorporate by reference the information on our website into this Annual Report. The remuneration committee is responsible for, among other things:

- determining the levels of remuneration for each of our executive officers and directors; however, no member of the remuneration committee will participate in decisions relating to his or her remuneration;
- establishing and reviewing the objectives of our management compensation programs and compensation policies;
- reviewing and approving corporate goals and objectives relevant to the remuneration of senior management, including annual and long-term performance goals and objectives;
- evaluating the performance of members of senior management and recommending and monitoring the remuneration of members of senior management; and
- reviewing, approving and recommending the adoption of any equity-based or non-equity based compensation plan for our employees or consultants and administering such plan.

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We have availed ourselves of certain exemptions afforded to foreign private issuers under New York Stock Exchange rules, which exempt us from the requirement that we have a remuneration committee composed entirely of independent directors.

#### D. EMPLOYEES

##### Employees

The average monthly number of employees during the years ended 30 June 2016, 2015 and 2014, including directors, was as follows:

	2016 Number	2015 Number	2014 Number
Average number of employees:			
Football—players	74	73	79
Football—technical and coaching	94	89	92
Commercial	111	122	138
Media	94	89	91
Administration and other	426	440	469
Average monthly number of employees	799	813	869

We are not a signatory to any labor union collective bargaining agreement. We also engaged approximately 2,124, 2,275 and 2,323 temporary employees in fiscal years 2016, 2015 and 2014, respectively, on a regular basis to perform, among other things, catering, security, ticketing, hospitality and marketing services during Matchdays at Old Trafford. Compensation to full-time and temporary employees is accounted for in our employee benefit expenses.

#### E. SHARE OWNERSHIP

The following table shows the number of shares owned by our directors and members of our executive management as of 8 September 2016:

	Class A Ordinary Shares	%	Class B Ordinary Shares	%	% of Total Voting Power(1)
Avram Glazer(2)(3)	—	—	7,000,000	5.65%	5.47%
Joel Glazer(2)(4)	—	—	7,000,000	5.65%	5.47%
Edward Woodward	(*)	(*)	—	—	(*)
Richard Arnold	(*)	(*)	—	—	(*)
Jamieson Reigle	(*)	(*)	—	—	(*)
Cliff Baty	(*)	(*)	—	—	(*)
Kevin Glazer(2)(5)	—	—	7,000,000	5.65%	5.47%
Bryan Glazer(2)(6)	—	—	7,000,000	5.65%	5.47%
Darcie Glazer Kasowitz(2)(7)	—	—	7,000,000	5.65%	5.47%
Edward Glazer(2)(8)	—	—	4,000,000	3.23%	3.12%
Robert Leitão	—	—	—	—	—
Manu Sawhney	—	—	—	—	—
John Hooks	—	—	—	—	—

- (1) Percentage of total voting power represents voting power with respect to all of our Class A and Class B ordinary shares, as a single class. The holders of our Class B ordinary shares are entitled to 10 votes per share, and holders of our Class A ordinary shares are entitled to one vote per share.

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- (2) Red Football LLC is a wholly-owned subsidiary of Red Football Limited Partnership. The general partner of Red Football Limited Partnership is Red Football General Partner Inc. Trusts controlled by six lineal descendants of Mr. Malcolm Glazer each own an equal number of shares of Red Football General Partner Inc., as well as an equal percentage of the limited partnership interests in Red Football Limited Partnership. These lineal descendants of Mr. Glazer are also directors of Red Football General Partner Inc. The six lineal descendants of Mr. Glazer are Avram Glazer, Joel Glazer, Bryan Glazer, Edward Glazer, Darcie Glazer Kassewitz and Kevin Glazer. Joel Glazer is the president of Red Football General Partner Inc. The lineal descendants of Mr. Malcolm Glazer may be deemed to share beneficial ownership of the shares held by Red Football Limited Partnership as a result of their status as shareholders of Red Football General Partner Inc., President of Red Football General Partner Inc. (with respect to Joel Glazer) and holders of limited partnership interests in Red Football Limited Partnership. Information on Red Football LLC's shareholding in the Company can be found in "Item 7. Major Shareholders and Related Party Transactions—A. Major Shareholders".
- (3) Shares owned by Avram Glazer Irrevocable Exempt Trust, of which Avram Glazer is the sole trustee.
- (4) Shares owned by Joel M. Glazer Irrevocable Exempt Trust, of which Joel Glazer is the sole trustee.
- (5) Shares owned by Kevin Glazer Irrevocable Exempt Family Trust, of which Kevin Glazer is the sole trustee.
- (6) Shares owned by Bryan G. Glazer Irrevocable Exempt Trust, of which Bryan Glazer is the sole trustee.
- (7) Shares owned by Darcie S. Glazer Irrevocable Exempt Trust, of which Darcie Glazer Kassewitz is the sole trustee.
- (8) Shares owned by Edward S. Glazer Irrevocable Exempt Trust, of which Edward Glazer is the sole trustee.
- (\*) These directors and members of our executive management individually own less than 1% of our Class A ordinary shares.



**ITEM 7. MAJOR SHAREHOLDERS AND RELATED PARTY TRANSACTIONS**

**A. MAJOR SHAREHOLDERS**

The following table shows our major shareholders (shareholders that are beneficial owners of 5% or more of each class of the Company's voting shares) as of 8 September 2016, based on notifications made to the Company or public filings:

	Class A Ordinary Shares	%	Class B Ordinary Shares	%	% of Total Voting Power(1)
Red Football LLC(2)	8,019,033	20.03%	85,000,000	68.55%	67.03%
Baron Capital Group, Inc	15,089,806	37.70%	—	—	1.18%
Lansdowne Partners Limited	4,941,440	12.35%	—	—	0.39%
Jupiter Asset Management Limited	2,806,959	7.01%	—	—	0.22%
FMR LLC	2,436,475	6.09%	—	—	0.19%
Avram Glazer Irrevocable Exempt Trust	—	—	7,000,000	5.65%	5.47%
Joel M. Glazer Irrevocable Exempt Trust	—	—	7,000,000	5.65%	5.47%
Kevin Glazer Irrevocable Exempt Family Trust	—	—	7,000,000	5.65%	5.47%
Bryan G. Glazer Irrevocable Exempt Trust	—	—	7,000,000	5.65%	5.47%
Darcie S. Glazer Irrevocable Exempt Trust	—	—	7,000,000	5.65%	5.47%

- (1) Percentage of total voting power represents voting power with respect to all of our Class A and Class B ordinary shares, as a single class. The holders of our Class B ordinary shares are entitled to 10 votes per share, and holders of our Class A ordinary shares are entitled to one vote per share.
- (2) See "Controlling Shareholder" below for further information on Red Football LLC.

Since 8 September 2013, the only significant changes of which we have been notified in the percentage ownership of our shares by our major shareholders described above were that:

- on 14 August 2014, Tybourn Capital Management (HK) Limited made a public filing that it held 3,060,052 of our Class A ordinary shares, representing 0.24% of total voting power;
- on 6 August 2014, Blackrock Inc. made a public filing that it held 2,965,726 of our Class A ordinary shares, representing 0.23% of total voting power;
- on 14 August 2014, Lansdowne Partners Limited made a public filing that it held 2,731,445 of our Class A ordinary shares, representing 0.21% of total voting power;
- on 9 September 2014, FMR LLC made a public filing that it held 3,981,000 of our Class A ordinary shares, representing 0.31% of total voting power;
- on 10 September 2014, Baron Capital Group, Inc. made a public filing that it held 15,026,190 of our Class A ordinary shares, representing 1.17% of total voting power;
- on 12 December 2014, the Edward S. Glazer Irrevocable Exempt Trust made a public filing that it held 450,000 of our Class A ordinary shares and 50,000 of our Class B ordinary shares, representing 0.07% of total voting power;
- on 30 January 2015, Blackrock, Inc. made a public filing that it held 2,411,645 of our Class A ordinary shares, representing 0.19% of total voting power;
- on 13 February 2015, Tybourn Capital Management (HK) Limited made a public filing that it no longer held any of our Class A ordinary shares;

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- on 13 February 2015, FMR LLC made a public filing that it held 3,977,700 of our Class A ordinary shares, representing 0.31% of total voting power;
- on 17 February 2015, Lansdowne Partners (UK) LLP made a public filing that it held 3,931,445 of our Class A ordinary shares, representing 0.31% of total voting power;
- on 17 February 2015, Baron Capital Group, Inc. made a public filing that it held 16,094,792 of our Class A ordinary shares, representing 1.26% of total voting power;
- on 17 February 2015, Red Football LLC made a public filing that it held 7,569,033 of our Class A ordinary shares and 106,450,000 of our Class B ordinary shares, representing 83.77% of total voting power;
- on 20 February 2015, Jupiter Asset Management Limited made a public filing that it held 2,172,182 of our Class A ordinary shares, representing 0.17% of total voting power;
- on 10 March 2015, Blackrock, Inc. made a public filing that it held 908,760 of our Class A ordinary shares, representing 0.07% of total voting power;
- on 13 August 2015, Lansdowne Partners (UK) LLP made a public filing that it held 3,931,445 of our Class A ordinary shares, representing 0.31% of total voting power;
- on 14 August 2015, Avram Glazer Irrevocable Exempt Trust made a public filing that it held 7,000,000 of our Class B ordinary shares, representing 5.47% of total voting power;
- on 14 August 2015, Joel M. Glazer Irrevocable Exempt Trust made a public filing that it held 7,000,000 of our Class B ordinary shares, representing 5.47% of total voting power;
- on 14 August 2015, Kevin Glazer Irrevocable Exempt Family Trust made a public filing that it held 7,000,000 of our Class B ordinary shares, representing 5.47% of total voting power;
- on 14 August 2015, Bryan G. Glazer Irrevocable Exempt Trust made a public filing that it held 7,000,000 of our Class B ordinary shares, representing 5.47% of total voting power;
- on 14 August 2015, Darcie S. Glazer Irrevocable Exempt Trust made a public filing that it held 7,000,000 of our Class B ordinary shares, representing 5.47% of total voting power;
- on 14 August 2015, Edward S. Glazer Irrevocable Exempt Trust made a public filing that it held 4,000,000 of our Class B ordinary shares, representing 3.13% of total voting power;
- on 14 August 2015, Baron Capital Group Inc. made a public filing that it held 16,149,730 of our Class A ordinary shares, representing 1.26% of total voting power;
- on 25 August 2015, FMR LLC made a public filing that it held 3,979,700 of our Class A ordinary shares, representing 0.31% of total voting power;
- on 8 January 2016, Lansdowne Partners (UK) LLP made a public filing that it held 4,941,440 of our Class A ordinary shares, representing 0.39% of total voting power;
- on 12 February 2016, FMR LLC made a public filing that it held 2,912,144 of our Class A ordinary shares, representing 0.23% of total voting power;
- on 12 February 2016, Jupiter Asset Management Limited made a public filing that it held 2,723,839 of our Class A ordinary shares, representing 0.21% of total voting power;
- on 12 February 2016, Red Football LLC made a public filing that it held 8,019,033 of our Class A ordinary shares and 85,000,000 of our Class B ordinary shares, representing 67.03% of total voting power;

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- on 16 February 2016, Baron Capital Group Inc. made a public filing that it held 15,748,438 of our Class A ordinary shares, representing 1.23% of total voting power;
- on 10 August 2016, Jupiter Asset Management Limited made a public filing that it held 2,806,959 of our Class A ordinary shares, representing 0.22% of total voting power;
- on 11 August 2016, FMR LLC made a public filing that it held 2,436,475 of our Class A ordinary shares, representing 0.19% of total voting power; and
- on 15 August 2016, Baron Capital Group Inc. made a public filing that it held 15,089,806 of our Class A ordinary shares, representing 1.18% of total voting power.

### ***U.S. Resident Shareholders of Record***

As a number of our shares are held in book-entry form, we are not aware of the identity of all our shareholders. As of 8 September 2016, we had 40,023,157 Class A ordinary shares held by 2,589 U.S. resident shareholders of record, representing approximately 3.13% of total voting power and 124,000,000 Class B ordinary shares held by seven U.S. resident shareholders of record, representing approximately 96.87% of total voting power.

### ***Controlling Shareholder***

Our controlling shareholder is Red Football LLC, a Delaware limited liability company. Red Football LLC is a wholly-owned subsidiary of Red Football Limited Partnership. The general partner of Red Football Limited Partnership is Red Football General Partner Inc. Trusts controlled by six lineal descendants of Mr. Malcolm Glazer each own an equal number of shares of Red Football General Partner Inc., as well as an equal percentage of the limited partnership interests in Red Football Limited Partnership. These lineal descendants of Mr. Glazer are also directors of Red Football General Partner Inc. The six lineal descendants of Mr. Glazer are Avram Glazer, Joel Glazer, Bryan Glazer, Edward Glazer, Darcie Glazer Kassewitz and Kevin Glazer. Joel Glazer is the president of Red Football General Partner Inc. The lineal descendants of Mr. Malcolm Glazer may be deemed to share beneficial ownership of the shares held by Red Football Limited Partnership as a result of their status as shareholders of Red Football General Partner Inc., President of Red Football General Partner Inc. (with respect to Joel Glazer) and holders of limited partnership interests in Red Football Limited Partnership.

As of 8 September 2016, Red Football LLC owned 8,019,033 of our Class A ordinary shares and 85,000,000 of our Class B ordinary shares, representing in total 67.03% of total voting power.

### ***Shareholders' Arrangements***

As of 8 September 2016, the Company was not aware of any shareholders' arrangements which may result in a change of control of the Company.

## **ITEM 8. FINANCIAL INFORMATION**

### **A. CONSOLIDATED FINANCIAL STATEMENTS AND OTHER FINANCIAL INFORMATION**

#### **Consolidated Financial Statements**

See "Item 18. Financial Statements."

#### **Legal and Arbitration Proceedings**

There have been no governmental, judicial or arbitration proceedings (including any such proceedings which are pending or threatened of which we are aware) during the period between 1 July

2013 and the date of this Annual Report which may have, or have had in the recent past, significant effects on our financial position and profitability.

### **Dividend Policy**

In fiscal year 2016 we began paying a regular quarterly cash dividend on our Class A ordinary shares and Class B ordinary shares of \$0.045 per share. Our board of directors recently approved replacing the previous quarterly cash dividend with a regular semi-annual cash dividend of \$0.09 per share. We expect to continue paying regular dividends to our Class A ordinary shareholders and Class B ordinary shareholders from our operating cash flows. The declaration and payment of any future dividends, however, will be at the sole discretion of our board of directors or a committee thereof based on its consideration of numerous factors, including our operating results, financial condition and anticipated capital requirements, in addition to the various other considerations discussed below.

If we do pay a cash dividend on our Class A ordinary shares and Class B ordinary shares in the future, we will pay such dividend out of our profits or share premium (subject to solvency requirements) as permitted under Cayman Islands law. Our board of directors has complete discretion regarding the declaration and payment of dividends, and our principal shareholder will be able to influence our dividend policy.

The decision by our board of directors (or a committee thereof) to declare and pay dividends in the future and the amount of any future dividend payments we may make will depend on, among other factors, our strategy, future earnings, financial condition, cash flow, working capital requirements, capital expenditures and applicable provisions of our amended and restated memorandum and articles of association. Any profits or share premium we declare as dividends will not be available to be reinvested in our operations. Moreover, we are a holding company that does not conduct any business operations of our own. As a result, we are dependent upon cash dividends, distributions and other transfers from our subsidiaries to make dividend payments, and the terms of our subsidiaries' debt and other agreements restrict the ability of our subsidiaries to make dividends or other distributions to us. Specifically, pursuant to the our revolving facility, our secured term loan facility and the note purchase agreement governing our 2027 Notes, there are restrictions on our subsidiaries' ability to distribute dividends to us, and dividend distributions by our subsidiaries are the principal means by which we would have the necessary funds to pay dividends on our Class A ordinary shares and Class B ordinary shares for the foreseeable future. See "Item 5. Operating and Financial Review and Prospects—B. Liquidity and Capital Resources— Indebtedness." As a consequence of these limitations and restrictions, we may not be able to make, or may have to reduce or eliminate, the payment of dividends on our Class A ordinary shares and Class B ordinary shares.

Any dividends we declare in the future on our ordinary shares will be in respect of both our Class A ordinary shares and Class B ordinary shares, and will be distributed such that a holder of one of our Class B ordinary shares will receive the same amount of the dividends that are received by a holder of one of our Class A ordinary shares. We will not declare any dividend with respect to the Class A ordinary shares without declaring a dividend on the Class B ordinary shares, and vice versa.

### **B. SIGNIFICANT CHANGES**

#### **Registrations**

The playing registrations of certain footballers have been disposed of, subsequent to 30 June 2016, for total proceeds, net of associated costs, of £7,717,000. The associated net book value was £126,000.

Subsequent to 30 June 2016 the playing registrations of certain players were acquired or extended for a total consideration, including associated costs, of £160,565,000.

**ITEM 9. THE OFFER AND LISTING****Price History of Stock**

Ordinary shares listed on the New York Stock Exchange

Our shares were approved for listing on the New York Stock Exchange on 10 August 2012. Prior to this listing, no public market existed for our ordinary shares. The table below shows the quoted high and low closing sales prices in US dollars on the New York Stock Exchange for our shares for the indicated periods.

	Per Share	
	High	Low
	(in USD)	
<b>Annual</b>		
FY 2016	18.99	13.33
FY 2015	19.63	14.78
FY 2014	18.78	14.47
FY 2013 (10 August 2012 through 30 June 2013)	19.04	12.18
<b>Quarterly</b>		
FY 2017		
<i>First Quarter (through 7 September 2016)</i>	17.31	15.72
FY2016		
<i>First Quarter</i>	18.80	17.16
<i>Second Quarter</i>	18.99	17.30
<i>Third Quarter</i>	17.50	13.33
<i>Fourth Quarter</i>	17.73	13.79
FY2015		
<i>First Quarter</i>	19.63	15.19
<i>Second Quarter</i>	16.58	14.78
<i>Third Quarter</i>	17.41	15.26
<i>Fourth Quarter</i>	18.42	15.15
<b>Monthly</b>		
2016		
<i>March</i>	14.44	13.33
<i>April</i>	17.73	13.79
<i>May</i>	17.18	16.20
<i>June</i>	17.01	15.67
<i>July</i>	16.20	15.49
<i>August</i>	16.81	15.72
<i>September (through 7 September 2016)</i>	17.31	17.04

**Markets**

We are incorporated under the Companies Law (2011 Revision) of the Cayman Islands, as amended and restated from time to time and our shares are listed on the New York Stock Exchange under the symbol "MANU". As of 8 September 2016 we had 164,025,280 ordinary shares listed (comprising 40,025,280 Class A ordinary shares and 124,000,000 Class B ordinary shares).

**ITEM 10. ADDITIONAL INFORMATION****A. SHARE CAPITAL**

Not applicable.

## B. MEMORANDUM AND ARTICLES OF ASSOCIATION AND OTHER SHARE INFORMATION

A copy of our amended and restated memorandum and articles of association is attached as Exhibit 1.1 to this Annual Report. The information called for by this Item has been reported previously in our Registration Statement on Form F-1 (File No. 333-182535), filed with the SEC on 3 July 2012, as amended, under the heading "Description of Share Capital," and is incorporated by reference into this Annual Report.

## C. MATERIAL CONTRACTS

The following is a summary of each material contract, other than material contracts entered into in the ordinary course of business, to which we are or have been a party, for the two years immediately preceding the date of this Annual Report:

- *Agreement*, dated 19 May 2008, between The Royal Bank of Scotland plc, as agent for National Westminster Bank plc, and Alderley Urban Investments. A copy of the Agreement is included as Exhibit 4.1 to this Annual Report.
- *Amendment and Restatement Agreement relating to the Secured Term Facility*, dated 11 August 2014, between Red Football Limited and Bank of America, N.A., as Agent and Original Lender. A copy of the Agreement is included as Exhibit 4.2 to this Annual Report.
- *Amendment and Restatement Agreement relating to the Secured Term Facility*, dated 15 May 2015, among Red Football Limited, Bank of America, N.A., as Original Agent, and Bank of America Merrill Lynch International Limited, as Agent and Lender. A copy of the Agreement is included as Exhibit 4.3 to this Annual Report.
- *New Revolving Facilities Agreement*, dated 22 May 2015, among Red Football Limited, MU Finance plc, the guarantors party thereto, Bank of America, N.A., as Arranger, the Original Lenders named therein, and Bank of America Merrill Lynch International Limited, as Agent and Security Trustee. A copy of the Agreement is included as Exhibit 4.4 to this Annual Report.
- *Note Purchase Agreement*, dated 27 May 2015, among MU Finance plc, the guarantors party thereto, the purchasers listed therein and the Bank of New York Mellon, as Paying Agent. A copy of the Agreement is included as Exhibit 4.5 to this Annual Report.
- *Term Facility Amendment Letter*, dated 26 June 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender. A copy of the Letter is included as Exhibit 4.6 to this Annual Report.
- *Second Term Facility Amendment Letter*, dated 11 September 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender. A copy of the Letter is included as Exhibit 4.7 to this Annual Report.
- *Revolving Facilities Amendment Letter*, dated 7 October 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender. A copy of the Agreement is included as Exhibit 4.8 to this Annual Report.
- *Premier League Handbook, Season 2015/16*. As a member of the Football Association Premier League, we are subject to the terms of the Premier League Handbook, Season 2015/16. A copy of the Handbook is included as Exhibit 4.10 to this Annual Report.
- *Premier League Handbook, Season 2016/17*. As a member of the Football Association Premier League, we are subject to the terms of the Premier League Handbook, Season 2016/17. A copy of the Handbook is included as Exhibit 4.11 to this Annual Report.

#### D. EXCHANGE CONTROLS

There are no Cayman Islands exchange control regulations that would affect the import or export of capital or the remittance of dividends, interest or other payments to non-resident holders of our shares.

#### E. TAXATION

The following is a summary of material US federal income tax consequences relevant to US Holders and Non-US Holders (each as defined below) acquiring, holding and disposing of the Company's Class A ordinary shares. This summary is based on the Code, final, temporary and proposed US Treasury regulations and administrative and judicial interpretations, all of which are subject to change, possibly with retroactive effect. Furthermore, we can provide no assurance that the tax consequences contained in this summary will not be challenged by the Internal Revenue Service (the "IRS") or will be sustained by a court if challenged.

This summary does not discuss all aspects of US federal income taxation that may be relevant to investors in light of their particular circumstances, such as investors subject to special tax rules, including without limitation the following, all of whom may be subject to tax rules that differ significantly from those summarized below:

- financial institutions;
- insurance companies;
- dealers in stocks, securities, or currencies or notional principal contracts;
- regulated investment companies;
- real estate investment trusts;
- tax-exempt organizations;
- partnerships and other pass-through entities, or persons that hold Class A ordinary shares through pass-through entities;
- investors that hold Class A ordinary shares as part of a straddle, conversion, constructive sale or other integrated transaction for US federal income tax purposes;
- US holders that have a functional currency other than the US dollar; and
- US expatriates and former long-term residents of the United States.

This summary does not address alternative minimum tax consequences or non-income tax consequences, such as estate or gift tax consequences, and does not address state, local or non-US tax consequences. This summary only addresses investors that hold Class A ordinary shares and not Class B ordinary shares, and it assumes that investors hold their Class A ordinary shares as capital assets (generally, property held for investment).

For purposes of this summary, a "US Holder" is a beneficial owner of the Company's Class A ordinary shares that is, for US federal income tax purposes:

- an individual who is a citizen or resident of the United States,
- a corporation created in, or organized under the laws of, the United States, any state thereof or the District of Columbia,
- an estate the income of which is includible in gross income for US federal income tax purposes regardless of its source, or

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- a trust that (i) is subject to the primary supervision of a US court and the control of one or more US persons or (ii) has a valid election in effect under applicable Treasury regulations to be treated as a US person.

A "Non-US Holder" is a beneficial owner of the Company's Class A ordinary shares that is not a US Holder.

If an entity treated as a partnership for US federal income tax purposes holds the Company's Class A ordinary shares, the tax treatment of a partner in the partnership generally will depend upon the status of the partner and the activities of the partnership. Partners of partnerships considering an investment in the Class A ordinary shares are encouraged to consult their tax advisors regarding the tax consequences of the ownership and disposition of Class A ordinary shares.

### **Treatment of the Company as a Domestic Corporation for US Federal Income Tax Purposes**

Even though the Company is organized as a Cayman Islands exempted company, due to the circumstances of its formation and the application of Section 7874 of the Code, the Company reports as a domestic corporation for US federal income tax purposes. This has implications for all shareholders; the Company is subject to US federal income tax as if it were a US corporation, and distributions made by the Company are generally treated as US-source dividends and generally subject to US dividend withholding tax.

### **US Holders**

#### ***Distributions***

Distributions made by the Company in respect of its Class A ordinary shares will be treated as US-source dividends includible in the gross income of a US Holder as ordinary income to the extent of the Company's current and accumulated earnings and profits, as determined under US federal income tax principles. To the extent the amount of a distribution exceeds the Company's current and accumulated earnings and profits, the distribution will be treated first as a non-taxable return of capital to the extent of a US Holder's adjusted tax basis in the Class A ordinary shares and thereafter as gain from the sale of such shares. Subject to applicable limitations and requirements, dividends received on the Class A ordinary shares generally should be eligible for the "dividends received deduction" available to corporate shareholders. A dividend paid by the Company to a non-corporate US Holder generally will be eligible for preferential rates if certain holding period requirements are met.

The US dollar value of any distribution made by the Company in foreign currency will be calculated by reference to the exchange rate in effect on the date of the US Holder's actual or constructive receipt of such distribution, regardless of whether the foreign currency is in fact converted into US dollars. If the foreign currency is converted into US dollars on such date of receipt, the US Holder generally will not recognize foreign currency gain or loss on such conversion. If the foreign currency is not converted into US dollars on the date of receipt, such US Holder will have a basis in the foreign currency equal to its US dollar value on the date of receipt. Any gain or loss on a subsequent conversion or other taxable disposition of the foreign currency generally will be US-source ordinary income or loss to such US Holder.

#### ***Sale or other disposition***

A US Holder will recognize gain or loss for US federal income tax purposes upon a sale or other taxable disposition of its Class A ordinary shares in an amount equal to the difference between the amount realized from such sale or disposition and the US Holder's adjusted tax basis in the Class A ordinary shares. A US Holder's adjusted tax basis in the Class A ordinary shares generally will be the US Holder's cost for the shares. Any such gain or loss generally will be US-source capital gain or loss



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and will be long-term capital gain or loss if, on the date of sale or disposition, such US Holder held the Class A ordinary shares for more than one year. Long-term capital gains derived by non-corporate US Holders are eligible for taxation at reduced rates. The deductibility of capital losses is subject to significant limitations.

### ***Information reporting and backup withholding***

Payments of dividends on or proceeds arising from the sale or other taxable disposition of Class A ordinary shares generally will be subject to information reporting and backup withholding if a US Holder (i) fails to furnish such US Holder's correct US taxpayer identification number (generally on IRS Form W-9), (ii) furnishes an incorrect US taxpayer identification number, (iii) is notified by the IRS that such US Holder has previously failed to properly report items subject to backup withholding, or (iv) fails to certify under penalty of perjury that such US Holder has furnished its correct US taxpayer identification number and that the IRS has not notified such US Holder that it is subject to backup withholding.

Backup withholding is not an additional tax. Any amounts withheld under the backup withholding rules generally will be allowed as a credit against a US Holder's US federal income tax liability or will be refunded, if the US Holder furnishes the required information to the IRS in a timely manner.

### **Non-US Holders**

#### ***Distributions***

Subject to the discussion under "*Foreign Account Tax Compliance Act*" below, distributions treated as dividends (see "*US Holders—Distributions*" above) by the Company to Non-US Holders will be subject to US federal withholding tax at a 30% rate, except as may be provided by an applicable income tax treaty. To obtain a reduced rate of US federal withholding under an applicable income tax treaty, a Non-US Holder will be required to certify its entitlement to benefits under the treaty, generally on a properly completed IRS Form W-8BEN or W-8BEN-E, as applicable.

However, dividends that are effectively connected with a Non-US Holder's conduct of a trade or business within the United States and, where required by an income tax treaty, are attributable to a permanent establishment or fixed base of the Non-US Holder, are not subject to the withholding tax described in the previous paragraph, but instead are subject to US federal net income tax at graduated rates, provided the Non-US Holder complies with applicable certification and disclosure requirements, generally by providing a properly completed IRS Form W-8ECI. Non-US Holders that are corporations may also be subject to an additional branch profits tax at a 30% rate, except as may be provided by an applicable income tax treaty.

#### ***Sale or other disposition***

Subject to the discussion under "*Foreign Account Tax Compliance Act*" below, a Non-US Holder will not be subject to US federal income tax in respect of any gain on a sale or other disposition of the Class A ordinary shares unless:

- the gain is effectively connected with the Non-US Holder's conduct of a trade or business within the United States and, where required by an income tax treaty, is attributable to a permanent establishment or fixed base of the Non-US Holder;
- the Non-US Holder is an individual who is present in the United States for 183 days or more in the taxable year of the sale or other disposition and certain other conditions are met; or

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- the Company is or has been a "US real property holding corporation" during the shorter of the five-year period preceding the disposition and the Non-US Holder's holding period for the Class A ordinary shares.

Non-US Holders described in the first bullet point above will be subject to tax on the net gain derived from the sale under regular graduated US federal income tax rates and, if they are foreign corporations, may be subject to an additional "branch profits tax" at a 30% rate or such lower rate as may be specified by an applicable income tax treaty. Non-US Holders described in the second bullet point above will be subject to a flat 30% tax on any gain derived on the sale or other taxable disposition, which gain may be offset by certain US-source capital losses. The Company is not, and does not anticipate becoming, a "US real property holding corporation" for US federal income tax purposes.

### ***Information reporting and backup withholding***

Generally, the Company must report annually to the IRS and to Non-US Holders the amount of distributions made to Non-US Holders and the amount of any tax withheld with respect to those payments. Copies of the information returns reporting such distributions and withholding may also be made available to the tax authorities in the country in which a Non-US Holder resides under the provisions of an applicable income tax treaty or tax information exchange agreement.

A Non-US Holder will generally not be subject to backup withholding with respect to payments of dividends, provided the Company receives a properly completed statement to the effect that the Non-US Holder is not a US person and the Company does not have actual knowledge or reason to know that the holder is a US person. The requirements for the statement will be met if the Non-US Holder provides its name and address and certifies, under penalties of perjury, that it is not a US person (which certification may generally be made on IRS Form W-8BEN or W-8BEN-E) or if a financial institution holding the Class A ordinary shares on behalf of the Non-US Holder certifies, under penalties of perjury, that such statement has been received by it and furnishes the Company or its paying agent with a copy of the statement.

Except as described below under "—Foreign Account Tax Compliance Act", the payment of proceeds from a disposition of Class A ordinary shares to or through a non-US office of a non-US broker will not be subject to information reporting or backup withholding unless the non-US broker has certain types of relationships with the United States. In the case of a payment of proceeds from the disposition of Class A ordinary shares to or through a non-US office of a broker that is either a US person or such a US-related person, US Treasury regulations require information reporting (but not backup withholding) on the payment unless the broker has documentary evidence in its files that the Non-US Holder is not a US person and the broker has no knowledge to the contrary.

Backup withholding is not an additional tax. Any amounts withheld under the backup withholding rules will be allowed as a refund or a credit against a Non-US Holder's US federal income tax liability, provided the required information is timely furnished to the IRS.

### ***Foreign Account Tax Compliance Act***

Legislation incorporating provisions referred to as the Foreign Account Tax Compliance Act ("FATCA") was enacted on 18 March 2010. Pursuant to FATCA, withholding taxes may apply to certain types of payments made to "foreign financial institutions" (as defined under those rules) and certain other non-US entities. The failure to comply with additional certification, information reporting and other specified requirements could result in a withholding tax being imposed on payments of dividends and sales proceeds to foreign intermediaries and certain Non-US Holders. A 30% withholding tax may be imposed on dividends on, or gross proceeds from the sale or other disposition of, our Class A ordinary shares paid to a foreign financial institution or to a non-financial foreign entity, unless (i) the

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foreign financial institution undertakes certain diligence and reporting obligations, (ii) the non-financial foreign entity either certifies it does not have any substantial US owners or furnishes identifying information regarding each substantial US owner, or (iii) the foreign financial institution or non-financial foreign entity otherwise qualifies for an exemption from these rules. If the payee is a foreign financial institution and is subject to the diligence and reporting requirements in clause (i) above, it generally must enter into an agreement with the US Treasury requiring, among other things, that it undertake to identify accounts held by certain US persons or US-owned foreign entities, annually report certain information about such accounts and withhold 30% on payments to non-compliant foreign financial institutions and certain other account holders. Foreign financial institutions located in jurisdictions that have an intergovernmental agreement with the United States concerning FATCA may be subject to different rules.

Under the applicable Treasury regulations and administrative guidance, the withholding provisions described above generally apply to payments of dividends on our Class A ordinary shares, and also will apply on or after 1 January 2019 to payments of gross proceeds from a sale or other disposition of Class A ordinary shares. Prospective investors are encouraged to consult their tax advisors regarding the potential application of withholding under FATCA to an investment in our Class A ordinary shares.

### **Material Cayman Islands Tax Considerations**

There is, at present, no direct taxation in the Cayman Islands and interest, dividends and gains payable to the Company will be received free of all Cayman Islands taxes. The Company has received an undertaking from the Governor in Cabinet of the Cayman Islands to the effect that, for a period of twenty years from the date of such undertaking, no law that thereafter is enacted in the Cayman Islands imposing any tax or duty to be levied on profits, income or on gains or appreciation, or any tax in the nature of estate duty or inheritance tax, will apply to any property comprised in or any income arising under the Company, or to the shareholders thereof, in respect of any such property or income.

### **F. DIVIDENDS AND PAYING AGENTS**

American Stock Transfer & Trust Company is the paying agent for any dividends payable on our Class A ordinary shares and Class B ordinary shares in the United States.

While our dividend policy contemplates a semi-annual dividend, we have no specific procedure for setting the date of any dividend entitlement, though we will set a record date for stock ownership to determine entitlement to any dividends that may be declared from time to time, in accordance with applicable laws, rules and regulations. The declaration and payment of future semi-annual dividends, if any, will be at the sole discretion of our board of directors or a committee thereof based on its consideration of numerous factors, including our operating results, financial condition and anticipated capital requirements and the additional factors discussed above. See "Item 8. Financial Information—A. Consolidated Financial Statements and Other Financial Information—Dividend Policy."

### **G. STATEMENTS BY EXPERTS**

Not applicable.

### **H. DOCUMENTS ON DISPLAY**

You may read and copy any reports or other information that we file at the SEC's Public Reference Room at 100 F Street, N.E., Washington, D.C. 20549. Information on the operation of the Public Reference Room may be obtained by calling the SEC at 1-800-SEC-0330. In addition, the SEC maintains an Internet website that contains reports, proxy statements and other information about issuers, like us, that file electronically with the SEC. The address of that site is [www.sec.gov](http://www.sec.gov).

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We also make available on our website, free of charge, our annual reports on Form 20-F and the text of our reports on Form 6-K, including any amendments to these reports, as well as certain other SEC filings, as soon as reasonably practicable after they are electronically filed with or furnished to the SEC. Our website address is [www.manutd.com](http://www.manutd.com). The information contained on our website is not incorporated by reference in this document.

**ITEM 11. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK**

**Market Risk**

Our operations are exposed to a variety of financial risks that include currency risk, interest rate risk and cash flow risk. We review and agree policies for managing these risks, which are then implemented by our finance department. Please refer to note 31 to our audited consolidated financial statements as of 30 June 2016 and 2015 and for the years ended 30 June 2016, 2015 and 2014 included elsewhere in this Annual Report for a fuller quantitative and qualitative discussion on the market risks to which we are subject and our policies with respect to managing those risks. The policies are summarized below:

***Currency risk***

We are exposed to both translational and transactional risk of fluctuations in foreign exchange rates. A significant currency risk we face relates to the revenue received in Euros as a result of participation in European competitions. We seek to hedge economically the majority of the currency risk of this revenue by placing forward contracts at the point at which it becomes reasonably certain that we will receive the revenue.

We also receive a significant amount of sponsorship revenue denominated in US dollars. We seek to hedge the foreign exchange risk on future US dollar revenues whenever possible using our US dollar net borrowings as the hedging instrument. The foreign exchange gains or losses arising on retranslation of our US dollar net borrowings used in the hedge are initially recognized in other comprehensive income, rather than being recognized in the income statement immediately. Amounts previously recognized in other comprehensive income and accumulated in a hedging reserve are subsequently reclassified into the income statement in the same accounting period, and within the same income statement line (i.e. Commercial revenue), as the underlying future US dollar revenues. The foreign exchange gains or losses arising on re-translation of our unhedged US dollar borrowings are recognized in the income statement immediately.

As of 30 June 2016, the amount accumulated in the hedging reserve relating to the above hedge was a debit of £41.0 million (this amount is stated gross before deducting related tax).

Based on exchange rates existing as of 30 June 2016, a 10% appreciation of pounds sterling compared to the US dollar would have resulted in a credit to the hedging reserve of approximately £26.9 million for the year ended 30 June 2016. Conversely, a 10% depreciation of pounds sterling compared to the US dollar would have resulted in a debit to the hedging reserve of approximately £32.9 million for the year ended 30 June 2016.

Payment and receipts of transfer fees may also give rise to foreign currency exposures. Due to the nature of player transfers we may not always be able to predict such cash flow until the transfer has taken place. Where possible and depending on the payment profile of transfer fees payable and receivable we will seek to economically hedge future payments and receipts at the point it becomes reasonably certain that the payments will be made or the revenue will be received. When hedging revenue to be received, we also take account of the credit risk of the counterparty.

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**Interest rate risk**

Our interest rate risk relates to changes in interest rates for borrowings. Borrowings issued at variable interest rates expose us to cash flow interest rate risk. Borrowings issued at fixed rates expose us to fair value interest rate risk. Our borrowings under our revolving facility, our secured term loan facility and our Alderley facility bear interest at variable rates. As of 30 June 2016, we had £166.0 million of variable rate indebtedness outstanding under our secured term loan facility and £4.6 million of variable rate indebtedness outstanding under our Alderley credit facility. We manage our cash flow interest rate risk, where appropriate, using interest rate swaps at contract lengths consistent with the repayment schedule of the borrowings. Such interest rate swaps have the economic effect of converting borrowings from floating rates to fixed rates. Consequently, a hypothetical one percentage point increase in interest rates on our variable rate indebtedness would not have a material impact on our annual interest expense.

Other than as disclosed herein, we have no additional hedging policies.

**Derivative Financial Instruments**

**Foreign currency forward contracts**

We enter into foreign currency forward contracts to purchase and sell foreign currency in order to minimize the impact of currency movements on our financial performance primarily for our exposure to Broadcasting revenue received in Euros for our participation in European competitions and Commercial revenue received in US dollars for certain sponsorship contracts.

**Interest rate swaps**

We have interest rate swaps in place in respect of our secured term loan facility. As of 30 June 2016, the fair value of outstanding interest rate swaps was a net liability of £9.7 million.

**Embedded foreign exchange derivatives**

We have a number of currency based embedded derivatives in host Commercial revenue contracts. These are separately recognized in the financial statements at fair value since they are not closely related to the host contract. As of 30 June 2016, the fair value of such derivatives was a net asset of £5.2 million.

**ITEM 12. DESCRIPTION OF SECURITIES OTHER THAN EQUITY SECURITIES**

**A. DEBT SECURITIES**

Not applicable.

**B. WARRANTS AND RIGHTS**

Not applicable.

**C. OTHER SECURITIES**

Not applicable.

**D. AMERICAN DEPOSITARY SHARES**

Not applicable.

## PART II

### ITEM 13. DEFAULTS, DIVIDEND ARREARAGES AND DELINQUENCIES

None.

### ITEM 14. MATERIAL MODIFICATIONS TO THE RIGHTS OF SECURITY HOLDERS AND USE OF PROCEEDS

None.

### ITEM 15. CONTROLS AND PROCEDURES

We have carried out an evaluation of the effectiveness of the design and operation of our disclosure controls and procedures (as such term is defined in Rules 13a-15(e) and 15d-15(e) under the Securities Exchange Act of 1934) under the supervision and the participation of the executive board of management, which is responsible for the management of the internal controls, and which includes the Principal Executive Officer and the Principal Financial Officer. There are inherent limitations to the effectiveness of any system of disclosure controls and procedures, including the possibility of human error and the circumvention or overriding of the controls and procedures. Accordingly, even effective disclosure controls and procedures can only provide reasonable assurance of achieving their control objectives. Based upon our evaluation as of 30 June 2016, the Principal Executive Officer and Principal Financial Officer have concluded that the disclosure controls and procedures (i) were effective at a reasonable level of assurance as of the end of the period covered by this Annual Report on Form 20-F in ensuring that information required to be recorded, processed, summarized and reported in the reports that are filed or submitted under the Exchange Act, is recorded, processed, summarized and reported within the time periods specified in the Commission's rules and forms and (ii) were effective at a reasonable level of assurance as of the end of the period covered by this Annual Report on Form 20-F in ensuring that information to be disclosed in the reports that are filed or submitted under the Exchange Act is accumulated and communicated to the management of the Company, including the Principal Executive Officer and the Principal Financial Officer, to allow timely decisions regarding required disclosure.

#### Management's Annual Report on Internal Control over Financial Reporting

Our executive board of management is responsible for establishing and maintaining adequate internal control over financial reporting. Our internal control over financial reporting is a process designed, under the supervision of the Principal Executive Officer and the Principal Financial Officer, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of our financial statements for external reporting purposes in accordance with generally accepted accounting principles.

Our internal control over financial reporting includes policies and procedures that pertain to the maintenance of records that, in reasonable detail, accurately and fairly, reflect transactions and dispositions of assets, provide reasonable assurance that transactions are recorded in the manner necessary to permit the preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures are only carried out in accordance with the authorization of our executive board of management and directors, and provide reasonable assurance regarding the prevention or timely detection of any unauthorized acquisition, use or disposition of our assets and that could have a material effect on our financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect all misstatements. Moreover, projections of any evaluation of the effectiveness of internal control

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to future periods are subject to a risk that controls may become inadequate because of changes in conditions and that the degree of compliance with the policies or procedures may deteriorate.

Our executive board of management has assessed the effectiveness of internal control over financial reporting based on the Internal Control—Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) 2013. Based on this assessment, our executive board of management has concluded that our internal control over financial reporting as of 30 June 2016 was effective.

This Annual Report does not include an attestation report of the Company's registered public accounting firm because we qualify as an emerging growth company and, as such, are exempt from such attestation.

**Changes in Internal Control over Financial Reporting**

During the period covered by this report, we have not made any change to our internal control over financial reporting that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

**ITEM 16A. AUDIT COMMITTEE FINANCIAL EXPERT**

Our board of directors has determined that Mr. Robert Leitão satisfies the "independence" requirements set forth in Rule 10A-3 under the Exchange Act. Our board of directors has also determined that Mr. Robert Leitão is an "audit committee financial expert" as defined in Item 16A of Form 20-F under the Exchange Act.

**ITEM 16B. CODE OF ETHICS**

We have adopted a Code of Business Conduct and Ethics that applies to all our employees, officers and directors, including our principal executive, principal financial and principal accounting officers. Our code of Business Conduct and Ethics addresses, among other things, competition and fair dealing, conflicts of interest, financial matters and external reporting, company funds and assets, confidentiality and corporate opportunity requirements and the process for reporting violations of the Code of Business Conduct and Ethics, employee misconduct, conflicts of interest or other violations. Our Code of Business Conduct and Ethics is intended to meet the definition of "code of ethics" under Item 16B of 20-F under the Exchange Act.

Our Code of Business Conduct and Ethics is available on our website at <http://ir.manutd.com/>. The information contained on our website is not incorporated by reference in this Annual Report.

**ITEM 16C. PRINCIPAL ACCOUNTANT FEES AND SERVICES**

PricewaterhouseCoopers LLP ("PwC") acted as our independent auditor for the fiscal years ended 30 June 2016 and 2015. The table below sets out the total amount billed to us by PwC, for services performed in the years ended 30 June 2016 and 2015, and breaks down these amounts by category of service:

	2016	2015
	£'000	£'000
Audit Fees	462	405
Tax Fees	690	243
All Other Fees	143	609
<b>Total</b>	<b>1,295</b>	<b>1,257</b>

***Audit Fees***

Audit fees for the years ended 30 June 2016 and 2015 were related to the audit of our consolidated and subsidiary financial statements and other audit or interim review services provided in connection with statutory and regulatory filings or engagements.

***Tax Fees***

Tax fees for the years ended 30 June 2016 and 2015 were related to tax compliance and tax planning services.

***All Other Fees***

All other fees in the year ended 30 June 2016 related to services in connection with corporate compliance matters.

All other fees in the year ended 30 June 2015 were related to professional services rendered in connection with public sales of our Class A ordinary shares by Red Football LLC and the Edward S. Glazer Irrevocable Exempt Trust, the debt refinancing in June 2015 and other corporate compliance matters.

***Pre-Approval Policies and Procedures***

The advance approval of the Audit Committee or members thereof, to whom approval authority has been delegated, is required for all audit and non-audit services provided by our auditors.

All services provided by our auditors are approved in advance by either the Audit Committee or members thereof, to whom authority has been delegated, in accordance with the Audit Committee's pre-approval policy.

**ITEM 16D. EXEMPTIONS FROM THE LISTING STANDARDS FOR AUDIT COMMITTEES**

Not applicable.

**ITEM 16E. PURCHASES OF EQUITY SECURITIES BY THE ISSUER**

Not applicable.

**ITEM 16F. CHANGE IN REGISTRANT'S CERTIFYING ACCOUNTANT**

None.

**ITEM 16G. CORPORATE GOVERNANCE**

Our Class A ordinary shares are listed on the New York Stock Exchange. We believe the following to be the significant differences between our corporate governance practices and those applicable to US companies under the New York Stock Exchange listing standards.

In general, under the New York Stock Exchange corporate governance standards, foreign private issuers, as defined under the Exchange Act, are permitted to follow home country corporate governance practices instead of the corporate governance practices of the New York Stock Exchange. Accordingly, we follow certain corporate governance practices of our home country, the Cayman Islands, in lieu of certain of the corporate governance requirements of the New York Stock Exchange. Specifically, we do not have a board of directors composed of a majority of independent directors or a remuneration committee or nominating and corporate governance committee composed entirely of independent directors.



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In the event we no longer qualify as a foreign private issuer, we intend to rely on the "controlled company" exemption under the New York Stock Exchange corporate governance rules. A "controlled company" under the New York Stock Exchange corporate governance rules is a company of which more than 50% of the voting power is held by an individual, group or another company. Our principal shareholder controls a majority of the combined voting power of our outstanding ordinary shares, and our principal shareholder is able to nominate a majority of directors for election to our board of directors. Accordingly, we are eligible to, and, in the event we no longer qualify as a foreign private issuer, we intend to, take advantage of certain exemptions under the New York Stock Exchange corporate governance rules including exemptions from the requirements that a majority of the directors on our board of directors are independent directors and the requirement that our remuneration committee and our nominating and corporate governance committee consist entirely of independent directors.

The foreign private issuer exemption and the "controlled company" exemption do not modify the independence requirements for the audit committee, and we comply with the requirements of the Sarbanes-Oxley Act and the New York Stock Exchange rules, which require that our audit committee be composed of three independent directors.

If at any time we cease to be a "controlled company" or a "foreign private issuer" under the rules of the New York Stock Exchange and the Exchange Act, as applicable, our board of directors will take all action necessary to comply with the New York Stock Exchange corporate governance rules.

Due to our status as a foreign private issuer and our intent to follow certain home country corporate governance practices, our shareholders do not have the same protections afforded to shareholders of companies that are subject to all the New York Stock Exchange corporate governance standards.

### **ITEM 16H. MINE SAFETY DISCLOSURE**

Not applicable.

## PART III

### ITEM 17. FINANCIAL STATEMENTS

Not applicable.

### ITEM 18. FINANCIAL STATEMENTS

The audited consolidated financial statements as required under Item 18 are attached hereto starting on page F-1 of this Annual Report. The audit report of PricewaterhouseCoopers LLP, independent registered public accounting firm, is included herein preceding the audited consolidated financial statements.

### ITEM 19. EXHIBITS

The following exhibits are filed as part of this Annual Report:

- 1.1 Amended and Restated Memorandum and Articles of Association of Manchester United plc dated as of 8 August 2012 (included as Exhibit 3.1 to our Registration Statement on Form F-1/A (File No. 333-182535), filed with the SEC on 30 July 2012, as amended).
- 2.1 Specimen Ordinary Share Certificate of Manchester United plc (included as Exhibit 4.1 to our Registration Statement on Form F-1/A (File No. 333-182535), filed with the SEC on 30 July 2012, as amended).
- 4.1 Agreement, dated 19 May 2008, between The Royal Bank of Scotland plc, as agent for National Westminster Bank plc, and Alderley Urban Investments (included as Exhibit 10.3 to our Registration Statement on Form F-1/A (File No. 333-182535), filed with the SEC on 16 July 2012, as amended).
- 4.2 Amendment and Restatement Agreement relating to the Secured Term Facility, dated 11 August 2014, between Red Football Limited and Bank of America, N.A., as Agent and Original Lender (included as Exhibit 4.1 to our Report on Form 6-K (File No. 001-35627), filed with the SEC on 12 August 2014).
- 4.3 Amendment and Restatement Agreement relating to the Secured Term Facility, dated 15 May 2015, among Red Football Limited, Bank of America, N.A., as Original Agent, and Bank of America Merrill Lynch International Limited, as Agent and Lender (included as Exhibit 10.1 to our Registration Statement on Form F-3 (File No. 333-206985), filed with the SEC on 17 September 2015).
- 4.4 Revolving Facilities Agreement, dated 22 May 2015, among Red Football Limited, MU Finance plc, the guarantors party thereto, Bank of America, N.A., as Arranger, the Original Lenders named therein, and Bank of America Merrill Lynch International Limited, as Agent and Security Trustee (included as Exhibit 10.2 to our Registration Statement on Form F-3 (File No. 333-206985), filed with the SEC on 17 September 2015).
- 4.5 Note Purchase Agreement, dated 27 May 2015, among MU Finance plc, the guarantors party thereto, the purchasers listed therein and the Bank of New York Mellon, as Paying Agent (included as Exhibit 4.3 to our Registration Statement on Form F-3 (File No. 333-206985), filed with the SEC on 17 September 2015).
- 4.6 Term Facility Amendment Letter, dated 26 June 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender (included as Exhibit 10.3 to our Registration Statement on Form F-3 (File No. 333-206985), filed with the SEC on 17 September 2015).

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- 4.7 Second Term Facility Amendment Letter, dated 11 September 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender (included as Exhibit 4.7 to our Annual Report on Form 20-F (File No. 333-183277), filed with the SEC on 15 October 2015).
- 4.8 Revolving Facilities Amendment Letter, dated 7 October 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender (included as Exhibit 4.8 to our Annual Report on Form 20-F (File No. 333-183277), filed with the SEC on 15 October 2015).
- 4.9 2012 Equity Incentive Award Plan (included as Exhibit 4.2 to our Registration Statement on Form S-8 (File No. 333-183277), filed with the SEC on 13 August 2012).
- 4.10 Premier League Handbook, Season 2015/16 (included as Exhibit 4.6 to our Annual Report on Form 20-F (File No. 001-35627), filed with the SEC on 15 October 2015).
- 4.11 Premier League Handbook, Season 2016/17.
- 8.1 List of significant subsidiaries (included in note 33 to our audited consolidated financial statements included in this Annual Report).
- 12.1 Rule 13a-14(a)/15d-14(a) Certification of Principal Executive Officer.
- 12.2 Rule 13a-14(a)/15d-14(a) Certification of Principal Financial Officer.
- 13.1 Certification of Chief Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
- 13.2 Certification of Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
- 15.1 Consent of PricewaterhouseCoopers LLP.

**Index to Consolidated financial statements**

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<a href="#">Consolidated income statement for the years ended 30 June 2016, 2015 and 2014</a>	<a href="#">F-3</a>
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**Report of Independent Registered Public Accounting Firm**

To the Board of Directors and Shareholders of Manchester United plc

In our opinion, the accompanying consolidated balance sheet and the related consolidated income statement, consolidated statements of comprehensive income, of changes in equity and of cash flows present fairly, in all material respects, the financial position of Manchester United plc and its subsidiaries as of 30 June 2016 and 2015, and the results of their operations and their cash flows for each of the three years in the period ended 30 June 2016 in conformity with International Financial Reporting Standards as issued by the International Accounting Standards Board. These financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits of these statements in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

/s/ PricewaterhouseCoopers LLP

Manchester, United Kingdom

15 September 2016

**Consolidated income statement**

	Note	Year ended 30 June		
		2016 £'000	2015 £'000	2014 £'000
Revenue	4	515,345	395,178	433,164
Operating expenses	5	(436,709)	(387,179)	(372,240)
(Loss)/profit on disposal of intangible assets	8	(9,786)	23,649	6,991
<b>Operating profit</b>		<b>68,850</b>	<b>31,648</b>	<b>67,915</b>
Finance costs		(20,459)	(35,419)	(27,668)
Finance income		442	204	256
Net finance costs	9	(20,017)	(35,215)	(27,412)
<b>Profit/(loss) on ordinary activities before tax</b>		<b>48,833</b>	<b>(3,567)</b>	<b>40,503</b>
Tax (expense)/credit	10	(12,462)	2,672	(16,668)
<b>Profit/(loss) for the year attributable to owners of the parent</b>		<b>36,371</b>	<b>(895)</b>	<b>23,835</b>
<b>Earnings/(loss) per share attributable to owners of the parent during the year</b>				
Basic earnings/(loss) per share (pence)	11	22.19	(0.55)	14.55
Diluted earnings/(loss) per share (pence)(1)	11	22.13	(0.55)	14.54

- (1) For the year ended 30 June 2015, potential ordinary shares are anti-dilutive, as their inclusion in the diluted loss per share calculation would reduce the loss per share, and hence have been excluded. For the years ended 30 June 2016 and 2014, potential ordinary shares have been treated as dilutive, as their inclusion in the diluted earnings per share calculation decreases earnings per share.

See accompanying notes to the consolidated financial statements.

**Consolidated statement of comprehensive income**

	Year ended 30 June		
	2016 £'000	2015 £'000	2014 £'000
<b>Profit/(loss) for the year</b>	<b>36,371</b>	<b>(895)</b>	<b>23,835</b>
<b>Other comprehensive (loss)/income:</b>			
<b>Items that may be subsequently reclassified to profit or loss</b>			
Fair value movements on cash flow hedges (note 31.2)	(58,025)	(32,602)	39,643
Tax credit/(expense) relating to cash flow hedges (note 31.2)	20,307	11,413	(13,956)
Exchange gain on translation of overseas subsidiary	—	—	46
Tax expense relating to translation of overseas subsidiary	—	—	(16)
Other comprehensive (loss)/income for the year, net of tax	(37,718)	(21,189)	25,717
<b>Total comprehensive (loss)/income for the year attributable to owners of the parent</b>	<b>(1,347)</b>	<b>(22,084)</b>	<b>49,552</b>

See accompanying notes to the consolidated financial statements.

**Consolidated balance sheet**

	Note	As of 30 June	
		2016 £'000	2015 £'000
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment	13	245,714	250,626
Investment property	14	13,447	13,559
Intangible assets	15	665,634	660,397
Derivative financial instruments	18	3,760	—
Trade and other receivables	19	11,223	3,836
Deferred tax asset	25	145,460	133,640
		<u>1,085,238</u>	<u>1,062,058</u>
<b>Current assets</b>			
Inventories	16	926	—
Derivative financial instruments	18	7,888	27
Trade and other receivables	19	128,657	83,627
Tax receivable		—	124
Cash and cash equivalents	20	229,194	155,752
		<u>366,665</u>	<u>239,530</u>
<b>Total assets</b>		<u><b>1,451,903</b></u>	<u><b>1,301,588</b></u>

See accompanying notes to the consolidated financial statements.



## Consolidated balance sheet (continued)

	Note	As of 30 June	
		2016 £'000	2015 £'000
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Share capital	21	52	52
Share premium		68,822	68,822
Merger reserve		249,030	249,030
Hedging reserve		(32,989)	4,729
Retained earnings		173,367	155,285
		<u>458,282</u>	<u>477,918</u>
<b>Non-current liabilities</b>			
Derivative financial instruments	18	10,637	2,769
Trade and other payables	23	41,450	48,078
Borrowings	24	484,528	410,482
Deferred revenue		38,899	21,583
Deferred tax liabilities	25	14,364	17,311
		<u>589,878</u>	<u>500,223</u>
<b>Current liabilities</b>			
Derivative financial instruments	18	2,800	2,966
Tax liabilities		6,867	2,105
Trade and other payables	23	199,668	131,283
Borrowings	24	5,564	485
Deferred revenue		188,844	186,608
		<u>403,743</u>	<u>323,447</u>
<b>Total equity and liabilities</b>		<u><b>1,451,903</b></u>	<u><b>1,301,588</b></u>

See accompanying notes to the consolidated financial statements.

**Consolidated statement of changes in equity**

	Share capital £'000	Share premium £'000	Merger reserve £'000	Hedging reserve £'000	Retained earnings £'000	Total equity £'000
<b>Balance at 1 July 2013</b>	<u>52</u>	<u>68,822</u>	<u>249,030</u>	<u>231</u>	<u>129,825</u>	<u>447,960</u>
Profit for the year	—	—	—	—	23,835	23,835
Cash flow hedges	—	—	—	39,643	—	39,643
Tax expense relating to cash flow hedges	—	—	—	(13,956)	—	(13,956)
Currency translation differences	—	—	—	—	46	46
Tax expense relating to currency translation differences	—	—	—	—	(16)	(16)
<b>Total comprehensive income for the year</b>	<u>—</u>	<u>—</u>	<u>—</u>	<u>25,687</u>	<u>23,865</u>	<u>49,552</u>
Equity-settled share-based payments (note 22)	—	—	—	—	1,138	1,138
<b>Balance at 30 June 2014</b>	<u>52</u>	<u>68,822</u>	<u>249,030</u>	<u>25,918</u>	<u>154,828</u>	<u>498,650</u>
Loss for the year	—	—	—	—	(895)	(895)
Cash flow hedges	—	—	—	(32,602)	—	(32,602)
Tax credit relating to cash flow hedges	—	—	—	11,413	—	11,413
<b>Total comprehensive loss for the year</b>	<u>—</u>	<u>—</u>	<u>—</u>	<u>(21,189)</u>	<u>(895)</u>	<u>(22,084)</u>
Equity-settled share-based payments (note 22)	—	—	—	—	1,352	1,352
<b>Balance at 30 June 2015</b>	<u>52</u>	<u>68,822</u>	<u>249,030</u>	<u>4,729</u>	<u>155,285</u>	<u>477,918</u>
Profit for the year	—	—	—	—	36,371	36,371
Cash flow hedges	—	—	—	(58,025)	—	(58,025)
Tax credit relating to cash flow hedges	—	—	—	20,307	—	20,307
<b>Total comprehensive (loss)/income for the year</b>	<u>—</u>	<u>—</u>	<u>—</u>	<u>(37,718)</u>	<u>36,371</u>	<u>(1,347)</u>
Equity-settled share-based payments (note 22)	—	—	—	—	1,795	1,795
Dividends paid (note 12)	—	—	—	—	(20,084)	(20,084)
<b>Balance at 30 June 2016</b>	<u>52</u>	<u>68,822</u>	<u>249,030</u>	<u>(32,989)</u>	<u>173,367</u>	<u>458,282</u>

Movements on the hedging reserve are provided in note 31.2.

See accompanying notes to the consolidated financial statements.

**Consolidated statement of cash flows**

	Note	Year ended 30 June		
		2016 £'000	2015 £'000	2014 £'000
<b>Cash flows from operating activities</b>				
Cash generated from operations	26	200,864	195,021	101,704
Interest paid		(13,219)	(42,624)	(27,669)
Debt finance costs relating to borrowings		—	(6,508)	(123)
Interest received		487	502	254
Tax paid		(2,040)	(2,466)	(1,375)
<b>Net cash generated from operating activities</b>		<b>186,092</b>	<b>143,925</b>	<b>72,791</b>
<b>Cash flows from investing activities</b>				
Payments for property, plant and equipment		(5,101)	(5,466)	(10,847)
Proceeds from sale of property, plant and equipment		19	—	50
Payments for intangible assets		(138,095)	(117,446)	(92,942)
Proceeds from sale of intangible assets		38,357	20,649	14,025
<b>Net cash used in investing activities</b>		<b>(104,820)</b>	<b>(102,263)</b>	<b>(89,714)</b>
<b>Cash flows from financing activities</b>				
Proceeds from borrowings		—	272,539	—
Repayment of borrowings		(371)	(227,950)	(4,997)
Dividends paid		(20,084)	—	—
<b>Net cash (used in)/generated from financing activities</b>		<b>(20,455)</b>	<b>44,589</b>	<b>(4,997)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>60,817</b>	<b>86,251</b>	<b>(21,920)</b>
Cash and cash equivalents at beginning of year		155,752	66,365	94,433
Effects of exchange rate changes on cash and cash equivalents		12,625	3,136	(6,148)
<b>Cash and cash equivalents at end of year</b>	20	<b>229,194</b>	<b>155,752</b>	<b>66,365</b>

See accompanying notes to the consolidated financial statements.

## Notes to the consolidated financial statements

### 1 General information

Manchester United plc (the "Company") and its subsidiaries (together the "Group") is a professional football club together with related and ancillary activities. The Company incorporated under the Companies Law (2011 Revision) of the Cayman Islands, as amended and restated from time to time. The address of its principal executive office is Sir Matt Busby Way, Old Trafford, Manchester M16 0RA, United Kingdom. The Company's shares are listed on the New York Stock Exchange.

These financial statements are presented in pounds sterling and all values are rounded to the nearest thousand (£'000) except when otherwise indicated.

These financial statements were approved by the Audit Committee on 15 September 2016.

### 2 Summary of significant accounting policies

The principal accounting policies applied in the preparation of these consolidated financial statements are set out below. These policies have been consistently applied to all the years presented.

#### 2.1 Basis of preparation

The consolidated financial statements of Manchester United plc have been prepared on a going concern basis and in accordance with International Financial Reporting Standards ("IFRS"), as issued by the International Accounting Standards Board ("IASB") and IFRS Interpretations Committee ("IFRS IC") interpretations. The consolidated financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain financial assets and liabilities (including derivative financial instruments) which are recognized at fair value through profit and loss, unless cash flow hedge accounting applies.

##### 2.1.1 Changes in accounting policy and disclosures

###### a) New and amended standards and interpretations adopted by the Group.

The Group has adopted the following new and amended IFRS standards and interpretations for the first time for the financial year beginning on 1 July 2015. None of these had a material impact on the consolidated financial statements of the Group.

- Amendment to IAS 32, "Financial Instruments: Presentation"
- Annual improvements to IFRSs 2012 - 2014

###### b) New and amended standards and interpretations not yet adopted

The following new standards, amendments to standards and interpretations are not yet effective and have not been applied in preparing these consolidated financial statements. Adoption may affect the disclosures in the Group's financial statements in the future. The adoption of these standards, amendments and interpretations is not expected to have a material impact on the consolidated financial statements of the Group, except as set out below.

- IFRS 9, "Financial instruments". While the Group has yet to undertake a detailed assessment it does not expect the new standard to have a significant impact on the classification and measurement of financial assets and financial liabilities and it would appear that the Group's current hedge relationships would qualify as continuing hedges upon the adoption of IFRS 9.

## Notes to the consolidated financial statements (Continued)

### 2 Summary of significant accounting policies (Continued)

The new standard also introduces expanded disclosure requirements and changes in presentation. These are expected to change the nature and extent of the Group's disclosures about its financial instruments particularly in the year of adoption of the new standard. The Group expects to adopt IFRS 9 from 1 July 2018.

- IFRS 15, "Revenue from contracts with customers". Management is currently assessing the effects of applying the new standard. At this stage, the Group is not able to estimate the impact of the new rules on the Group's financial statements. The Group will make more detailed assessments of the impact over the next twelve months. The Group expects to adopt IFRS 15 from 1 July 2018.
- IFRS 16, "Leases". The new standard will affect primarily the accounting for the Group's operating leases. As at the reporting date, the Group has non-cancellable operating lease commitments of £11,351,000, see note 28.1. However, the Group has not yet determined to what extent these commitments will result in the recognition of an asset and a liability for future payments and how this will affect the Group's profit and classification of cash flows. The Group expects to adopt IFRS 16 from 1 July 2019.
- Amendment to IAS 12, "Income taxes".
- Amendment to IAS 7, "Cashflow statements".

There are no other IFRSs or IFRS IC interpretations that are not yet effective that would be expected to have a material impact on the Group.

### 2.2 Basis of consolidation

Subsidiaries are all entities over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are deconsolidated from the date that control ceases.

The Group applies the acquisition method to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair values of the assets transferred, the liabilities incurred to the former owners of the acquiree and the equity interests issued by the Group. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. The Group recognizes any non-controlling interest in the acquiree on an acquisition by acquisition basis, either at fair value or at the non-controlling interest's proportionate share of the recognized amounts of the acquiree's identifiable net assets.

Acquisition costs are expensed as incurred.

The excess of the consideration transferred, the amount of any non-controlling interest in the acquiree and the acquisition date fair value of any previous interest in the acquiree over the fair value of the identifiable net assets acquired is recorded as goodwill. If the total consideration transferred, non-controlling interest recognized and previously held interest measured is less than the fair value of the net assets of the subsidiary acquired in the case of a bargain purchase, the difference is recognized directly in the income statement.

## Notes to the consolidated financial statements (Continued)

### 2 Summary of significant accounting policies (Continued)

Intercompany transactions, balances and unrealized gains and losses on transactions between Group companies are eliminated. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

#### 2.3 Segment reporting

The Group has one reportable segment, being the operation of a professional football club. The Chief Operating Decision Maker (being the Board and executive officers of Manchester United plc), who is responsible for allocating resources and assessing performance obtains financial information, being the Consolidated income statement, Consolidated balance sheet and Consolidated statement of cash flows, and the analysis of changes in net debt, about the Group as a whole. The Group has investment property, however, this is not considered to be a material business segment and is therefore not reported as such.

#### 2.4 Foreign currency translation

##### a) Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates (the "functional currency"). The consolidated financial statements are presented in pounds sterling which is the Company's and its subsidiaries functional currency, with the exception of Manchester United Commercial Enterprises (Ireland) Limited whose functional currency is the Euro.

##### b) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions or valuation where items are re-measured. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognized in the income statement, except when deferred in other comprehensive income as qualifying cash flow hedges. Foreign exchange gains and losses that relate to unhedged borrowings are presented in the income statement within finance costs or income. All other foreign exchange gains and losses are presented in the income statement within operating expenses.

##### c) Translation of overseas net assets

The results and financial position of all the Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentational currency are translated into the presentational currency as follows:

- (i) assets and liabilities for each balance sheet presented are translated at the closing rate at the date of that balance sheet;
- (ii) income and expenses for each income statement are translated at average exchange rates (unless this average is not a reasonable approximation of the cumulative effect of the rates prevailing at the transaction dates, in which case income and expenses are translated at the rate on the dates of the transactions); and

**Notes to the consolidated financial statements (Continued)****2 Summary of significant accounting policies (Continued)**

(iii) all resulting exchange differences are recognized in other comprehensive income and accumulated in equity.

On disposal of a foreign operation any cumulative exchange differences held in equity are reclassified to the income statement.

**d) Exchange rates**

The most important exchange rates per £1.00 that have been used in preparing the financial statements are:

	Closing rate			Average rate		
	2016	2015	2014	2016	2015	2014
Euro	<b>1.2009</b>	1.4102	1.2491	<b>1.3363</b>	1.3180	1.2002
US Dollar	<b>1.3332</b>	1.5712	1.7097	<b>1.4774</b>	1.5815	1.6275

**2.5 Revenue recognition**

Revenue is measured at the fair value of consideration received or receivable from the Group's principal activities excluding transfer fees and value added tax. The Group's principal revenue streams are Commercial, Broadcasting and Matchday. The Group recognizes revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and when specific criteria have been met for each of the Group's activities as described below.

**a) Commercial**

Commercial revenue (whether settled in cash or value in kind) comprises revenue receivable from the exploitation of the Manchester United brand through sponsorship and other commercial agreements, including minimum guaranteed revenue, revenue receivable from retailing Manchester United branded merchandise in the UK and licensing the manufacture, distribution and sale of such goods globally, and fees for the Manchester United first team undertaking tours.

For sponsorship contracts any additional revenue receivable over and above the minimum guaranteed revenue contained in the sponsorship and licensing agreements is taken to revenue when a reliable estimate of the future performance of the contract can be obtained and it is probable that the amounts will not be recouped by the sponsor in future years.

Revenue is recognized over the term of the sponsorship agreement in line with the performance obligations included within the contract and based on the sponsorship rights enjoyed by the individual sponsor. In instances where the sponsorship rights remain the same over the duration of the contract, revenue is recognized on a straight-line basis. In respect of contracts with multiple elements, the Group allocates the total consideration receivable to each separately identifiable element based on their relative fair values, and then recognizes the allocated revenue on a straight-line basis over the relevant period of each element.

The Group has a 10-year agreement with adidas which began on 1 August 2015. The minimum guarantee payable by adidas over the term of the agreement is £750 million, subject to certain adjustments. Payments due in a particular year may increase if the club's first team wins the Premier League, FA Cup or Champions League, or decrease if the club's first team fails to participate in the Champions League for two or more consecutive seasons with the maximum possible increase being £

**Notes to the consolidated financial statements (Continued)**

**2 Summary of significant accounting policies (Continued)**

4 million per year and the maximum possible reduction being 30% of the applicable payment for that year. Revenue is currently being recognized based on management's estimate that the full minimum guarantee amount will be received, as management does not expect two consecutive seasons of non-participation in the Champions League.

Retail revenue is recognized at the point of sale while license revenue is recognized in the period in which the goods and services are provided.

Mobile & content revenue is recognized over the term of the commercial agreement in line with the performance obligations included within the contract and based on the commercial rights enjoyed by the individual partner. In instances where the commercial rights remain the same over the duration of the contract, revenue is recognized on a straight-line basis.

Commercial revenue which is received in advance of a period end but relating to future periods is treated as deferred revenue. The deferred revenue is then released to revenue on an accruals basis in accordance with the substance of the relevant agreements.

**b) Broadcasting**

Broadcasting revenue represents revenue receivable from all UK and overseas broadcasting contracts, including contracts negotiated centrally by the FA Premier League and UEFA.

Distributions from the FA Premier League comprise a fixed element (which is recognized evenly as domestic home league matches are played), facility fees for live coverage and highlights of domestic home and away matches (which are recognized when the respective match is played), and merit awards (which are only recognized when they are known at the end of each football season).

Distributions from UEFA relating to participation in European cup competitions comprise market pool payments (which are recognized over the matches played in the competition, a portion of which reflects Manchester United's performance relative to the other FA Premier League clubs in the competition) and fixed amounts for participation in individual matches (which are recognized when the matches are played).

Broadcasting revenue which is received in advance of a period end but relating to future periods is treated as deferred revenue. The deferred revenue is then released to revenue on an accruals basis in accordance with the substance of the relevant agreements.

**c) Matchday**

Matchday revenue is recognized based on matches played throughout the year with revenue from each match being recognized only when the match has been played. Revenue from related activities such as Conference and Events or the Museum is recognized as the event or service is provided or the facility is used.

Matchday revenue includes revenue receivable from all domestic and European match day activities from Manchester United games at Old Trafford, together with the Group's share of gate receipts from cup matches not played at Old Trafford (where applicable), and fees for arranging other events at the Old Trafford stadium. The share of gate receipts payable to the other participating club and competition organiser for cup matches played at Old Trafford (where applicable) is treated as an operating expense.



## Notes to the consolidated financial statements (Continued)

### 2 Summary of significant accounting policies (Continued)

Matchday revenue which is received in advance of a period end but relating to future periods (mainly the sale of seasonal facilities for first team matches at Old Trafford) is treated as deferred revenue. The deferred revenue is then released to revenue as the matches are played.

#### d) Finance income

Finance income is recognized using the effective interest rate method.

#### e) Accrued revenue

Revenue from Matchday activities, broadcasting and commercial contracts, which is received after the period to which it relates, is accrued as earned.

#### f) Deferred revenue

Revenue from Matchday activities, broadcasting and commercial contracts, received or receivable prior to the period end in respect of future periods, is deferred.

### 2.6 Operating leases

Leases in which a substantially all of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight line basis over the period of the lease.

Rentals receivable under sub-tenancy agreements (net of any incentives given to the lessee) are credited to the income statement on a straight line basis over the lease term. The risk and rewards of ownership on the sub-let property remain with the third party lessor.

### 2.7 Exceptional items

Exceptional items are disclosed separately in the financial statements where it is necessary to do so to provide further understanding of the financial performance of the Group. They are material items of income or expense that have been shown separately due to the significance of their nature or amount.

### 2.8 Pension costs

The Group is one of a number of participating employers in The Football League Limited Pension and Life Assurance Scheme ('the scheme'—see note 30.1). The Group is unable to identify its share of the assets and liabilities of the scheme and therefore accounts for its contributions as if they were paid to a defined contribution scheme. The Group's contributions into this scheme are reflected within the income statement when they fall due. Full provision has been made for the additional contributions that the Group has been requested to pay to help fund the scheme deficit.

The Group also operates a defined contribution scheme. The assets of the scheme are held separately from those of the Group in an independently administered fund. The Group's contributions into this scheme are reflected within the income statement when they fall due.

**Notes to the consolidated financial statements (Continued)**

**2 Summary of significant accounting policies (Continued)**

**2.9 Share-based payments**

The Group operates a share-based compensation plan under which the entity receives services from employees as consideration for equity instruments of the Group.

Equity-settled share-based payments to employees are measured at the fair value of the equity instruments at the grant date. The fair value excludes the effect of non-market based vesting conditions. The fair value determined at the grant date of the equity-settled share-based payments is expensed on a straight-line basis over the vesting period, based on the Group's estimate of equity instruments that will eventually vest. At each balance sheet date, the Group revises its estimate of the number of equity instruments expected to vest as a result of the effect of non-market based vesting conditions. The impact of the revision of the original estimates, if any, is recognized in the income statement such that the cumulative expense reflects the revised estimate, with a corresponding adjustment to equity reserves.

For cash-settled share-based payments to employees, a liability is recognized for the services acquired, measured initially at the fair value of the liability. At each balance sheet date until the liability is settled, and at the date of settlement, the fair value of the liability is remeasured, with any changes in fair value recognized in profit or loss for the year.

Details regarding the determination of the fair value of share-based transactions are set out in note 22.

**2.10 Current and deferred tax**

The tax expense or credit for the period comprises current and deferred tax. Tax is recognized in the income statement, except to the extent that it relates to items recognized in other comprehensive income, in which case the tax is also recognized in other comprehensive income.

The current tax expense or credit is calculated on the basis of the tax laws enacted or substantively enacted at the balance sheet date in the countries where the Company and its subsidiaries operate and generate taxable income. Although the Company is organized as a Cayman Islands corporation, it reports as a US domestic corporation for US federal income tax purposes and is subject to US federal income tax on the Group's worldwide income. In addition, the Group is subject to income and other taxes in various other jurisdictions, including the UK. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to (or recovered from) the tax authorities.

Deferred tax is recognized on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. Deferred tax is determined using tax rates (and laws) that have been enacted or substantively enacted by the balance sheet date and are expected to apply when the related deferred tax asset is realised or the deferred liability is settled.

Deferred tax assets are recognized only to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred tax assets and liabilities relate to taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where there is an intention to settle the balances on a net basis.

## Notes to the consolidated financial statements (Continued)

### 2 Summary of significant accounting policies (Continued)

#### 2.11 Dividend distribution

Dividend distributions to the Company's shareholders are recognized when they become legally payable. In the case of interim dividends, this is when they are paid.

#### 2.12 Property, plant and equipment

Property, plant and equipment is initially measured at cost (comprising the purchase price, after deducting discounts and rebates, and any directly attributable costs) and is subsequently carried at cost less accumulated depreciation and any provision for impairment.

Subsequent costs, for example, capital improvements and refurbishment, are included in the asset's carrying amount or recognized as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. Where appropriate, the carrying amount of the replaced part is derecognized. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Land is not depreciated. With the exception of freehold property acquired before 1 August 1999, depreciation is calculated using the straight-line method to write-down assets to their residual value over the estimated useful lives as follows:

Freehold property	75 years
Computer equipment and software (included within Plant and machinery)	3 years
Plant and machinery	4 - 5 years
Fixtures and fittings	7 years

Freehold property acquired before 1 August 1999 is depreciated on a reducing balance basis at an annual rate of 1.33%.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Any impairment charges arising are recognized in the income statement when the carrying amount of an asset is greater than the estimated recoverable amount, which is the higher of an asset's fair value less costs to sell and value in use, and are calculated with reference to future discounted cash flows that the asset is expected to generate when considered as part of a cash-generating unit. Prior impairments are reviewed for possible reversal at each balance sheet date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognized within operating expenses within the income statement.

#### 2.13 Investment property

Property that is held for long-term rental yields or for capital appreciation or both, and that is not occupied by the Group, is classified as investment property.

**Notes to the consolidated financial statements (Continued)**

**2 Summary of significant accounting policies (Continued)**

Investment property is initially measured at cost (comprising the purchase price, after deducting discounts and rebates, and any directly attributable costs) and is subsequently carried at cost less accumulated depreciation and any provision for impairment. Investment property is depreciated using the straight-line method over 50 years.

Investment properties are reviewed for impairment when there is a triggering event such as a decline in the property market. An impairment charge is recognized for the amount by which the asset's carrying amount exceeds its recoverable amount. Prior impairments are reviewed for possible reversal at each balance sheet date. If an impairment charge subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment charge been recognized for the asset in prior years.

**2.14 Intangible assets—goodwill**

**a. Initial recognition**

Goodwill represents the excess of the cost of an acquisition over the fair value of the Group's share of the net identifiable assets of the acquired subsidiary at the date of acquisition.

**b. Impairment**

Management considers there to be one material cash generating unit for the purposes of annual impairment review being the operation of a professional football club.

Goodwill is not subject to amortization and is tested annually for impairment or more frequently if events or changes in circumstances indicate a potential impairment. An impairment loss is recognized in the income statement when the carrying value of goodwill exceeds its recoverable amount. Its recoverable amount is the higher of fair value less costs of disposal and value in use. Prior impairments are not subsequently reviewed for possible reversal at each balance sheet date.

**2.15 Intangible assets—registrations and football staff remuneration**

**a) Remuneration**

Remuneration is charged to operating expenses on a straight-line basis over the contract periods based on the amount payable to players and key football management staff for that period. Any performance bonuses are recognized when the Company considers that it is probable that the condition related to the payment will be achieved.

Signing-on fees are typically paid to players and key football management staff in equal annual installments over the term of the contract. Installments are paid at or near the beginning of each financial year and recognized as prepayments within trade and other receivables. They are subsequently charged to the income statement (as operating expenses) on a straight-line basis over the financial year. Signing-on fees paid form part of cash flows from operating activities.

Loyalty fees are bonuses which are paid to players and key football management staff either at the beginning of a renewed contract or in installments over the term of their contract in recognition for either past or future performance. Loyalty bonuses for past service are typically paid in a lump sum amount upon renewal of a contract. These loyalty bonuses require no future service and are not subject to any claw-back provisions were the individual to subsequently leave the club during their new contract

**Notes to the consolidated financial statements (Continued)**

**2 Summary of significant accounting policies (Continued)**

term. They are expensed once the Company has a present legal or constructive obligation to make the payment. Loyalty bonuses for ongoing service are typically paid in equal annual installments over the term of the contract. These are paid at the beginning of each financial year and the related charge is recognized within operating expenses in the income statement on a straight-line basis over that period.

**b) Initial recognition**

The costs associated with the acquisition of players' and key football management staff registrations are capitalized at the fair value of the consideration payable. Costs include transfer fees, FAPL levy fees, agents' fees incurred by the club and other directly attributable costs. Costs also include the fair value of any contingent consideration, which is primarily payable to the player's former club (with associated levy fees payable to the FAPL), once payment becomes probable. Subsequent reassessments of the amount of contingent consideration payable are also included in the cost of the player's registration. The estimate of the fair value of the contingent consideration payable requires management to assess the likelihood of specific performance conditions being met which would trigger the payment of the contingent consideration. This assessment is carried out on an individual player basis. The additional amount of contingent consideration potentially payable, in excess of the amounts included in the cost of registrations, is disclosed in note 29.2. Costs are fully amortized using the straight-line method over the period covered by the player's and key football management staff contract.

**c) Renegotiation**

Where a contract is extended, any costs associated with securing the extension are added to the unamortized balance (at the date of the amendment) and the revised book value is amortized over the remaining revised contract life.

**d) Disposals**

Assets available for sale (principally players' registrations) are classified as assets held for sale when their carrying value is expected to be recovered principally through a sale transaction and a sale is considered to be highly probable. Highly probable is defined as being actively marketed by the club, with unconditional offers having been received prior to a period end. These assets would be stated at the lower of the carrying amount and fair value less costs to sell.

Gains and losses on disposal of players' and key football management staff registrations are determined by comparing the fair value of the consideration receivable, net of any transaction costs, with the carrying amount and are recognized separately in the income statement within profit on disposal of intangible assets. Where a part of the consideration receivable is contingent on specified performance conditions, this amount is recognized in the income statement on the date the conditions are met.

Loan fee income on players temporarily loaned to other football clubs is recognized separately in the income statement within (loss)/profit on disposal of intangible assets.

**e) Impairment**

Management does not consider that it is possible to determine the value in use of an individual player or key football management staff in isolation as that individual (unless via a sale or insurance

## Notes to the consolidated financial statements (Continued)

### 2 Summary of significant accounting policies (Continued)

recovery) cannot generate cash flows on his own. While management does not consider any individual can be separated from the single cash generating unit ("CGU"), being the operations of the Group as a whole, there may be certain circumstances where an individual is taken out of the CGU, when it becomes clear that they will not participate with the club's first team again, for example, a player sustaining a career threatening injury or is permanently removed from the first team playing squad for another reason. If such circumstances were to arise, the carrying value of the individual would be assessed against the Group's best estimate of the individual's fair value less any costs to sell and an impairment charge made in operating expenses reflecting any loss arising.

#### 2.16 Intangible assets—other

Other intangible assets comprise website, mobile applications and trademark registration costs and are initially measured at cost and are subsequently carried at cost less accumulated amortization and any provision for impairment.

Amortization is calculated using the straight-line method to write-down assets to their residual value over the estimated useful lives as follows:

Website and mobile applications	5 years
Trademark registrations	10 years

The assets' residual values and useful lives are reviewed and adjusted if appropriate at each balance sheet date.

#### 2.17 Derivative financial instruments and hedging activities

Derivatives are initially recognized at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. The resulting gain or loss is recognized in the income statement immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in the income statement depends on the nature of the hedging relationship. The Group designates certain derivatives as hedges of a particular risk associated with a recognized asset or liability or a highly probable forecast transaction (cash flow hedge).

The Group hedges the foreign exchange risk on a portion of contracted, and hence highly probable, future US dollar revenues whenever possible using a portion of the Group's US dollar net borrowings as the hedging instrument. Foreign exchange gains or losses arising on re-translation of the Group's US dollar net borrowings used in the hedge are initially recognized in other comprehensive income, rather than being recognized in the income statement immediately. The foreign exchange gains or losses arising on re-translation of the Group's unhedged US dollar borrowings are recognized in the income statement immediately.

The Group hedges its cash flow interest rate risk where appropriate using interest rate swaps at contract lengths consistent with the repayment schedule of the borrowings. Such interest rate swaps have the economic effect of converting borrowings from floating rates to fixed rates. The effective portion of changes in the fair value of the interest rate swap are initially recognized in other comprehensive income, rather than being recognized in the income statement immediately. The gain or loss relating to any ineffective portion is recognized in the income statement immediately.

The Group documents at the inception of the transaction the relationship between hedging instruments and hedged items, as well as its risk management objective and strategy for undertaking

## Notes to the consolidated financial statements (Continued)

### 2 Summary of significant accounting policies (Continued)

various hedging transactions. The Group also documents its assessment, both at hedge inception and on an ongoing basis, of whether the derivatives that are used in hedging transactions are highly effective in offsetting changes in the cash flows of the hedged items. The Group uses a variety of methods to assess hedge effectiveness depending on the nature and type of the hedging relationship, including critical terms comparison, dollar offset method and regression analysis.

Derivatives embedded in other financial instruments or host contracts are treated as separate derivatives when their risks and characteristics are not closely related to those of the host contracts and the host contracts are not measured at fair value through profit or loss.

The fair values of various derivative instruments are disclosed in note 18. Movements on the hedging reserve in other comprehensive income are shown in the statement of changes in equity. The full fair value of a hedging derivative is classified as a non-current asset or liability when the remaining maturity of the hedged item is more than 12 months, and as a current asset or liability when the remaining maturity of the hedged item is less than 12 months.

The effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow hedges is recognized in other comprehensive income. The gain or loss relating to any ineffective portion is recognized immediately in the income statement.

Amounts previously recognized in other comprehensive income and accumulated in the hedging reserve within equity are reclassified to the income statement in the periods when the hedged item affects the income statement (for example, when the forecast transaction that is hedged takes place). When a hedging instrument expires or is sold, or when a hedge no longer meets the criteria for hedge accounting, any cumulative gain or loss existing in equity at that time remains in equity and is recognized when the hedged item is ultimately recognized in the income statement. When a forecast transaction is no longer expected to occur, the cumulative gain or loss that was reported in equity is immediately transferred to the income statement.

#### 2.18 Inventories

Inventories are stated at the lower of cost and net realizable value. Cost is determined using the first-in, first-out (FIFO) method. The cost of finished goods comprises cost of purchase and, where appropriate, other directly attributable costs. It excludes borrowing costs. Net realizable value is the estimated selling price in the ordinary course of business, less applicable variable selling expenses.

#### 2.19 Trade and other receivables

Trade and other receivables are amounts due from customers for goods sold or services performed in the ordinary course of business. Trade and other receivables are recognized initially at fair value, and subsequently measured at amortized cost using the effective interest method, less provision for impairment. If collection is expected in one year or less, they are classified as current assets. If not, they are presented as non-current assets.

#### 2.20 Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks, and, if applicable, other short-term highly liquid investments with original maturities of three months or less.

## Notes to the consolidated financial statements (Continued)

### 2 Summary of significant accounting policies (Continued)

#### 2.21 Share capital and reserves

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares are shown in equity as a deduction from the proceeds of the issue.

The merger reserve arose as a result of reorganization transactions and represents the difference between the equity of the acquired company (Red Football Shareholder Limited) and the investment by the acquiring company (Manchester United plc).

The hedging reserve is used to reflect the effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow hedges.

#### 2.22 Trade and other payables

Trade and other payables are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Trade payables are recognized initially at fair value and subsequently measured at amortized cost using the effective interest method. Amounts payable are classified as current liabilities if payment is due within one year or less. If not they are presented as non-current liabilities.

#### 2.23 Borrowings

Borrowings are recognized initially at fair value, net of transaction costs incurred. Borrowings are subsequently carried at amortized cost; any differences between the proceeds (net of transaction costs) and the redemption value is recognized in the income statement over the period of the borrowings using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognized as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case the fee is deferred until draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalized as a prepayment for liquidity services and amortized over the period of the facility to which it relates.

### 3 Critical accounting estimates and judgments

The preparation of financial statements requires management to make estimates, judgments and assumptions concerning the future. Estimates, judgments and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates, judgments and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

#### a) Revenue recognition—minimum guarantee

Minimum guaranteed revenue is recognized over the term of the sponsorship agreement in line with the performance obligations included within the contract and based on the sponsorship benefits enjoyed by the individual sponsor. In instances where the sponsorship rights remain the same over the duration of the contract, revenue is recognized on a straight-line basis.



**Notes to the consolidated financial statements (Continued)**

**3 Critical accounting estimates and judgments (Continued)**

The minimum guarantee payable by adidas is subject to certain adjustments. Payments due in a particular year may increase if the club's first team wins certain competitions or decrease if the club's first team fails to participate in the Champions League for two or more consecutive seasons with the maximum possible reduction being 30% of the applicable payment for that year. Management's current best estimate is that the full minimum guarantee amount will be received, as management does not expect two consecutive seasons of non-participation in the Champions League.

**b) Intangible assets—goodwill**

The Group annually tests whether goodwill has suffered any impairment or more frequently if events or changes in circumstances indicate a potential impairment, in accordance with its accounting policy. The recoverable amounts of cash-generating units have been determined based on value-in-use calculations. These calculations require the use of estimates, both in arriving at the expected future cash flows and the application of a suitable discount rate in order to calculate the present value of these flows. These calculations have been carried out in accordance with the assumptions set out in note 15.

**c) Intangible assets—registrations**

The costs associated with the acquisition of players' and key football management staff registrations are capitalized at the fair value of the consideration payable, including an estimate of the fair value of any contingent consideration. Subsequent reassessments of the amount of contingent consideration payable are also included in the cost of the player's and key football management staff registration. The estimate of the fair value of the contingent consideration payable requires management to assess the likelihood of specific performance conditions being met which would trigger the payment of the contingent consideration. This assessment is carried out on an individual basis. A provision of £10.4 million relating to this contingent consideration has been recognized on the balance sheet as of 30 June 2016. The maximum additional amount that could be payable as of that date is disclosed in note 29.2.

The Group will perform an impairment review on intangible assets, including player and key football management staff registrations, if adverse events indicate that the amortized carrying value of the asset may not be recoverable. While no individual can be separated from the single cash generating unit ("CGU"), being the operations of the Group as a whole, there may be certain circumstances where an individual is taken out of the CGU, when it becomes clear that they will not participate with the club's first team again, for example, a player sustaining a career threatening injury or is permanently removed from the first team squad for another reason. If such circumstances were to arise, the carrying value of the individual would be assessed against the Group's best estimate of the individual's fair value less any costs to sell.

**d) Tax**

Tax is calculated on the basis of the tax laws enacted or substantively enacted at the balance sheet date in the countries where the Company and its subsidiaries operate and generate taxable income. Management establishes provisions where appropriate on the basis of amounts expected to be paid to (or recovered from) the tax authorities. From time to time the Group is involved in discussions with tax authorities in relation to ongoing tax matters and, where appropriate, provisions are made based on management's assessment of each case. Future tax expense or credit may be higher or lower than

## Notes to the consolidated financial statements (Continued)

### 3 Critical accounting estimates and judgments (Continued)

estimates made when determining whether it is appropriate to record a provision and the amount to be recorded. Furthermore, changes in the legislative framework or applicable tax case law may result in management reassessing the recognition of tax provisions in future periods.

#### e) Recognition of deferred tax assets

Deferred tax assets are recognized only to the extent that it is probable that the associated deductions will be available for use against future profits and that there will be sufficient future taxable profit available against which the temporary differences can be utilized, provided the asset can be reliably quantified. In estimating future taxable profit, management use "base case" approved forecasts which incorporate a number of assumptions, including a prudent level of future uncontracted revenue in the forecast period. In arriving at a judgment in relation to the recognition of deferred tax assets, management considers the regulations applicable to tax and advice on their interpretation. Future taxable income may be higher or lower than estimates made when determining whether it is appropriate to record a tax asset and the amount to be recorded. Furthermore, changes in the legislative framework or applicable tax case law may result in management reassessing the recognition of deferred tax assets in future periods.

### 4 Segment information

The principal activity of the Group is the operation of a professional football club. All of the activities of the Group support the operation of the football club and the success of the first team is critical to the ongoing development of the Group. Consequently the Chief Operating Decision Maker regards the Group as operating in one material segment, being the operation of a professional football club.

All revenue derives from the Group's principal activity in the United Kingdom. Revenue can be analysed into its three main components as follows:

	2016 £'000	2015 £'000	2014 £'000
Commercial	268,318	196,931	189,315
Broadcasting	140,440	107,664	135,746
Matchday	106,587	90,583	108,103
	<u>515,345</u>	<u>395,178</u>	<u>433,164</u>

Revenue derived from entities accounting for more than 10% of revenue in either 2016, 2015 or 2014 were as follows:

	2016 £'000	2015 £'000	2014 £'000
Premier League	99,767	100,534	92,752
adidas	72,746	—	—
General Motors (Chevrolet)	58,896	58,534	<10%

All non-current assets, other than US deferred tax assets, are held within the United Kingdom.

## Notes to the consolidated financial statements (Continued)

## 5 Operating expenses

	2016 £'000	2015 £'000	2014 £'000
Employee benefit expense (note 7)	(232,242)	(202,561)	(214,803)
Operating lease costs	(2,392)	(2,631)	(2,352)
Auditors' remuneration: audit of parent company and consolidated financial statements	(26)	(23)	(17)
Auditors' remuneration: audit of the Company's subsidiaries	(436)	(382)	(299)
Auditors' remuneration: tax compliance services	(690)	(243)	(159)
Auditors' remuneration: other services	(143)	—	(244)
Foreign exchange gains/(losses)	3,345	435	(4,103)
Fair value movements on forward foreign exchange contracts	8,230	(5,498)	(59)
Loss on disposal of property, plant and equipment	(126)	(5)	(24)
Depreciation—property, plant and equipment (note 13)	(9,967)	(10,212)	(8,549)
Depreciation—investment property (note 14)	(112)	(112)	(116)
Amortization (note 15)	(88,009)	(99,687)	(55,290)
Other operating expenses	(99,006)	(63,924)	(81,041)
Exceptional items (note 6)	(15,135)	(2,336)	(5,184)
	<u>(436,709)</u>	<u>(387,179)</u>	<u>(372,240)</u>

In addition to the auditors' remuneration charges disclosed above for the year ended 30 June 2015 are amounts of £609,000 relating to tax planning advice, general assurance and other advice in connection with the public sale of Class A ordinary shares and either charged as exceptional items when they are not directly attributable to the issue of new shares (see note 6) or offset against share premium when they are directly attributable to the issue of new shares, and advice in connection with the debt refinancing in June 2015 and either charged as finance costs or carried forward in the balance sheet as unamortized debt issue costs.

## 6 Exceptional items

	2016 £'000	2015 £'000	2014 £'000
Compensation paid for loss of office	(8,442)	—	(4,891)
Impairment—registrations (note 15)	(6,693)	—	—
Football League pension scheme deficit (note 30)	—	(1,247)	—
Professional adviser fees relating to public sale of Class A ordinary shares	—	(1,089)	—
Impairment—investment property (note 14)	—	—	(293)
	<u>(15,135)</u>	<u>(2,336)</u>	<u>(5,184)</u>

Compensation paid for loss of office relates to amounts payable to former team managers and certain members of the coaching staff.

The registrations' impairment charge represents a reduction in the carrying value of a player no longer considered to be a member of the first team playing squad.

**Notes to the consolidated financial statements (Continued)****6 Exceptional items (Continued)**

The Football League pension scheme deficit reflects the present value of the additional contributions the Group is expected to pay to remedy the revised deficit of the scheme as per the latest triennial actuarial valuation at 31 August 2014.

Professional adviser fees relating to the public sale of Class A ordinary shares are recognized as an expense when they are not directly attributable to the issue of new shares or when a particular offer is no longer being pursued. The fees for the year ended 30 June 2015 include £359,000 relating to services provided by the Group's auditors.

The investment property impairment charge represents reductions in the market value of investment properties held by the Group, based on external valuations undertaken.

**7 Employees****7.1 Employee benefit expense and average number of people employed**

The average number of employees during the year, including directors, was as follows:

	2016 Number	2015 Number	2014 Number
By activity:			
Football—players	74	73	79
Football—technical and coaching	94	89	92
Commercial	111	122	138
Media	94	89	91
Administration and other	426	440	469
Average number of employees	<u>799</u>	<u>813</u>	<u>869</u>

The Group also employs approximately 2,124 temporary staff on match days (2015: 2,275; 2014: 2,323), the costs of which are included in employee costs below.

Particulars of employee costs are as shown below:

	2016 £'000	2015 £'000	2014 £'000
Wages and salaries (including bonuses)	<b>(202,982)</b>	(178,637)	(189,173)
Share-based payments (note 22)	<b>(3,334)</b>	(2,591)	(1,852)
Social security costs	<b>(23,499)</b>	(18,869)	(21,396)
Other pension costs—defined contribution (note 30)	<b>(2,427)</b>	(2,464)	(2,382)
	<u><b>(232,242)</b></u>	<u>(202,561)</u>	<u>(214,803)</u>

Details of the pension arrangements offered by the Company and the Group are disclosed in note 30.

**7.2 Key management compensation**

Key management includes directors (executive and non-executive) of the Company and executive directors and officers of the Group's main operating company, Manchester United Limited. The

Notes to the consolidated financial statements (Continued)

7 Employees (Continued)

compensation paid or payable to key management for employee services, which is included in the employee costs table above, is shown below:

	2016 £'000	2015 £'000	2014 £'000
Short-term employee benefits	(7,908)	(7,324)	(5,796)
Share-based payments	(3,131)	(2,366)	(1,852)
Post-employment benefits	(70)	(61)	(132)
	<u>(11,109)</u>	<u>(9,751)</u>	<u>(7,780)</u>

8 (Loss)/profit on disposal of intangible assets

	2016 £'000	2015 £'000	2014 £'000
(Loss)/profit on disposal of registrations	(9,786)	19,675	6,991
Player loan fee income	—	3,974	—
	<u>(9,786)</u>	<u>23,649</u>	<u>6,991</u>

9 Net finance costs

	2016 £'000	2015 £'000	2014 £'000
Interest payable on bank loans and overdrafts	(1,381)	(1,840)	(2,402)
Interest payable on secured term loan facility and senior secured notes	(17,306)	(21,055)	(19,350)
Amortization of issue costs on secured term loan facility and senior secured notes	(544)	(5,978)	(1,936)
Premium on repurchase of senior secured notes (note 24)	—	(3,552)	—
Costs associated with debt financing	—	(1,443)	—
Foreign exchange losses on retranslation of unhedged US dollar borrowings	(4,136)	(288)	(2,712)
Unwinding of discount factors relating to player transfer fees	(2,380)	(2,708)	(334)
Fair value movements on derivative financial instruments:			
Embedded foreign exchange derivatives	5,288	1,280	(1,320)
Interest rate swaps	—	165	386
Total finance costs	<u>(20,459)</u>	<u>(35,419)</u>	<u>(27,668)</u>
Total finance income—interest receivable on short-term bank deposits	442	204	256
Net finance costs	<u>(20,017)</u>	<u>(35,215)</u>	<u>(27,412)</u>

Notes to the consolidated financial statements (Continued)

10 Tax

	2016 £'000	2015 £'000	2014 £'000
<b>Current tax:</b>			
Current tax on profit/(loss) for the year	(4,633)	(223)	(22)
Adjustment in respect of previous years(1)	(2,476)	(547)	(128)
Foreign tax	(1,279)	(684)	(1,472)
<b>Total current tax expense</b>	<b>(8,388)</b>	<b>(1,454)</b>	<b>(1,622)</b>
<b>Deferred tax:</b>			
US deferred tax:			
Origination and reversal of temporary differences	(3,879)	(978)	(9,959)
Adjustment in respect of previous years(1)	5,039	152	297
Total US deferred tax credit/(expense) (note 25)	1,160	(826)	(9,662)
UK deferred tax:			
Origination and reversal of temporary differences	(5,258)	4,790	(7,457)
Adjustment in respect of previous years(1)	(2,687)	162	(191)
Impact of change in UK corporation tax rate	2,711	—	2,264
Total UK deferred tax (expense)/credit (note 25)	(5,234)	4,952	(5,384)
<b>Total deferred tax (expense)/credit</b>	<b>(4,074)</b>	<b>4,126</b>	<b>(15,046)</b>
<b>Total tax (expense)/credit</b>	<b>(12,462)</b>	<b>2,672</b>	<b>(16,668)</b>

A reconciliation of the total tax (expense)/credit is as follows:

	2016 £'000	2015 £'000	2014 £'000
<b>Profit/(loss) before tax</b>	<b>48,833</b>	<b>(3,567)</b>	<b>40,503</b>
Profit/(loss) before tax multiplied by weighted average US corporate tax rate of 35.0% (2015: 35.0%; 2014: 35.0%)	(17,092)	1,249	(14,176)
Tax effects of:			
Adjustment in respect of previous years(1)	(124)	(233)	(22)
Difference in tax rates on non US operations	(612)	48	(247)
Foreign exchange gains/(losses) on US dollar denominated tax basis(2)	5,755	1,783	(1,942)
Expenses not deductible for tax purposes	(389)	(175)	(281)
<b>Total tax (expense)/credit</b>	<b>(12,462)</b>	<b>2,672</b>	<b>(16,668)</b>

- (1) From time to time, the Group is involved in discussions in relation to ongoing matters with the relevant authorities. Where appropriate, the Directors make provisions based on their assessment of each case. In the year a provision was made in respect of ongoing enquiries relating to prior years. The impact in respect of the ongoing enquiries is to increase the UK current tax expense by £2,302,000 and UK deferred tax expense by £2,702,000. This is fully offset by a corresponding increase in the US deferred tax credit of £5,004,000. The overall prior year adjustment expense of £124,000 relates to standard provision to return true ups.
- (2) Foreign exchange gains/(losses) on US dollar denominated tax basis arise because the associated deferred tax asset has to be retranslated at each balance sheet date.

**Notes to the consolidated financial statements (Continued)**

**10 Tax (Continued)**

In addition to the amount recognized in the income statement, the following amounts relating to tax have been recognized directly in other comprehensive income:

	2016 £'000	2015 £'000	2014 £'000
Current tax	1,466	4	(1,836)
US deferred tax (note 25)	10,660	4,835	(5,835)
UK deferred tax (note 25)	8,181	6,574	(6,285)
Total tax credit/(expense) recognized in other comprehensive income	<u>20,307</u>	<u>11,413</u>	<u>(13,956)</u>

**11 Earnings/(loss) per share**

*(a) Basic*

Basic earnings/(loss) per share is calculated by dividing the profit/(loss) attributable to owners of the parent by the weighted average number of ordinary shares in issue during the year.

	2016	2015	2014
Class A ordinary shares (thousands)	39,890	39,795	39,814
Class B ordinary shares (thousands)	124,000	124,000	124,000
	<u>163,890</u>	<u>163,795</u>	<u>163,814</u>
Profit/(loss) attributable to owners of the parent (£'000)	36,371	(895)	23,835
Basic earnings/(loss) per share (pence)	22.19	(0.55)	14.55

*(b) Diluted*

Diluted earnings/(loss) per share is calculated by adjusting the weighted average number of ordinary shares in issue during the year to assume conversion of all dilutive potential ordinary shares. The Company has one category of dilutive potential ordinary shares: share awards pursuant to the 2012 Equity Incentive Plan (the "Equity Plan"). Share awards pursuant to the Equity Plan are assumed to have been converted into ordinary shares at the beginning of the financial year.

	2016	2015	2014
Class A ordinary shares (thousands)	39,890	39,795	39,814
Adjustment for assumed conversion into Class A ordinary shares (thousands)	429	—(1)	79
Class B ordinary shares (thousands)	124,000	124,000	124,000
	<u>164,319</u>	<u>163,795</u>	<u>163,893</u>
Profit/(loss) attributable to owners of the parent (£'000)	36,371	(895)	23,835
Diluted earnings/(loss) per share (pence)	22.13	(0.55)	14.54

- (1) For the year ended 30 June 2015, potential ordinary shares are anti-dilutive, as their inclusion in the diluted loss per share calculation would reduce the loss per share, and hence have been excluded. For the years ended 30 June 2016 and 2014, potential ordinary shares have been treated as dilutive, as their inclusion in the diluted earnings per share calculation decreases earnings per share.

**Notes to the consolidated financial statements (Continued)**

**12 Dividends**

Dividends paid in the year ended 30 June 2016 amounted to \$0.18 per share, the pounds sterling equivalent of which was £0.12 per share. Dividends paid in the year ended 30 June 2015 amounted to £nil per share. Dividends paid in the year ended 30 June 2014 amounted to £nil per share.

**13 Property, plant and equipment**

	Freehold property £'000	Plant and machinery £'000	Fixtures and fittings £'000	Total £'000
<b>At 1 July 2014</b>				
Cost	270,319	39,761	35,427	345,507
Accumulated depreciation	(36,895)	(32,476)	(21,277)	(90,648)
Net book amount	233,424	7,285	14,150	254,859
<b>Year ended 30 June 2015</b>				
Opening net book amount	233,424	7,285	14,150	254,859
Additions	149	1,443	4,392	5,984
Transfers	(421)	(276)	697	—
Disposals	—	(4)	(1)	(5)
Depreciation charge	(3,333)	(2,713)	(4,166)	(10,212)
Closing net book amount	229,819	5,735	15,072	250,626
<b>At 30 June 2015</b>				
Cost	270,047	39,826	40,269	350,142
Accumulated depreciation	(40,228)	(34,091)	(25,197)	(99,516)
Net book amount	229,819	5,735	15,072	250,626
<b>Year ended 30 June 2016</b>				
Opening net book amount	229,819	5,735	15,072	250,626
Additions	216	418	4,604	5,238
Transfers	(604)	600	4	—
Disposals	(19)	(133)	(31)	(183)
Depreciation charge	(3,486)	(2,379)	(4,102)	(9,967)
Closing net book amount	225,926	4,241	15,547	245,714
<b>At 30 June 2016</b>				
Cost	269,369	36,728	43,809	349,906
Accumulated depreciation	(43,443)	(32,487)	(28,262)	(104,192)
<b>Net book amount</b>	<b>225,926</b>	<b>4,241</b>	<b>15,547</b>	<b>245,714</b>

Freehold property primarily comprises the Old Trafford stadium and the Aon Training Complex.

Property, plant and equipment with a net book amount of £213,200,000 (2015: £218,452,000) has been pledged to secure the secured term loan facility and senior secured notes borrowings of the Group (see note 24).

Capital commitments at the balance sheet date are disclosed in note 29.1.



## Notes to the consolidated financial statements (Continued)

## 14 Investment property

	<u>£'000</u>
<b>At 1 July 2014</b>	
Cost	19,128
Accumulated depreciation and impairment	<u>(5,457)</u>
Net book amount	13,671
<b>Year ended 30 June 2015</b>	
Opening net book amount	13,671
Depreciation charge	<u>(112)</u>
Closing net book amount	13,559
<b>At 30 June 2015</b>	
Cost	19,128
Accumulated depreciation and impairment	<u>(5,569)</u>
Net book amount	13,559
<b>Year ended 30 June 2016</b>	
Opening net book amount	13,559
Depreciation charge	<u>(112)</u>
Closing net book amount	13,447
<b>At 30 June 2016</b>	
Cost	19,128
Accumulated depreciation and impairment	<u>(5,681)</u>
<b>Net book amount</b>	<u><b>13,447</b></u>

Investment property was externally valued as of 30 June 2016 in accordance with the Royal Institution of Chartered Surveyors ("RICS") Valuation—Professional Standards, January 2014. The valuation supported the carrying amount as of 30 June 2016 and consequently there were no changes to the net book value. The external valuation was carried out on the basis of Market Value, as defined in the RICS Valuation—Professional Standards, January 2014. Fair value of investment property is determined using inputs that are not based on observable market data, consequently the asset is categorized as Level 3 (see note 31.4). The fair value of investment property as of 30 June 2016 was £13,447,000.

The property rental revenue earned by the Group from its investment property amounted to £1,336,000 (2015: £1,262,000; 2014: £1,276,000). Direct operating expenses arising on investment property, all of which generated rental income, in the year amounted to £652,000 (2015: £603,000; 2014: £551,000). The future aggregate minimum rentals receivable under non-cancellable operating leases are disclosed in note 28.2.

Investment property with a net book amount of £6,691,000 (2015: £6,723,000) has been pledged to secure the secured bank loan borrowings of the Group (see note 24).

As of 30 June 2016, the Group had no contractual obligations to purchase, construct or develop investment property (2015: £nil). As of 30 June 2016, the Group had no material contractual obligations for repairs, maintenance or enhancements to investment property (2015: not material).

Notes to the consolidated financial statements (Continued)

15 Intangible assets

	Goodwill £'000	Registrations £'000	Other £'000	Total £'000
<b>At 1 July 2014</b>				
Cost	421,453	412,797	—	834,250
Accumulated amortization	—	(208,225)	—	(208,225)
Net book amount	421,453	204,572	—	626,025
<b>Year ended 30 June 2015</b>				
Opening net book amount	421,453	204,572	—	626,025
Additions	—	150,914	951	151,865
Disposals	—	(17,806)	—	(17,806)
Amortization charge	—	(99,534)	(153)	(99,687)
Closing book amount	421,453	238,146	798	660,397
<b>At 30 June 2015</b>				
Cost	421,453	465,830	951	466,781
Accumulated amortization	—	(227,684)	(153)	(227,837)
Net book amount	421,453	238,146	798	660,397
<b>Year ended 30 June 2016</b>				
Opening net book amount	421,453	238,146	798	660,397
Additions	—	167,089	1,815	168,904
Disposals	—	(68,965)	—	(68,965)
Amortization charge	—	(87,853)	(156)	(88,009)
Impairment charge (note 6)	—	(6,693)	—	(6,693)
Closing book amount	421,453	241,724	2,457	665,634
<b>At 30 June 2016</b>				
Cost	421,453	511,893	2,766	936,112
Accumulated amortization	—	(270,169)	(309)	(270,478)
<b>Net book amount</b>	<b>421,453</b>	<b>241,724</b>	<b>2,457</b>	<b>665,634</b>

**Impairment tests for goodwill**

Goodwill arose largely in relation to the Group's acquisition of Manchester United Limited in 2005. Goodwill is not subject to amortization and is tested annually for impairment (normally at the end of the third fiscal quarter) or more frequently if events or changes in circumstances indicate a potential impairment.

An impairment test has been performed on the carrying value of goodwill based on value-in-use calculations. The value-in-use calculations have used post-tax cash flow projections based on the financial budgets approved by management covering a five year period. The budgets are based on past experience in respect of revenues, variable and fixed costs, player and capital expenditure and working capital assumptions. For each accounting period, cash flows beyond the five year period are extrapolated using a terminal growth rate of 2.5% (2015: 2.5%), which does not exceed the long term average growth rate for the UK economy in which the cash generating unit operates.

**Notes to the consolidated financial statements (Continued)****15 Intangible assets (Continued)**

The other key assumptions used in the value in use calculations for each period are the pre-tax discount rate, which has been determined at 10.1% (2015: 9.5%) for each period, and certain assumptions around progression in domestic and European cup competitions, notably the Champions League.

Management determined budgeted revenue growth based on historical performance and its expectations of market development. The discount rates are pre-tax and reflect the specific risks relating to the business.

The following sensitivity analysis was performed:

- increase the discount rate by 2% (post-tax);
- more prudent assumptions around qualification for European cup competitions.

In each of these scenarios the estimated recoverable amount substantially exceeds the carrying value for the cash generating unit and accordingly no impairment was identified.

Having assessed the future anticipated cash flows, management believes that any reasonably possible changes in key assumptions would not result in an impairment of goodwill.

**Registrations**

The registrations' impairment charge for the year ended 30 June 2016 represents a reduction in the carrying value of a player no longer considered to be a member of the first team playing squad.

The unamortized balance of existing registrations as of 30 June 2016 was £241.7 million, of which £110.1 million is expected to be amortized in the year ended 30 June 2017. The remaining balance is expected to be amortized over the three years to 30 June 2020. This does not take into account player additions after 30 June 2016, which would have the effect of increasing the amortization expense in future periods, nor does it consider disposals subsequent to 30 June 2016, which would have the effect of decreasing future amortization charges. Furthermore, any contract renegotiations would also impact future charges.

**Other**

Other intangible assets include internally generated assets whose cost and accumulated amortization as of 30 June 2016 was £585,000 and £nil respectively (2015: £nil and £ nil respectively).

Capital commitments at the balance sheet date are disclosed in note 29.1.

**16 Inventories**

	2016	2015
	£'000	£'000
Finished goods	926	—

The cost of inventories recognized as an expense and included in operating expenses for the year amounted to £7,228,000 (2015: £nil; 2014: £nil).

Write-downs of inventories to net realizable value amounted to £177,000 (2015: £nil; 2014: £nil). These were recognized as an expense during the year and included in operating expenses.

**Notes to the consolidated financial statements (Continued)****17 Financial instruments by category**

The accounting classification of each category of financial instruments, and their carrying values, is set out in the following table:

	Note	2016 £'000	2015 £'000
<b>Financial assets</b>			
At fair value through profit and loss:			
Derivative financial instruments	18	11,648	27
Loans and receivables:			
Trade and other receivables excluding prepayments(1)	19	127,275	77,352
Cash and cash equivalents	20	229,194	155,752
<b>Total financial assets</b>		<u>368,117</u>	<u>233,131</u>
<b>Financial liabilities</b>			
Designated and effective as hedging instruments:			
Derivative financial instruments	18	9,710	111
At fair value through profit and loss:			
Derivative financial instruments	18	3,727	5,624
Other financial liabilities:			
Trade and other payables excluding social security and other taxes(2)	23	225,354	166,649
Borrowings	24	490,092	410,967
<b>Total financial liabilities</b>		<u>728,883</u>	<u>583,351</u>

- (1) Prepayments are excluded from the trade and other receivables balance, as this analysis is required only for financial instruments.
- (2) Social security and other taxes are excluded from the trade and other payables balance, as this analysis is required only for financial instruments.

The fair value of financial instruments is not materially different to their carrying amount. The Group's exposure to various risks associated with the financial instruments is discussed in note 31. The maximum exposure to credit risk at the end of the reporting period is the carrying amount of each class of financial assets mentioned above.

Notes to the consolidated financial statements (Continued)

18 Derivative financial instruments

	2016		2015	
	Assets £'000	Liabilities £'000	Assets £'000	Liabilities £'000
<b>Derivatives that are designated and effective as hedging instruments carried at fair value:</b>				
Interest rate swaps	—	(9,710)	—	(111)
<b>Financial instruments carried at fair value through profit or loss:</b>				
Embedded foreign exchange derivatives	5,248	—	27	(67)
Forward foreign exchange contracts	6,400	(3,727)	—	(5,557)
	<u>11,648</u>	<u>(13,437)</u>	<u>27</u>	<u>(5,735)</u>
Less non-current portion:				
<b>Derivatives that are designated and effective as hedging instruments carried at fair value:</b>				
Interest rate swaps	—	(9,710)	—	(111)
<b>Financial instruments carried at fair value through profit or loss:</b>				
Embedded foreign exchange derivatives	3,052	—	—	(67)
Forward foreign exchange contracts	708	(927)	—	(2,591)
<b>Non-current derivative financial instruments</b>	<u>3,760</u>	<u>(10,637)</u>	<u>—</u>	<u>(2,769)</u>
<b>Current derivative financial instruments</b>	<u>7,888</u>	<u>(2,800)</u>	<u>27</u>	<u>(2,966)</u>

The ineffective portion recognized in profit or loss that arises from cash flow hedges amounts to £nil (2015: £nil).

Further details of derivative financial instruments are provided in note 31.

19 Trade and other receivables

	2016 £'000	2015 £'000
Trade receivables	116,242	51,746
Less: provision for impairment of trade receivables	(6,451)	(3,897)
Net trade receivables	109,791	47,849
Other receivables	927	82
Accrued revenue	16,557	29,421
	<u>127,275</u>	<u>77,352</u>
Prepayments	12,605	10,111
	<u>139,880</u>	<u>87,463</u>
Less: non-current portion:		
Trade receivables	11,223	3,836
<b>Non-current trade and other receivables</b>	<u>11,223</u>	<u>3,836</u>
<b>Current trade and other receivables</b>	<u>128,657</u>	<u>83,627</u>

**Notes to the consolidated financial statements (Continued)****19 Trade and other receivables (Continued)**

Net trade receivables include transfer fees receivable from other football clubs of £46,646,000 (2015: £20,693,000) of which £11,223,000 (2015: £3,836,000) is receivable after more than one year. Net trade receivables also include £54,860,000 (2015: £21,856,000) of deferred revenue that is contractually payable to the Group, but recorded in advance of the earnings process, with corresponding amounts recorded as deferred revenue liabilities.

Information about the impairment of trade and other receivables, their credit quality and the Group's exposure to foreign currency risk, interest rate risk and credit risk can be found in note 31.

**20 Cash and cash equivalents**

	2016 £'000	2015 £'000
Cash at bank and in hand	229,194	155,752

Cash and cash equivalents for the purposes of the statement of cash flows are as above.

**21 Share capital**

	Number of shares (thousands)	Ordinary shares £'000
At 1 July 2014	163,778	52
Employee share-based compensation awards—issue of shares	95	—
At 30 June 2015	163,873	52
Employee share-based compensation awards—issue of shares	152	—
<b>At 30 June 2016</b>	<b>164,025</b>	<b>52</b>

The Company has two classes of ordinary shares outstanding: Class A ordinary shares and Class B ordinary shares, each with a par value of \$0.0005 per share. The rights of the holders of Class A ordinary shares and Class B ordinary shares are identical, except with respect to voting and conversion. Each Class A ordinary share is entitled to one vote per share and is not convertible into any other shares. Each Class B ordinary share is entitled to 10 votes per share and is convertible into one Class A ordinary share at any time. In addition, Class B ordinary shares will automatically convert into Class A ordinary shares upon certain transfers and other events, including upon the date when holders of all Class B ordinary shares cease to hold Class B ordinary shares representing, in the aggregate, at least 10% of the total number of Class A and Class B ordinary shares outstanding. For special resolutions (which are required for certain important matters including mergers and changes to the Company's governing documents), which require the vote of two-thirds of the votes cast, at any time that Class B ordinary shares remain outstanding, the voting power permitted to be exercised by the holders of the Class B ordinary shares will be weighted such that the Class B ordinary shares shall represent, in the aggregate, 67% of the voting power of all shareholders. All shares issued by the Company are fully paid.

As of 30 June 2016, the Company's issued share capital comprised 40,025,280 Class A ordinary shares and 124,000,000 Class B ordinary shares.

**Notes to the consolidated financial statements (Continued)****22 Share-based payments**

The Company operates a share-based award plan, the 2012 Equity Incentive Award Plan (the "Equity Plan"), established in 2012. Under the Equity Plan, 16,000,000 shares of our Class A ordinary shares have initially been reserved for issuance pursuant to a variety of share-based awards, including share options, share appreciation rights, or SARs, restricted share awards, restricted share unit awards, deferred share awards, deferred share unit awards, dividend equivalent awards, share payment awards and other share-based awards. Of these reserved shares, 15,660,420 remain available for issuance.

Certain directors and members of executive management have been awarded Class A ordinary shares, pursuant to the Equity Plan. These shares are subject to varying vesting schedules over multi-year periods. Employees are not entitled to dividends until the awards vest. The fair value of these shares was the quoted market price on the date of award, adjusted where applicable for expected dividends i.e. the fair value of the awards was reduced. It is assumed that semi-annual dividends will be paid for the foreseeable future and that none of the employees will leave the Group before the end of the vesting period. The Company may choose whether to settle the awards wholly in shares or reduce the number of shares awarded by a value equal to the recipient's liability to any income tax and social security contributions that would arise if all the shares due to vest had vested. Accordingly the awards may be either equity-settled or cash-settled.

Movements in the number of share awards outstanding and therefore potentially issuable as new shares are as follows:

	<b>Number of Class A ordinary shares</b>
At 1 July 2015	259,155
Awarded	186,626
Vested	(152,206)
<b>At 30 June 2016</b>	<b>293,575</b>

The fair value of the shares awarded during the year was \$15.75 (£11.81) per share.

For the year ended 30 June 2016 the Group recognized total expenses related to equity-settled share-based payment transactions of £1,795,000 (2015: £1,352,000; 2014: £1,138,000) and total expenses related to cash-settled share-based payment transactions of £1,539,000 (2015: £1,239,000; 2014: £714,000).

## Notes to the consolidated financial statements (Continued)

## 23 Trade and other payables

	2016 £'000	2015 £'000
Trade payables	167,733	118,969
Other payables	2,865	2,064
Accrued expenses	54,756	45,616
	225,354	166,649
Social security and other taxes	15,764	12,712
	241,118	179,361
Less: non-current portion:		
Trade payables	40,304	46,512
Other payables	1,146	1,566
<b>Non-current trade and other payables</b>	<b>41,450</b>	<b>48,078</b>
<b>Current trade and other payables</b>	<b>199,668</b>	<b>131,283</b>

Trade payables include transfer fees and other associated costs in relation to the acquisition of registrations of £156,292,000 (2015: £114,937,000) of which £40,304,000 (2015: £46,512,000) is due after more than one year.

The fair value of trade and other payables is not materially different to their carrying amount.

## 24 Borrowings

	2016 £'000	2015 £'000
Senior secured notes due 2027	314,341	265,734
Secured term loan facility due 2025	166,018	140,182
Secured bank loan due 2018	4,564	4,937
Accrued interest on senior secured notes	5,169	114
	490,092	410,967
Less: non-current portion:		
Senior secured notes due 2027	314,341	265,734
Secured term loan facility due 2025	166,018	140,182
Secured bank loan due 2018	4,169	4,566
<b>Non-current borrowings</b>	<b>484,528</b>	<b>410,482</b>
<b>Current borrowings</b>	<b>5,564</b>	<b>485</b>

The senior secured notes due 2027 of £314,341,000 (2015: £265,734,000) is stated net of unamortized issue costs amounting to £4,441,000 (2015: £4,760,000). The outstanding principal amount of the notes is \$425,000,000 (2015: \$425,000,000). The notes have a fixed coupon rate of 3.79% per annum and interest is paid semi-annually. The notes mature on 25 June 2027.

The Group has the option to redeem the notes in part, in an amount not less than 5% of the aggregate principal amount of the 2027 Notes then outstanding, or in full, at any time at 100% of the



**Notes to the consolidated financial statements (Continued)**

**24 Borrowings (Continued)**

principal amount plus a "make-whole" premium of an amount equal to the discounted value (based on the US Treasury rate) of the remaining interest payments due on the notes up to 25 June 2027.

The notes were issued by our wholly-owned finance subsidiary, MU Finance plc, and are guaranteed by Red Football Limited, Red Football Junior Limited, Manchester United Limited, and Manchester United Football Club Limited and are secured against substantially all of the assets of those entities and MU Finance plc.

The secured term loan facility due 2025 of £166,018,000 (2015: £140,182,000) is stated net of unamortized issue costs amounting to £2,749,000 (2015: £3,021,000). The outstanding principal amount of the loan is \$225,000,000 (2015: \$225,000,000). The loan now attracts interest of US dollar LIBOR plus an applicable margin of between 1.25% and 1.75% per annum and interest is paid monthly. The remaining balance of the loan is now repayable on 26 June 2025, although the Group continues to have the option to repay the loan at any time.

The loan was provided to our wholly-owned finance subsidiary, MU Finance plc, and is guaranteed by Red Football Limited, Red Football Junior Limited, Manchester United Limited, Manchester United Football Club Limited and MU Finance plc and is secured against substantially all of the assets of each of those entities.

The secured bank loan of £4,564,000 (2015: £4,937,000) comprises a bank loan within Alderley Urban Investments Limited, a subsidiary of Manchester United Limited, that attracts interest of LIBOR + 1% per annum. £920,000 (2015: £1,293,000) is repayable in quarterly installments through to July 2018, with the remaining balance of £3,644,000 (2015: £3,644,000) being re-payable at par on 9 July 2018. The loan is secured by way of a first legal charge over a Group investment property, known as the Manchester International Freight Terminal, and the loan is also guaranteed by Manchester United Limited.

The Group also has an undrawn committed borrowing facility of up to £125,000,000 plus (subject to certain conditions) the ability to incur a further £25,000,000 by way of incremental facilities. The facility terminates on 26 June 2021 (although it may be possible for any incremental facilities to terminate after such date). Drawdowns would attract interest of LIBOR or EURIBOR plus an applicable margin of between 1.25% and 1.75% per annum (depending on the total net leverage ratio at that time). No drawdowns were made from these facilities during 2016 or 2015.

The Group's revolving facility, the secured term loan facility and the note purchase agreement governing the senior secured notes each contain certain covenants, including a financial maintenance covenant that requires the Group to maintain a consolidated profit/loss for the period before depreciation, amortization of, and profit on disposal of, registrations, exceptional items, net finance costs and tax ("EBITDA") of not less than £65 million for each 12 month testing period, as well as customary covenants, including (but not limited to) restrictions on incurring additional indebtedness; paying dividends or making other distributions, repurchasing or redeeming our capital stock or making other restricted payments; selling assets, including capital stock of restricted subsidiaries; entering into agreements that restrict distributions of restricted subsidiaries; consolidating, merging, selling or otherwise disposing of all or substantially all assets; entering into sale and leaseback transactions; entering into transactions with affiliates; and incurring liens. As of 30 June 2016, the Group was in compliance with all covenants under its revolving facility, the secured term loan facility and the note purchase agreement governing the senior secured notes.

**Notes to the consolidated financial statements (Continued)****24 Borrowings (Continued)****Analysis of changes in net debt**

Net debt is defined as non-current and current borrowings minus cash and cash equivalents. Net debt is a financial performance indicator that is used by the Group's management to monitor liquidity risk. The Group believes that net debt is meaningful for investors as it provides a clear overview of the net indebtedness position of the Group and is used by the Chief Operating Decision Maker in managing the business.

The following tables provide a reconciliation of the movement in the Group's net debt.

	At 1 July 2015 £'000	Cash flows £'000	Non-cash movements £'000	At 30 June 2016 £'000
Non-current borrowings	410,482	—	74,046	<b>484,528</b>
Current borrowings	485	(12,622)	17,701	<b>5,564</b>
Less: cash and cash equivalents	(155,752)	(60,817)	(12,625)	<b>(229,194)</b>
	<u>255,215</u>	<u>(73,439)</u>	<u>79,122</u>	<u><b>260,898</b></u>

Non-cash movements largely comprise a foreign exchange loss arising on translation of the US dollar denominated secured term loan facility and senior secured notes, amortization of debt issue costs and the movement on accrued interest on senior secured notes, partially offset by a foreign exchange gain arising on translation of foreign currency denominated cash and cash equivalents.

	At 1 July 2014 £'000	Cash flows £'000	Non-cash movements £'000	At 30 June 2015 £'000
Non-current borrowings	326,803	48,433	35,246	<b>410,482</b>
Current borrowings	15,005	(34,723)	20,203	<b>485</b>
Less: cash and cash equivalents	(66,365)	(86,251)	(3,136)	<b>(155,752)</b>
	<u>275,443</u>	<u>(72,541)</u>	<u>52,313</u>	<u><b>255,215</b></u>

Non-cash movements largely comprise a foreign exchange loss arising on translation of the US dollar denominated secured term loan facility and senior secured notes, amortization of debt issue costs, and the movement on accrued interest on senior secured notes.

**Notes to the consolidated financial statements (Continued)**

**25 Deferred tax**

Deferred tax assets and liabilities are offset where the Group has a legally enforceable right to do so. The following is the analysis of the deferred tax balances (after allowable offset) for financial reporting purposes:

	2016 £'000	2015 £'000
US deferred tax assets:		
• Deferred tax assets to be recovered after more than 12 months	(131,652)	(121,555)
• Deferred tax assets to be recovered within 12 months	(13,808)	(12,085)
	<u>(145,460)</u>	<u>(133,640)</u>
UK deferred tax liabilities:		
• Deferred tax liabilities to be recovered after more than 12 months	13,170	16,671
• Deferred tax liabilities to be recovered within 12 months	1,194	640
	<u>14,364</u>	<u>17,311</u>
<b>Net deferred tax asset</b>	<u><b>(131,096)</b></u>	<u><b>(116,329)</b></u>

The movement in US deferred tax assets are as follows:

	Foreign tax credits £'000	Net operating losses £'000	Unrealized foreign exchange and derivative movements £'000	Intangible assets £'000	Other £'000	Total £'000
At 1 July 2014	(33,062)	(14,696)	12,400	(81,780)	(12,493)	(129,631)
Expensed/(credited) to income statement (note 10)	3,896	(20,421)	(1,046)	12,425	5,972	826
Expensed/(credited) to other comprehensive income	6,574	—	(11,409)	—	—	(4,835)
At 30 June 2015	(22,592)	(35,117)	(55)	(69,355)	(6,521)	(133,640)
(Credited)/expensed to income statement (note 10)	(13,834)	13,459	(7,473)	8,764	(2,076)	(1,160)
Expensed/(credited) to other comprehensive income	9,650	—	(20,310)	—	—	(10,660)
<b>At 30 June 2016</b>	<u><b>(26,776)</b></u>	<u><b>(21,658)</b></u>	<u><b>(27,838)</b></u>	<u><b>(60,591)</b></u>	<u><b>(8,597)</b></u>	<u><b>(145,460)</b></u>

Deferred tax assets are recognized only to the extent that it is probable that they will be available for use against future profits and that there will be sufficient future taxable profit available against which temporary differences can be utilized. At 30 June 2016, the current forecasts indicate that the Group will utilize US foreign tax credits, net operating losses and other temporary differences and accordingly, the associated deferred tax balances have recognized. US net operating losses can be carried forward up to twenty years and will fully expire if they are not utilized beforehand. US foreign tax credits can be carried forward up to ten years from the date when they crystallise and offset against future US taxable profits.

## Notes to the consolidated financial statements (Continued)

## 25 Deferred tax (Continued)

The movement in UK net deferred tax liabilities are as follows:

	Accelerated tax depreciation £'000	Rolled over gain on player disposal £'000	Non qualifying property £'000	Property fair value adjustment £'000	Net operating losses £'000	Other (including other fair value adjustments) £'000	Total £'000
At 1 July 2014	353	4,328	14,443	17,056	(6,056)	(1,287)	28,837
(Credited)/expensed to income statement (note 10)	(1,334)	(1,396)	(219)	(290)	173	(1,886)	(4,952)
Credited to other comprehensive income	—	—	—	—	—	(6,574)	(6,574)
At 30 June 2015	(981)	2,932	14,224	16,766	(5,883)	(9,747)	17,311
Expensed/(credited) to income statement (note 10)	1,665	326	(1,619)	(1,937)	4,088	2,711	5,234
Credited to other comprehensive income	—	—	—	—	—	(8,181)	(8,181)
<b>At 30 June 2016</b>	<b>684</b>	<b>3,258</b>	<b>12,605</b>	<b>14,829</b>	<b>(1,795)</b>	<b>(15,217)</b>	<b>14,364</b>

Deferred tax assets are recognized on losses carried forward only to the extent that it is probable that they will be available for use against future profits and that there will be sufficient future taxable profit available against which the temporary differences can be utilised. At 30 June 2016 the Group had no accessible unrecognized deductible temporary differences, UK tax losses or unused tax credits (2015: £nil).

**Notes to the consolidated financial statements (Continued)****26 Cash generated from operations**

	Notes	2016 £'000	2015 £'000	2014 £'000
Profit/(loss) before tax		<b>48,833</b>	(3,567)	40,503
Depreciation	13, 14	<b>10,079</b>	10,324	8,665
Impairment	6	<b>6,693</b>	—	293
Amortization	15	<b>88,009</b>	99,687	55,290
Loss/(profit) on disposal of intangible assets		<b>9,786</b>	(23,649)	(6,991)
Net finance costs		<b>20,017</b>	35,215	27,412
Loss on disposal of property, plant and equipment		<b>126</b>	5	24
Equity-settled share-based payments	22	<b>1,795</b>	1,352	1,138
Net foreign exchange differences		<b>570</b>	(584)	925
Fair value adjustments to derivative financial instruments		<b>(8,230)</b>	5,498	59
Reclassified from hedging reserve		<b>1,382</b>	(4,713)	(1,035)
Increase in inventories		<b>(926)</b>	—	—
(Increase)/decrease in trade and other receivables(1)		<b>(31,741)</b>	58,503	(59,866)
Increase in trade and other payables and deferred revenue(1)		<b>54,471</b>	16,950	36,762
Decrease in provisions		—	—	(1,475)
<b>Cash generated from operations</b>		<b><u>200,864</u></b>	<b><u>195,021</u></b>	<b><u>101,704</u></b>

(1) These amounts exclude non-cash movements in respect of the acquisition and disposal of registrations resulting in:

- increases to intangible assets and trade and other payables of £98,165,000 (2015: £77,125,000; 2014: £75,060,000)
- decreases to intangible assets and trade and other receivables of £47,465,000 (2015: increase to trade and other receivables of £107,000; 2014: increase to trade and other receivables of £9,812,000)

**27 Contingencies**

At 30 June 2016, the Group had no material contingent liabilities in respect of legal claims arising in the ordinary course of business. Contingent fees are disclosed in note 29.2.

**28 Operating lease arrangements****28.1 The group as lessee**

The Group leases various premises and plant and equipment under non-cancellable operating lease agreements. The majority of the lease agreements are renewable at the end of the lease period at market rate. The operating lease expenditure charged to the income statement during the year is

**Notes to the consolidated financial statements (Continued)****28 Operating lease arrangements (Continued)**

disclosed in note 5. The future aggregate minimum lease payments under non-cancellable operating leases are as follows:

	2016 £'000	2015 £'000
No later than 1 year	2,635	2,258
Later than 1 year and no later than 5 years	4,688	1,864
Later than 5 years	4,028	4,109
	<u>11,351</u>	<u>8,231</u>

**28.2 The group as lessor**

The Group leases out its investment properties. The future aggregate minimum rentals receivable under non-cancellable operating leases are as follows:

	2016 £'000	2015 £'000
No later than 1 year	1,434	1,263
Later than 1 year and no later than 5 years	2,641	3,346
Later than 5 years	9,953	10,312
	<u>14,028</u>	<u>14,921</u>

**29 Capital commitments and contingent fees****29.1 Capital commitments**

As of 30 June 2016, the Group had capital commitments relating to property, plant and equipment amounting to £5.4 million (2015: £0.2 million) and to other intangible assets amounting to £nil (2015: £nil).

**29.2 Contingent fees**

Under the terms of certain contracts with other football clubs and agents in respect of player transfers, additional amounts, in excess of the amounts included in the cost of registrations, would be payable by the Group if certain substantive performance conditions are met. These excess amounts are only recognized within the cost of registrations when the Company considers that it is probable that the condition related to the payment will be achieved. The maximum additional amounts that could be payable is £41,582,000 (2015: £26,271,000). No material adjustment was required to the amounts included in the cost of registrations during the year (2015 and 2014: no material adjustments) and consequently there was no material impact on the amortization of registration charges in the income statement (2015 and 2014: no material impact).

**Notes to the consolidated financial statements (Continued)****29 Capital commitments and contingent fees (Continued)**

As of 30 June 2016 the potential amount payable by type of condition and category of player was:

Type of condition:	First team squad £'000	Other £'000	Total £'000
MUFC appearances/team success/new contract	26,133	4,462	30,595
International appearances	10,827	160	10,987
	<u>36,960</u>	<u>4,622</u>	<u>41,582</u>

As of 30 June 2015 the potential amount payable by type of condition and category of player was:

Type of condition:	First team squad £'000	Other £'000	Total £'000
MUFC appearances/team success/new contract	19,526	3,410	22,936
International appearances	3,200	135	3,335
	<u>22,726</u>	<u>3,545</u>	<u>26,271</u>

Similarly, under the terms of contracts with other football clubs for player transfers, additional amounts would be payable to the Group if certain specific performance conditions are met. In accordance with the recognition criteria for contingent assets, such amounts are only disclosed by the Group when probable and recognized when virtually certain. As of 30 June 2016, the amount of such receipt considered to be probable was £1.6 million (2015: £2.2 million).

**30 Pension arrangements****30.1 Defined benefit scheme**

The Group participates in the Football League Pension and Life Assurance Scheme ('the Scheme'). The Scheme is a funded multi-employer defined benefit scheme, with 92 participating employers, and where members may have periods of service attributable to several participating employers. The Group is unable to identify its share of the assets and liabilities of the Scheme and therefore accounts for its contributions as if they were paid to a defined contribution scheme. The Group has received confirmation that the assets and liabilities of the Scheme cannot be split between the participating employers. The Group is advised only of the additional contributions it is required to pay to make good the deficit. These contributions could increase in the future if one or more of the participating employers exits the Scheme.

The last triennial actuarial valuation of the Scheme was carried out at 31 August 2014 where the total deficit on the ongoing valuation basis was £21.8 million. The accrual of benefits ceased within the Scheme on 31 August 1999, therefore there are no contributions relating to current accrual. The Group pays monthly contributions based on a notional split of the total expenses and deficit contributions of the Scheme.

A charge of £nil (2015: £1,247,000; 2014: £nil) has been made to the income statement during the year, representing the present value of the additional contributions the Group is expected to pay to remedy the revised deficit of the Scheme.

## Notes to the consolidated financial statements (Continued)

### 30 Pension arrangements (Continued)

The Group currently pays total contributions of £437,000 per annum and, based on the actuarial valuation assumptions, will be sufficient to pay off the deficit by 28 February 2020.

As of 30 June 2016, the present value of the Group's outstanding contributions (i.e. its future liability) is £1,566,000. This amounts to £420,000 (2015: £414,000) due within one year and £1,146,000 (2015: £1,566,000) due after more than one year and is included within other payables.

The funding objective of the Trustees of the Scheme is to have sufficient assets to meet the Technical Provisions of the Scheme. In order to remove the deficit revealed at the previous actuarial valuation (dated 31 August 2014), deficit contributions are payable by all participating clubs. Payments are made in accordance with a pension contribution schedule. As the Scheme is closed to accrual, there are no additional costs associated with the accruing of members' future benefits. In the case of a club being relegated from the Football League and being unable to settle its debt then the remaining clubs may, in exceptional circumstances, have to share the deficit.

Upon the wind-up of the Scheme with a surplus, any surplus will be used to augment benefits. Under the more likely scenario of there being a deficit, this will be split amongst the clubs in line with their contribution schedule. Should an individual club choose to leave the Scheme, they would be required to pay their share of the deficit based on a proxy buyout basis (i.e. valuing the benefits on a basis consistent with buying out the benefits with an insurance company).

#### 30.2 Defined contribution schemes

Contributions made to defined contribution pension arrangements are charged to the income statement in the period in which they become payable and for the year ended 30 June 2016 amounted to £2,427,000 (2015: £2,464,000; 2014: £2,382,000). As at 30 June 2016, contributions of £247,000 (2015: £283,000) due in respect of the current reporting period had not been paid over to the pension schemes.

The assets of all pension schemes to which the Group contributes are held separately from the Group in independently administered funds.

### 31 Financial risk management

#### 31.1 Financial risk factors

The Group's activities expose it to a variety of financial risks: market risk (including currency risk and interest rate risk), credit risk and liquidity risk.

The policy for each of the above risks is described in more detail below.

##### a) Market risk

##### Currency risk

The Group is exposed to the following currency risks:

- Significant revenue received in Euros primarily as a result of participation in European cup competitions. During the year ended 30 June 2016 the Group received a total of €48.1 million of revenue denominated in Euros (2015: €6.2 million; 2014: €47.2 million). The Group seeks to hedge the majority of the currency risk of this revenue by placing forward contracts at the point at which it becomes reasonably certain that it will receive the revenue.



**Notes to the consolidated financial statements (Continued)**

**31 Financial risk management (Continued)**

- Significant amount of commercial revenue denominated in US dollars. During the year ended 30 June 2016 the Group recognized a total of \$182.6 million of revenue denominated in US dollars (2015: \$189.2 million; 2014: \$137.7 million). The currency risk on these US dollar revenues is hedged to the extent possible (see note 31.2 below).
- Risks arising from the US dollar denominated secured term loan facility and senior secured notes (see note 24). At 30 June 2016 the secured term loan facility and senior secured notes included principal amounts of \$650,000,000 (2015: \$650,000,000) denominated in US dollars. The currency risk on these US dollar borrowings (net of the Group's US dollar cash balances) is hedged to the extent possible (see note 31.2 below). Interest is paid on these borrowings in US dollars.
- Payments and receipts of transfer fees may also give rise to foreign currency exposures. Due to the nature of player transfers the Group may not always be able to predict such cash flows until the transfer has taken place. Where possible and depending on the payment profile of transfer fees payable and receivable the Group will seek to hedge future payments and receipts at the point it becomes reasonably certain that the payments will be made or the income will be received. When hedging income to be received, the Group also takes account of the credit risk of the counterparty.
- Risks arising from US dollar denominated deferred tax assets in respect of net operating losses. At 30 June 2016 the carrying value of these assets was \$88,014,000 (2015: \$55,629,000).

It is the policy of the Group to enter into forward foreign exchange contracts to cover specific foreign currency payments and receipts. The following table details the forward foreign currency contracts outstanding at the balance sheet date:

	2016				2015			
	Average exchange rate	Foreign currency €'000	Notional value £'000	Fair value £'000	Average exchange rate	Foreign currency €'000	Notional value £'000	Fair value £'000
Buy Euro	1.3122	(83,667)	(63,758)	6,391	1.2676	(73,375)	(57,887)	(5,557)
Sell Euro	1.3426	39,000	29,048	(3,718)	—	—	—	—

The carrying amounts of the Group's foreign currency denominated monetary assets and monetary liabilities are as follows:

	2016		2015	
	Euro €'000	US Dollar \$'000	Euro €'000	US Dollar \$'000
Monetary assets	116,596	265,565	15,437	214,317
Monetary liabilities	(142,406)	(661,324)	(83,932)	(651,029)
	(25,810)	(395,759)	(68,495)	(436,712)

At 30 June 2016:

- if pounds sterling had strengthened by 10% against the Euro, with all other variables held constant, equity and post-tax profit for the year would have been £2.0 million higher (2015: £1.3 million higher).

## Notes to the consolidated financial statements (Continued)

### 31 Financial risk management (Continued)

- if pounds sterling had weakened by 10% against the Euro, with all other variables held constant, equity and post-tax profit for the year would have been £2.4 million lower (2015: £1.6 million lower).
- if pounds sterling had strengthened by 10% against the US dollar, with all other variables held constant, equity and post-tax profit for the year would have been £27.0 million higher (2015: £7.4 million higher).
- if pounds sterling had weakened by 10% against the US dollar, with all other variables held constant, equity and post-tax profit for the year would have been £33.0 million lower (2015: £9.0 million lower).

The Group also has a number of embedded foreign exchange derivatives in host Commercial revenue contracts. These are recognized separately in the financial statements at fair value since they are not closely related to the host contract. As of 30 June 2016 the fair value of such derivatives was a net asset of £5,248,000 (2015: net liability of £40,000).

#### Interest rate risk

The Group has no significant interest bearing assets other than cash on deposit which attracts interest at a small margin above UK base rates.

The Group's interest rate risk arises from its borrowings. Borrowings issued at variable interest rates expose the Group to cash flow interest rate risk. Borrowings issued at fixed rates expose the Group to fair value interest rate risk. The Group's borrowings are denominated in US dollar and pounds sterling. Full details of the Group's borrowings and associated interest rates can be found in note 24.

The Group manages its cash flow interest rate risk where appropriate using interest rate swaps at contract lengths consistent with the repayment schedule of the borrowings. Such interest rate swaps have the economic effect of converting borrowings from floating rates to fixed rates. Consequently, the impact on equity and post-tax profit of a 1.0% shift in interest rates would not be material to any periods presented.

The Group has entered into a number of swap agreements. Details of the interest rate swaps committed to at the balance sheet date are provided in note 31.2 below.

#### b) Credit risk

Credit risk is managed on a Group basis and arises from favorable derivative financial instruments, trade and other receivables (excluding prepayments) and cash and cash equivalents. Management does not expect any material losses from non-performance by these counterparties.

A substantial majority of the Group's Broadcasting revenue is derived from media contracts negotiated by the Premier League and UEFA with media distributors, and although the Premier League obtains guarantees to support certain of its media contracts, typically in the form of letters of credit issued by commercial banks, it remains the Group's single largest credit exposure. The Group derives commercial and sponsorship revenue from certain corporate sponsors, including global, regional, mobile, media and supplier sponsors in respect of which the Group may manage its credit risk by seeking advance payments, installments and/or bank guarantees where appropriate. The substantial majority of this revenue is derived from a limited number of sources. The Group is also exposed to

**Notes to the consolidated financial statements (Continued)****31 Financial risk management (Continued)**

other football clubs globally for the payment of transfer fees on players. Depending on the transaction, some of these fees are paid to the Group in installments. The Group tries to manage its credit risk with respect to those clubs by requiring payments in advance or, in the case of payments on installment, requiring bank guarantees on such payments in certain circumstances. However, the Group cannot ensure these efforts will eliminate its credit exposure to other clubs. A change in credit quality at one of the media broadcasters for the Premier League or UEFA, one of the Group's sponsors or a club to whom the Group has sold a player can increase the risk that such counterparty is unable or unwilling to pay amounts owed to the Group. Derivative financial instruments and cash and cash equivalents are placed with counterparties with a minimum Moody's rating of Aa3.

Credit terms offered by the Group vary depending on the type of sale. For seasonal match day facilities and sponsorship contracts, payment is usually required in advance of the season to which the sale relates. For other sales the credit terms typically range from 14 - 30 days, although specific agreements may be negotiated in individual contracts with terms beyond 30 days. For player transfer activities, credit terms are determined on a contract by contract basis. Of the net total trade receivable balance of £109,791,000 (2015: £47,849,000), £46,646,000 (2015: £20,693,000) relates to amounts receivable from various other football clubs in relation to player trading.

As of 30 June 2016, trade receivables of £90,304,000 (2015: £36,515,000) were neither past due nor impaired. Management considers that, based on historical information about default rates and the current strength of relationships (a number of which are recurring long term relationships) the credit quality of trade receivables that are neither past due nor impaired is good.

As of 30 June 2016, trade receivables of £19,487,000 (2015: £15,231,000) were past due but not impaired. These relate to independent customers for whom there is no recent history of default. The ageing analysis of these trade receivables is as follows:

	2016 £'000	2015 £'000
Up to 3 months past due	14,283	9,619
Over 3 months past due	5,204	5,612
	<u>19,487</u>	<u>15,231</u>

As of 30 June 2016, trade receivables of £6,451,000 (2015: £3,897,000) were impaired and provided for. The individually impaired receivables largely relate to a transfer fee receivable of £2,082,000 (€2,500,000) (2015: £1,773,000 (€2,500,000)) due from one football club. The ageing of these receivables, based on due date, is as follows:

	2016 £'000	2015 £'000
Up to 3 months	—	104
Over 3 months	6,451	3,793
	<u>6,451</u>	<u>3,897</u>

**Notes to the consolidated financial statements (Continued)****31 Financial risk management (Continued)**

Movements on the provision for impairment of trade receivables are as follows:

	2016 £'000	2015 £'000
Brought forward	3,897	4,759
Provision for receivables impairment	3,680	593
Receivables written off during the year as uncollectible	—	(16)
Unused amounts reversed	(1,126)	(1,439)
<b>Carried forward</b>	<b>6,451</b>	<b>3,897</b>

**c) Liquidity risk**

The Group's policy is to maintain a balance of continuity of funding and flexibility through the use of secured term loan facilities, senior secured notes and other borrowings as applicable. The annual cash flow is cyclical in nature with a significant portion of cash inflows being received prior to the start of the playing season. Ultimate responsibility for liquidity risk management rests with the executive directors of Manchester United plc. The directors use management information tools including budgets and cash flow forecasts to constantly monitor and manage current and future liquidity.

Cash flow forecasting is performed on a regular basis which includes rolling forecasts of the Group's liquidity requirements to ensure that the Group has sufficient cash to meet operational needs while maintaining sufficient headroom on its undrawn committed borrowing facilities at all times so that the Group does not breach borrowing limits or covenants on any of its borrowing facilities. The Group's borrowing facilities are described in note 24. Financing facilities have been agreed at appropriate levels having regard to the Group's operating cash flows and future development plans.

Surplus cash held by the operating entities over and above that required for working capital management are invested by Group finance in interest bearing current accounts or money market deposits. As of 30 June 2016, the Group held cash and cash equivalents of £229,194,000 (2015: £155,752,000).

The table below analyses the Group's non-derivative financial liabilities and net-settled derivative financial liabilities into relevant maturity groupings based on the remaining period at the balance sheet date to the contractual maturity date. The amounts disclosed in the table are the contractual

**Notes to the consolidated financial statements (Continued)**

**31 Financial risk management (Continued)**

undiscounted cash flows including interest and therefore differs from the carrying amounts in the consolidated balance sheet.

	Less than 1 year £'000	Between 1 and 2 years £'000	Between 2 and 5 years £'000	Over 5 years £'000
Trade and other payables excluding social security and other taxes(1)	205,831	18,811	2,043	—
Borrowings	18,967	18,990	40,753	519,921
	<u>224,798</u>	<u>37,801</u>	<u>42,796</u>	<u>519,921</u>
Non-trading(2) and net settled derivative financial instruments:				
cash outflow	6,685	4,812	7,770	7,770
cash inflow	(5,692)	(708)	—	—
<b>At 30 June 2016</b>	<b><u>225,791</u></b>	<b><u>41,905</u></b>	<b><u>50,566</u></b>	<b><u>527,691</u></b>
Trade and other payables excluding social security and other taxes(1)	118,898	43,104	6,753	—
Borrowings	16,418	16,442	51,637	512,682
	<u>135,316</u>	<u>59,546</u>	<u>58,390</u>	<u>512,682</u>
Non-trading(2) and net settled derivative financial instruments:				
cash outflow	3,321	3,318	9,904	16,483
<b>At 30 June 2015</b>	<b><u>138,637</u></b>	<b><u>62,864</u></b>	<b><u>68,294</u></b>	<b><u>529,165</u></b>

- (1) Social security and other taxes are excluded from trade and other payables balance, as this analysis is required only for financial instruments.
- (2) Non-trading derivatives are included at their fair value at the balance sheet date.

**31.2 Hedging activities**

The Group uses derivative financial instruments to hedge certain exposures, and has designated certain derivatives as hedges of cash flows (cash flow hedge).

The Group hedges the foreign exchange risk on contracted future US dollar revenues whenever possible using the Group's US dollar net borrowings as the hedging instrument. The foreign exchange gains or losses arising on re-translation of the Group's US dollar net borrowings used in the hedge are initially recognized in other comprehensive income, rather than being recognized in the income statement immediately. Amounts previously recognized in other comprehensive income and accumulated in the hedging reserve are subsequently reclassified into the income statement in the same accounting period, and within the same income statement line (i.e. Commercial revenue), as the underlying future US dollar revenues, which given the varying lengths of the commercial revenue contracts will be between July 2016 to June 2021. The foreign exchange gains or losses arising on re-translation of the Group's unhedged US dollar borrowings are recognized in the income statement

**Notes to the consolidated financial statements (Continued)****31 Financial risk management (Continued)**

immediately (within net finance costs). The table below details the net borrowings being hedged at the balance sheet date:

	2016 \$'000	2015 \$'000
USD borrowings	650,000	650,000
USD cash	(100,800)	(138,500)
Net USD debt	549,200	511,500
Hedged future USD revenues	(394,690)	(470,404)
Unhedged USD borrowings	154,510	41,096
Closing USD exchange rate (\$: £)	1.3332	1.5712

The Group hedges its cash flow interest rate risk where appropriate using interest rate swaps at contract lengths consistent with the repayment schedule of the borrowings. Such interest rate swaps have the economic effect of converting borrowings from floating rates to fixed rates. The effective portion of changes in the fair value of the interest rate swap are initially recognized in other comprehensive income, rather than being recognized in the income statement immediately. Amounts previously recognized in other comprehensive income and accumulated in the hedging reserve are subsequently reclassified into the income statement in the same accounting period, and within the same income statement line (i.e. finance costs), as the underlying interest payments, which given the term of the swap will be between July 2016 to June 2024. The following table details the interest rate swaps at the balance sheet date that are used to hedge borrowings:

	2016	2015
Principal value of loan outstanding (\$'000)	225,000	225,000
Rate received	1 month \$ LIBOR	1 month \$ LIBOR
Rate paid	Fixed 2.032%	Fixed 2.032%
Expiry date	30 June 2024	30 June 2024

As of 30 June 2016 the fair value of the above interest rate swaps was a liability of £9,710,000 (2015: liability of £111,000).

**Notes to the consolidated financial statements (Continued)****31 Financial risk management (Continued)**

Details of movements on the hedging reserve are as follows:

	Future US dollar revenues £'000	Interest rate swap £'000	Total, before tax £'000	Tax £'000	Total, after tax £'000
Balance at 1 July 2014	40,021	(147)	39,874	(13,956)	25,918
Foreign exchange loss on hedged US dollar net borrowings	(27,925)	—	(27,925)	9,774	(18,151)
Reclassified to income statement	(4,713)	2,060	(2,653)	930	(1,723)
Fair value movement	—	(2,024)	(2,024)	709	(1,315)
Movement recognized in other comprehensive income	(32,638)	36	(32,602)	11,413	(21,189)
Balance at 30 June 2015	7,383	(111)	7,272	(2,543)	4,729
Foreign exchange loss on hedged US dollar net borrowings	(49,808)	—	(49,808)	17,431	(32,377)
Reclassified to income statement	1,382	2,665	4,047	(1,416)	2,631
Fair value movement	—	(12,264)	(12,264)	4,292	(7,972)
Movement recognized in other comprehensive income	(48,426)	(9,599)	(58,025)	20,307	(37,718)
<b>Balance at 30 June 2016</b>	<b>(41,043)</b>	<b>(9,710)</b>	<b>(50,753)</b>	<b>17,764</b>	<b>(32,989)</b>

Based on exchange rates existing as of 30 June 2016, a 10% appreciation of the UK pounds sterling compared to the US dollar would have resulted in a credit to the hedging reserve in respect of future US dollar revenues of approximately £26,913,000 (2015: £27,217,000). Conversely, a 10% depreciation of the UK pounds sterling compared to the US dollar would have resulted in a debit to the hedging reserve in respect of US dollar future revenues of approximately £32,894,000 (2015: £33,266,000).

**31.3 Capital risk management**

The Group manages its capital to ensure that entities in the Group will be able to continue as going concerns while maximising the return to shareholders through the optimisation of the debt and equity balance. Capital is calculated as "equity attributable to owners of the parent" as shown in the balance sheet plus net debt. Net debt is calculated as total borrowings (including "current and non-current borrowings" as shown in the balance sheet) less cash and cash equivalents and is used by management in monitoring the net indebtedness of the Group. A reconciliation of net debt is shown in note 24.

As of 30 June 2016, the Group had total borrowings of £490.1 million (2015: £411.0 million). As described in note 24 above, the Group's revolving facility, the secured term loan facility and the note purchase agreement governing the 2027 Notes each contain certain covenants that restrict the activities of Red Football Limited and its subsidiaries. As of 30 June 2016, the Group was in compliance with all covenants under its revolving facility, the secured term loan facility and the note purchase agreement governing the 2027 Notes.

**Notes to the consolidated financial statements (Continued)****31 Financial risk management (Continued)****31.4 Fair value estimation**

The following table presents the financial instruments carried at fair value. The different levels used in measuring fair value have been defined as follows:

- Level 1—quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2—inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices);
- Level 3—inputs for the asset or liability that are not based on observable market data (i.e. unobservable inputs).

	2016 £'000	2015 £'000
<b>Assets</b>		
Derivative financial assets at fair value through profit or loss (note 18):		
Embedded foreign exchange derivatives	5,248	27
Forward foreign exchange contracts	6,400	—
<b>Liabilities</b>		
Derivative financial liabilities designated as cash flow hedges (note 18):		
Interest rate swaps	(9,710)	(111)
Derivative financial liabilities at fair value through profit or loss (note 18):		
Embedded foreign exchange derivatives	—	(67)
Forward foreign exchange contracts	(3,727)	(5,557)
	<u>(1,789)</u>	<u>(5,708)</u>

The fair value of financial instruments that are not traded in an active market is determined by using valuation techniques. These valuation techniques maximise the use of observable market data where it is available and rely as little as possible on entity specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is categorised as Level 2.

All of the financial instruments detailed above are categorised as Level 2. Specific valuation techniques used include:

- The fair value of embedded foreign exchange derivatives is determined as the change in the fair value of the embedded derivative at the contract inception date and the fair value of the embedded derivative at the balance sheet date; the fair value of the embedded derivative is determined using forward exchange rates with the resulting value discounted to present value;
- The fair value of forward foreign exchange contracts is determined using forward exchange rates at the balance sheet date, with the resulting value discounted back to present value;
- The fair value of interest rate swaps is calculated as the present value of the estimated future cash flows based on observable yield curves.



**Notes to the consolidated financial statements (Continued)****32 Related party transactions**

The immediate parent undertaking of Manchester United plc is Red Football LLC, a company incorporated in the state of Delaware. The ultimate parent undertaking and controlling party is Red Football Limited Partnership, a limited partnership formed in the state of Nevada, United States of America whose general partner is Red Football General Partner, Inc., a corporation formed in the state of Nevada, United States of America. Red Football Limited Partnership and Red Football General Partner, Inc. are controlled by family trusts affiliated with the Glazer family.

Mr. Kevin Glazer, a director of the Company, and certain members of his immediate family held an interest in the Group's US dollar denominated senior secured notes due 2017, however, they ceased to hold any the notes on 26 June 2015 when the notes were repaid in full. The US dollar denominated notes had a fixed coupon rate of 8.375%. Interest payable to Mr. Kevin Glazer and certain members of his immediate family during the year amounted to £nil (2015: £302,000; 2014: £372,000) of which £nil (2015: £nil; 2014: £146,000) was accrued at the year end.

**33 Subsidiaries**

The following companies are the subsidiary undertakings of the Company as of 30 June 2016:

Subsidiaries	Principal activity	Issued share capital	Description of share classes owned
Red Football Finance Limited*	Finance company	USD 0.01	100% Ordinary
Red Football Holdings Limited*	Holding company	GBP 150,000,001	100% Ordinary
Red Football Shareholder Limited	Holding company	GBP 99	100% Ordinary
Red Football Joint Venture Limited	Holding company	GBP 99	100% Ordinary
Red Football Limited	Holding company	GBP 99	100% Ordinary
Red Football Junior Limited	Holding company	GBP 100	100% Ordinary
Manchester United Limited	Commercial company	GBP 26,519,248	100% Ordinary
Alderley Urban Investments Limited	Property investment	GBP 2	100% Ordinary
Manchester United Commercial Enterprises (Ireland) Limited	Property investment	EUR 13	100% Ordinary
Manchester United Football Club Limited	Professional football club	GBP 1,008,546	100% Ordinary
Manchester United Interactive Limited	Media company	GBP 10,000	100% Ordinary
MU Commercial Holdings Limited	Holding company	GBP 101	100% Ordinary
MU Commercial Holdings Junior Limited	Holding company	GBP 101	100% Ordinary
MU Finance plc	Debt-holding company	GBP 15,000,000	100% Ordinary
MU RAML Limited	Retail and licensing company	GBP 100	100% Ordinary
MUTV Limited	Subscription TV channel	GBP 2,401	100% Ordinary

\* Direct investment of Manchester United plc, others are held by subsidiary undertakings.

All of the above are incorporated and operate in England and Wales, with the exception of Red Football Finance Limited which is incorporated and operates in the Cayman Islands and Manchester United Commercial Enterprises (Ireland) Limited which is incorporated and operates in Ireland. The registered office or principal executive office of all the above, with the exception of Manchester United

## Notes to the consolidated financial statements (Continued)

### 33 Subsidiaries (Continued)

Commercial Enterprises (Ireland) Limited, is Sir Matt Busby Way, Old Trafford, Manchester, M16 0RA, United Kingdom. The registered office of Manchester United Commercial Enterprises (Ireland) Limited is 4<sup>th</sup> Floor, 8-34 Percy Place, Ballsbridge, Dublin 4, Republic of Ireland.

### 34 Events after the balance sheet date

The playing registrations of certain footballers have been disposed of, subsequent to 30 June 2016, for total proceeds, net of associated costs, of £7,717,000. The associated net book value was £126,000.

Subsequent to 30 June 2016 the playing registrations of certain players were acquired or extended for a total consideration, including associated costs, of £160,565,000. No payments are due over 5 years.

### 35 Additional information—Financial Statement Schedule I

Schedule I has been provided pursuant to the requirements of Securities and Exchange Commission ("SEC") Regulation S-X Rule 12-04(a), which require condensed financial information as to financial position, cash flows and results of operations of a parent company as of the same dates and for the same periods for which audited consolidated financial statements have been presented, as the restricted net assets of Manchester United plc's consolidated subsidiaries as of 30 June 2016 exceeded the 25% threshold.

As of 30 June 2016, the Group had total borrowings of £490.1 million (2015: £411.0 million). As described in note 24 above, the Group's revolving facility, the secured term loan facility and the note purchase agreement governing the 2027 Notes each contain certain covenants that restrict the activities of Red Football Limited and its subsidiaries, including restricted payment covenants. The restricted payment covenants allow dividends in certain circumstances, including to the extent dividends do not exceed 50% of the cumulative consolidated net income of Red Football Limited and its restricted subsidiaries, provided there is no event of default and Red Football Limited is able to meet the principal and interest payments on its debt under a fixed charge coverage test. As of 30 June 2016, the Group was in compliance with the restricted payment covenants and all other covenants under its revolving facility, the secured term loan facility and the note purchase agreement governing the 2027 Notes.

Certain information and footnote disclosures normally included in financial statements prepared in accordance with International Financial Reporting Standards have been condensed or omitted. The footnote disclosures contain supplemental information only and, as such, these statements should be read in conjunction with the notes to the accompanying consolidated financial statements.

The condensed financial information has been prepared using the same accounting policies as set out in the consolidated financial statements, except that investments in subsidiaries are included at cost less any provision for impairment in value.

As of 30 June 2016, 2015 and 2014 there were no material contingencies, significant provisions of long-term obligations, mandatory dividend or redemption requirements of redeemable stocks or guarantees of the Company, except for those which have been separately disclosed in the consolidated financial statements, if any.

During the year ended 30 June 2016, cash dividends of £0.12 per share were declared and paid by the Company. During the years ended 30 June 2015 and 2014, no cash dividends were declared and paid by the Company.

Notes to the consolidated financial statements (Continued)

35 Additional information—Financial Statement Schedule I (Continued)

Condensed income statement of the Company

	Year ended 30 June		
	2016 £'000	2015 £'000	2014 £'000
Revenue	—	—	—
Operating expenses	(84)	(144)	(682)
Exceptional items	—	(1,089)	—
<b>Operating loss</b>	<b>(84)</b>	<b>(1,233)</b>	<b>(682)</b>
Finance costs	—	—	(15)
Income from shares in group undertakings	20,084	—	—
<b>Profit/(loss) on ordinary activities before tax</b>	<b>20,000</b>	<b>(1,233)</b>	<b>(697)</b>
Tax expense	—	—	—
<b>Profit/(loss) for the year</b>	<b>20,000</b>	<b>(1,233)</b>	<b>(697)</b>

There were no items of other comprehensive loss or income in the years ended 30 June 2016, 2015 or 2014 and therefore no statement of comprehensive income has been presented.

Condensed balance sheet of the Company

	As of 30 June	
	2016 £'000	2015 £'000
<b>ASSETS</b>		
<b>Non-current assets</b>		
Investment in subsidiaries	319,265	319,265
	<b>319,265</b>	<b>319,265</b>
<b>Current assets</b>		
Current tax receivable	124	—
Cash and cash equivalents	221	224
	<b>345</b>	<b>224</b>
<b>Total assets</b>	<b>319,610</b>	<b>319,489</b>
<b>EQUITY AND LIABILITIES</b>		
<b>Equity</b>		
Share capital	52	52
Share premium	68,822	68,822
Retained earnings	248,140	246,429
	<b>317,014</b>	<b>315,303</b>
<b>Current liabilities</b>		
Other payables	2,596	4,186
	<b>2,596</b>	<b>4,186</b>
<b>Total equity and liabilities</b>	<b>319,610</b>	<b>319,489</b>

Notes to the consolidated financial statements (Continued)

35 Additional information—Financial Statement Schedule I (Continued)

Condensed statement of changes in equity of the Company

	Share capital £'000	Share premium £'000	Retained earnings £'000	Total equity £'000
<b>Balance at 1 July 2013</b>	52	68,822	245,869	314,743
Loss for the year	—	—	(697)	(697)
<b>Total comprehensive income for the year</b>	—	—	(697)	(697)
Equity-settled share based payments	—	—	1,138	1,138
<b>Balance at 30 June 2014</b>	52	68,822	246,310	315,184
Loss for the year	—	—	(1,233)	(1,233)
<b>Total comprehensive loss for the year</b>	—	—	(1,233)	(1,233)
Equity-settled share based payments	—	—	1,352	1,352
<b>Balance at 30 June 2015</b>	52	68,822	246,429	315,303
Profit for the year	—	—	20,000	20,000
<b>Total comprehensive loss for the year</b>	—	—	1,795	1,795
Equity-settled share based payments	—	—	(20,084)	(20,084)
Dividends paid	—	—	(20,084)	(20,084)
<b>Balance at 30 June 2016</b>	<u>52</u>	<u>68,822</u>	<u>248,140</u>	<u>317,014</u>

Condensed statement of cash flows of the Company

	Year ended 30 June		
	2016 £'000	2015 £'000	2014 £'000
<b>Cash flows from operating activities</b>			
Profit/(loss) before tax	20,000	(1,233)	(697)
Net finance costs	—	—	15
Equity-settled share-based payments	1,795	1,352	1,138
Increase in other receivables	(124)	—	—
Decrease in other payables	(1,590)	(101)	(467)
<b>Cash generated from/(used in) operations</b>	<u>20,081</u>	<u>18</u>	<u>(11)</u>
Interest paid	—	—	(15)
<b>Net cash generated from/(used in) operating activities</b>	<u>20,081</u>	<u>18</u>	<u>(26)</u>
<b>Cash flows from financing activities</b>			
Dividends paid	(20,084)	—	—
<b>Net cash generated from/(used in) financing activities</b>	<u>(20,084)</u>	<u>—</u>	<u>—</u>
<b>Net (decrease)/increase in cash and cash equivalents</b>	<u>(3)</u>	<u>18</u>	<u>(26)</u>
Cash and cash equivalents at beginning of year	224	206	232
<b>Cash and cash equivalents at end of year</b>	<u>221</u>	<u>224</u>	<u>206</u>

**Notes to the consolidated financial statements (Continued)****35 Additional information—Financial Statement Schedule I (Continued)**

The following reconciliations are provided as additional information to satisfy the Schedule I SEC requirements for parent-only financial information.

	2016 £'000	2015 £'000	2014 £'000
<b>IFRS (loss)/profit reconciliation:</b>			
Parent only—IFRS profit/(loss) for the year	20,000	(1,233)	(697)
Additional profit if subsidiaries had been accounted for on the equity method of accounting as opposed to cost	16,371	338	24,532
Consolidated IFRS profit/(loss) for the year	<u>36,371</u>	<u>(895)</u>	<u>23,835</u>
<b>IFRS equity reconciliation:</b>			
Parent only—IFRS equity	317,014	315,303	315,184
Additional profit if subsidiaries had been accounted for on the equity method of accounting as opposed to cost	141,268	162,615	183,466
Consolidated—IFRS equity	<u>458,282</u>	<u>477,918</u>	<u>498,650</u>

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**SIGNATURES**

The registrant hereby certifies that it meets all of the requirements for filing on Form 20-F and that it has duly caused and authorized the undersigned to sign this annual report on its behalf.

**Manchester United plc  
(Registrant)**

Date: 15 September 2016

By: /s/ EDWARD WOODWARD

---

Name: Edward Woodward  
Title: *Executive Vice Chairman*

---

## EXHIBITS

- 1.1 Amended and Restated Memorandum and Articles of Association of Manchester United plc dated as of 8 August 2012 (included as Exhibit 3.1 to our Registration Statement on Form F-1/A (File No. 333-182535), filed with the SEC on 30 July 2012, as amended).
  - 2.1 Specimen Ordinary Share Certificate of Manchester United plc (included as Exhibit 4.1 to our Registration Statement on Form F-1/A (File No. 333-182535), filed with the SEC on 30 July 2012, as amended).
  - 4.1 Agreement, dated 19 May 2008, between The Royal Bank of Scotland plc, as agent for National Westminster Bank plc, and Alderley Urban Investments (included as Exhibit 10.3 to our Registration Statement on Form F-1/A (File No. 333-182535), filed with the SEC on 16 July 2012, as amended).
  - 4.2 Amendment and Restatement Agreement relating to the Secured Term Facility, dated 11 August 2014, between Red Football Limited and Bank of America, N.A., as Agent and Original Lender (included as Exhibit 4.1 to our Report on Form 6-K (File No. 001-35627), filed with the SEC on 12 August 2014).
  - 4.3 Amendment and Restatement Agreement relating to the Secured Term Facility, dated 15 May 2015, among Red Football Limited, Bank of America, N.A., as Original Agent, and Bank of America Merrill Lynch International Limited, as Agent and Lender (included as Exhibit 10.1 to our Registration Statement on Form F-3 (File No. 333-206985), filed with the SEC on 17 September 2015).
  - 4.4 Revolving Facilities Agreement, dated 22 May 2015, among Red Football Limited, MU Finance plc, the guarantors party thereto, Bank of America, N.A., as Arranger, the Original Lenders named therein, and Bank of America Merrill Lynch International Limited, as Agent and Security Trustee (included as Exhibit 10.2 to our Registration Statement on Form F-3 (File No. 333-206985), filed with the SEC on 17 September 2015).
  - 4.5 Note Purchase Agreement, dated 27 May 2015, among MU Finance plc, the guarantors party thereto, the purchasers listed therein and the Bank of New York Mellon, as Paying Agent (included as Exhibit 4.3 to our Registration Statement on Form F-3 (File No. 333-206985), filed with the SEC on 17 September 2015).
  - 4.6 Term Facility Amendment Letter, dated 26 June 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender (included as Exhibit 10.3 to our Registration Statement on Form F-3 (File No. 333-206985), filed with the SEC on 17 September 2015).
  - 4.7 Second Term Facility Amendment Letter, dated 11 September 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender (included as Exhibit 4.7 to our Annual Report on Form 20-F (File No. 333-183277), filed with the SEC on 15 October 2015).
  - 4.8 Revolving Facilities Amendment Letter, dated 7 October 2015, between Red Football Limited and Bank of America Merrill Lynch International Limited, as Agent and Lender (included as Exhibit 4.8 to our Annual Report on Form 20-F (File No. 333-183277), filed with the SEC on 15 October 2015).
  - 4.9 2012 Equity Incentive Award Plan (included as Exhibit 4.2 to our Registration Statement on Form S-8 (File No. 333-183277), filed with the SEC on 13 August 2012).
  - 4.10 Premier League Handbook, Season 2015/16 (included as Exhibit 4.11 to our Annual Report on Form 20-F (File No. 001-35627), filed with the SEC on 15 October 2015).
  - 4.11 Premier League Handbook, Season 2016/17.
-

## [Table of Contents](#)

- 8.1 List of significant subsidiaries (included in note 33 to our audited consolidated financial statements included in this Annual Report).
  - 12.1 Rule 13a-14(a)/15d-14(a) Certification of Principal Executive Officer.
  - 12.2 Rule 13a-14(a)/15d-14(a) Certification of Principal Financial Officer.
  - 13.1 Certification of Chief Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
  - 13.2 Certification of Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
  - 15.1 Consent of PricewaterhouseCoopers LLP.
-







# The Football Association Premier League Limited

Season 2016/17

## **Board of Directors**

Richard Scudamore (Executive Chairman)

Claudia Arney (Non-Executive Director)

Kevin Beeston (Non-Executive Director)

## **Auditors**

Deloitte LLP

2 New Street Square

London

EC4A 3BZ

## **Bankers**

Barclays Bank plc

27th Floor

1 Churchill Place

London

E14 5HP

## **Registered Office**

30 Gloucester Place

London W1U 8PL

Regd. No. 2719699

## **Telephone**

020 7864 9000

## **Facsimile**

020 7864 9001

## **Website**

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

Published by The Football Association Premier League Limited

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# Premier League Chairmen's Charter

Season 2016/17

## Foreword

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

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

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

## The Charter

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

We will ensure that our Clubs:

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

**Club Directory**

**01**

**Fixtures**

**43**

**Rules**

**65**

Premier League Rules	81
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**Match Officials**

**563**

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& Articles of  
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**569**

**Miscellaneous**

**597**

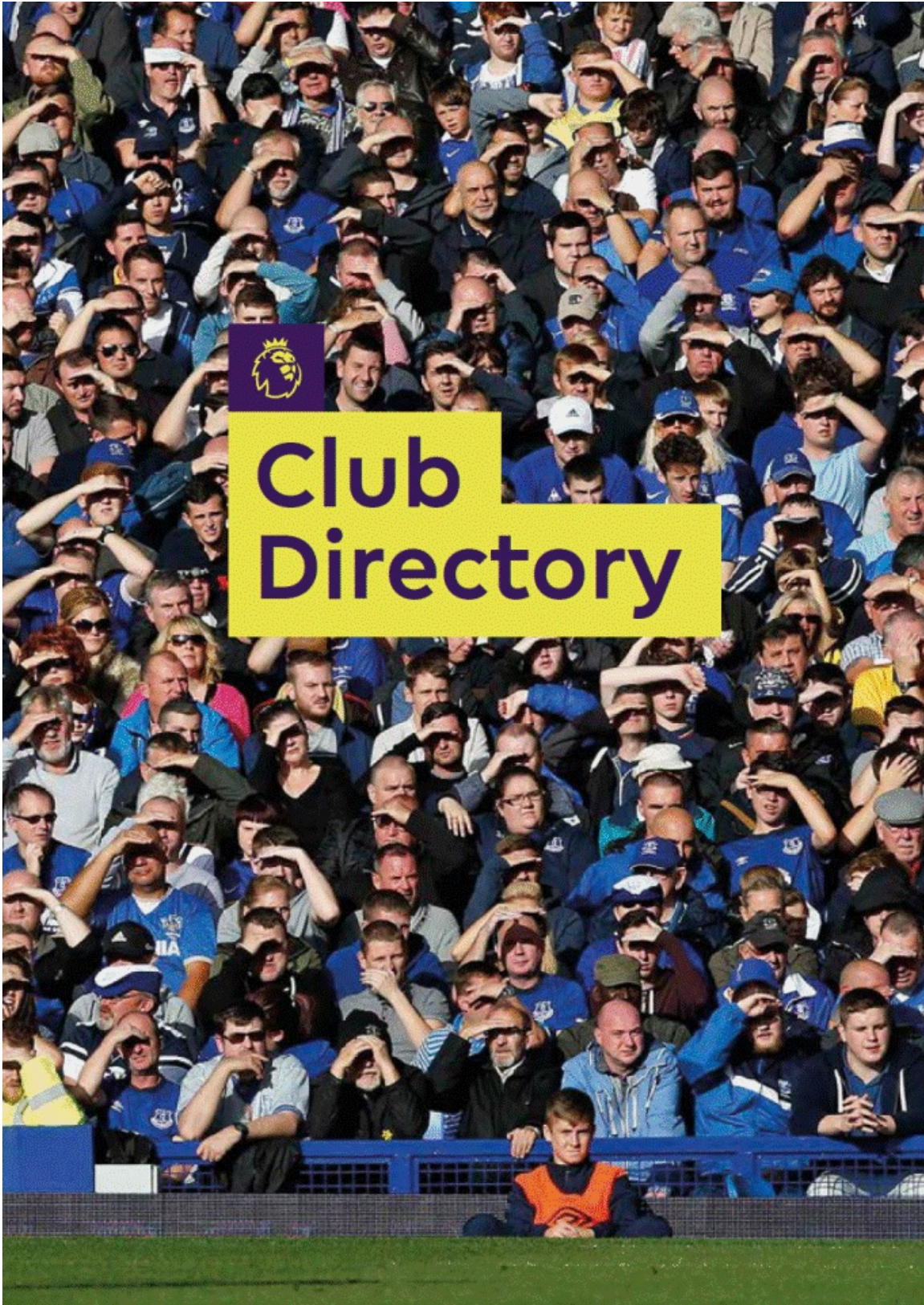
**Statistics**

**621**









# AFC Bournemouth



Vitality Stadium  
Dean Court  
Bournemouth  
BH7 7AF

Main Switchboard: 0344 576 1910  
Fax: 01202 726373  
Ticket Office: 0344 576 1910  
www.afcb.co.uk

## Chairman

Jeff Mostyn

## Chief Executive

Neill Blake

## Club Secretary

Neil Vacher

## Manager

Eddie Howe

## General Manager

Elizabeth Finney

## Academy Manager and Head of Coaching

Joe Roach

## Head of Finance

David Holiday  
01202 726321

## Commercial Director

Rob Mitchell  
01202 726322

## Ticketing Supervisor

Serena Stone  
01202 726331

## Media and Communications

Kelly Somers  
01202 726358

Home kit



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

Alternative kit 1



**Colours:** Shirts: Blue and sky blue / Shorts: Blue with white trim / Socks: Blue and white trim

Alternative kit 2



**Colours:** Shirts: Ghost green with black trim / Shorts: Black with ghost green trim / Socks: Black with ghost green trim





**Supporter Liaison Officer**

Elizabeth Finney  
01202 726309

**Safety Officer**

Alan Jones

**Disability Access Officer**

Alice Jeans  
01202 726311

**Team Doctor**

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

**Head Physiotherapist**

Steve Hard  
BSc (Hons) MSST, MCSP, SRP

**Head Groundsman**

Robin Wilcox  
BTEC Diploma in Sports Turf Management  
National Examinations Board Level 3

**Shirt Sponsor**

Mansion Europe Holdings Limited

**Kit Manufacturer**

JD Sports

**Ground Capacity at start of the Season**

11,464

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Jeff Mostyn (Chairman)  
John O'Neill  
Neill Blake (Chief Executive)  
Nick Rothwell  
Mikhail Ponomarev  
Igor Tikhturov  
Oleg Tikhturov  
Jay Coppoletta  
Matt Hulsizer

**Official Company Name and Number**

AFC Bournemouth Limited  
No. 6632170

Home Goalkeeper



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

Goalkeeper Alt kit 1



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

Goalkeeper Alt kit 2



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

# Arsenal



Highbury House  
75 Drayton Park  
London N5 1BU

**Main Switchboard:** 020 7619 5003  
**Fax:** 020 7704 4001  
**Contact Centre / Ticket Office:** 020 7619 5000  
**Credit Card Bookings:** 0844 277 3625  
[www.arsenal.com](http://www.arsenal.com)

**Chairman**  
Sir Chips Keswick

**Chief Executive Officer**  
Ivan Gazidis

**Company Secretary**  
David Miles

**Manager**  
Arsène Wenger

**Assistant Manager**  
Steve Bould

**Academy Manager**  
Andries Jonker

**Chief Financial Officer**  
Stuart Wisely  
020 7704 4060

**Chief Commercial Officer**  
Vinai Venkatesham  
020 7619 5003

**Communications Director**  
Mark Gonnella  
020 7704 4010

**General Counsel**  
Svenja Geissmar  
020 7619 5003

**Chief Operations / People Officer**  
Trevor Saving  
020 7619 5003

**Media, Marketing and CRM Director**  
Michael Leavey  
020 7619 5003

Home kit



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

Alternative kit 1



Colours: Shirts: Gold and Grey / Shorts: Grey / Socks: Gold

Alternative kit 2



Colours: Shirts: Navy / Shorts: Navy / Socks: Bright Yellow



**Ticketing and Services Director**

Ivan Worsell  
020 7619 5003

**Stadium and Facilities Director**

John Beattie  
020 7704 4030

**Supporter Liaison Officer**

Mark Brindle  
020 7619 5003

**Disability Liaison Officer**

Alun Francis  
020 7619 5003

**Event Safety and Security Manager**

Sharon Cicco  
020 7704 4030

**Team Doctor**

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

**Head of Medical Services**

Colin Lewin  
BSc (Hons) MCSP, HCPC

**Head Groundsman**

Paul Ashcroft  
National Diploma in Turf, Science  
and Grounds Management

**Publications Manager**

Andy Exley  
Arsenal Football Club, Highbury House  
75 Drayton Park, London N5 1BU  
020 7619 5003

**Shirt Sponsor**

Emirates

**Kit Manufacturer**

PUMA

**Ground Capacity at start of the Season**

60,260

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

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

**Official Company Name and Number**

The Arsenal Football Club Plc  
No. 109244

Home Goalkeeper



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

Goalkeeper Alt kit 1



Colours: Shirts: Blue /  
Shorts: Blue / Socks: Blue

Goalkeeper Alt kit 2



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

# Burnley



Turf Moor  
Harry Potts Way  
Burnley  
Lancashire BB10 4BX

Main Switchboard: 0871 221 1882  
Facsimile No: 01282 700014  
Ticket Office No: 0871 221 1914  
Credit Card Bookings: 0871 221 1914  
[www.burnleyfc.cm](http://www.burnleyfc.cm)

## Chairman

Mike Garlick

## Chief Executive

David Baldwin

## Head of Football and Company Governance

Matt Williams

## Manager

Sean Dyche

## Assistant Manager

Ian Woan

## Academy Manager

To be advised

## Financial Controller

Stephen Cook  
01282 704714

## Commercial Director

Anthony Fairclough  
01282 700007

## Marketing Executive

Nick Taylor  
01282 704717

## Ticket Office Manager

Elaine Clare  
01282 700020

Home kit



Colours: Shirts: Claret with sky blue trim / Shorts: White with sky blue trim / Socks: White with claret trim

Alternative kit 1



Colours: Shirts: Sky blue with claret trim / Shorts: Navy blue with claret trim / Socks: Navy and claret hoops

Alternative kit 2

To be advised



**Stadium and Operations Manager / Disability Access Officer**

Doug Metcalfe  
01282 700021

**Ground Safety Officer**

Cliff Edens

**Communications Manager / Press Officer**

Darren Bentley  
01282 704701

**Supporter Liaison Officer**

To Be Advised

**Team Doctor**

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

**Physiotherapist**

Alasdair Beattie  
BSc Hons Physiotherapy, MCSP,  
SRP AREA Course

**Head Groundsman**

Paul Bradshaw  
NVQ 2 Sports Turf, NVQ3 Sports  
Turf Management, Spraying certificates  
NPTC PA1, PA2, PA6

**Publications Manager**

Darren Bentley  
01282 704701

**Shirt Sponsor**

Dafabet

**Kit Manufacturer**

PUMA

**Ground Capacity at start of the Season**

21,401

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

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

**Official Company Name and Number**

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

Home Goalkeeper



Colours: Shirts: Teale /  
Shorts: Teale / Socks: Teale

Goalkeeper Alt kit 1



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

Goalkeeper Alt kit 2

To be advised

# Chelsea



Stamford Bridge  
Fulham Road  
London SW6 1HS

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

**Football Administration Fax:** 01932 596 180

**Main Switchboard:** 0371 811 1955

**Fax:** 020 7381 4831

**Call Centre / Ticket Sales:** 0371 811 1905

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

[enquiries@chelseafc.com](mailto:enquiries@chelseafc.com)

## Chairman

Bruce Buck

## Member of Board of Directors in Charge of Football

Marina Granovskaia

## Club Secretary

David Barnard

## Manager

Antonio Conte

## Assistant Manager

Steve Holland

## Technical Director

Michael Emenalo

## Head of Youth Development

Neil Bath

## Head of Communications and Public Affairs

Steve Atkins

01932 596 101

## Finance and Operations Director

Chris Alexander

020 7915 1969

### Home kit



Colours: Reflex Blue /  
Shorts: Reflex Blue /  
Socks: White

### Alternative kit 1



Colours: Shirts: Black and  
Granite / Shorts: Black /  
Socks: Black

### Alternative kit 2



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





**First Team Doctors**

Dr Christopher Hughes  
BSc (Hons) MBBS FFSEM (UK) FFSEM (Eire)  
MRCGP MSc (Dstrn-SEM) PG Cert (Med Ed)  
PG Dip (ETCP) FHEA MAcadMedEd

Dr David Porter  
MB BS, MSc AFIS (Catalunya), PG Dip SEM

**Head Physiotherapist**

Jason Palmer  
BPHTY, BHMS (Ed) Hons, MCSP

**Head Groundsman**

Jason Griffin  
NVQ Levels 1 & 2

**Safety Officer**

Jill Dawson  
020 7565 1479

**Managing Director**

Christian Purslow

**Head of Ticketing and  
Supporter Liaison Officer**

Graham Smith  
020 7958 2166

**Disability Access Officer**

Bob Flatau  
020 7565 1474

**Head of Ticket Operations**

Kelly Webster  
020 7915 1941

**Facilities Manager**

Chris Gleeson  
020 7915 1977

**Publications Editor**

David Antill, Trinity Mirror Sport Media  
020 7958 2168

**Shirt Sponsor**

Yokohama Tyres

**Kit Manufacturer**

adidas

**Ground Capacity at start of the Season**

41,631

**Pitch Dimensions**

Length: 103 metres Width: 67.5 metres

**Directors**

Bruce Buck  
Marina Granovskaia  
Eugene Tenenbaum  
David Barnard

**Official Company Name and Number**

Chelsea Football Club Limited  
No. 1965149

Home Goalkeeper



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

Goalkeeper Alt kit 1



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

Goalkeeper Alt kit 2



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

# Crystal Palace

Selhurst Park Stadium  
Holmesdale Road  
London  
SE25 6PU



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

## Chairman

Steve Parish

## Chief Executive Officer

Phil Alexander

## Club Secretary

Christine Dowdeswell

## Manager

Alan Pardew

## Assistant Manager

Keith Millen

## Academy Director

Gary Issott

## Head of Finance

Hari Jani  
020 8768 6030

## Corporate Sales Manager

Chris Powlson  
020 8768 6010

## Head of Marketing and Communications

Patrick Jubb

## Director of Operations

Paul James  
020 8768 6085

## Home kit



**Colours:** Shirts: Blue with red sleeves and side panel / Shorts: Blue with red side panel / Socks: Blue with red side panel

## Alternative kit 1



**Colours:** Shirts: Yellow with red and blue striped diagonal sash / Shorts: Yellow / Socks: Yellow with red and blue centre band





#### Head of Ticketing and Retail

Mike Pink  
07903 593836

#### Stadium Manager

Kevin Corner  
020 8768 6091

#### Head of Supporters Services/ Supporter Liaison Officer

Sharon Lacey  
020 8768 6012

#### Disability Access Officer

Sandra Clark  
020 8768 6000

#### Head of Sports Medicine

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

#### Head Groundsman

Bruce Elliot  
020 8768 6000

#### Commercial Director

Barry Webber  
020 8634 5453

#### Content Editor

Terry Byfield  
020 8768 6020

#### Shirt Sponsor

Mansion

#### Kit Manufacturer

Macron

#### Ground Capacity at start of the Season

25,456

#### Pitch Dimensions

Length: 101 metres Width: 68 metres

#### Directors

Steve Parish  
David Blitzler  
Joshua Harris

#### Official Company Name and Number

**CPFC Limited**  
No. 7270793

#### Home Goalkeeper



**Colours:** Shirts: Black /  
Shorts: Black / Socks: Black  
and dark grey

#### Goalkeeper Alt kit 1



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

#### Goalkeeper Alt kit 2



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

# Everton



Goodison Park  
Goodison Road  
Liverpool L4 4EL

**Main Switchboard:** 0151 556 1878  
**Fax:** 0151 281 1046  
**Ticket Office:** 0151 556 1878  
**Credit Card Bookings:** 0151 556 1878  
**www.evertonfc.com**  
**everton@evertonfc.com**

## Chairman

Bill Kenwright CBE

## Chief Executive

Robert Elstone

## Deputy Chief Executive

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

## Club Secretary/ Head of Football Operations

David Harrison

## Manager

Ronald Koeman

## Assistant Manager

Erwin Koeman

## Academy Manager

Peter Vint  
0151 448 7692

## Finance Director

Grant Ingles  
0151 530 5286

## Director of Marketing and Communications

Richard Kenyon  
0151 530 5233

## Head of Ticketing

Matt Kendall  
0151 330 2498

### Home kit



**Colours:** Shirts: Blue / Shorts: White w. blue & yellow trim (Alt. blue w. white trim) / Socks: White w. blue & yellow band (Alt. blue w. yellow band)

### Alternative kit 1



**Colours:** Shirts: Black / Shorts: Black with salmon trim / Socks: Black with salmon band

### Alternative kit 2

To be advised



**Community Chief Executive**  
Dr Denise Barrett-Baxendale  
MBE BA (Hons) MBA, EdD, FRSA  
0151 530 5225

**Stadium Safety Officer**  
David Lewis  
0151 530 5223

**Stadium Manager**  
Alan Bowen  
0151 530 5267

**Head of Media and Communications**  
Brian Doogan  
0151 530 5241

**Supporter Liaison Officer**  
Rachel Meikle  
0151 530 5261

**Disability Access Officer**  
Michelle Kirk  
0151 530 5261

**Team Doctor**  
Dr Ian Irving  
MBChB, BSc Pharm

**Head of Medical Services**  
Matthew Connery  
MSc MCSP SRP BSc (Hons)

**Head Groundsman**  
Bob Lennon OND, NDH, RHS

**Broadcast and Publications Manager**  
Darren Griffiths  
0151 530 5312

**Shirt Sponsor**  
Chang

**Kit Manufacturer**  
Umbro

**Ground Capacity at start of the Season**  
39,571

**Pitch Dimensions**  
Length: 100.48 metres Width: 68 metres

**Directors**  
Bill Kenwright CBE (Chairman)  
Jon Woods (Deputy Chairman)  
Alexander Ryazantsev  
Robert Elstone (Chief Executive)  
Dr Denise Barrett-Baxendale (Deputy Chief Executive)

**Official Company Name and Number**  
The Everton Football Club Company Limited  
No. 36624

Home Goalkeeper



**Colours:** Shirts: Yellow with black trim, / Shorts: Yellow with black trim / Socks: Yellow with black band

Goalkeeper Alt kit 1



**Colours:** Shirts: Green with yellow trim / Shorts: Green with yellow trim / Socks: Green with yellow band

Goalkeeper Alt kit 2

To be advised

# Hull City

The KCOM Stadium  
West Park  
Hull HU3 6HU



**Main Switchboard:** 01482 504600  
**Fax:** 01482 636301  
**Ticket Office:** 01482 505600  
**info@hulltigers.com**  
**www.hullcitytigers.com**  
**www.hullcitycommercial.com**

**Chairman**  
Dr Assem Allam

**Vice Chairman and  
Acting Managing Director**  
Ehab Allam

**Club Secretary**  
Matt Wild

**Manager**  
To be advised

**Assistant Manager**  
Michael Phelan

**Academy Manager**  
Tony Pennock

**Financial Controller**  
Dave Conley  
01482 358354

**Commercial Manager**  
Simon King  
01482 358312

**Marketing and  
Communications Manager**  
James Mooney  
01482 358301

Home kit



Colours: Shirts: Amber and black stripe with white trim / Shorts: Black / Socks: Amber with black hoop

Alternative kit 1



Colours: Shirts: Black with amber trim / Shorts: Black / Socks: Black with amber hoop

Alternative kit 2

To be advised



**Ticketing Team Leader**

Carol Raper  
01482 358308

**Stadium Manager**

David Gregory  
01482 358304

**Safety Officer**

Garry Neal  
01482 358307

**Press Officer**

Luke Cash  
01482 358350

**Supporter Liaison Officer**

Ann Holland  
01482 358303

**Disability Access Officer**

To be advised

**Club Doctor**

Dr Mark Waller  
MB ChB DRCOG PGDipSEM(Dist)  
MScSEM(Dist) MFSEM(UK)

**Physiotherapist**

Rob Price  
Msc Bsc (Hons)

**Head Groundsman**

Mark Harrison  
City & Guilds, Groundsmanship  
and Sports Turf Management

**Publications Editor**

Matt Carrington  
01482 358349

**Shirt Sponsor**

SportPesa

**Kit Manufacturer**

Umbro

**Ground Capacity at start of the Season**

24,983

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Dr Assem Allam (Chairman)  
Mr Ehab Allam (Vice Chairman)

**Official Company Name and Number**

Hull City Tigers Limited  
No. 4032392

Home Goalkeeper



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

Goalkeeper Alt kit 1



Colours: Shirts: Dark Purple  
/ Shorts: Dark Purple /  
Socks: Dark Purple

Goalkeeper Alt kit 2

To be advised

# Leicester City



King Power Stadium  
Filbert Way  
Leicester LE2 7FL

**Main Switchboard:** 0344 815 5000  
**Fax:** 0116 291 5278  
**Ticket Office No:** 0344 815 5000 Option 1  
**Credit Card Bookings:** 0344 815 5000 Options 1, 2 & 3  
**www.lfc.com**

**Chairman**  
Vichai Srivaddhanaprabha

**Vice Chairman**  
Aiyawatt Srivaddhanaprabha

**Chief Executive**  
Susan Whelan

**Director of Football**  
Jon Rudkin  
0116 222 8583

**Football Operations Director**  
Andrew Neville

**Manager**  
Claudio Ranieri

**Assistant Managers**  
Craig Shakespeare  
Paolo Benetti

**Academy Manager**  
Gareth Jennings

**Finance Director**  
Simon Capper  
0116 229 4737

**Commercial Director**  
To be advised

Home kit



Colours: Shirts: Surf the web blue / Shorts: Surf the web blue / Socks: Surf the web blue

Alternative kit 1



Colours: Shirts: Chinese/Jester red / Shorts: Chinese/Jester red / Socks: Chinese/Jester red

Alternative kit 2



Colours: Shirts: Optic white / Shorts: Optic white / Socks: Optic white





**Operations Director and Safety Officer**

Kevin Barclay  
0116 229 4442

**Head of Marketing**

Jamie Tabor  
0116 229 4538

**Ticketing Manager**

Vishal Dayal  
0116 229 4400

**Head of Media**

Anthony Herlihy  
0116 229 4944

**Supporter Liaison and Disability Access Officer**

Jim Donnelly  
0116 229 4555

**Team Doctor**

Dr Ian Patchett  
MB Ch B Dip. Sport Med

**Head Physiotherapist**

Dave Rennie  
BSc (Hons) MCSP, HCPC

**Grounds Manager**

John Ledwidge  
NVQ Level 3 Sports Turf Management

**Shirt Sponsor**

King Power

**Kit Manufacturer**

PUMA

**Ground Capacity at start of the Season**

32,273

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Vichai Srivaddhanaprabha  
(Chairman)  
Aiyawatt Srivaddhanaprabha  
(Vice Chairman)  
Shilai Liu  
(Vice Chairman)  
Susan Whelan  
(Chief Executive)  
Supornthip Choungangsee  
(Executive Director)  
Apichet Srivaddhanaprabha  
(Executive Director)

**Official Company Name and Number**

Leicester City Football Club Limited  
No. 4593477

Home Goalkeeper



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

Goalkeeper Alt kit 1



Colours: Shirts: Optic white/  
Shorts: Optic white /  
Socks: Optic white

Goalkeeper Alt kit 2



Colours: Shirts: Safety yellow /  
Shorts: Safety yellow /  
Socks: Safety yellow

# Liverpool



Anfield Road  
Anfield  
Liverpool L4 0TH  
Correspondence Address: PO Box 1959, Liverpool L69 3JL

Main Switchboard: 0151 263 2361  
Fax: 0151 260 8813  
Ticket Office / Booking Line: 0843 170 5555  
Customer Services / Memberships: 0843 170 5000  
[www.liverpoolfc.com](http://www.liverpoolfc.com)  
[customerservices@liverpoolfc.com](mailto:customerservices@liverpoolfc.com)

## Chairman

Tom Werner

## Chief Executive Officer

Ian Ayre

## Club Secretary

Danny Stanway

## Manager

Jurgen Klopp

## Assistant Manager

Zeljko Buvac

## Academy Director

Alex Inglethorpe

## Chief Operating Officer

Andy Hughes  
0151 264 2305

## Chief Commercial Officer

Billy Hogan  
0203 713 4901

## Head of Ticketing and Hospitality

Phil Dutton  
0151 237 5963

## Stadium Manager

Jason Judge  
0151 264 2029

Home kit



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

Alternative kit 1



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

Alternative kit 2



Colours: Shirts: Green /  
Shorts: Green (Alternative  
Shorts: Grey) / Socks: Green





**Safety Officer**

Vaughan Pollard  
0151 264 2494

**Director of Communications**

Susan Black  
0151 907 9307

**Head of Press**

Matt McCann  
0151 230 5760

**Supporter Liaison Officer**

Yonit Sharabi  
0151 9079354

**Disability Access Officer**

Simon Thornton  
0151 4325678

**Team Doctor**

Dr Andrew Massey  
MB BCH BAO FFSEM (Ire) MFSEM(UK)  
MRCGP MSc (SEM) BSc (Hons)  
Physiotherapy MCSP HCPC

**Head of Physiotherapy**

Andy Renshaw  
BSc (Hons) Sport and  
Exercise Science, BSc (Hons) Physiotherapy,  
MSc in Musculoskeletal Physiotherapy,  
MCSP, HCPC

**Head Groundsman**

Dave McCulloch  
NVQ level 3 in Sports Turf Management

**Programme Editor**

David Cottrell, Trinity Mirror

**Shirt Sponsor**

Standard Chartered

**Kit Manufacturer**

New Balance

**Ground Capacity at start of the Season**

54,167

**Pitch Dimensions**

Length: 101 metres Width: 68 metres

**Directors**

John Henry  
Tom Werner  
Andy Hughes  
Ian Ayre  
Michael Gordon  
Mike Egan  
Kenny Dalglish

**Official Company Name and Number**

The Liverpool Football Club & Athletic  
Grounds Limited  
No. 35668

Home Goalkeeper



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

Goalkeeper Alt kit 1



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

Goalkeeper Alt kit 2



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

# Manchester City



The Etihad Stadium  
Etihad Campus  
Manchester M11 3FF

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

**Main Switchboard:** 0161 444 1894

**Fax:** 0161 438 7999

**Ticket Office:** 0161 444 1894

**Credit Card Bookings:** 0161 444 1894

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

[mancity@mancity.com](mailto:mancity@mancity.com)

## Chairman

H.E. Khaldoon Al Mubarak

## Chief Executive Officer

Ferran Soriano

## Head of Football Administration

Andrew Hardman

## Manager

Pep Guardiola

## Assistant Managers

Brian Kidd

Domenec Torrent

## Head of Elite Development

Simon Davies

## Chief Financial Officer

Andy Young

0161 444 1894

## Finance Director

Andy Widdowson

## Director of Marketing

Matt Lowery

0161 444 1894

Home kit



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

Alternative kit 1



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

Alternative kit 2

To be advised



**Operations Director**

Danny Wilson  
0161 438 7667

**Facilities Director**

Clive Wilton  
0161 444 1894

**Safety Officer**

Steve McGrath  
0161 444 1894

**Head of Media Relations**

Simon Heggie  
0161 444 1894

**Supporter Liaison Officer**

Lisa Eaton  
0161 444 1894

**Disability Access Officer**

Dan Lovesey  
0161 444 1894 (Option 1)

**Club Doctor**

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

**Senior Physiotherapist**

Lee Nobes  
BSc (Hons) MCSP, SRP, MAACP

**Head Groundsman**

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

**Programme Editor**

Ian Guildford, Ignition Publications  
ignitionpublications@mac.com  
01899 568 195

**Shirt Sponsor**

Etihad Airways

**Kit Manufacturer**

Nike

**Ground Capacity at start of the Season**

55,097

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

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

**Official Company Name and Number**

Manchester City Football Club Limited  
No. 40946

Home Goalkeeper



Colours: Shirts: Volt /  
Shorts: Volt / Socks: Volt

Goalkeeper Alt kit 1



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

Goalkeeper Alt kit 2

To be advised

# Manchester United



Sir Matt Busby Way  
Old Trafford  
Manchester M16 0RA

**Main Switchboard:** 0161 868 8000  
**Fax:** 0161 868 8804  
**Ticket Office:** 0161 868 8000 Option 1  
**Credit Card Bookings:** 0161 868 8000 Option 1  
**www.manutd.co.uk**  
**enquiries@manutd.co.uk**

## Co-Chairmen

Joel Glazer  
Avram Glazer

## Executive Vice Chairman

Ed Woodward

## Secretary

John Alexander

## Manager

Jose Mourinho

## Assistant Manager

Rui Faria

## Academy Manager

Nicky Butt

## Group Managing Director

Richard Arnold  
0161 868 8211

## Chief Financial Officer

Cliff Baty  
0161 868 8320

## Ticket Office Manager

Sam Kelleher  
0161 868 8000

## Stadium Manager

Ian Collins  
0161 868 8360

## Home kit



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

## Alternative kit 1



Colours: Shirts: Royal Blue /  
Shorts: Navy Blue /  
Socks: Royal Blue

## Alternative kit 2



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



**Head of Stadium Safety and Security**

Phil Rainford  
0161 868 8116

**Director of Communications**

Philip Townsend  
0161 868 8216

**Supporter Liaison Officer**

Philip Townsend  
0161 868 8216

**Disability Access Officer**

To be advised

**Club Doctor**

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

**Head Physiotherapist**

Neil Hough  
Graduate Diploma in Physiotherapy

**Grounds Manager**

Anthony Sinclair  
Intermediate Diploma in Sportsground Staff

**Programme Editor**

Paul Davies  
Sir Matt Busby Way, Old Trafford,  
Manchester M16 0RA  
0161 868 8551

**Shirt Sponsor**

CHEVROLET

**Kit Manufacturer**

adidas

**Ground Capacity at start of Season**

75,643

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

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

**Official Company Name and Number**

Manchester United Football Club Limited  
No. 95489

Home Goalkeeper



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

Goalkeeper Alt kit 1



**Colours:** Shirts: Solar lime /  
Shorts: Solar lime /  
Socks: Solar lime

Goalkeeper Alt kit 2



**Colours:** Shirts: Solar lemon  
Shorts: Solar lemon /  
Socks: Solar lemon



# Middlesbrough



Middlesbrough  
Riverside Stadium  
Middlesbrough  
TS3 6RS

**Correspondence Address:** Training Headquarters, Rockliffe Park,  
Hurworth Place, Darlington, DL2 2DU

**Main Switchboard:** 0844 499 6789

**Fax:** 01642 757697

**Ticket Office:** 0844 499 1234

**www.mfc.co.uk**

**enquiries@mfc.co.uk**

**Chairman**

Steve Gibson

**Chief Executive**

Neil Bausor

**Chief Operating Officer**

Mark Ellis

01642 757665

**Head of Football Operations/  
Club Secretary**

Karen Nelson

01325 729903

**Head Coach**

Aitor Karanka

**Assistant Head Coach**

Steve Agnew

**Academy Manager**

Dave Parnaby

01325 729907

**Chief Financial Officer**

Michael James

01642 757667

Home kit



Colours: Shirts: Power red, bold blue and white / Shorts: White with power red Trim / Socks: Power red with white trim

Alternative kit 1



Colours: Shirts: Night indigo and bright cyan / Shorts: Night indigo and bright cyan / Socks: Bright cyan and Navy trim

Alternative kit 2

To be advised



**Head of Retail and Ticketing**

Jo-Ann Swinnerton  
01642 757699

**Facilities Manager**

Lesley Stephenson  
01642 757664

**Safety Officer**

Chris Patzelt  
01642 757643

**Head of Communications**

Paul Dews  
01325 722002

**Head of Supporter Services**

Yvonne Ferguson  
01642 757648

**Disability Access Officer**

Liam Hamilton  
01642 757671

**Team Doctor**

To be advised

**Senior Physiotherapist**

Chris Moseley  
MSC, BSc (Hons), MCSP, SRP, GSR,  
Dip SOM, FA Dip

**Groundsman**

Tony Bell

**Programme Editor**

Paul Dews/Gordon Cox  
01325 722002

**Shirt Sponsor**

Ramsdens

**Kit Manufacturers**

adidas

**Ground Capacity at start of the Season**

33,746

**Pitch Dimensions**

Length: 105 Width: 68 metres

**Directors**

Steve Gibson  
Keith Lamb (Non-Executive)

**Official Company Name**

Middlesbrough Football & Athletic  
Company (1986) Ltd  
No. 1947851

Home Goalkeeper



**Colours:** Shirts: Solar yellow, black and stone / Shorts: Solar yellow and black / Socks: Solar yellow with black trim

Goalkeeper Alt kit 1



**Colours:** Shirts: Solar Lime, raw lime, black and stone/ Shorts: Solar Lime and black/ Socks: Solar Lime, black and stone

# Southampton

St Mary's Stadium  
Britannia Road  
Southampton SO14 5FP



**Main Switchboard:** 0845 688 9448  
**Fax:** 02380 727727  
**Ticket Office:** 0845 688 9288  
**Credit Card Bookings:** 02381 780780  
[www.saintsfc.co.uk](http://www.saintsfc.co.uk)

**Chairman**  
Ralph Krueger

**Chief Executive Officer**  
Gareth Rogers

**Club Secretary**  
Ros Wheeler  
02380 711931

**Manager**  
Claude Puel

**Assistant Manager**  
Eric Black

**Academy Manager**  
Matt Hale

**Commercial Director**  
David Thomas

**Ticket Office Manager**  
Michael Jolliffe  
02380 727796

**Safety Officer / Security Manager**  
Mark Hannibal MBE  
0845 688 9448

**Club Spokesman**  
Jordan Sibley  
0845 688 9448

Home kit



Colours: Shirts: Red and white stripes / Shorts: Black  
Socks: Red and white

Alternative kit 1



Colours: Shirts: Black and grey / Shorts: Grey /  
Socks: Black and grey





**Supporter Liaison Officer /  
Disability Access Officer**

Khali Parsons  
0845 688 9448

**Team Doctor**

Dr Steve Baynes  
BM BS, MRCP, DipSEM, MFSEM(UK)

**Physiotherapists**

Tom Sturdy  
BSc (Hons), MSc, MCSP, HCPC

Steve Wright  
BSc (Hons), KCMT MCSP, HCPC

**Grounds Manager**

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

**Shirt Sponsor**

Virgin Media

**Kit Manufacturer**

Under Armour

**Ground Capacity at start of the Season**

32,384

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Katharina Liebherr  
Ralph Krueger  
Gareth Rogers  
Les Reed  
Toby Steele  
David Thomas

**Official Company Name and Number**

Southampton Football Club Limited  
No. 53301

Home Goalkeeper



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

Goalkeeper Alt kit 1



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

# Stoke City

bet365 Stadium  
Stanley Matthews Way  
Stoke-on-Trent ST4 4EG



**Main Switchboard:** 01782 367598  
**Fax (Football Administration):** 01782 646988  
**Ticket Office:** 01782 367599  
**www.stokecityfc.com**  
**info@stokecityfc.com**

## Chairman

Peter Coates

## Vice Chairman

John Coates

## Chief Executive

Tony Scholes

## Club Secretary

Andrew Penn

## Manager

Mark Hughes

## Assistant Manager

Mark Bowen

## Academy Director

To be advised

## Head of Finance

Martin Goodman  
01782 592261

## Chief Commercial Officer

Paul Lakin  
01782 592219

## Ticket Office Manager

Josh Whittaker-Vyse  
01782 367599

## Home kit



Colours: Shirts: Red and white stripes / Shorts: White / Socks: White

## Alternative kit 1



Colours: Shirts: Sky blue / Shorts: Sky blue / Socks: Sky blue



**Head of Facilities**

Craig Jepson  
01782 592110

**Head of Health, Safety and Security**

Ravi Sharma  
01782 592274

**Head of Media and Communications**

Fraser Nicholson  
01782 592172

**Supporter Liaison Officer**

Anthony Emmerson  
01782 592135

**Team Doctor**

Dr Andrew Dent  
MBCh.B, MRCP, MFSEM(UK),  
Dip Sports Medicine

**Senior Physiotherapist**

Dave Watson  
BPHTY, MNZSP, MCSPM

**Head Groundsman**

Andrew Jackson  
Sports Turf NVQ Level 1 & 2

**Disability Access Officer**

Rob Killingworth  
01782 592169

**Programme Editor**

Mark Mothershaw  
01782 592194

**Shirt Sponsor**

bet365

**Kit Manufacturer**

Macron

**Ground Capacity at start of the Season**

27,932

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Peter Coates  
John Coates  
Tony Scholes  
Richard Smith

**Official Company Name and Number**

Stoke City Football Club Limited  
No. 99885

**Home Goalkeeper**



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

**Goalkeeper Alt kit 1**



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

**Goalkeeper Alt kit 2**



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

# Sunderland AFC



Stadium of Light  
Sunderland  
SR5 1SU

Main Switchboard: 0871 911 1200  
Fax: 0191 551 5123  
Credit Card Bookings: 0871 911 1973  
Clubcall: 09068 121881  
www.safc.com  
enquiries@safc.com

**Chairman**  
Ellis Short

**Chief Executive**  
Martin Bain

**Club Secretary**  
Brett Baker  
0191 542 8109

**Manager**  
David Moyes

**Assistant Manager**  
Paul Bracewell

**Academy Manager**  
Ged McNamee

**Finance Director**  
Angela Lowes  
0871 911 1202

**Commercial Director**  
Gary Hutchinson  
0871 911 1243

**Ticket Office Manager**  
Phil Clarkson  
0871 911 1258

Home kit



Colours: Shirts: Red and white stripes / Shorts: Black / Socks: Red

Alternative kit 1



Colours: Shirts: White with blue sash / Shorts: White / Socks: White

Alternative kit 2



Colours: Shirts: Pink and purple / Shorts: Purple / Socks: Purple



**Facilities Manager**

Peter Weymes  
0191 551 5003

**Safety Manager**

Paul Weir  
0871 911 1211

**Media and Communications Manager**

Louise Wanless  
0871 911 1227

**Supporter Liaison Officer**

Chris Waters  
0871 911 1534

**Disability Access Officer**

Peter Weymes  
0191 551 5003

**Team Doctor**

Dr Ish Rehman  
MChB MRCGP MFSEM Dip Sp Med

**Head of First Team Physiotherapy**

Peter Brand  
BSc (Hons) Physiotherapy MCSP SRP

**Head Groundsman**

Adrian Partridge  
C&G Greenkeeping Level 1,2&3

**Programme Editor**

Rob Mason  
Stadium of Light, Sunderland SR5 1SU  
0871 911 1226

**Shirt Sponsor**

dafabet

**Kit Manufacturer**

adidas

**Ground Capacity at start of the Season**

48,707

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Ellis Short  
Per-Magnus Andersson  
Martin Bain  
Angela Lowes  
Gary Hutchinson

**Official Company Name and Number**

Sunderland AFC Limited  
No. 49116

Home Goalkeeper



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

Goalkeeper Alt kit 1



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

Goalkeeper Alt kit 2



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

# Swansea City



Liberty Stadium  
Landore  
Swansea SA1 2FA

**Main Switchboard:** 01792 616600  
**Fax:** 01792 616606  
**Ticket Office:** 0844 815 6665  
**www.swanseacity.net**  
**info@swanseacityfc.co.uk**

**Chairman**  
Huw Jenkins OBE

**Football Administration Manager**  
Alun Cowie

**Secretary**  
Jackie Rockey

**First Team Head Coach**  
Francesco Guidolin

**Assistant Manager**  
To be advised

**Academy Manager**  
Nigel Rees

**Finance Director**  
Don Keefe FCA  
01792 616474

**Commercial Director**  
Leigh Dineen  
01792 616600

**Legal and HR Director/  
Company Secretary**  
Steve Penny LLB

**Stadium Customer Services/Ticketing**  
Catherine Thomas  
01792 616420

**Stadium General Manager**  
Andrew Davies  
01792 616401

Home kit



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

Alternative kit 1



Colours: Shirts: Turquoise  
and navy / Shorts: Navy /  
Socks: Turquoise

Alternative kit 2



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





**Stadium Operations Manager**

Matthew Daniel  
01792 616417

**Safety Officer**

Mike Ash  
07904 856209

**Media Manager**

Jonathan Wilsher  
01792 616611 / 07831 555464

**Supporter Liaison Officer**

Huw Cooze  
07792 047134

**Disability Access Officer**

Ian James

**Head of Medical**

Dr Jez McCluskey  
MBBCh, MRCP, DRCOG, MSc (SEM)

**Head of Performance**

Richard Buchanan  
MSc rehabilitation, BSc physiotherapy

**Head Groundsman**

Dan Kirton  
NVQ Level 3 Horticulture

**Programme Editor**

Gareth Vincent  
01792 616637

**Shirt Sponsor**

BETEAST

**Kit Manufacturer**

Joma

**Ground Capacity at start of the Season**

21,088

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Huw Jenkins  
Leigh Dineen (Vice Chairman)  
Brian Katzen  
Gwilym Joseph  
Martin Morgan  
Huw Cooze  
Don Keefe  
Steve Penny  
John Van Zweden

**Official Company Name and Number**

Swansea City Association Football Club Ltd  
No. 123414

Home Goalkeeper



Colours: Shirts: Enamel Blue / Shorts: Enamel blue / Socks: Enamel blue

Goalkeeper Alt kit 1



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

Goalkeeper Alt kit 2



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

# Tottenham Hotspur



Lilywhite House  
782 High Road  
Tottenham  
London N17 0BX

**Main Switchboard:** 0844 499 5000  
**Fax:** 020 3544 8563  
**Ticket Office:** 0844 499 5000  
**www.tottenhamhotspur.com**  
**email@tottenhamhotspur.com**

**Chairman**  
Daniel Levy

**Director of Football Operations**  
Rebecca Caplehorn

**Football Secretary**  
Rebecca Britain  
020 3544 8667

**Manager**  
Mauricio Pochettino

**Assistant Manager**  
Jesús Pérez

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

**Academy Manager**  
Dean Rastrick

**Operations and Finance Director**  
Matthew Collecott

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

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

Home kit



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

Alternative kit 1



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

Alternative kit 2



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





**Stadium Director**

Jon Babbs  
020 8365 5039

**Senior Safety Officer**

Sue Tilling  
020 8365 5082

**Head of Communications**

Simon Felstein  
020 3544 8541

**Head of Supporter Services**

Jonathan Waite  
020 8365 5092

**Disability Access Officer**

Jon Dyster  
020 8365 5161

**Head of Medical and Sports Science**

Dr Shabaaz Mughal  
MBBS, MRCGP, MSc (SEM), FFSEM(UK),  
CESR

**Head Physiotherapist**

Geoff Scott  
MSc, MBA, MCSP

**Head of Playing Surfaces and Estates**

Darren Baldwin  
City & Guilds in Groundsmanship  
& Sports Turf Management

**Head of Publications**

Jon Rayner  
020 3544 8538

**Shirt Sponsor**

AIA

**Kit Manufacturer**

Under Armour

**Ground Capacity at start of the Season**

To be advised

**Pitch Dimensions**

Length: 100 metres Width: 67 metres

**Directors**

Daniel Levy  
Matthew Collecott  
Donna-Maria Cullen  
Rebecca Caplehorn

**Official Company Name and Number**

Tottenham Hotspur Football & Athletic  
Co Ltd  
No. 57186

Home Goalkeeper



Colours: Shirts: Blue /  
Shorts: Blue / Socks: Blue

Goalkeeper Alt kit 1



Colours: Shirts: Orange /  
Shorts: Orange /  
Socks: Orange

Goalkeeper Alt kit 2



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

# Watford

Vicarage Road Stadium  
Watford  
Hertfordshire  
WD18 0ER



**Main Switchboard:** 01923 496000  
**Fax:** 01923 496001  
**Ticket Office:** 01923 223023  
[www.watfordfc.com](http://www.watfordfc.com)

**Chairman**  
Raffaele Riva

**Chief Executive**  
Scott Duxbury

**Football Secretary**  
Gayle Vowels

**Head Coach**  
Walter Mazzarri

**Assistant Head Coach**  
Nicolo Frustalupi

**Academy Manager**  
Chris McGuane

**Head of Finance**  
Katie Wareham  
01923 496241

**Head of Partnerships**  
Spencer Field  
01923 496367

**Head of Sales**  
Paul O'Brien  
01923 496233

**Ticket Office Manager /  
Disability Access Officer**  
Joanne Simonds  
01923 496250

Home kit



Colours: Shirts: Yellow /  
Shorts: Black / Socks: Black /  
Alternative Shorts: Red /  
Alternative Socks: Yellow

Alternative kit 1



Colours: Shirts: White /  
Shorts: White / Socks: Black /  
Alternative Shorts: Black /  
Alternative Socks: White



**Stadium and Operations Director**

Glyn Evans  
01923 496374

**Communications Director**

Richard Walker  
01923 496220

**Supporter Liaison Officer**

Dave Messenger  
01923 496397

**Event Safety and Security Manager**

Stephen Crabtree  
01923 496263

**Lead Safeguarding Manager**

Andy Jenkins  
01923 496389

**Team Doctors**

Dr Richard Weiler  
MBChB, FFSEM (UK), MSc (SEM)

Ian Hamilton  
MBBS, MRCP, MSc (SEM), MFSEM

**Physiotherapist**

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

**Head Groundsman**

Scott Tingley

**Publications Manager**

Steve Scott  
01923 496279

**Shirt Sponsor**

138.com

**Kit Manufacturer**

Dryworld

**Ground Capacity at start of the Season**

21,438

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

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

**Official Company Name and Number**

The Watford Association Football Club  
Limited  
No. 104194

Home Goalkeeper



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

Goalkeeper Alt kit 1



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

Goalkeeper Alt kit 2



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

# West Bromwich Albion



The Hawthorns  
West Bromwich  
West Midlands  
B71 4LF

**Main Switchboard:** 0871 271 1100

**Fax:** 0871 271 9851

**Ticket Office:** 0121 227 2227

**Credit Card Bookings:** 0121 227 2227

**Clubcall:** SMS breaking news alerts – text CLUB WBA to 88442 (texts cost 25p each)

**www.wba.co.uk**

**enquiries@wbafc.co.uk**

**Chairman**

Jeremy Peace

**Chief Executive**

Mark Jenkins

**Director of Football Administration**

Richard Garlick

**General Counsel / Club Secretary**

Simon Carrington

**Head Coach**

Tony Pulis

**Technical Director**

Nick Hammond

**Academy Manager**

Mark Harrison

**Finance Director**

Peter Band

**Sales and Marketing Director**

Adrian Wright

0871 271 9871

Home kit



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

Alternative kit 1



Colours: Shirts: Black and  
Cyan Pinstripes / Shorts:  
Black / Socks: Black



**Box Office Manager**

Jo Barr  
0871 271 9782

**Stadium Manager / Safety Officer / Disability Access Officer**

Mark Miles  
0871 271 9849

**Director of Communications**

Martin Swain  
0871 271 9833 / 07710 821215

**Supporter Liaison Officer**

Matthew Dainty  
0871 271 9819

**Club Doctor**

Dr Mark Gillett  
BSc. Hons, FRCSEd, FFAEM,  
MSc (Sports Med), Dip IMC, RCSEd

**Senior Physiotherapist**

Richard Rawlins  
BSc (Hons), MSCP, SRP

**Head Groundsman**

Rob Lane

**Programme Editor**

Dave Bowler  
The Hawthorns, West Bromwich, B71 4LF  
07813 709393

**Shirt Sponsor**

UK-K8.COM

**Kit Manufacturer**

adidas

**Ground Capacity at start of the Season**

26,850

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Jeremy Peace (Chairman)  
Mark Jenkins  
Richard Garlick  
Adrian Wright  
Peter Band

**Official Company Name and Number**

West Bromwich Albion Football Club Limited  
No. 3295063

Home Goalkeeper



Colours: Shirts: Solar Lime/  
Shorts: Solar Lime /  
Socks: Solar Lime

Goalkeeper Alt kit 1



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

# West Ham United

London Stadium  
Queen Elizabeth Olympic Park  
London  
E20 2ST



**Main Switchboard:** 020 8548 2748

**Fax:** 020 8548 2758

**Ticket Office:** 0871 529 1966

**www.whufc.com**

**supporterservices@westhamunited.co.uk**

## Joint Chairmen

David Sullivan and David Gold

## Vice Chairman

Baroness Brady CBE

## Managing Director

Angus Kinnear

## Chief Operating Officer

Ben Illingworth

## Club Secretary

Andrew Pincher

## Manager

Slaven Bilic

## Assistant Manager

Nikola Jurcevic

## Academy Director

Terry Westley

## Chief Financial Officer

Andy Mollett

020 8548 2768

## Commercial Director

Felicity Barnard

020 8586 8209

## Home kit



Colours: Shirts: Claret with sky sleeves / Shorts: White / Socks: Claret with sky hoop

## Alternative kit 1



Colours: Shirts: White / Shorts: Sky / Socks: White with claret hoop





**Executive Director, Marketing and Communications**

Tara Warren  
020 8586 8234

**Head of Ticketing**

Gavin Stanley  
020 8548 2736

**Safety Officer (London Stadium)**

Steve Riley  
07534 060675

**Head of Media Relations**

Max Fitzgerald  
020 8586 8117

**Club Doctor**

Dr Tamim Khanbhai  
MBBS, MRCP, MSc (SEM), FFSEM,  
Consultant in Sport & Exercise Medicine.

**Head of Medical and Sports Science**

Stijn Vandenbroucke

**Supporter Liaison Officer**

Sascha Gustard-Brown  
020 8548 2349

**Disability Access Officer**

Julie Pidgeon  
0845 174 0174

**Head Groundsman**

Dougie Robertson  
HNC in Sports Turf Science

**Programme Editor**

Rob Pritchard  
07595 821867

**Shirt Sponsor**

Betway

**Kit Manufacturer**

Umbro

**Ground Capacity at start of the Season**

60,000

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

David Sullivan  
David Gold  
Baroness Brady CBE  
Angus Kinnear  
Andy Mollett  
Daniel Svanstrom  
Daniel Harris  
Tara Warren

**Official Company Name and Number**

West Ham United Football Club Limited  
No. 66516

Home Goalkeeper



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

Goalkeeper Alt kit 1



**Colours:** Shirts: Sulphur/  
Shorts: Sulphur /  
Socks: Sulphur







## Premier League Fixture List Season 2016/17

Please be aware that fixtures are always subject to change and these will appear in the national press and on [premierleague.com](http://premierleague.com).

You are welcome to contact our Public Information Line (020 7864 9147) for up to date fixtures.

Kick off times for Saturdays and Bank Holidays - 3.00pm unless stated otherwise.

Kick off times for evening games - 7.45pm unless stated otherwise.

### Saturday 13 August 2016

Hull City	v	Leicester City	12:30	Sky Sports
Burnley	v	Swansea City	15:00	
Crystal Palace	v	West Bromwich Albion	15:00	
Everton	v	Tottenham Hotspur	15:00	
Middlesbrough	v	Stoke City	15:00	
Southampton	v	Watford	15:00	
Manchester City	v	Sunderland	17:30	BT Sport
	v			

### Sunday 14 August 2016

AFC Bournemouth	v	Manchester United	13:30	Sky Sports
Arsenal	v	Liverpool	16:00	Sky Sports
	v			

### Monday 15 August 2016

Chelsea	v	West Ham United	20:00	Sky Sports
	v			

### Friday 19 August 2016

Manchester United	v	Southampton	20:00	Sky Sports
	v			

### Saturday 20 August 2016

Stoke City	v	Manchester City	12:30	Sky Sports
Burnley	v	Liverpool	15:00	
Swansea City	v	Hull City	15:00	
Tottenham Hotspur	v	Crystal Palace	15:00	
Watford	v	Chelsea	15:00	
West Bromwich Albion	v	Everton	15:00	
Leicester City	v	Arsenal	17:30	BT Sport

### Sunday 21 August 2016

Sunderland	v	Middlesbrough	13:30	Sky Sports
West Ham United	v	AFC Bournemouth	16:00	Sky Sports

## Premier League



### Saturday 27 August 2016

Tottenham Hotspur	v	Liverpool	12:30	Sky Sports
Chelsea	v	Burnley	15:00	
Crystal Palace	v	AFC Bournemouth	15:00	
Everton	v	Stoke City	15:00	
Leicester City	v	Swansea City	15:00	
Southampton	v	Sunderland	15:00	
Watford	v	Arsenal	15:00	
Hull City	v	Manchester United	17:30	BT Sport

### Sunday 28 August 2016

West Bromwich Albion	v	Middlesbrough	13:30	Sky Sports
Manchester City	v	West Ham United	16:00	Sky Sports

### Saturday 10 September 2016

Manchester United	v	Manchester City	12:30	Sky Sports
AFC Bournemouth	v	West Bromwich Albion	15:00	
Arsenal	v	Southampton	15:00	
Burnley	v	Hull City	15:00	
Middlesbrough	v	Crystal Palace	15:00	
Stoke City	v	Tottenham Hotspur	15:00	
West Ham United	v	Watford	15:00	
Liverpool	v	Leicester City	17:30	BT Sport

### Sunday 11 September 2016

Swansea City	v	Chelsea	16:00	Sky Sports
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### Monday 12 September 2016

Sunderland	v	Everton	20:00	Sky Sports
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### Friday 16 September 2016

Chelsea	v	Liverpool	20:00	Sky Sports
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Fixtures

## Premier League

### Saturday 17 September 2016

Hull City	v	Arsenal	15:00	
Leicester City	v	Burnley	15:00	
Manchester City	v	AFC Bournemouth	15:00	
West Bromwich Albion	v	West Ham United	15:00	
Everton	v	Middlesbrough	17:30	BT Sport

### Sunday 18 September 2016

Watford	v	Manchester United	12:00	BT Sport
Crystal Palace	v	Stoke City	14:15	Sky Sports
Southampton	v	Swansea City	14:15	
Tottenham Hotspur	v	Sunderland	16:30	Sky Sports

### Saturday 24 September 2016

Manchester United	v	Leicester City	12:30	Sky Sports
AFC Bournemouth	v	Everton	15:00	
Liverpool	v	Hull City	15:00	
Middlesbrough	v	Tottenham Hotspur	15:00	
Stoke City	v	West Bromwich Albion	15:00	
Sunderland	v	Crystal Palace	15:00	
Swansea City	v	Manchester City	15:00	
Arsenal	v	Chelsea	17:30	BT Sport

### Sunday 25 September 2016

West Ham United	v	Southampton	16:00	Sky Sports
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### Monday 26 September 2016

Burnley	v	Watford	20:00	Sky Sports
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## Premier League

### Saturday 1 October 2016

Burnley	v	Arsenal	15:00
Everton	v	Crystal Palace	15:00
Hull City	v	Chelsea	15:00
Leicester City	v	Southampton	15:00
Manchester United	v	Stoke City	15:00
Sunderland	v	West Bromwich Albion	15:00
Swansea City	v	Liverpool	15:00
Tottenham Hotspur	v	Manchester City	15:00
Watford	v	AFC Bournemouth	15:00
West Ham United	v	Middlesbrough	15:00

Fixtures

### Saturday 15 October 2016

AFC Bournemouth	v	Hull City	15:00
Arsenal	v	Swansea City	15:00
Chelsea	v	Leicester City	15:00
Crystal Palace	v	West Ham United	15:00
Liverpool	v	Manchester United	15:00
Manchester City	v	Everton	15:00
Middlesbrough	v	Watford	15:00
Southampton	v	Burnley	15:00
Stoke City	v	Sunderland	15:00
West Bromwich Albion	v	Tottenham Hotspur	15:00

### Saturday 22 October 2016

AFC Bournemouth	v	Tottenham Hotspur	15:00
Arsenal	v	Middlesbrough	15:00
Burnley	v	Everton	15:00
Chelsea	v	Manchester United	15:00
Hull City	v	Stoke City	15:00
Leicester City	v	Crystal Palace	15:00
Liverpool	v	West Bromwich Albion	15:00
Manchester City	v	Southampton	15:00
Swansea City	v	Watford	15:00
West Ham United	v	Sunderland	15:00



## Premier League

### Saturday 29 October 2016

Crystal Palace	v	Liverpool	15:00
Everton	v	West Ham United	15:00
Manchester United	v	Burnley	15:00
Middlesbrough	v	AFC Bournemouth	15:00
Southampton	v	Chelsea	15:00
Stoke City	v	Swansea City	15:00
Sunderland	v	Arsenal	15:00
Tottenham Hotspur	v	Leicester City	15:00
Watford	v	Hull City	15:00
West Bromwich Albion	v	Manchester City	15:00

### Saturday 5 November 2016

AFC Bournemouth	v	Sunderland	15:00
Arsenal	v	Tottenham Hotspur	15:00
Burnley	v	Crystal Palace	15:00
Chelsea	v	Everton	15:00
Hull City	v	Southampton	15:00
Leicester City	v	West Bromwich Albion	15:00
Liverpool	v	Watford	15:00
Manchester City	v	Middlesbrough	15:00
Swansea City	v	Manchester United	15:00
West Ham United	v	Stoke City	15:00

### Saturday 19 November 2016

Crystal Palace	v	Manchester City	15:00
Everton	v	Swansea City	15:00
Manchester United	v	Arsenal	15:00
Middlesbrough	v	Chelsea	15:00
Southampton	v	Liverpool	15:00
Stoke City	v	AFC Bournemouth	15:00
Sunderland	v	Hull City	15:00
Tottenham Hotspur	v	West Ham United	15:00
Watford	v	Leicester City	15:00
West Bromwich Albion	v	Burnley	15:00



## Premier League

### Saturday 26 November 2016

Arsenal	v	AFC Bournemouth	15:00
Burnley	v	Manchester City	15:00
Chelsea	v	Tottenham Hotspur	15:00
Hull City	v	West Bromwich Albion	15:00
Leicester City	v	Middlesbrough	15:00
Liverpool	v	Sunderland	15:00
Manchester United	v	West Ham United	15:00
Southampton	v	Everton	15:00
Swansea City	v	Crystal Palace	15:00
Watford	v	Stoke City	15:00

Fixtures

### Saturday 3 December 2016

AFC Bournemouth	v	Liverpool	15:00
Crystal Palace	v	Southampton	15:00
Everton	v	Manchester United	15:00
Manchester City	v	Chelsea	15:00
Middlesbrough	v	Hull City	15:00
Stoke City	v	Burnley	15:00
Sunderland	v	Leicester City	15:00
Tottenham Hotspur	v	Swansea City	15:00
West Bromwich Albion	v	Watford	15:00
West Ham United	v	Arsenal	15:00

### Saturday 10 December 2016

Arsenal	v	Stoke City	15:00
Burnley	v	AFC Bournemouth	15:00
Chelsea	v	West Bromwich Albion	15:00
Hull City	v	Crystal Palace	15:00
Leicester City	v	Manchester City	15:00
Liverpool	v	West Ham United	15:00
Swansea City	v	Sunderland	15:00
Watford	v	Everton	15:00

## Premier League

### Sunday 11 December 2016

Manchester United	v	Tottenham Hotspur	To be confirmed
Southampton	v	Middlesbrough	To be confirmed

### Tuesday 13 December 2016

AFC Bournemouth	v	Leicester City	19:45
Sunderland	v	Chelsea	19:45
West Ham United	v	Burnley	19:45
West Bromwich Albion	v	Swansea City	20:00

### Wednesday 14 December 2016

Middlesbrough	v	Liverpool	19:45
Everton	v	Arsenal	19:45
Crystal Palace	v	Manchester United	20:00
Manchester City	v	Watford	20:00
Stoke City	v	Southampton	20:00
Tottenham Hotspur	v	Hull City	20:00

### Saturday 17 December 2016

AFC Bournemouth	v	Southampton	15:00
Crystal Palace	v	Chelsea	15:00
Everton	v	Liverpool	15:00
Manchester City	v	Arsenal	15:00
Middlesbrough	v	Swansea City	15:00
Stoke City	v	Leicester City	15:00
Sunderland	v	Watford	15:00
Tottenham Hotspur	v	Burnley	15:00
West Bromwich Albion	v	Manchester United	15:00
West Ham United	v	Hull City	15:00





## Premier League

### Monday 26 December 2016

Arsenal	v	West Bromwich Albion	15:00
Burnley	v	Middlesbrough	15:00
Chelsea	v	AFC Bournemouth	15:00
Hull City	v	Manchester City	15:00
Leicester City	v	Everton	15:00
Liverpool	v	Stoke City	15:00
Manchester United	v	Sunderland	15:00
Southampton	v	Tottenham Hotspur	15:00
Swansea City	v	West Ham United	15:00
Watford	v	Crystal Palace	15:00

Fixtures

### Saturday 31 December 2016

Arsenal	v	Crystal Palace	15:00
Burnley	v	Sunderland	15:00
Chelsea	v	Stoke City	15:00
Hull City	v	Everton	15:00
Leicester City	v	West Ham United	15:00
Liverpool	v	Manchester City	15:00
Manchester United	v	Middlesbrough	15:00
Southampton	v	West Bromwich Albion	15:00
Swansea City	v	AFC Bournemouth	15:00
Watford	v	Tottenham Hotspur	15:00

### Monday 2 January 2017

AFC Bournemouth	v	Arsenal	15:00
Crystal Palace	v	Swansea City	15:00
Everton	v	Southampton	15:00
Manchester City	v	Burnley	15:00
Middlesbrough	v	Leicester City	15:00
Stoke City	v	Watford	15:00
Sunderland	v	Liverpool	15:00
Tottenham Hotspur	v	Chelsea	15:00
West Bromwich Albion	v	Hull City	15:00
West Ham United	v	Manchester United	15:00

## Premier League

### Saturday 14 January 2017

Burnley	v	Southampton	15:00
Everton	v	Manchester City	15:00
Hull City	v	AFC Bournemouth	15:00
Leicester City	v	Chelsea	15:00
Manchester United	v	Liverpool	15:00
Sunderland	v	Stoke City	15:00
Swansea City	v	Arsenal	15:00
Tottenham Hotspur	v	West Bromwich Albion	15:00
Watford	v	Middlesbrough	15:00
West Ham United	v	Crystal Palace	15:00

### Saturday 21 January 2017

AFC Bournemouth	v	Watford	15:00
Arsenal	v	Burnley	15:00
Chelsea	v	Hull City	15:00
Crystal Palace	v	Everton	15:00
Liverpool	v	Swansea City	15:00
Manchester City	v	Tottenham Hotspur	15:00
Middlesbrough	v	West Ham United	15:00
Southampton	v	Leicester City	15:00
Stoke City	v	Manchester United	15:00
West Bromwich Albion	v	Sunderland	15:00

### Tuesday 31 January 2017

AFC Bournemouth	v	Crystal Palace	19:45
Arsenal	v	Watford	19:45
Burnley	v	Leicester City	19:45
Middlesbrough	v	West Bromwich Albion	19:45
Sunderland	v	Tottenham Hotspur	19:45
Swansea City	v	Southampton	19:45
West Ham United	v	Manchester City	19:45

## Premier League



Fixtures

### Wednesday 1 February 2017

Manchester United	v	Hull City	20:00
Liverpool	v	Chelsea	20:00
Stoke City	v	Everton	20:00

### Saturday 4 February 2017

Chelsea	v	Arsenal	15:00
Crystal Palace	v	Sunderland	15:00
Everton	v	AFC Bournemouth	15:00
Hull City	v	Liverpool	15:00
Leicester City	v	Manchester United	15:00
Manchester City	v	Swansea City	15:00
Southampton	v	West Ham United	15:00
Tottenham Hotspur	v	Middlesbrough	15:00
Watford	v	Burnley	15:00
West Bromwich Albion	v	Stoke City	15:00

### Saturday 11 February 2017

AFC Bournemouth	v	Manchester City	15:00
Arsenal	v	Hull City	15:00
Burnley	v	Chelsea	15:00
Liverpool	v	Tottenham Hotspur	15:00
Manchester United	v	Watford	15:00
Middlesbrough	v	Everton	15:00
Stoke City	v	Crystal Palace	15:00
Sunderland	v	Southampton	15:00
Swansea City	v	Leicester City	15:00
West Ham United	v	West Bromwich Albion	15:00

## Premier League

### Saturday 25 February 2017

Chelsea	v	Swansea City	15:00
Crystal Palace	v	Middlesbrough	15:00
Everton	v	Sunderland	15:00
Hull City	v	Burnley	15:00
Leicester City	v	Liverpool	15:00
Manchester City	v	Manchester United	15:00
Southampton	v	Arsenal	15:00
Tottenham Hotspur	v	Stoke City	15:00
Watford	v	West Ham United	15:00
West Bromwich Albion	v	AFC Bournemouth	15:00

### Saturday 4 March 2017

Leicester City	v	Hull City	15:00
Liverpool	v	Arsenal	15:00
Manchester United	v	AFC Bournemouth	15:00
Stoke City	v	Middlesbrough	15:00
Sunderland	v	Manchester City	15:00
Swansea City	v	Burnley	15:00
Tottenham Hotspur	v	Everton	15:00
Watford	v	Southampton	15:00
West Bromwich Albion	v	Crystal Palace	15:00
West Ham United	v	Chelsea	15:00

### Saturday 11 March 2017

AFC Bournemouth	v	West Ham United	15:00
Arsenal	v	Leicester City	15:00
Chelsea	v	Watford	15:00
Crystal Palace	v	Tottenham Hotspur	15:00
Everton	v	West Bromwich Albion	15:00
Hull City	v	Swansea City	15:00
Manchester City	v	Stoke City	15:00
Middlesbrough	v	Sunderland	15:00
Southampton	v	Manchester United	15:00

## Premier League



### Sunday 12 March 2017

Liverpool v Burnley 16:00

### Saturday 18 March 2017

AFC Bournemouth v Swansea City 15:00

Crystal Palace v Watford 15:00

Everton v Hull City 15:00

Manchester City v Liverpool 15:00

Middlesbrough v Manchester United 15:00

Stoke City v Chelsea 15:00

Sunderland v Burnley 15:00

Tottenham Hotspur v Southampton 15:00

West Bromwich Albion v Arsenal 15:00

West Ham United v Leicester City 15:00

### Saturday 1 April 2017

Arsenal v Manchester City 15:00

Burnley v Tottenham Hotspur 15:00

Chelsea v Crystal Palace 15:00

Hull City v West Ham United 15:00

Leicester City v Stoke City 15:00

Liverpool v Everton 15:00

Manchester United v West Bromwich Albion 15:00

Southampton v AFC Bournemouth 15:00

Swansea City v Middlesbrough 15:00

Watford v Sunderland 15:00

### Tuesday 4 April 2017

Arsenal v West Ham United 19:45

Burnley v Stoke City 19:45

Hull City v Middlesbrough 19:45

Leicester City v Sunderland 19:45

Swansea City v Tottenham Hotspur 19:45

Watford v West Bromwich Albion 19:45

Manchester United v Everton 20:00

Fixtures

## Premier League

### Wednesday 5 April 2017

Chelsea	v	Manchester City	19:45
Southampton	v	Crystal Palace	19:45
Liverpool	v	AFC Bournemouth	20:00

### Saturday 8 April 2017

AFC Bournemouth	v	Chelsea	15:00
Crystal Palace	v	Arsenal	15:00
Everton	v	Leicester City	15:00
Manchester City	v	Hull City	15:00
Middlesbrough	v	Burnley	15:00
Stoke City	v	Liverpool	15:00
Sunderland	v	Manchester United	15:00
Tottenham Hotspur	v	Watford	15:00
West Bromwich Albion	v	Southampton	15:00
West Ham United	v	Swansea City	15:00

### Saturday 15 April 2017

Crystal Palace	v	Leicester City	15:00
Everton	v	Burnley	15:00
Manchester United	v	Chelsea	15:00
Middlesbrough	v	Arsenal	15:00
Southampton	v	Manchester City	15:00
Stoke City	v	Hull City	15:00
Sunderland	v	West Ham United	15:00
Tottenham Hotspur	v	AFC Bournemouth	15:00
Watford	v	Swansea City	15:00

### Sunday 16 April 2017

West Bromwich Albion	v	Liverpool	16:00
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## Premier League

### Saturday 22 April 2017

AFC Bournemouth	v	Middlesbrough	15:00
Arsenal	v	Sunderland	15:00
Burnley	v	Manchester United	15:00
Chelsea	v	Southampton	15:00
Hull City	v	Watford	15:00
Leicester City	v	Tottenham Hotspur	15:00
Liverpool	v	Crystal Palace	15:00
Manchester City	v	West Bromwich Albion	15:00
Swansea City	v	Stoke City	15:00
West Ham United	v	Everton	15:00

Fixtures

### Saturday 29 April 2017

Crystal Palace	v	Burnley	15:00
Everton	v	Chelsea	15:00
Manchester United	v	Swansea City	15:00
Middlesbrough	v	Manchester City	15:00
Southampton	v	Hull City	15:00
Stoke City	v	West Ham United	15:00
Sunderland	v	AFC Bournemouth	15:00
Tottenham Hotspur	v	Arsenal	15:00
Watford	v	Liverpool	15:00
West Bromwich Albion	v	Leicester City	15:00

### Saturday 6 May 2017

AFC Bournemouth	v	Stoke City	15:00
Arsenal	v	Manchester United	15:00
Burnley	v	West Bromwich Albion	15:00
Chelsea	v	Middlesbrough	15:00
Hull City	v	Sunderland	15:00
Leicester City	v	Watford	15:00
Liverpool	v	Southampton	15:00
Manchester City	v	Crystal Palace	15:00
Swansea City	v	Everton	15:00
West Ham United	v	Tottenham Hotspur	15:00

## Premier League

### Saturday 13 May 2017

AFC Bournemouth	v	Burnley	15:00
Crystal Palace	v	Hull City	15:00
Everton	v	Watford	15:00
Manchester City	v	Leicester City	15:00
Middlesbrough	v	Southampton	15:00
Stoke City	v	Arsenal	15:00
Sunderland	v	Swansea City	15:00
Tottenham Hotspur	v	Manchester United	15:00
West Bromwich Albion	v	Chelsea	15:00
West Ham United	v	Liverpool	15:00

### Sunday 21 May 2017

Arsenal	v	Everton	15:00
Burnley	v	West Ham United	15:00
Chelsea	v	Sunderland	15:00
Hull City	v	Tottenham Hotspur	15:00
Leicester City	v	AFC Bournemouth	15:00
Liverpool	v	Middlesbrough	15:00
Manchester United	v	Crystal Palace	15:00
Southampton	v	Stoke City	15:00
Swansea City	v	West Bromwich Albion	15:00
Watford	v	Manchester City	15:00





**England's Full International Fixture List 2016/17 (All dates subject to change)**  
**World Cup 2018 – European Qualifying**

Slovakia	v.	England	Sunday 4 September 2016
England	v.	Malta	Saturday 8 October 2016
Slovenia	v.	England	Tuesday 11 October 2016
England	v.	Scotland	Friday 11 November 2016
England	v.	Lithuania	Sunday 26 March 2017
Scotland	v.	England	Saturday 10 June 2017

**The Football Association Challenge Cup (All dates subject to change)**  
**Dates for Matches in Competition Proper - Season 2016/17**

Round One	Saturday* 5 November 2016
Round Two	Saturday* 3 December 2016
Round Three	Saturday* 7 January 2017
Round Four	Saturday* 28 January 2017
Round Five	Saturday* 18 February 2017
Round Six	Saturday* 11 March 2017
Semi-finals	Saturday 22 and Sunday 23 April 2017
Final	Saturday 27 May 2017

\* games played over a range of days

**The English Football League Cup (All dates subject to change)**  
**Season 2016/17**

Round One	week commencing 8 August 2016
Round Two	week commencing 22 August 2016
Round Three	week commencing 19 September 2016
Round Four	week commencing 24 October 2016
Round Five	week commencing 28 November 2016
Semi-finals (1st Leg)	week commencing 9 January 2017
Semi-finals (2nd Leg)	week commencing 23 January 2017
Final	Sunday 26 February 2017



## UEFA CLUB COMPETITION DATES 2016/17 (All dates subject to change)

### English Representatives

UEFA Champions League – Leicester City, Arsenal, Tottenham Hotspur and Manchester City.

Europa League – Manchester United, Southampton and West Ham United.

Fixtures

UEFA Champions League 1st Qual. Round (1st Leg)	Tues / Wed 28 / 29 June 2016
Europa League 1st Qual. Round (1st Leg)	Thursday 30 June 2016
UEFA Champions League 1 Qual. Round (2nd Leg)	Tue / Wed 5 / 6 July 2016
Europa League 1st Qual. Round (2nd Leg)	Thursday 7 July 2016
UEFA Champions League 2nd Qual. Round (1st Leg)	Tues / Wed 12 / 13 July 2016
Europa League 2nd Qual. Round (1st Leg)	Thursday 14 July 2016
UEFA Champions League 2nd Qual. Round (2nd Leg)	Tues / Wed 19 / 20 July 2016
Europa League 2nd Qual. Round (2nd Leg)	Thursday 21 July 2016
UEFA Champions League 3rd Qual. Round (1st Leg)	Tues / Thurs 26 / 27 July 2016
Europa League 3rd Qual. Round (1st Leg)	Thursday 28 July 2016
UEFA Champions League 3rd Qual. Round (2nd Leg)	Tues / Wed 2 / 3 August 2016
Europa League 3rd Qual. Round (2nd Leg)	Thursday 4 August 2016
UEFA Champions League Play-Off (1st Leg)	Tues / Wed 16 / 17 August 2016
Europa League Play-Off (1st Leg)	Thursday 18 August 2016
UEFA Champions League Play-Off (2nd Leg)	Tues / Wed 23 / 24 August 2016
Europa League Play-Off (2nd Leg)	Thursday 25 August 2016
UEFA Champions League Group Stage – Match 1	Tues / Wed 13 / 14 September 2016
Europa League Group Stage – Match 1	Thursday 15 September 2016
UEFA Champions League Group Stage – Match 2	Tues / Wed 27 / 28 September 2016
Europa League Group Stage – Match 2	Thursday 29 September 2016
UEFA Champions League Group Stage – Match 3	Tues / Wed 18 / 19 October 2016
Europa League Group Stage – Match 3	Thursday 20 October 2016
UEFA Champions League Group Stage – Match 4	Tues / Wed 1 / 2 November 2016
Europa League Group Stage – Match 4	Thursday 3 November 2016
UEFA Champions League Group Stage – Match 5	Tues / Wed 22 / 23 November 2016
Europa League Group Stage – Match 5	Thursday 24 November 2016
UEFA Champions League Group Stage – Match 6	Tues / Wed 6 / 7 December 2016
Europa League Group Stage – Match 6	Thursday 8 December 2016
UEFA Champions League Round of 16 (1st Leg)	Tues / Wed 14 / 15 and 21 / 22 February 2017
Europa League – Round of 32 (1st Leg)	Thursday 16 February 2017
Europa League – Round of 32 (2nd Leg)	Thursday 23 February 2017
UEFA Champions League Round of 16 (2nd Leg)	Tues / Wed 7 / 8 and 14 / 15 March 2017
Europa League – Round of 16 (1st Leg)	Thursday 9 March 2017
Europa League – Round of 16 (2nd Leg)	Thursday 16 March 2017
UEFA Champions League Quarter-finals (1st Leg)	Tues / Wed 11 / 12 April 2017
Europa League – Quarter-finals (1st Leg)	Thursday 13 April 2017
UEFA Champions League Quarter-finals (2nd Leg)	Tues / Wed 18 / 19 April 2017
Europa League – Quarter-finals (2nd Leg)	Thursday 20 April 2017

UEFA Champions League Semi-finals (1st Leg)	Tues / Wed 2 / 3 May 2017
Europa League – Semi-finals (1st Leg)	Thursday 4 May 2017
UEFA Champions League Semi-finals (2nd Leg)	Tues / Wed 9 / 10 May 2017
Europa League – Semi-finals (2nd Leg)	Thursday 11 May 2017
Europa League – Final	Thursday 24 May 2017
UEFA Champions League Final	Saturday 3 June 2017



Fixtures







# Premier League Rules

# Rules of the Premier League

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## Contents



Rules Index

## Definitions and Interpretation

### Section A: Definitions and Interpretation

Definitions	
A.1.	In these Rules:
A.1.1.	<b>"Accounting Reference Period"</b> means the period in respect of which Annual Accounts are prepared;
A.1.2.	<b>"Activity"</b> means any activity or series of activities, organised or arranged by or in the name of a Club, for Children and/or Adults at Risk (and/or to be attended by such individual(s));
A.1.3.	<b>"the Act"</b> means the Companies Act 2006 (save for in Section X of these Rules, where it shall have the meaning set out in Rule X.1.1);
A.1.4.	<b>"the 1986 Act"</b> has the meaning set out in Rule E.30.1;
A.1.5.	<b>"Adjusted Earnings Before Tax"</b> means Earnings Before Tax adjusted to exclude costs (or estimated costs as the case may be) in respect of the following: (a) depreciation and/or impairment of tangible fixed assets, amortisation or impairment of goodwill and other intangible assets (but excluding amortisation of the costs of Players' registrations); (b) Women's Football Expenditure; (c) Youth Development Expenditure; and (d) Community Development Expenditure, Each of Youth Development Expenditure, Women's Football Expenditure and Community Development Expenditure shall only be excluded from the calculation of Adjusted Earnings Before Tax if separately disclosed: (a) by way of notes to the Annual Accounts; or (b) by way of supplementary information which reconciles to the Annual Accounts and which has been subject to independent audit;
A.1.6.	<b>"Adult at Risk"</b> means an adult who is or may be in need of community care services by reason of mental or other disability, age or illness and who is, or may be, unable to take care of him or herself, or unable to protect himself against significant harm or exploitation;
A.1.7.	<b>"Amateur Player"</b> means any player (other than an Academy Player) who is registered to play or intends to be registered to play for a Club and who is registered with The Football Association as an amateur in accordance with the FIFA Regulations on the Status and Transfer of Players;



## Section A: Definitions and Interpretation

A.1.8.	<p><b>“Annual Accounts”</b> means:</p> <p>(a) the accounts which each Club’s directors are required to prepare pursuant to section 394 of the Act; or</p> <p>(b) if the Club considers it appropriate or the Board so requests, the Group Accounts of the Group of which the Club is a member and which it is required to prepare pursuant to section 399 of the Act, or which it is required to deliver to the Registrar of Companies pursuant to section 400(2)(e) or section 401(2)(f) of the Act;</p> <p>provided that in either case the accounts are prepared to an accounting reference date (as defined in section 391 of the Act) which falls between 31 May and 31 July inclusive. If the accounting reference date falls at any other time, separate accounts for the Club or the Group (as appropriate) must be prepared for a period of twelve months ending on a date between 31 May and 31 July inclusive, and in such a case “Annual Accounts” means those accounts.</p> <p>Annual Accounts must be prepared and audited in accordance with all legal and regulatory requirements applicable to accounts prepared pursuant to section 394 of the Act;</p>
A.1.9.	<p><b>“Appeal Board”</b> means the body having appellate jurisdiction under these Rules appointed by the Board under the provisions of Rule W.62;</p>
A.1.10.	<p><b>“the Articles”</b> means the Articles of Association of the League and reference to a number following the word ‘Article’ is a reference to an article so numbered in the Articles;</p>
A.1.11.	<p><b>“Artificial Surface”</b> means any playing surface which is not or not intended to be predominantly natural grass;</p>
A.1.12.	<p><b>“Associate”</b> means, in relation to an individual, any other individual who is:</p> <p>(a) the spouse or civil partner of that individual; or</p> <p>(b) a relative of that individual or of his spouse or civil partner; or</p> <p>(c) the spouse or civil partner of a relative of that individual or of their spouse or civil partner;</p>
A.1.13.	<p><b>“Associated Undertaking”</b> means an undertaking in which another undertaking has a participating interest and over whose operating and financial policy it exercises a significant influence, and which is not a Parent Undertaking or Subsidiary Undertaking;</p>
A.1.14.	<p><b>“Authorised Signatory”</b> means an Official of a Club duly authorised by a resolution of its board of directors to sign Forms either as required by these Rules or in connection with a Club’s application for a UEFA Club Licence, whose particulars shall have first been submitted to the Board in Form 1;</p>
A.1.15.	<p><b>“Averaged Three Year Player Trading Profit”</b> means the average profit from player trading realised by the Club over the three Contract Years: T; T-1; and T-2, as disclosed in the Club’s Annual Accounts;</p>
A.1.16.	<p><b>“Bankruptcy Order”</b> means an order adjudging an individual bankrupt;</p>



## Section A: Definitions and Interpretation

A.1.17.	<b>"Bankruptcy Restriction Order"</b> and <b>"Interim Bankruptcy Restriction Order"</b> mean orders made under the provisions of Schedule 4A of the 1986 Act;
A.1.18.	<b>"Basic Award Fund"</b> means the fund established out of UK Broadcasting Money and distributed in accordance with Rule D.17.1;
A.1.19.	<b>"the Board"</b> means the board of directors for the time being of the League (or its designee);
A.1.20.	<b>"Broadcaster"</b> means a Radio Broadcaster, a UK Broadcaster or an Overseas Broadcaster;
A.1.21.	<b>"Broadcaster Preview Period"</b> has the meaning set out in Rule K.92;
A.1.22.	<b>"Cash Losses"</b> means aggregate Adjusted Earnings Before Tax after: (a) write back of: (i) amortisation and/or impairment of Players' registrations; and (ii) profit or loss on the transfer of Players' registrations; and (b) inclusion of net cash flow in respect of transfers of Players' registrations.
A.1.23.	<b>"Central Funds"</b> has the meaning set out in Rule E.26.1;
A.1.24.	<b>"the Chairman"</b> means the person appointed as the Chairman pursuant to Article 42 of the Articles or any acting Chairman appointed pursuant to Article 56.1;
A.1.25.	<b>"Child"</b> and <b>"Children"</b> mean any Person or Persons under the age of 18 years;
A.1.26.	<b>"clear days"</b> in relation to the period of a notice means that period excluding the day when the notice is given or deemed to be given and the day for which it is given or on which it is to take effect;
A.1.27.	<b>"Close Season"</b> means the period between the end of one Season and the commencement of the next;
A.1.28.	<b>"Club"</b> means an association football club in membership of the League and: (a) for the purposes of Rules E.40 to E.50 inclusive includes any club which is entitled to be promoted from The Football League to the League; (b) for the purposes of Rules A.1.46, A.1.52, A.1.168, and Sections F and H of these Rules (including any Forms prescribed therein) includes any Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, or Parent Undertaking of such Club; and (c) for the purposes of Section G of these Rules, Rules I.1 to I.7 and Rule J.3 (and including any Forms prescribed therein) includes any Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, Parent Undertaking or Subsidiary Undertaking of such Club;
A.1.29.	<b>"club"</b> means an association football club not in membership of the League;





## Section A: Definitions and Interpretation

- A.1.30. **“Club Own Revenue Uplift”** means any increase in a Club’s revenue in a Contract Year when compared with its revenue in either: (1) the prior Contract Year; or (2) Contract Year 2012/13, as elected by the Club in accordance with Rule E.18 (in each case, excluding Central Funds fee payments from its revenue in both relevant Contract Years). The Board may if necessary adjust the calculation of a Club Own Revenue Uplift:
- (a) to ensure that it is calculated on a like-for-like basis; and/or
  - (b) to restate to Fair Market Value any consideration which arises from a Related Party Transaction.
- The Board shall not make any such adjustment without first having given the Club reasonable opportunity to make submissions as to whether such adjustment is necessary and/or (where paragraph (b) above applies) what constitutes the Fair Market Value of the said consideration;
- A.1.31. **“Club Radio Contract”** means any contract upon terms complying in all respects with any directive issued by the League pursuant to Rule D.6 and made between any Club and the local or regional independent radio station or BBC local radio station within whose transmission area the Club’s Stadium is situated;
- A.1.32. **“Club Shirt Sponsor Contract”** means any contract between any Club and any Person (not being the manufacturer, producer or distributor of that Club’s Strip) providing for the exhibition upon that Club’s Strip of the agreed prime brand of that Person in accordance with Rule M.30;
- A.1.33. **“Commercial Contract”** means any contract entered into by the League relating to sponsorship or like transactions or other matters materially affecting the commercial interests of Clubs other than an Overseas Broadcasting Contract, a UK Broadcasting Contract or a Radio Contract;
- A.1.34. **“Commercial Contract Money”** means money received by the League under any Commercial Contract;
- A.1.35. **“Commission”** means a commission appointed by the Board under the provisions of Rule W.21;
- A.1.36. **“Community Development Expenditure”** means:
- (a) net expenditure by a Club directly attributable to activities (whether in the United Kingdom or abroad) for the public benefit to promote participation in sport and advance social development; and
  - (b) donations made by the Club:
    - (i) to United Kingdom charities in a form recognised by such charities; and/or
    - (ii) for foreign charitable purposes in a form which (had the donations been made to registered United Kingdom charities) would have been recognised as charitable;

## Section A: Definitions and Interpretation

A.1.37.	<b>"the Company Secretary"</b> means the Person whose particulars are registered or registrable as the secretary of the League pursuant to section 276 of the Act, and shall include any joint, assistant or deputy secretary;
A.1.38.	<b>"Compensation Fee"</b> means any sum of money or other consideration (exclusive of value added tax) payable by a Transferee Club to a Transferor Club upon the permanent transfer of the registration of a Contract Player or in respect of an Out of Contract Player;
A.1.39.	<b>"Compensation Fee Account"</b> means the account bearing that name at Barclays Bank Plc into which Compensation Fees, Loan Fees (including in both cases instalments thereof) and Contingent Sums are payable as set out in Rule V.29;
A.1.40.	<b>"Concert Party"</b> means any Person with which any relevant Person is acting in concert within the meaning of paragraphs (2) to (5) (inclusive) of the definition of "acting in concert" in the City Code on Takeovers and Mergers, or would be so acting in concert if the City Code on Takeovers and Mergers applied in the relevant case;
A.1.41.	<b>"Conditional Contract"</b> means a playing contract between a Club and a Player which is determinable by the Player at any time;
A.1.42.	<b>"Connected Person"</b> means any Person who directly or indirectly possesses or is entitled to acquire more than 30 per cent of: <ul style="list-style-type: none"><li>(a) the issued ordinary share capital of the company; or</li><li>(b) the loan capital (save where loan capital was acquired in the ordinary course of the business of lending money) and issued share capital of the company; or</li><li>(c) the assets of the company which would be available for distribution to equity holders in the event of winding up of the company;</li></ul>
A.1.43.	<b>"Contingent Sum"</b> means any sum of money (exclusive of value added tax) additional to a Compensation Fee, payable upon the happening of a contingent event by a Transferee Club to a Transferor Club consequent upon the transfer of the registration of a player;
A.1.44.	<b>"Contract Player"</b> means any player (other than an Academy Player) who has entered into a written contract of employment with a Club;
A.1.45.	<b>"Contract Year"</b> means the period beginning on 1 July in any year and ending on the following 30 June;
A.1.46.	<b>"Control"</b> means the power of a Person to exercise, or to be able to exercise or acquire, direct or indirect control over the policies, affairs and/or management of a Club, whether that power is constituted by rights or contracts (either separately or in combination) and having regard to the considerations of fact or law involved, and, without prejudice to the generality of the foregoing, Control shall be deemed to include:



## Section A: Definitions and Interpretation

- (a) the power (whether directly or indirectly and whether by the ownership of share capital, by the possession of voting power, by contract or otherwise including without limitation by way of membership of any Concert Party) to appoint and/or remove all or such of the members of the board of directors of the Club as are able to cast a majority of the votes capable of being cast by the members of that board; and/or
- (b) the holding and/or possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, Shares in the Club (whether directly, indirectly (by means of holding such interests in one or more other persons) or by contract including without limitation by way of membership of any Concert Party) which confer in aggregate on the holder(s) thereof 30 per cent or more of the total voting rights exercisable at general meetings of the Club;

For the purposes of the above, any rights or powers of a Nominee for any Person or of an Associate of any Person or of a Connected Person to any Person shall be attributed to that Person;

A.1.47. **“Conviction”** means a finding by a court anywhere in the world that a Person has committed an offence or carried out the act for which he was charged, and Convicted shall be construed accordingly;

A.1.48. **“Countdown to Kick-Off”** means, in respect of each League Match, the document agreed between the Home Club and the Match Manager (and approved by the League) in advance, setting out the timings according to which (among other things) the participating Clubs should line up in the tunnel area and process onto the pitch;

A.1.49. **“Crowd Doctor”** means the Official described in Rules O.9 to O.11;

A.1.50. **“DBS”** means the Disclosure and Barring Service, being a non-departmental public body of the Home Office which, amongst other things, processes requests for criminal records checks and barred list information, or any successor body which carries out its functions;

A.1.51. **“Declaration”** means a declaration in Form 5;

A.1.52. Subject to Rule A.1.53, **“Director”** means any Person occupying the position of director of a Club whose particulars are registered or registrable under the provisions of section 162 of the Act and includes a shadow director, that is to say, a Person in accordance with whose directions or instructions the directors of the Club are accustomed to act, or a Person having Control over the Club, or a Person exercising the powers that are usually associated with the powers of a director of a company;

## Section A: Definitions and Interpretation

A.1.53.	For the purposes of Rules H.1 to H.9: (a) a Person shall be excluded from the definition of Director set out in Rule A.1.52 if (and only if): (i) he falls within the said definition of Director solely because Rule A.1.46(b) applies to him; and (ii) his aggregate interest (of the kind set out in Rule A.1.46(b)) in the Shares conferring voting rights exercisable at general meetings of the Club is less than 50%; and (b) the Official referred to in Rule J.1.1 shall be included in that definition;
A.1.54.	<b>"Disclosure"</b> means the service provided by the DBS to Persons registered with it;
A.1.55.	<b>"Earnings Before Tax"</b> means profit or loss after depreciation and interest but before tax, as shown in the Annual Accounts;
A.1.56.	<b>"Events of Insolvency"</b> means the events set out in Rule E.30;
A.1.57.	<b>"Facility Fees Fund"</b> means the fund established out of UK Broadcasting Money and distributed in accordance with Rule D.17.3;
A.1.58.	<b>"the Faculty"</b> has the meaning set out in Rule O.10;
A.1.59.	<b>"F.A. Cup"</b> means the Football Association Challenge Cup competition;
A.1.60.	<b>"Fair Market Value"</b> means the amount for which an asset could be sold, licensed or exchanged, a liability settled, or a service provided, between knowledgeable, willing parties in an arm's length transaction;
A.1.61.	<b>"Fellow Subsidiary Undertaking"</b> has the meaning set out in section 1161(4) of the Act;
A.1.62.	<b>"FIFA"</b> means the Fédération Internationale de Football Association;
A.1.63.	<b>"Financial Institution"</b> means any entity which is incorporated in, or formed under the law of any part of the United Kingdom, and which has permission under Part 4a of the Financial Services and Markets Act 2000 to carry on the regulated activity of accepting deposits (within the meaning of section 22 of that statute, taken with Schedule 2 and any order under section 22) but such definition shall not include: (a) a building society (within the meaning of section 119 of the Building Societies Act 1986); or (b) a credit union (within the meaning of section 31 of the Credit Unions Act 1979);
A.1.64.	<b>"The Football Association"</b> means The Football Association Limited;
A.1.65.	<b>"The Football Association Rules"</b> means the Rules and Regulations for the time being of The Football Association;
A.1.66.	<b>"Football Creditor"</b> has the meaning set out in Rule E.36;





## Section A: Definitions and Interpretation

A.1.67.	<b>"The Football League"</b> means The Football League Limited and/or the league competitions organised by it, as appropriate;
A.1.68.	<b>"The Football League Cup"</b> means the cup competition organised by the board of The Football League;
A.1.69.	<b>"Form"</b> means the appropriate form or substantially the same form as that prescribed in these Rules;
A.1.70.	<b>"Future Financial Information"</b> has the meaning set out in Rule E.11;
A.1.71.	<b>"Gambling Related Agreement"</b> means any agreement (i) which concerns any advertising, marketing, promotion, supply or provision of betting, gaming, lottery or other gambling related products, services, brands or facilities (whether as part of a Club Shirt Sponsor Contract, the appointment of a gambling partner or otherwise); and/or (ii) where the business activities of any of the parties (or of an Associated Undertaking or Group Undertaking of any of the parties) to such agreement include the provision of betting, gaming, lottery or other gambling related products, services or facilities;
A.1.72.	<b>"General Meeting"</b> means any meeting of the members of the League duly called in accordance with the provisions of Article 18;
A.1.73.	<b>"Goal Line Technology"</b> means all necessary equipment for the purpose of assisting the referee to determine whether, in a League Match, a goal has been scored;
A.1.74.	<b>"Group Accounts"</b> mean accounts that a Club is required to prepare pursuant to section 399 of the Act, or which its Parent Undertaking is required to deliver to the Registrar of Companies pursuant to section 400(2)(e) or section 401(2)(f) of the Act;
A.1.75.	<b>"Group Undertaking"</b> has the meaning set out in section 1161(5) of the Act;
A.1.76.	<b>"Hardwiring"</b> means the permanent installation of cabling, to the League's specification, to enable the uninterrupted live Transmission of League Matches and "Hardwired" shall be construed accordingly;
A.1.77.	<b>"Head of Safeguarding"</b> means the member of Staff appointed to that role by each Club in accordance with Rule S.4;
A.1.78.	<b>"HMRC"</b> means Her Majesty's Revenue and Customs or such other government department(s) that may replace the same;
A.1.79.	<b>"Holding"</b> means the holding and/or possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, Shares in the Club (whether directly, indirectly (by means of holding such interests in one or more other Persons) or by contract including without limitation by way of membership of any Concert Party) which confer any voting rights exercisable at general meetings of the Club;  For the purposes of the above, any rights or powers of a Nominee for any Person shall be attributed to that Person, that is to say any rights or powers which another Person possesses on his behalf or may be required to exercise at his direction or on his behalf and any rights or powers of any other Person which is a Connected Person to any Person shall be attributed to that Person;

## Section A: Definitions and Interpretation

A.1.80.	<b>"Home Club"</b> means the Club at whose Stadium a League Match is or was or should be or should have been played or, where the Clubs participating in that League Match share a Stadium, the Club whose name first appears in respect of that League Match on the League's fixture list;
A.1.81.	<b>"Home Grown Player"</b> means a Player who, irrespective of his nationality or age, has been registered with any Club (or club) affiliated to The Football Association or the Football Association of Wales for a period, continuous or not, of three Seasons or 36 months prior to his 21 <sup>st</sup> birthday (or the end of the Season during which he turns 21) and, for the purposes of this definition of "Home Grown Player", a Season will be deemed to commence on the date on which the relevant Summer Transfer Window closes and expire on the date of the final League Match of the Season;
A.1.82.	<b>"Image Contract"</b> means any contract whereby a Player transfers to any Person the right to exploit his image or reputation either in relation to football or non-footballing activities;
A.1.83.	<b>"Image Contract Payment"</b> means any payment made or liability incurred by or on behalf of a Club to such a Person in order to acquire that right;
A.1.84.	<b>"Individual Voluntary Arrangement"</b> means an arrangement made under the provisions of Part VIII of the 1986 Act;
A.1.85.	<b>"Intermediary"</b> means any Person who qualifies as an Intermediary for the purposes of the FA Regulations on Working with Intermediaries (as amended from time to time);
A.1.86.	<b>"International Transfer"</b> means the transfer of the registration of a player to a Club in respect of which an international registration transfer certificate is required under the provisions of the FIFA Regulations on the Status and Transfer of Players;
A.1.87.	<b>"Interview Backdrops"</b> means backdrops against which interviews must, where specified by these Rules, be conducted. The Interview Backdrops will be provided to Clubs from time to time by the League;
A.1.88.	<b>"Lead Disclosure Officer"</b> means the member of Staff appointed to that role by each Club in accordance with Rule S.21;
A.1.89.	<b>"the League"</b> means the Football Association Premier League Limited;
A.1.90.	<b>"the League Champions"</b> has the meaning set out in Rule C.11;
A.1.91.	<b>"League Match"</b> means a first team match played under the jurisdiction of the League;
A.1.92.	<b>"League Office"</b> means the registered office for the time being of the League;
A.1.93.	<b>"Licensing Manual"</b> means the manual in which are set out procedures agreed between The Football Association and the League relating to applications for and the granting of licences enabling Clubs (or clubs) to play in UEFA Club Competitions;



## Section A: Definitions and Interpretation

A.1.194.	<b>“Loan Fee”</b> means any sum of money (exclusive of value added tax) payable by a Transferee Club to a Transferor Club upon a Temporary Transfer;
A.1.195.	<b>“Manager”</b> means the Official of a Club responsible for selecting the Club’s first team;
A.1.196.	<b>“Managers’ Arbitration Tribunal”</b> has the meaning set out in Rule Y.1;
A.1.197.	<b>“Mandatory Medical Equipment Form”</b> means the document referred to Rule O.8, in such form as prescribed by the Board from time to time;
A.1.198.	<b>“Match Day Medical Requirements Form”</b> means the document referred to Rule O.7, in such form as prescribed by the Board from time to time;
A.1.199.	<b>“Match Manager”</b> means a representative of the League who may be appointed to act in relation to a League Match and whose responsibilities include (without limitation): <ul style="list-style-type: none"><li>(a) liaising with Clubs, Match Officials, Broadcasters and any Person with whom the League has entered into a Commercial Contract to promote the delivery by the League of all matchday requirements and entitlements of Broadcasters and such Persons pursuant to these Rules;</li><li>(b) assisting Clubs to comply with their obligations pursuant to Rule D.3 insofar as those obligations must be fulfilled at League Matches; and</li><li>(c) working with Clubs and Broadcasters to enable the referee to ensure that the kick-off, and re-start after half-time, of each League Match take place promptly;</li></ul>

### Guidance

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

A.1.100.	<b>“Match Officials”</b> means referees and assistant referees and includes reserve officials and fourth officials;
A.1.101.	<b>“Material Transactions”</b> has the meaning set out in Rule H.1;
A.1.102.	<b>“Medical Coordinator”</b> means the Official described in Rule O.7;
A.1.103.	<b>“Memorandum”</b> means the Memorandum of Association of the League;
A.1.104.	<b>“Merit Payments Fund”</b> means the fund established out of UK Broadcasting Money and distributed in accordance with Rule D.17.2;
A.1.105.	<b>“Mixed Zone”</b> means the area in which media interviews with Players and Managers may be conducted after the conclusion of a League Match, as more particularly described in Rules K.71 and K.72;
A.1.106.	<b>“Monthly Contract”</b> has the meaning set out in Rule T.11.2;

## Section A: Definitions and Interpretation

A.1.107.	<b>"New Registration"</b> has the meaning set out in Rule U.14;
A.1.108.	<b>"Nominee"</b> means, in connection to any Person, another Person who possesses rights or powers on his behalf, or which he may be required to exercise at his discretion;
A.1.109.	<b>"NSPCC Standards"</b> means the Standards for Safeguarding and Protecting Children in Sport promoted by the National Society for the Prevention of Cruelty to Children;
A.1.110.	<b>"Official"</b> means any director, secretary, servant or representative of a Club, excluding any Player, Intermediary or Auditor;
A.1.111.	<b>"Out of Contract Player"</b> means a Contract Player whose contract of employment with a Club has expired;
A.1.112.	<b>"Outside Broadcast Compound"</b> means the area for the exclusive use of TV Broadcasters' vehicles more particularly described at Rules K.81 to K.83;
A.1.113.	<b>"Overseas Broadcaster"</b> means a Person with whom the League has entered into an Overseas Broadcasting Contract and who is entitled to effect the Transmission of League Matches in accordance with the terms of that contract;
A.1.114.	<b>"Overseas Broadcasting Contract"</b> means any contract entered into by the League for the Transmission of League Matches outside the United Kingdom, the Republic of Ireland, the Isle of Man and the Channel Islands;
A.1.115.	<b>"Overseas Broadcasting Money"</b> means money received by the League under any Overseas Broadcasting Contract;
A.1.116.	<b>"Overseas TV Commentary Positions"</b> means the commentary positions more particularly described in Rules K.55 and K.56;
A.1.117.	<b>"the Panel"</b> has the meaning set out in Rule W.14;
A.1.118.	<b>"Parent"</b> means a Person who has parental responsibility for a Child;
A.1.119.	<b>"Parent Undertaking"</b> has the meaning set out in section 1162 of the Act;
A.1.120.	<b>"PAYE and NIC"</b> means any and all payments required to be made by a Club in respect of income tax and national insurance contributions;
A.1.121.	<b>"Person"</b> includes any natural person, legal entity, firm or unincorporated association and in the case of a Person which is incorporated any of its Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, Parent Undertaking or Subsidiary Undertaking;
A.1.122.	<b>"PGB"</b> has the meaning set out in Rule B.22;
A.1.123.	<b>"PGMOL"</b> means the Professional Game Match Officials Limited;





## Section A: Definitions and Interpretation

A.1.124.	<b>"Player"</b> means any Contract Player, Out of Contract Player, Amateur Player or Academy Player who is registered to play for a Club;
A.1.125.	<b>"Player Services Costs"</b> means: <ul style="list-style-type: none"><li>(a) the total of all gross remuneration and benefits payable by a Club to or in respect of its Contract Players;</li><li>(b) (where applicable) employer's national insurance contributions thereon; and</li><li>(c) any direct contributions made by a Club for a Player's benefit to a pension scheme or to an employee benefit trust or an employer-financed retirement benefit scheme;</li></ul>
A.1.126.	<b>"Player's Image"</b> means the Player's name, nickname, fame, image, signature, voice and film and photographic portrayal, virtual and/or electronic portrayal image or representation, reputation, replica and all other characteristics of the Player including his shirt number;
A.1.127.	<b>"Post-Match Media Conference"</b> has the meaning set out in Rules K.117 to K.120;
A.1.128.	<b>"Pre-Match Media Conference"</b> has the meaning set out in Rule K.101;
A.1.129.	<b>"the Premier League Appeals Committee"</b> means the committee constituted in accordance with Rule Z.2;
A.1.130.	<b>"the Professional Football Compensation Committee"</b> means the committee constituted in accordance with the Regulations of the Professional Football Compensation Committee;
A.1.131.	<b>"Professional Footballers' Pension Scheme"</b> means the pension scheme organised by the Professional Footballers' Association which provides benefits for Players and their dependants during their playing career and after they retire;
A.1.132.	<b>"Professional Game Youth Fund"</b> means the fund of that name managed by the League which shall award grants from the fund's resources to qualifying Clubs and Football League clubs;
A.1.133.	<b>"Promoted Club"</b> means a Club which became a member of the League at the end of the previous Season pursuant to Rule B.4;
A.1.134.	<b>"Radio Commentary Positions"</b> means the commentary positions more particularly described in Rule K.57;
A.1.135.	<b>"Radio Contract"</b> means any contract entered into by the League other than an Overseas Broadcasting Contract or a UK Broadcasting Contract for the Radio Transmission of League Matches;
A.1.136.	<b>"Radio Contract Money"</b> means money received by the League under any Radio contract;

## Section A: Definitions and Interpretation

A.1.137.	<b>“Radio Broadcaster”</b> means a Person with whom the League has entered into a Radio Contract and who is entitled to effect the Radio Transmission of League Matches in accordance with the terms of that contract;
A.1.138.	<b>“Radio Transmission”</b> means any terrestrial or satellite broadcast or transmission by cable of sounds of and/or commentary upon any League Match or inclusion thereof in a cable programme service and/or on the Internet and/or any relay of sound of and/or commentary upon any League Match whether to an open or closed user group by any means now existing or hereafter invented not consisting solely of storage and distribution of recorded sounds in tangible form whether such radio transmission is on a live or recorded basis in whole or as excerpts;
A.1.139.	<b>“Relegated Club”</b> means a Football League club which was relegated under the provisions of Rule C.14 at the end of any of the three previous Seasons and which remains relegated;
A.1.140.	<b>“Related Party Transaction”</b> means a transaction disclosed in a Club’s Annual Accounts as a related party transaction or which would have been disclosed as such except for an exemption under the accounting standards under which the Annual Accounts were prepared;
A.1.141.	<b>“Representation Contract”</b> means an agreement to which a Club and an Intermediary are party and pursuant to which the Intermediary acts for the Club or a Player in the context of either the registration or transfer of the registration of a Player or the employment of a Player by a Club;
A.1.142.	<b>“Resolution”</b> has the meaning set out in Article 1.2;
A.1.143.	<b>“Respondent”</b> has the meaning set out in Rule W.23.2;
A.1.144.	<b>“Retired Player”</b> means a Player who has stopped playing competitive football;
A.1.145.	<b>“these Rules”</b> means the rules for the time being of the League and a letter and a number following a reference to a rule identifies the Section in which it is comprised and its number within that Section;
A.1.146.	<b>“Safeguarding Officer”</b> means the member of Staff to whom safeguarding duties may be delegated by the Head of Safeguarding in accordance with Rule S.6;
A.1.147.	<b>“Scout”</b> means any Person employed or engaged by a Club (whether on a full-time or part-time basis and whether or not he is remunerated in any way for his services) whose duties include identifying to his Club players whose registration his Club may wish to secure;
A.1.148.	<b>“Season”</b> means the period commencing on the date of the first League Match on the fixture list of the League’s first team competition and ending on the date of the last;
A.1.149.	<b>“Section”</b> means a Section of these Rules;



## Section A: Definitions and Interpretation

- A.1.150. **“Secure Funding”** means funds which have been or will be made available to the Club in an amount equal to or in excess of any Cash Losses which the Club has made in respect of the period from T-2 or is forecast to make up to the end of T+2. Secure Funding may not be a loan and shall consist of:
- (a) contributions that an equity participant has made by way of payments for shares through the Club’s share capital account or share premium reserve account; or
  - (b) an irrevocable commitment by an equity participant to make future payments for shares through the Club’s share capital account or share premium reserve account. This irrevocable commitment shall be evidenced by a legally binding agreement between the Club and the equity participant and may if the Board so requires be secured by one of the following:
    - i. a personal guarantee from the ultimate beneficial owner of the Club, provided that the Board is satisfied that (i) he is of sufficient standing and (ii) the terms of the guarantee are satisfactory;
    - ii. a guarantee from the Club’s Parent Undertaking or another company in the Club’s Group, provided that the Board is satisfied that (i) the guaranteeing company is of sufficient standing and (ii) the terms of the guarantee are satisfactory;
    - iii. a letter of credit from a Financial Institution of sufficient standing and an undertaking from the Club’s directors to the Premier League to call on the letter of credit in default of the payments from the equity participant being made;
    - iv. payments into an escrow account, to be paid to the Club on terms satisfactory to the Board; or
    - v. such other form of security as the Board considers satisfactory; or
  - (c) such other form of Secure Funding as the Board considers satisfactory;
- A.1.151. **“Senior Safeguarding Lead”** means the member of a Club’s board of directors appointed to that role by each Club in accordance with Rule S.3;
- A.1.152. **“Shares”** means shares or other equity securities;
- A.1.153. **“Significant Interest”** means the holding and/or possession of the legal or beneficial interest in, and/or the ability to exercise the voting rights applicable to, Shares in the Club which confer in aggregate on the holder(s) thereof 10 per cent or more of the total voting rights exercisable in respect of any class of Shares of the Club. All or part of any such interest may be held directly or indirectly or by contract including, but not limited to, by way of membership of any Concert Party, and any rights or powers held by an Associate, Nominee or Connected Person shall be included for the purposes of determining whether an interest or interests amounts to a “Significant Interest”;
- A.1.154. **“Signing-on Fee”** means a lump sum payment payable under the terms of a contract between a Club and a Contract Player and which is expressed to be a signing-on fee;

## Section A: Definitions and Interpretation

A.1.155.	<b>"Spent Conviction"</b> means a conviction in respect of which the offender is treated as rehabilitated for the purposes of the Rehabilitation of Offenders Act 1974 or, where this statute does not apply for any reason, a conviction which would be so treated had the provisions of the statute applied;
A.1.156.	<b>"Squad List"</b> means the list of up to a maximum of 25 Players eligible to participate in League Matches during a Season of whom a maximum of 17 may not be Home Grown Players;
A.1.157.	<b>"Stadium"</b> means the Club's ground registered with the Board pursuant to Rule K.5;
A.1.158.	<b>"Staff"</b> means any employee of a Club or volunteer involved in any Activity on behalf of or with the authorisation of the Club and/or who works directly with (and/or has influence over) Vulnerable Groups (or acts on their behalf in any way);
A.1.159.	<b>"stakeholders"</b> has the meaning set out in Rule R.2;
A.1.160.	<b>"Strip"</b> means Players' shirts, shorts and stockings;
A.1.161.	<b>"Subsidiary Undertaking"</b> has the meaning set out in section 1162 of the Act;
A.1.162.	<b>"Summer Transfer Window"</b> has the meaning set out in Rule V.2;
A.1.163.	<b>"T"</b> means the Club's Accounting Reference Period ending in the year in which assessment pursuant to Rules E.18 to E.22 and E.53 to E.60 takes place, and: (a) <b>"T-1"</b> means the Club's Accounting Reference Period immediately preceding T; (b) <b>"T-2"</b> means the Club's Accounting Reference Period immediately preceding T-1; (c) <b>"T+1"</b> means the Club's Accounting Reference Period immediately following T; and (d) <b>"T+2"</b> means the Club's Accounting Reference Period immediately following T+1;
A.1.164.	<b>"Team Doctor"</b> means the Official described in Rules O.4 to O.5;
A.1.165.	<b>"Technical Specification"</b> means a specification, unique to each Club, showing how that Club will deliver each of the facilities, infrastructure requirements and services required of it pursuant to Rules K.43 to K.91 and K.121 to K.141 on the occasion of League Matches played at its Stadium;

### Guidance

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

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





## Section A: Definitions and Interpretation

A.1.166.	<b>“Television Gantry”</b> means the television gantry more particularly described in Rules K.50 to K.52;
A.1.167.	<b>“Temporary Transfer”</b> has the meaning set out in Rule V.5;
A.1.168.	<b>“Third Party Payment”</b> means any payment made or liability incurred (other than Compensation Fees, remuneration or payments to or for the benefit of Intermediaries referred to in Rule H.1) by or on behalf of a Club in respect of a Player, including an Image Contract Payment;
A.1.169.	<b>“Transfer Agreement”</b> means an agreement between a Transferor Club and a Transferee Club for the permanent transfer of the registration of a Contract Player;
A.1.170.	<b>“Transfer Windows”</b> has the meaning set out in Rule V.1;
A.1.171.	<b>“Transferee Club”</b> means a Club (or club) to which the registration of a Contract Player is, or is to be or has been transferred (including on the basis of a Temporary Transfer) or which, in the case of an Out of Contract Player, effects his New Registration;
A.1.172.	<b>“Transferor Club”</b> means a Club (or club) from which the registration of a Contract Player is, or is to be or has been transferred (including on the basis of a Temporary Transfer) or which, in the case of an Out of Contract Player, holds his registration under the provisions of Rule U.29.2;
A.1.173.	<b>“Transmission”</b> means any terrestrial or satellite broadcast of television or other moving pictures with or without sound or transmission by cable of moving pictures with or without sound or inclusion of moving pictures with or without sound in a cable programme service and/or on the Internet and/or relay of moving pictures with or without sound whether to an open or closed user group by any means now existing or hereafter invented not consisting solely of the storage and distribution of recorded pictures with or without sound in tangible form whether the said transmission is on a live or recorded basis in whole or as excerpts. “Transmitted” shall be construed accordingly;
A.1.174.	<b>“TV Broadcaster”</b> means a UK Broadcaster or an Overseas Broadcaster;
A.1.175.	<b>“UEFA”</b> means the Union des Associations Européennes de Football;
A.1.176.	<b>“UEFA Club Competition”</b> means the club competitions organised by UEFA;
A.1.177.	<b>“UEFA Club Licence”</b> means the licence granted by The Football Association in accordance with the procedures set out in the Licensing Manual enabling Clubs (or clubs) to play in UEFA Club Competitions;
A.1.178.	<b>“UK Broadcaster”</b> means a Person with whom the League has entered into a UK Broadcasting Contract and who is entitled to effect the Transmission of League Matches in accordance with the terms of that Contract;
A.1.179.	<b>“UK Broadcasting Contract”</b> means any contract entered into by the League for the Transmission of League Matches within the United Kingdom, the Republic of Ireland, the Isle of Man and the Channel Islands;

## Section A: Definitions and Interpretation

A.1.180.	<b>"UK Broadcasting Money"</b> means money received by the League under any UK Broadcasting Contract;
A.1.181.	<b>"UK TV Commentary Positions"</b> means the commentary positions more particularly described in Rule K.53;
A.1.182.	<b>"Under 21 Player"</b> means a Player under the age of 21 as at 1 January in the year in which the Season concerned commences (i.e. for Season 2016/2017 born on or after 1 January 1995);
A.1.183.	<b>"Visiting Club"</b> means the Club playing, which has played, which should play or which should have played a League Match at the Stadium of a Home Club or, where the Clubs participating in that League Match share a Stadium, the Club whose name last appears in respect of that League Match on the League's fixture list;
A.1.184.	<b>"Vulnerable Groups"</b> means both Children and Adults at Risk;
A.1.185.	<b>"Week by Week Contract"</b> means a playing contract between a Club and a Player which is determinable by either party on seven days' written notice;
A.1.186.	<b>"Winter Transfer Window"</b> has the meaning set out in Rule V.3;
A.1.187.	<b>"Women's Football Expenditure"</b> means expenditure by a Club directly attributable to activities to train, educate and develop players involved in women's football teams (including, for the avoidance of doubt such activities as they relate to female players under the age of 18);
A.1.188.	<b>"Working Day"</b> means any day on which the League Office is open for normal business but excluding, unless the Board determines otherwise, a Saturday, a Sunday or a Bank or Public Holiday;
A.1.189.	References to <b>"written"</b> or <b>"in writing"</b> shall be construed to include: (a) hard copy; (b) facsimile transmission; and (c) subject to any guidance issued by the Board, email (including any attachment to an email),  but shall not include any form of electronic communication other than those listed in Rules (b) to (c) above. Where a communication is sent by email, the burden of proof of receipt shall be on the sender;
A.1.190.	<b>"Youth Development Expenditure"</b> means expenditure by a Club directly attributable to activities to train, educate and develop Academy Players net of any portion of Central Funds paid to Clubs solely for the purpose of such activities; and
A.1.191.	<b>"Youth Development Rules"</b> means the Youth Development Rules which are set out as an Appendix to these Rules and which form part of these Rules.



## Section A: Definitions and Interpretation

Interpretation	
A.2.	Terms defined in Youth Development Rule 1 shall have the meanings set out in that Rule.
A.3.	Unless the context otherwise requires: A.3.1. words importing the singular number shall include the plural and vice versa; and A.3.2. words importing any particular gender shall include all other genders.
A.4.	References to statutory provisions shall be construed as references to those provisions as they may be amended or re-enacted.
A.5.	The headings in these Rules are for convenience only and shall not affect their interpretation.
A.6.	Unless otherwise stated, the provisions of the Articles shall prevail in the event of any conflict with these Rules.
A.7.	These Rules shall be governed by and shall be construed in accordance with English law. Strictly without prejudice to the arbitration and other dispute resolution provisions of these Rules, disputes relating to these Rules shall be subject to the exclusive jurisdiction of the English courts.

Rules: Section A

## The League: Governance, Operations and Finance

### Section B: The League - Governance

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





## Section B: The League - Governance

B.10. Not earlier than the 1 March nor later than the 31 March following the giving of a notice under Rule B.8, the Club giving such notice shall notify the Company Secretary in writing whether such notice is confirmed or withdrawn. If no such notice is given, the notice under Rule B.8 shall be deemed to have been withdrawn.

B.11. Without prejudice to the powers contained in Section W of these Rules (Disciplinary), any Club purporting to resign otherwise than in accordance with Rules B.8 and B.9 shall on demand indemnify the League on behalf of itself and the Clubs remaining in membership of the League against all losses, damages, liabilities, costs or expenses whatsoever suffered or incurred by the League or such Clubs resulting directly or indirectly from such purported resignation including without limitation loss of income or profits from any Commercial Contract, UK Broadcasting Contract, Overseas Broadcasting Contract or Radio Contract.

### Board Powers

B.12. Where a discretion, right or power is expressed in these Rules to be exercisable by the Board, such discretion, right or power shall, unless otherwise provided in these Rules or the Articles, be exercisable by the Board in its sole and absolute discretion or as a sole right or power of the Board and shall when exercised be final and binding and not subject to appeal.

B.13. The Board may appoint any Person who is not an Official to deputise for either the Chairman or the chief executive when the Board is required to exercise its function under either Rule T.29 or Rule T.30 or Rule T.31 or Rule W.1 or Youth Development Rules 288 and 290 to 291.

### Procedure at General Meetings

B.14. Subject to the provisions of the Articles and the Act, the Chairman may regulate the procedure for General Meetings as he thinks fit. Unless otherwise determined by the Chairman:

B.14.1 Clubs must give to the League not less than 28 clear days' notice of any item for inclusion on the agenda of a forthcoming General Meeting; and

B.14.2 two representatives from each Club may attend General Meetings, each of whom may speak but only one of whom shall be entitled to vote.

### Relationship between Clubs and the League

B.15. Membership of the League shall constitute an agreement between the League and Club (both on its own behalf and on behalf of its Officials) and between each Club to be bound by and comply with:

B.15.1 the Laws of the Game;

B.15.2 The Football Association Rules;

B.15.3 the Articles;

B.15.4 these Rules;

B.15.5 the statutes and regulations of FIFA;

## Section B: The League - Governance

	<p>B.15.6. the statutes and regulations of UEFA; and</p> <p>B.15.7. the Regulations of the Professional Football Compensation Committee, each as amended from time to time.</p>
B.16.	In all matters and transactions relating to the League each Club shall behave towards each other Club and the League with the utmost good faith.
B.17.	No Club, either by itself, its servants or agents, shall by any means whatsoever unfairly criticise, disparage, belittle or discredit any other Club or the League or in either case any of its directors, officers, employees or agents.
B.18.	A Club shall not, without the Board's prior written consent, either during its membership of the League or at any time after its membership has terminated, disclose or divulge, either directly or indirectly, to any Person whatsoever or otherwise make use of any confidential information as to the business or finances of the League or any other Club or any of their dealings, transactions or affairs or as to any other matters which may come to its knowledge by reason of its membership, save to statutory and regulatory authorities or as may be required by law or to such Officials and Auditors of that Club to whom such disclosure is strictly necessary for the purpose of their duties and then only to the extent so necessary.
B.19.	Without prejudice to the League's powers of inquiry under Rule W.1, each Club shall comply promptly and in full with any request for information made by the League (including, for the avoidance of doubt, any such request made pursuant to a demand from a statutory or regulatory authority).
<b>Football Association Representation</b>	
B.20.	Under the articles of association of The Football Association the League is entitled to appoint annually eight representatives to the Council of The Football Association. Any Person who is a Director or a director or officer of the League shall be eligible for appointment. Seven such representatives shall be elected by Clubs in General Meeting and one shall be appointed by the Board subject to ratification by Clubs in General Meeting.
B.21.	Under the articles of association of The Football Association the League is entitled to appoint annually up to three members of The Football Association board of directors. Any Person who is a Football Association Council representative appointed in accordance with Rule B.20 or, if a representative of a regional division of The Football Association, a Person who is a Director shall be eligible for appointment. The Board shall appoint one of such representatives subject to ratification by Clubs in General Meeting and the other two shall be elected by Clubs at the General Meeting next following the end of the Season at which election will be by ballot and will take place after the election of The Football Association Council representatives appointed in accordance with Rule B.20.



## Section B: The League - Governance

- B.22. Under the articles of association of The Football Association, the League is entitled to appoint four members of the Professional Game Board (the "PGB"), a committee of the board of directors of The Football Association. The three members of the board of directors of The Football Association appointed in accordance with Rule B.21 shall recommend for approval in General Meeting the four proposed members of the PGB. Provided always that at least two of the appointed PGB members shall be Football Association Council representatives appointed in accordance with Rule B.20, the following shall be eligible for appointment:
- B.22.1. a Director;
  - B.22.2. a Football Association Council representative appointed in accordance with Rule B.20 (who for the avoidance of doubt may be a member of The Football Association board of directors); and
  - B.22.3. a director or officer of the League.

Rules: Section B

## The League: Governance, Operations and Finance

### Section C: The League Competition

The League Competition	
C.1.	Each Club shall play two League Matches against each other Club each Season, being the Home Club in respect of one such League Match and the Visiting Club in respect of the other.
C.2.	The winner of a League Match shall score three points. Each Club participating in a League Match which is drawn shall score one point.
C.3.	The results of League Matches shall be recorded by the Board in a table containing, in respect of each Club, the following information: <ul style="list-style-type: none"> <li>C.3.1. the number of League Matches played in that Season;</li> <li>C.3.2. the number of League Matches won, drawn and lost as a Home Club in that Season;</li> <li>C.3.3. the number of League Matches won, drawn and lost as a Visiting Club in that Season;</li> <li>C.3.4. the number of goals scored in League Matches by and against that Club in that Season; and</li> <li>C.3.5. the number of points scored in that Season.</li> </ul>
C.4.	The position of Clubs in the table shall be determined by the number of points scored in that Season, the Club having scored the highest number of points being at the top of the table and the Club having scored the lowest number of points being at the bottom.
C.5.	If any two or more Clubs have scored the same number of points their position in the table shall be determined on goal difference, that is to say, the difference between the total number of goals scored by and against a Club in League Matches in that Season, and the higher or highest placed Club shall be the Club with the higher or highest goal difference.
C.6.	If any two or more Clubs have scored the same number of points and have the same goal difference the higher or highest placed Club shall be the Club having scored the most goals in League Matches in that Season.
C.7.	Subject to Rule C.17, if any two or more Clubs have scored the same number of points, have the same goal difference and have scored the same number of goals in League Matches in that Season they shall be deemed to occupy the same position in the table.
Determination and Accreditation of Goals	
C.8.	Goal Line Technology shall be utilised at League Matches (save that, for the avoidance of doubt, a League Match shall proceed even if Goal Line Technology is unavailable for part or all of it). The referee's decision as to whether a goal has been scored shall be final.
C.9.	The League shall keep a record of the scorer of each goal in each League Match.





## Section C: The League Competition

- C.10. The Board will review all goals scored in every League Match, and if there are any in respect of which the identity of the scoring Player is in doubt, then the Board shall determine which Player scored the goal, and the Board's said determination shall be final.

### The League Championship

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

### Relegation

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

### Play-offs

- C.17. If at the end of the Season either the League Champions or the Clubs to be relegated or the question of qualification for other competitions cannot be determined because two or more Clubs are equal on points, goal difference and goals scored, the Clubs concerned shall play off one or more deciding League Matches on neutral grounds, the format, timing and venue of which shall be determined by the Board.

## The League: Governance, Operations and Finance

### Section D: The League – Finance

Obligations of the League	
D.1.	Subject to the provisions of Article 49, the League shall enter into Commercial Contracts, UK Broadcasting Contracts, Overseas Broadcasting Contracts and Radio Contracts with the intention in the case of each UK Broadcasting Contract for the live Transmission of League Matches that each Club shall participate in at least one live televised League Match each Season.
D.2.	Each Club and each Contract Player shall comply with any reasonable request made on behalf of the League to allow the Player's Image to be used to enable the League to fulfil its Commercial Contracts, UK Broadcasting Contracts, Overseas Broadcasting Contracts and Radio Contracts, provided that, where the size of the product permits, the League shall not use the images of less than four Contract Players, each from a different Clubs, on any one product.
Obligations of Clubs	
D.3.	Subject to Rule D.7, Clubs shall provide such rights, facilities and services as are required to enable the League to fulfil its Commercial Contracts, UK Broadcasting Contracts, Overseas Broadcasting Contracts and Radio Contracts and shall not by any act or omission infringe any exclusive rights granted thereunder or otherwise cause any breach thereof to occur. For the avoidance of doubt only the League may enforce this Rule against a Club and no other Person shall have any right under the Contracts (Rights of Third Parties) Act 1999 to so enforce it.
D.4.	Each Club shall indemnify the League against any liability the League may incur in the event of a finding by a court of law or other body of competent jurisdiction that the League induced the Club to breach a contract with a third party as a result of requiring the Club to comply with Rule D.3.
D.5.	Each Club shall provide such reasonable rights, facilities and services at each League Match taking place at its Stadium as are reasonably required and as are authorised by any directive issued by the League pursuant to Rule D.6 to enable the Visiting Club in respect of the said League Match to comply with the terms of any Club Radio Contract to which it is party.
D.6.	The League shall issue from time to time directives to Clubs setting out those rights which may and may not be granted by any Club in any Club Radio Contract and each Club shall comply in all respects with any such directive.
D.7.	In the case of a Commercial Contract a Club shall not be bound to comply with Rule D.3 if: <ul style="list-style-type: none"> <li>D.7.1. to do so would result in the Club being in breach of a contractual obligation entered into before the date of the Article 49 Resolution authorising or approving it; or</li> <li>D.7.2. such Commercial Contract has not been entered into by the League within six months of the Article 49 Resolution relating to it.</li> </ul>



## Section D: The League – Finance

Rules: Section D

### Accounting Practice

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

### Operating and Other Expenses

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

### Transmission of League Matches

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

## Section D: The League – Finance

### Distribution of UK Broadcasting Money

- D.15. The League shall pay out of UK Broadcasting Money:
- D.15.1. such sums as may be agreed from time to time shall be payable to the Professional Footballers' Association for Players' educational, insurance and benevolent purposes; and
  - D.15.2. any other sum approved by a Resolution.
- D.16. The balance of UK Broadcasting Money shall be divided so that:
- D.16.1. one half shall comprise the Basic Award Fund;
  - D.16.2. one quarter shall comprise the Merit Payments Fund; and
  - D.16.3. one quarter shall comprise the Facility Fees Fund.
- Each of the Basic Award Fund and the Merit Payments Fund shall be divided into such number of shares as shall be required in either case to put into effect the provisions of Rules D.17.1, D.17.2 and D.25 and the Facility Fees Fund shall be distributed in accordance with the provisions of Rule D.17.3.





## Section D: The League – Finance

D.17. In consideration of Clubs providing such rights, facilities and services as are required to enable the League to fulfil any UK Broadcasting Contract:

D.17.1. subject to Rules E.26, E.35 and E.39, the Basic Award Fund shall be distributed by way of fees so that each Club receives one share and each Relegated Club the percentage of one share set out in Rule D.25;

D.17.2. as soon as practicable after the end of each Season, subject to Rules E.26 and E.35, the Merit Payments Fund shall be distributed by way of fees in accordance with the following table:

End of Season League position	Number of shares
1	20
2	19
3	18
4	17
5	16
6	15
7	14
8	13
9	12
10	11
11	10
12	9
13	8
14	7
15	6
16	5
17	4
18	3
19	2
20	1

D.17.3. the Board shall in respect of each Season determine the amounts to be paid to Clubs by way of facility fees for League Matches which are televised live or of which recorded excerpts are broadcast. During or after the end of each Season, subject to Rules E.26 and E.35, such facility fees shall be paid out of the Facility Fees Fund to those Clubs which have participated in each of such League Matches, whether as a Home Club or a Visiting Club.

## Section D: The League – Finance

### Distribution of Overseas Broadcasting Money

- D.18. The League shall pay out of Overseas Broadcasting Money:
- D.18.1. its operating and other expenses in accordance with Rule D.10; and
  - D.18.2. any other sum approved by a Resolution and the balance thereof shall be divided into such number of shares as shall be required to put into effect the provisions of Rule D.19.
- D.19. In consideration of Clubs providing such rights, facilities and services as are required to enable the League to fulfil any Overseas Broadcasting Contract, as soon as practicable during or after the end of each Season, subject to Rules E.26, E.35, E.39 and K.42, the balance of Overseas Broadcasting Money shall be distributed by way of feesso that each Club receives one share and each Relegated Club the percentage of one share set out in Rule D.25.

### Distribution of Commercial Contract Money

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

### Distribution of Radio Contract Money

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



## Section D: The League – Finance

### Relegated Clubs

- D.25. Subject to Rules D.26, E.26, E.35, and E.39, each Relegated Club shall receive the following fees:
- D.25.1. in the first Season after being relegated, a sum equivalent to 55% of one share of each of the Basic Award Fund and Overseas Broadcasting Money;
  - D.25.2. in the second Season after being relegated, a sum equivalent to 45% of one share of each of the Basic Award Fund and Overseas Broadcasting Money; and
  - D.25.3. in the third Season after being relegated, a sum equivalent to 20% of one share of each of the Basic Award Fund and Overseas Broadcasting Money.
- D.26. A Relegated Club that was in membership of the League for only one Season immediately prior to being relegated will not receive the fee set out in Rule D.25.3.

### Guidance

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

### Value Added Tax

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

### Distribution Account

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

### Assignments of Central Funds

- D.29. If a Club or a Relegated Club proposes to charge, assign or otherwise grant security over all or part of its entitlement to future distributions of Central Funds, it shall:
- D.29.1. disclose to the League the proposed documentation with the lender giving effect to such charge, assignment or other grant of security;
  - D.29.2. not enter into the said proposed documentation without the prior written consent of the League (not to be unreasonably withheld); and
  - D.29.3. procure that it and its lender enter into an agreement with the League whereby the lender will confirm that:
    - D.29.3.1. it understands that the Club's entitlement to future distributions of Central Funds is subject to the provisions of the Articles and these Rules and in particular (without prejudice to the generality of the foregoing) to Rules E.26, E.35 and E.29;

## Section D: The League – Finance

D.29.3.2.	it waives any and all claims of whatever nature against the League associated in any way with the League's application and/or enforcement of the Rules referred to at Rule D.29.3.1; and
D.29.3.3.	the Club has disclosed to it the Club's current and future liabilities to other Clubs (and clubs) and the League will confirm that such disclosure accords with its records of such liabilities.
D.30.	Rule D.29 shall not apply to any assignment, charge or other grant of security by a Club of its future entitlement to Central Funds as part of a fixed and floating charge over the entirety of its assets and undertaking on usual commercial terms.
<b>To take effect beginning Season 2018/19:</b>	
D.31.	Without the express, prior consent of the Board, no Club or Relegated Club may charge, assign or otherwise grant security over its entitlement to Central Funds in accordance with Rule D.29 to any Person other than a Financial Institution.
D.32.	Without prejudice to Rule D.31, above, the Board may still refuse to permit any proposed charge, assignment or grant of security under Rule D.29 by a Club or Relegated Club to a Financial Institution, where the ownership or structure of that Financial Institution conflicts with any of these Rules.



## Section D: The League – Finance

Rules: Section D

## Clubs: Finance and Governance

### Section E: Clubs – Finance

#### Power to Inspect

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

#### Club Bank Accounts

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

#### Submission of Club Accounts

- E.3. Each Club shall by 1 March in each Season, submit to the Board a copy of its annual accounts in respect of its most recent financial year or if the Club considers it appropriate or the Board so requests the Group Accounts of the Group of which it is a member (in either case such accounts to be prepared and audited in accordance with applicable legal and regulatory requirements) together with a copy of the directors' report for that year and a copy of the auditors' report on those accounts.
- E.4. The accounts referred to in Rule E.3 shall:
- E.4.1. include separate disclosure within the balance sheet or notes to the accounts, or by way of supplementary information separately reported on by its auditors by way of procedures specified by the Board, of the total sums payable and receivable in respect of Compensation Fees, Contingent Sums and Loan Fees; and
  - E.4.2. include a breakdown within the profit and loss account or the notes to the accounts, or by way of supplementary information separately reported on by its auditors by way of procedures specified by the Board, of revenue in appropriate categories such as gate receipts, sponsorship and advertising, broadcasting rights, commercial income and other income.
- E.5. If the auditors' report on the accounts submitted pursuant to Rule E.3 contains anything other than an unqualified opinion without modification, the Club shall at the Board's request submit such further documentary evidence as the Board shall require (including, but not limited to, Future Financial Information).
- E.6. If the annual accounts of a Club or Group Accounts submitted pursuant to Rule E.3 are prepared to a date prior to 30 November in the Season of submission, such Club or Group shall by the following 31 March submit to the Board interim accounts covering the period commencing from its accounting reference date and ending on a date between the following 30 November and 1 March.





## Section E: Clubs – Finance

- E.7. The interim accounts shall:
- E.7.1. comprise a balance sheet, a profit and loss account, a cash flow statement and relevant explanatory notes;
  - E.7.2. be prepared in accordance with the accounting principles adopted in the preparation of the Club's annual accounts;
  - E.7.3. be presented in a similar format to the annual accounts including as regards the matters set out in Rule E.4;
  - E.7.4. include in the profit and loss account and cash flow statement comparative figures for the same period in the preceding year;
  - E.7.5. include a balance sheet as of the end of the preceding financial year;
  - E.7.6. be approved in writing by the board of directors of the company to which they relate; and
  - E.7.7. be reviewed or audited in accordance with applicable regulatory requirements.
- E.8. Rule E.5 shall apply to the interim accounts (with appropriate modification) if the auditors have issued anything other than an unqualified opinion without modification on them.
- E.9. Each Club must by 7 April (or such later date as the Board shall specify) in each Season prove that, subject to Rule E.10:
- E.9.1. no Compensation Fee, Loan Fee or Contingent Sum payable pursuant to a Transfer Agreement entered into prior to the preceding 31 December; and
  - E.9.2. no sum payable to or in respect of an employee in relation to services provided prior to the preceding 31 December (including PAYE and NIC), is or was overdue as at the preceding 31 March.
- E.10. For the purpose of Rule E.9:
- E.10.1. "employee" means a Player, a Manager, any Official referred to in Rule J.1, an Academy Manager, a Team Doctor and a senior physiotherapist referred to in Rule O.12, an assistant manager or head coach referred to in Rule P.13 and a safety officer; and
  - E.10.2. an amount shall not be treated as overdue as at 31 March if by that date it has been paid or the date for payment has been extended by means of a written agreement with the creditor or it is the subject of current litigation or arbitration proceedings or has been submitted to a dispute resolution procedure of the League, The Football Association, UEFA or FIFA.



## Section E: Clubs – Finance

E.11.	By 31 March in each Season, each Club shall submit to the Board in respect of itself (or if the Club considers it appropriate or the Board so requests in respect of the Group of which it is a member) future financial information ("Future Financial Information") comprising projected profit and loss accounts, cash flow, balance sheets and relevant explanatory notes commencing from its accounting reference date or, if it has submitted interim accounts pursuant to Rule E.6, from the date to which those interim accounts were prepared and expiring on the next accounting reference date after the end of the following Season. The projected profit and loss accounts, cash flow and balance sheets shall be prepared at a maximum of quarterly intervals.
E.12.	The Future Financial Information shall: <ul style="list-style-type: none"><li>E.12.1. be prepared in accordance with the accounting principles adopted in the preparation of the Club's annual accounts (except where the accounting principles and policies are to be changed in the subsequent annual accounts, in which case the new accounting principles and policies should be followed);</li><li>E.12.2. be approved in writing by the board of directors of the company to which they relate;</li><li>E.12.3. include in the explanatory notes thereto principal assumptions and risks; and</li><li>E.12.4. include for comparison profit and loss accounts for the period covered by the annual accounts and interim accounts submitted pursuant to Rules E.3 and E.6, a forecast for the current financial year and a balance sheet as at the date of the interim accounts submitted pursuant to Rule E.6.</li></ul>
E.13.	Each Promoted Club shall by 30 June in the year of its promotion submit to the Board: <ul style="list-style-type: none"><li>E.13.1. copies of the documents and other information that it would have been required to submit to the Board pursuant to Rules E.3, E.6 and E.9 by 1 March of that year had it then been a member of the League;</li><li>E.13.2. Future Financial Information commencing from 1 July in the year of its promotion and expiring on the Club's next accounting reference date after the end of the following Season; and</li><li>E.13.3. any further documentary evidence required pursuant to Rules E.5 and E.8.</li></ul>
E.14.	The Board shall have the powers set out in Rule E.15 if: <ul style="list-style-type: none"><li>E.14.1. the Club has failed to submit to the Board annual accounts as required by Rules E.3 and E.4 or Rule E.13; or</li><li>E.14.2. the Club has failed to submit to the Board interim accounts as required by Rule E.6 or Rule E.13; or</li><li>E.14.3. the Club has failed to submit to the Board the Future Financial Information as required by Rule E.11 or Rule E.13; or</li><li>E.14.4. the Board has asked the Club to submit further documentary evidence pursuant to Rule E.5, Rule E.8 or Rule E.13 and the Club has failed to do so within such reasonable deadline that is specified by the League; or</li></ul>



## Section E: Clubs – Finance

E.14.5.	the Club has failed to satisfy the Board that no sums of the kind set out in Rule E.9 (and subject to Rule E.10) were overdue as at the preceding 31 March; or
E.14.6.	the auditors' report on the annual accounts or interim accounts of the Club or the Group submitted pursuant to Rule E.3 and Rule E.6 respectively or Rule E.13 contains anything other than an unqualified opinion without modification; or
E.14.7.	as a result of its review of all the documents and information submitted by the Club pursuant to Rules E.3 to E.13, and having taken into account any failure of the Club to supply any such documents or information, in its reasonable opinion it determines that the Club will not over the course of the following Season be able to:
E.14.7.1.	pay its liabilities to the creditors listed in Rule E.28 (in so far as they are or will become creditors of the Club) and to its employees as they fall due; or
E.14.7.2.	fulfil its obligation under Rule C.1 to play two League Matches against each other Club; or
E.14.7.3.	fulfil its obligations under Rule D.3 to provide such rights, facilities and services as are required to enable the League to fulfil its Commercial Contracts, UK Broadcasting Contracts, Overseas Broadcasting Contracts and Radio Contracts.
E.15.	The powers referred to in Rule E.14 are:
E.15.1.	to require the Club to submit, agree and adhere to a budget which shall include, but not be limited to, the matters set out in Rule H.1.1 to H.1.3;
E.15.2.	to require the Club to provide such further information as the Board shall determine and for such period as it shall determine; and
E.15.3.	to refuse any application by that Club to register any Player or any new contract of an existing Player of that Club if the Board reasonably deems that this is necessary in order to ensure that the Club complies with its obligations listed in Rule E.14.7.
E.16.	If any Person proposes to acquire Control of a Club:
E.16.1.	the Club shall submit to the Board up-to-date Future Financial Information prepared to take into account the consequences of the change of Control on the Club's future financial position as far in advance of the change of Control as reasonably possible or, if such submission is not reasonably practicable prior to the change of Control, no later than 10 Working Days thereafter; and
E.16.2.	the Board shall have power to require the Person who proposes to acquire or has acquired Control to appear before it and to provide evidence of the source and sufficiency of any funds which that Person proposes to invest in or otherwise make available to the Club.

## Section E: Clubs – Finance

- E.17. If the Board determines, in its reasonable opinion, and having considered any information provided to it pursuant to Rule E.16, that the Club will not be able to fulfil its obligations as set out in Rules E.14.7.1 to E.14.7.3, then the Board shall have the powers set out in Rule E.15.

### Short Term Cost Control

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

### Guidance

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

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

In addition, the Board may adjust a Club Own Revenue Uplift by assessing any revenue within it from Related Party Transactions to Fair Market Value. As set out in the definition of Club Own Revenue Uplift (Rule A.1.30), the Board must give the Club the opportunity to make submissions before it does so.



## Section E: Clubs – Finance

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

### Guidance

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

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

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

### HMRC

E.23. Each Club shall provide quarterly certification in such form as the Board may request from time to time to confirm that its liabilities to HMRC in respect of PAYE and NIC are no more than 28 days in arrears.

E.24. Each Club shall promptly on request from the Board:

E.24.1. provide confirmation (to be signed by two Directors) as to whether it has any outstanding liabilities to HMRC, and if it has it shall provide the Board with full details thereof (including details of any agreements which are in place with HMRC as regards such liabilities); and

E.24.2. provide HMRC with written permission in such form as HMRC may require for HMRC to share information about the Club's liabilities to HMRC with the League.

E.25. Where the Board reasonably believes that a Club's liabilities in respect of PAYE & NIC are more than 28 days in arrears it may exercise the powers set out in Rule E.15.

### Power to Deduct

E.26. If the Board is reasonably satisfied that a Club or Relegated Club ("the debtor Club") has failed to make any payment due to any creditor of the description set out in Rule E.28, the Board shall be empowered to:

E.26.1. deduct the amount of any such payment from any distribution of UK Broadcasting Money, Overseas Broadcasting Money, Commercial Contract Money or Radio Contract Money ("Central Funds") payable to the debtor Club, paying the same to the creditor to which it is due; and

E.26.2. withhold any distribution of Central Funds otherwise due to the debtor Club to the extent of any liabilities falling due from the debtor Club to any creditor of the description set out in Rule E.28 within the period of 60 days after the due date of the distribution of the Central Funds to the debtor Club, and pay the same to the creditor on the date when it is due to that creditor should the debtor Club fail to do so.

E.27. The Board shall only have the powers set out in Rule E.26.2 if the debtor Club has failed to make any payment when due (whether or not paid thereafter) to a creditor of the description set out in Rule E.28 within the period of 120 days immediately prior to the due date of distribution of the Central Funds to the debtor Club.



## Section E: Clubs – Finance

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

### Events of Insolvency

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



## Section E: Clubs – Finance

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E.30.4.	its shareholders pass a resolution pursuant to section 84(1) of the 1986 Act to voluntarily wind it up; or
E.30.5.	a meeting of its creditors is convened pursuant to section 95 or section 98 of the 1986 Act; or
E.30.6.	a winding up order is made against it by the Court under section 122 of the 1986 Act or a provisional liquidator is appointed over it under section 135 of the 1986 Act; or
E.30.7.	it ceases or forms an intention to cease wholly or substantially to carry on its business save for the purpose of reconstruction or amalgamation or otherwise in accordance with a scheme of proposals which have previously been submitted to and approved in writing by the Board; or
E.30.8.	it enters into or is placed into any insolvency regime in any jurisdiction outside England and Wales which is analogous with the insolvency regimes detailed in Rules E.30.1 to E.30.6 hereof.
E.31.	A Club shall forthwith give written notice to the Board upon the happening of any of the events referred to in Rule E.30.
E.32.	At the discretion of the Board exercised in accordance with Rule E.38, a suspension may take effect from the giving of the notice or it may be postponed subject to: E.32.1. a condition that while the suspension is postponed the Club may not apply to register or have transferred to it the registration of any Player; and E.32.2. such other conditions as the Board may from time to time during the postponement of the suspension think fit to impose.
E.33.	Unless a suspension is postponed, a suspended Club shall not play in: E.33.1. any League Match; or E.33.2. any matches organised as part of the Games Programmes or matches in the Professional Development Leagues (as those terms are defined in the Youth Development Rules); or E.33.3. any of the competitions set out in Rules L.9; or E.33.4. any other match.
E.34.	For the purposes of the League competition, the Board shall have power to determine how the cancellation of a League Match caused by the suspension of one of the Clubs which should have participated in it shall be treated.

## Section E: Clubs – Finance

E.35.	While pursuant to this Section of these Rules a Club is suspended or its suspension is postponed, the Board shall have power, subject to Rule E.38, to make such payments as it may think fit to the Club's Football Creditors out of: <ul style="list-style-type: none"><li>E.35.1. any UK Broadcasting Money payable to the suspended Club under the provisions of Rule D.17; and</li><li>E.35.2. any Overseas Broadcasting Money payable to the suspended Club under the provisions of Rule D.19; and</li><li>E.35.3. any Commercial Contract Money payable to the suspended Club under the provisions of Rule D.21; and</li><li>E.35.4. any Radio Contract Money payable to the suspended Club under the provisions of Rule D.24.</li></ul>
E.36.	For the purposes of this Section of these Rules, Football Creditors shall comprise: <ul style="list-style-type: none"><li>E.36.1. The Football Association and clubs in full or associate membership thereof; and</li><li>E.36.2. Affiliated Associations (as defined by the articles of association of The Football Association); and</li><li>E.36.3. the League and any subsidiary of it; and</li><li>E.36.4. The Football League, the National League, the Northern Premier League, the Southern Premier League and the Isthmian Football League; and</li><li>E.36.5. the Professional Footballers' Association; and</li><li>E.36.6. the Football Foundation; and</li><li>E.36.7. any employee or former employee of the suspended Club to whom arrears of wages or salary are due, to the extent of such arrears; and</li><li>E.36.8. any pension provider to which a pension contribution payable by the suspended Club in respect of its employees or former employees is due, to the extent of such contribution.</li></ul>
E.37.	Upon being reasonably satisfied that a suspended Club's liabilities to its Football Creditors have been settled, the Board shall have power, subject to Rule E.38, to withdraw the suspension of that Club by giving to it notice in writing to that effect.
E.38.	In exercising its powers under Rules E.30, E.35, E.37 and E.40 and its discretion under Rule E.32, the Board shall have regard to all the circumstances of the case and to: <ul style="list-style-type: none"><li>E.38.1. such of the provisions of the 1986 Act, the Competition Act 1998 and the Enterprise Act 2002 as are relevant and then in force;</li><li>E.38.2. the consideration (if any) given by the insolvent Club under the provisions of Rules D.17, D.19, D.21 and D.24;</li><li>E.38.3. the interests of the insolvent Club's Officials, Players, supporters, shareholders and sponsors;</li><li>E.38.4. the interests of the insolvent Club's other Football Creditors;</li></ul>





## Section E: Clubs – Finance

Rules: Section E

E.38.5.	the need to protect the integrity and continuity of the League competition;
E.38.6.	the reputation of the League and the need to promote the game of association football generally; and
E.38.7.	the relationship between the Club and its Parent Undertaking, in the event that the Parent Undertaking suffers the Event of Insolvency.
E.39.	Any distribution to a Relegated Club under the provisions of Rules D.17 or D.19 may be deferred if, on or before the date of the distribution, the Relegated Club has been given notice under article 4.5 of the articles of association of The Football League which has been suspended. Upon such notice being withdrawn the deferred distribution shall be paid but if in consequence of the notice the club to which it was due ceases to be a member of The Football League its amount shall be added to the next distribution made in accordance with these Rules.
<b>Sporting Sanction</b>	
E.40.	Upon a Club or its Parent Undertaking suffering an Event of Insolvency the Board shall have the power to impose upon the Club a deduction of nine points scored or to be scored in the League competition. If the Board exercises this power it shall forthwith give written notice to the Club to that effect.
E.41.	Subject to Rule E.42, the Club may appeal against the deduction of points by sending or delivering to the Board Form 4 so that it receives the same together with a deposit of £1,000 within seven days of the date of the notice given under the provisions of Rule E.40.
E.42.	The only ground upon which a Club may appeal in accordance with Rule E.41 is that: E.42.1. the Event of Insolvency was caused by and resulted directly from circumstances, other than normal business risks, over which it could not reasonably be expected to have had control; and E.42.2. its Officials had used all due diligence to avoid the happening of such circumstances.
E.43.	An appeal under the provisions of Rule E.41 shall lie to an appeal tribunal which shall hear the appeal as soon as reasonably practicable. The appeal tribunal shall be appointed by the Board and shall comprise three members of the Panel including: E.43.1. an authorised insolvency practitioner; and E.43.2. a legally qualified member who shall sit as chairman of the tribunal.
E.44.	The chairman of the appeal tribunal shall have regard to the procedures governing the proceedings of Commissions and Appeal Boards set out in Section W of these Rules (Disciplinary) but, subject as aforesaid, shall have an overriding discretion as to the manner in which the appeal is conducted.
E.45.	The Club shall have the burden of proving the matters set out in the appeal. The standard of proof shall be the balance of probabilities.

## Section E: Clubs – Finance

E.46.	The appeal tribunal shall make its decision unanimously or by majority. No member of the appeal tribunal may abstain.
E.47.	The appeal tribunal shall give written reasons for its decision.
E.48.	Members of the appeal tribunal shall be entitled to receive from the League a reasonable sum by way of fees and expenses.
E.49.	The appeal tribunal shall have the following powers: <ul style="list-style-type: none"><li>E.49.1. to allow or dismiss the appeal;</li><li>E.49.2. to order the deposit to be forfeited to the League or repaid to the appellant Club; and</li><li>E.49.3. to order the appellant Club to pay or contribute to the costs of the appeal including the fees and expenses of members of the appeal tribunal paid or payable under Rule E.48.</li></ul>
E.50.	The decision of the appeal tribunal shall be final and binding on the appellant Club.
<b>General</b>	
E.51.	Each Club shall notify the League forthwith of any circumstances which may materially and adversely affect any of the information or representations submitted to the League pursuant to this Section E, and on consideration of those circumstances the Board may, if it considers it appropriate, amend any decision or determination that it made based on such information or representations.
E.52.	The information and representations referred to in Rule E.51 include, without limitation: <ul style="list-style-type: none"><li>E.52.1. Future Financial Information;</li><li>E.52.2. the estimated profit and loss account submitted pursuant to Rule E.53.2;</li><li>E.52.3. information and undertakings provided to the League in connection with Secure Funding.</li></ul>
<b>Profitability and Sustainability</b>	
E.53.	Each Club shall by 1 March in each Season submit to the Board: <ul style="list-style-type: none"><li>E.53.1. copies of its Annual Accounts for T-1 (and T-2 if these have not previously been submitted to the Board) together with copies of the directors' report(s) and auditors' report(s) on those accounts;</li><li>E.53.2. its estimated profit and loss account and balance sheet for T which shall:<ul style="list-style-type: none"><li>E.53.2.1. be prepared in all material respects in a format similar to the Club's Annual Accounts; and</li><li>E.53.2.2. be based on the latest information available to the Club and be, to the best of the Club's knowledge and belief, an accurate estimate as at the time of preparation of future financial performance; and</li></ul></li><li>E.53.3. if Rule E.56 applies to the Club, the calculation of its aggregated Adjusted Earnings Before Tax for T, T-1 and T-2 in Form 4A.</li></ul>



## Section E: Clubs – Finance

### Guidance

The Board will in due course consider the Annual Accounts for the Accounting Reference Period in respect of which information pursuant to Rule E.53.2 is submitted and in particular examine whether any material variances indicate that the estimated financial information was not prepared in accordance with Rule E.53.2.2.

E.54.	The Board shall determine whether consideration included in the Club's Earnings Before Tax arising from a Related Party Transaction is recorded in the Club's Annual Accounts at a Fair Market Value. If it is not, the Board shall restate it to Fair Market Value.
E.55.	The Board shall not exercise its power set out in Rule E.54 without first having given the Club reasonable opportunity to make submissions as to: E.55.1. whether the said consideration should be restated; and/or E.55.2. what constitutes its Fair Market Value.
E.56.	If the aggregation of a Club's Earnings Before Tax for T-1 and T-2 results in a loss, any consideration from Related Party Transactions having been adjusted (if appropriate) pursuant to Rule E.54, then the Club must submit to the Board the calculation of its Adjusted Earnings Before Tax for each of T, T-1 and T-2.
E.57.	If the aggregation of a Club's Adjusted Earnings Before Tax for T, T-1 and T-2 results in a loss of up to £15m, then the Board shall determine whether the Club will, until the end of T+1, be able to pay its liabilities described in Rule E.14.7.1 and fulfil the obligations set out in Rules E.14.7.2 and E.14.7.3.
E.58.	If the aggregation of a Club's Adjusted Earnings Before Tax for T, T-1 and T-2 results in a loss of in excess of £15m then the following shall apply: E.58.1. the Club shall provide, by 31 March in the relevant Season, Future Financial Information to cover the period commencing from its last accounting reference date (as defined in section 391 of the Act) until the end of T+2 and a calculation of estimated aggregated Adjusted Earnings Before Tax until the end of T+2 based on that Future Financial Information; E.58.2. the Club shall provide such evidence of Secure Funding as the Board considers sufficient; and E.58.3. if the Club is unable to provide evidence of Secure Funding as set out in Rule E.58.2, the Board may exercise its powers set out in Rule E.15.
E.59.	If the aggregation of a Club's Adjusted Earnings Before Tax for T, T-1 and T-2 results in losses of in excess of £105m: E.59.1. the Board may exercise its powers set out in Rule E.15; and E.59.2. the Club shall be treated as being in breach of these Rules and accordingly the Board shall refer the breach to a Commission constituted pursuant to Section W of these Rules.
E.60.	The sum set out in Rule E.59 shall be reduced by £22m for each Season covered by T-1 and T-2 in which the Club was in membership of The Football League.

## Clubs: Finance and Governance

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

#### Disqualifying Events

- F.1. A Person shall be disqualified from acting as a Director and no Club shall be permitted to have any Person acting as a Director of that Club if:
- F.1.1. either directly or indirectly he is involved in or has any power to determine or influence the management or administration of another Club or Football League club; or
  - F.1.2. either directly or indirectly he holds or acquires any Significant Interest in a Club while he either directly or indirectly holds any interest in any class of Shares of another Club; or
  - F.1.3. he becomes prohibited by law from being a director (including without limitation as a result of being subject to a disqualification order as a director under the Company Directors Disqualification Act 1986 (as amended or any equivalent provisions in any jurisdiction which has a substantially similar effect) ("the CDDA"), or being subject to the terms of an undertaking given to the Secretary of State under the CDDA unless a court of competent jurisdiction makes an order under the CDDA permitting an appointment as a Director); or
  - F.1.4. he has a Conviction (which is not a Spent Conviction) imposed by a court of the United Kingdom or a competent court of foreign jurisdiction:
    - F.1.4.1. in respect of which an unsuspended sentence of at least 12 months' imprisonment was imposed; or
    - F.1.4.2. in respect of any offence involving any act which could reasonably be considered to be dishonest (and, for the avoidance of doubt, irrespective of the actual sentence imposed); or
    - F.1.4.3. in respect of an offence set out in Appendix 1 (Schedule of Offences) or a directly analogous offence in a foreign jurisdiction (and, for the avoidance of doubt, irrespective of the actual sentence imposed); or
  - F.1.5. he becomes the subject of:
    - F.1.5.1. an Individual Voluntary Arrangement (including any fast track voluntary arrangement); or
    - F.1.5.2. a debt relief order (in accordance with the provisions of Part 7A of the 1986 Act); or
    - F.1.5.3. an administration order (in accordance with Part 6 of the County Courts Act 1984); or
    - F.1.5.4. an enforcement restriction order (in accordance with the provisions of Part 6A of the County Courts Act 1984); or
    - F.1.5.5. a debt management scheme or debt repayment plan (in accordance with provisions of Chapter 4 of Part 5 of the Tribunals, Courts and Enforcement Act 2007),or any equivalent provision in any other jurisdiction which has a substantially similar effect, and in each case as may be amended from time to time; or





## Section F: Owners' and Directors' Test

- F.1.6. he becomes the subject of an interim bankruptcy restriction order, a bankruptcy restriction order or a bankruptcy order (or any equivalent provisions in any jurisdiction which has a substantially similar effect); or
- F.1.7. he is or has been a Director of a Club which, while he has been a Director of it, has suffered two or more unconnected Events of Insolvency in respect of each of which a deduction of points was imposed (and for the purposes of this Rule F.1.7 and Rule F.1.8 a Person shall be deemed to have been a Director of a Club which has suffered an Event of Insolvency if such Event of Insolvency occurred in the 30 days immediately following his having resigned as a Director of that Club); or
- F.1.8. he has been a Director of two or more Clubs (or clubs) each of which, while he has been a Director of them, has suffered an Event of Insolvency in respect of each of which a deduction of points was imposed; or
- F.1.9. he is subject to a suspension or ban from involvement in the administration of a sport by any ruling body of a sport that is recognised by the International Olympic Committee, UK Sport, or Sport England, another of the home country sports councils, or any other national or international sporting association or governing body, whether such suspension or ban is direct or indirect (for example a direction to Persons subject to the jurisdiction of the ruling body that they should not employ, contract with or otherwise engage or retain the services of an individual); or
- F.1.10. he is subject to any form of suspension, disqualification or striking-off by a professional body including, without limitation, the Law Society, the Solicitors' Regulation Authority, the Bar Council or the Institute of Chartered Accountants of England and Wales or any equivalent body in any jurisdiction outside England and Wales, whether such suspension, disqualification or striking-off is direct or indirect (for example a direction to Persons subject to the jurisdiction of the professional body that they should not employ, contract with or otherwise engage or retain the services of an individual); or
- F.1.11. he is required to notify personal information pursuant to Part 2 of the Sexual Offences Act 2003; or
- F.1.12. he is found to have breached (irrespective of any sanction actually imposed), or has admitted breaching (irrespective of whether disciplinary proceedings were brought or not):
  - F.1.12.1. Rule J.6; or
  - F.1.12.2. any other rules in force from time to time in relation to the prohibition on betting on football (whether in England or Wales or elsewhere).

### Submission of Declaration

- F.2. Not later than 14 days before the commencement of each Season each Club shall submit to the Board a duly completed Declaration in respect of each of its Directors signed by the Director to which it refers and by an Authorised Signatory, who shall not be the same Person.

## Section F: Owners' and Directors' Test

F.3. Within 21 days of becoming a member of the League each Club promoted from The Football League shall likewise submit to the Board a duly completed Declaration in respect of each of its Directors signed as aforesaid.

F.4. If any Person proposes to become a Director of a Club (including for the avoidance of doubt by virtue of being a shadow director or acquiring Control of the Club):

F.4.1. the Club shall, no later than 10 Working Days prior to the date on which it is anticipated that such Person shall become a Director, submit to the Board a duly completed Declaration in respect of that Person signed by him and by an Authorised Signatory;

F.4.2. within five Working Days of receipt thereof the Board shall confirm to the Club whether or not he is liable to be disqualified as a Director under the provisions in Rule F.1, and if he is so liable the Board will take the steps set out in Rule F.6; and

F.4.3. he shall not become a Director until the Club has received confirmation from the Board pursuant to Rule F.4.1 above that he is not liable to be disqualified as a Director under the provisions of Rule F.1.

### Change of Director's Circumstances

F.5. Upon the happening of an event which affects any statement contained in a submitted Declaration:

F.5.1. the Director in respect of whom the Declaration has been made shall forthwith give full written particulars thereof to his Club; and

F.5.2. the Club shall thereupon give such particulars in writing to the Board.

### Disqualification of a Director

F.6. Upon the Board becoming aware by virtue of the submission of a Declaration or in the circumstances referred to in Rule F.5 or by any other means that a Person is liable to be disqualified as a Director under the provisions of Rule F.1, the Board will:

F.6.1. give written notice to the Person that he is disqualified, giving reasons therefore, and (in the case of a Person who is a Director) require him forthwith to resign as a Director; and

F.6.2. give written notice to the Club that the Person is disqualified, giving reasons therefore, and (in the case of a Person who is a Director) in default of the Director's resignation, it shall procure that within 28 days of receipt of such notice the Director is removed from his office as such.

### Disciplinary Provisions

F.7. Any Club which fails to comply with its obligations under the foregoing provisions of this Section of these Rules or which submits a Declaration which is false in any particular shall be in breach of these Rules and will be liable to be dealt with in accordance with the provisions of Section W of these Rules (Disciplinary).



## Section F: Owners' and Directors' Test

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

### Suspension of the Club

- F.9. If a Director who receives a notice under the provisions of Rule F.6.1 fails to resign and his Club fails to procure his removal from office as required, or if a Club proceeds with the appointment as a Director of a Person to whom Rule F.4 applies despite having received a notice under the provisions of Rule F.6.2, the Board shall have power to suspend the Club by giving to it notice in writing to that effect.
- F.10. A suspended Club shall not play in:
- F.10.1. any League Match; or
  - F.10.2. any matches organised as part of the Games Programmes or matches in the Professional Development Leagues (as those terms are defined in the Youth Development Rules); or
  - F.10.3. any of the competitions set out in Rule L.9; or
  - F.10.4. any other match.
- F.11. For the purposes of the League competition, the Board shall have power to determine how the cancellation of a League Match caused by the suspension of one of the Clubs which should have participated in it shall be treated.
- F.12. Upon being reasonably satisfied that the Director of the suspended Club has resigned or has been removed from office, the Board shall have power to withdraw the suspension by giving to it notice in writing to that effect.

### Appeal against Disqualification of a Director

- F.13. Any Person or Club who receives notice under Rule F.6 has a right to appeal the disqualification notice(s) in accordance with the following Rules. However, for the avoidance of doubt, unless and until any such appeal is upheld, the disqualification notice(s) will remain in full effect.
- F.14. Any Person or Club wishing to appeal a disqualification notice must, within 21 days of the date of that notice, send or deliver to the Board a notice of appeal, setting out full details of the grounds of appeal of that Person or Club, together with a deposit of £1,000.



## Section F: Owners' and Directors' Test

F.15.	The only grounds upon which a Person or Club may appeal a disqualification notice are: <ul style="list-style-type: none"><li>F.15.1. none of the Disqualifying Events set out in Rule F.1 apply; or</li><li>F.15.2. in respect of a Conviction of a court of foreign jurisdiction under Rule F.1.4, or a suspension or ban by a sport ruling body under Rule F.1.9, or a suspension, disqualification or striking-off by a professional body under Rule F.1.10, or a finding of a breach of rule by a ruling body of football pursuant to Rule F.1.12.2, there are compelling reasons why that particular Conviction, suspension, ban, disqualification or striking-off, should not lead to disqualification; or</li><li>F.15.3. it can be proven that the Disqualifying Event has, or will within 21 days of the notice of appeal, cease to exist; or</li><li>F.15.4. the Disqualifying Event is a Conviction imposed between 19th August 2004 and 5 June 2009 for an offence which would not have led to disqualification as a Director under the Rules of the League as they applied during that period; or</li><li>F.15.5. the Disqualifying Event is a Conviction which is the subject of an appeal which has not yet been determined and in all the circumstances it would be unreasonable for the individual to be disqualified as a Director pending the determination of that appeal.</li></ul>
F.16.	An appeal under the provisions of Rule F.13 shall lie to an appeal tribunal which shall hear the appeal as soon as reasonably practicable. The appeal tribunal shall be appointed by the Board and shall comprise three members of the Panel including a legally qualified member who shall sit as chairman of the tribunal.
F.17.	The chairman of the appeal tribunal shall have regard to the procedures governing the proceedings of Commissions and Appeal Boards set out in Section W of these Rules (Disciplinary) but, subject as aforesaid, shall have an overriding discretion as to the manner in which the appeal is conducted.
F.18.	The Person or Club advancing the appeal shall have the burden of proving the complaint. The standard of proof shall be the balance of probabilities.
F.19.	The appeal tribunal shall make its decision unanimously or by majority. No member of the appeal tribunal may abstain.
F.20.	The appeal tribunal shall give written reasons for its decision.
F.21.	Members of the appeal tribunal shall be entitled to receive from the League a reasonable sum by way of fees and expenses.



## Section F: Owners' and Directors' Test

- F.22. The appeal tribunal shall have the following powers:
- F.22.1. to allow the appeal in full;
  - F.22.2. to reject the appeal;
  - F.22.3. if it determines that a Disqualifying Event exists, to determine that the individual concerned should not be banned for that period during which they will remain subject to it and substitute such period as it shall reasonably determine, having regard to all of the circumstances of the case;
  - F.22.4. to declare that no Disqualifying Event ever existed or that any Disqualifying Event has ceased to exist;
  - F.22.5. to order the deposit to be forfeited to the League or to be repaid to the appellant person or Club; and
  - F.22.6. to order the appellant Person or Club to pay or contribute to the costs of the appeal including the fees and expenses of members of the appeal tribunal paid or payable under Rule F.21.
- F.23. The decision of the appeal tribunal shall be final and binding on the appellant Person and Club.

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

- F.24. No Person may acquire any Holding in a Club if, pursuant to the law of the United Kingdom or the European Union:
- F.24.1. he is prohibited from entering the United Kingdom; or
  - F.24.2. no funds or economic resources may be made available, directly or indirectly, to or for his benefit.

## Clubs: Finance and Governance

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

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



## Section G: Disclosure of Ownership and Other Interests

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

Rules: Section G

## Clubs: Finance and Governance

### Section H: Directors' Reports

Material Transactions	
H.1.	<p>For the purposes of these Rules, Material Transactions shall comprise any payment or financial obligation (or any series of connected payments or financial obligations relating to the same transaction) made or undertaken by or to or in favour of a Club and recorded in its accounting and administration records which relates to any of the following:</p> <ul style="list-style-type: none"><li>H.1.1. Compensation Fees, Contingent Sums or Loan Fees; or</li><li>H.1.2. remuneration of Players (including, for this purpose, any benefits they are entitled to receive); or</li><li>H.1.3. payments to or for the benefit of Intermediaries; or</li><li>H.1.4. Third Party Payments,</li></ul> <p>and remuneration of and payments to or for the benefit of Players or Intermediaries shall in each case include payments made by or on behalf of a Club to or for the benefit of a Player or Intermediary (as the case may be) including, for this purpose, to any company or trust in which the Player or Intermediary (as the case may be) has an interest.</p>
Record of Material Transactions	
H.2.	<p>Brief particulars of each Material Transaction sufficient to identify its date(s), its amount(s), the payer, the payee and the nature of it shall be recorded by a Club and the record shall be made available on demand to its Directors, its auditors and the League.</p>
H.3.	<p>Directors of a Club (including non-executive Directors) shall take such steps as are reasonably necessary to satisfy themselves that their Club's record of Material Transactions is complete and correct.</p>
Transfer Policy	
H.4.	<p>Each Club shall formally adopt, and make available to the League at its request, a written transfer policy identifying who on its behalf has authority to negotiate and approve Material Transactions.</p>
H.5.	<p>Each Club shall ensure that all its Material Transactions are:</p> <ul style="list-style-type: none"><li>H.5.1. negotiated and approved in accordance with its written transfer policy; and</li><li>H.5.2. documented and recorded as required by relevant provisions of these Rules and The Football Association Rules.</li></ul>
H.6.	<p>Each Club shall, if requested to do so by the League, submit to the League Form 7 signed and dated by each of the Directors of the Club.</p>
H.7.	<p>Any Director who for any reason is unwilling to sign Form 7 shall nevertheless submit Form 7 to the League, noting his unwillingness to sign and giving full reasons.</p>



## Section H: Directors' Reports

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

Rules: Section H



## Clubs: Finance and Governance

### Section I: Associations and Influence

#### Associations between Clubs

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

#### Club Officials

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

#### Dual Interests

- I.4. No Person may either directly or indirectly be involved in or have any power to determine or influence the management or administration of more than one Club.
- I.5. No Person may either directly or indirectly hold or acquire any Significant Interest in a Club while such Person either directly or indirectly holds any Holding in another Club.
- I.6. A Club shall not either directly or indirectly issue Shares of any description or grant any Holding to any Person that either directly or indirectly already holds a Significant Interest in another Club.





## Section I: Associations and Influence

### Club Contracts

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

Rules: Section I

## Clubs: Finance and Governance

### Section J: Miscellaneous

#### Employment of Officials

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

#### Betting

- J.5. Prior to entering into (or performing any aspect of) a Gambling Related Agreement, the Club shall procure that the other party (or parties) to the Gambling Related Agreement shall enter into an agreement with the League pursuant to which it shall agree with the League in the terms set out in Rules J.5.1 to J.5.2:
- J.5.1. it will provide accurate and complete information forthwith to the League in the event that the League is exercising its powers to enquire into any suspected or alleged breach of these Rules; and
  - J.5.2. it will not permit any form of gambling on any game referred to in Youth Development Rules 1.12(b)(ii), 1.12(b)(iii), and 1.12(c) to (e) or on any match including a Club in the UEFA Youth League.



## Section J: Miscellaneous

- J.6. No Club, Official or Player may, in connection with betting on an event in, or on the result of, a League Match or a match in a competition which forms part of the Games Programmes or Professional Development Leagues (as those terms are defined in the Youth Development Rules):
- J.6.1. offer or receive a payment or any form of inducement to or from any Club or the Official or Player of any Club; or
  - J.6.2. receive or seek to receive any payment or other form of inducement from any Person.

### UEFA Club Licence Applicants

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

### Football Foundation

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

## Clubs: Operations

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

#### Safety Certificate

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

#### Ownership of Ground and Training Facilities

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

#### Ground Sharing

- K.4. No Club shall have or enter into a ground-sharing agreement in respect of its Stadium unless the agreement contains a legally enforceable provision to the effect that the playing of the Club's League Matches at the Stadium shall always take precedence over the activities of the other party to the agreement.

#### Ground Registration

- K.5. Each Club shall register its Stadium with the Board and must play all matches in the competitions listed in Rule L.9 for which it is the Home Club at the Stadium. No Club shall remove to another Stadium (either on a permanent or temporary basis) without first obtaining the written consent of the Board, in accordance with Rule K.6, below.
- K.6. In considering whether to give any such consent, the Board shall have regard to all the circumstances of the case (including, but not limited to, the factors set out in this Rule K.6) and shall not consent unless reasonably satisfied that such consent:
- K.6.1. would be consistent with the objects of the League as set out in the Memorandum;
  - K.6.2. would be appropriate having in mind the relationship (if any) between the locality with which by its name or otherwise the applicant Club is traditionally associated and that in which such Club proposes to establish its Stadium;
  - K.6.3. would not to any material extent adversely affect such Club's Officials, Players, supporters, shareholders, sponsors and others having an interest in its activities;
  - K.6.4. would not have a material adverse effect on Visiting Clubs;
  - K.6.5. would not to any material extent adversely affect Clubs (or Football League clubs) having their registered grounds in the immediate vicinity of the proposed location; and
  - K.6.6. would enhance the reputation of the League and promote the game of association football generally.



## Section K: Stadium Criteria and Broadcasters' Requirements

Rules: Section K

### All Seater Grounds

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

### Ground Regulations

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

### Covered Stadia

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

### Dressing Rooms

- K.11. Each Club shall provide dressing rooms for Players the minimum area of which (excluding showers, baths and toilets) shall be 30 square metres.

### Drug-testing Room

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

### Security

- K.13. In order to safeguard the Players, directors and Officials of a Visiting Club and Match Officials upon their arrival at and departure from a League Match, each Home Club shall procure that:
- K.13.1. the Visiting Club's team coach is able to park adjacent to the Players' entrance;
  - K.13.2. barriers are placed so as to prevent members of the public gaining access to the area between the team coach and the Players' entrance;
  - K.13.3. a parking area is provided for Officials of the Visiting Club and Match Officials close to their respective points of entry to the Stadium;
  - K.13.4. the Players' entrance as well as the parking area and the points of entry referred to are adequately policed or stewarded; and
  - K.13.5. access to the Match Officials dressing room is controlled in compliance with guidance as issued by PGMOL and approved by the Board.



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.14. Each Home Club shall further procure that Players and Match Officials are provided with a safe and secure means of access to and egress from the pitch prior to the kick-off of a League Match, at the beginning and end of the half-time interval and upon the conclusion of the League Match.

### The Pitch

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

### Pitch Protection

- K.23. In order to protect the pitch, unless otherwise mutually agreed between both participating Clubs, the following procedures shall be adopted by Players and Officials in the periods immediately before and after a League Match and at half time:
- K.23.1. the pitch shall only be used for warming up or warming down by Players named on Form 9 plus an additional goalkeeper;
- K.23.2. pre-match warming up by either team shall not commence until 45 minutes before the kick-off time at the earliest, shall not last for more than 30 minutes, and shall end no later than 10 minutes before the kick-off time;
- K.23.3. if portable goals are provided they shall be used for all goalkeeping drills other than crossing practice;
- K.23.4. the goalmouth area shall be used by goalkeepers only if portable goals are not provided or for crossing practice and then only for not more than 20 minutes;



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.23.5. for the purposes of warming up and warming down each team shall use only part of the pitch between the edge of a penalty area and the half way line or as otherwise directed by the groundsman;
- K.23.6. all speed and stamina work shall be undertaken off the pitch parallel to the touchline opposite the side to be patrolled by the assistant referee or, in the absence of sufficient space, in that part of the pitch described in Rule K.23.5 above or as otherwise directed by the groundsman;
- K.23.7. Players using the pitch at half time shall give due consideration to any other activity or entertainment taking place on the pitch at the same time;
- K.23.8. the Home Club may water the pitch at half time provided that it gives reasonable notice to the referee and the other Club that it intends to do so and that any such watering is carried out evenly over the entire length and width of the pitch; and
- K.23.9. any warming down after the conclusion of the League Match shall last for no longer than 15 minutes and for that purpose neither penalty area shall be used.

### Artificial Surfaces

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

### Goal Line Technology

- K.25. Each Club's Stadium must have installed such Goal Line Technology as the Board shall specify from time to time.
- K.26. Each Club shall:
  - K.26.1. ensure that the Goal Line Technology installed at its Stadium is properly maintained in accordance with all applicable requirements insofar as such maintenance is the responsibility of the Club and not the responsibility of any Person appointed by the League pursuant to Rule K.26.2;
  - K.26.2. give all necessary cooperation to such Person appointed by the League to supply, install, maintain and operate such Goal Line Technology and to any Person properly authorised by the League or FIFA to test or certify the Club's Goal Line Technology; and
  - K.26.3. use Goal Line Technology only as specified by the Board from time to time.
- K.27. For the avoidance of doubt, ownership of the Goal Line Technology installed and operated at each Club, and of all rights arising therefrom or in connection therewith, shall not belong to the Club.

### Trainers' Bench Facilities

- K.28. Each Club shall provide separate trainers' benches adjacent to the pitch for the sole use of team officials, medical staff and substitute Players of each of the Home Club and the Visiting Club. Such trainers' benches shall be clearly marked 'Home' and 'Away', shall have direct access onto the pitch, shall be located equidistant from the halfway line, shall be under cover and shall each contain 14 seats.



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.29. The individuals occupying the trainers' benches shall display throughout the League Match such identification as is required and provided by the Premier League.

### Technical Areas

- K.30. The technical areas shall include the trainers' benches required by Rule K.28 and shall extend one metre either side of each and to within one metre of the touchline.
- K.31. The boundaries of each of the technical areas shall be clearly marked.
- K.32. While situated in or around the technical area during a League Match, no Person shall use or view any device to enable him to watch footage of that League Match.

### Sanitary Facilities

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

### Facilities for the Disabled

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

### CCTV

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

### Giant Screens

- K.37. Except with the prior written consent of the Board, giant screens or the like at a Club's Stadium shall not be used to relay to spectators closed circuit pictures of the League Match at which they are present.
- K.38. Any consent given under the provisions of the above Rule shall be subject to the following conditions:
- K.38.1. the screen shall be located so that it does not interfere with the League Match at which it is used or distract the Players and Match Officials;
  - K.38.2. it shall be operated by a responsible Person who is fully aware of the conditions governing its use;
  - K.38.3. the screen may be used to show:
    - K.38.3.1. live action; or
    - K.38.3.2. when the ball is not in play, action replays of positive incidents;



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.38.4. the screen shall not be used to show:
- K.38.4.1. action replays of negative or controversial incidents;
  - K.38.4.2. any incident which may bring into question the judgment of a Match Official;
  - K.38.4.3. the area of the trainers' bench;
  - K.38.4.4. until substitute boards have been displayed, pictures of any substitute Player warming up or preparing to enter the field of play; or
  - K.38.4.5. any pictures which may tend to criticise, disparage, belittle or discredit the League, any Club or any Official, Player or Match Official or to bring the game into disrepute.

### Media Facilities – General

- K.39. Each Club shall provide to the League such information and access to its Stadium as the League may reasonably require in order to assess whether the Club complies, or will in due course comply, with the requirements of Rules K.43 to K.91 and Rules K.121 to K.141.

#### Guidance

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

While Clubs will be expected, where reasonably practicable, to adhere to Rule K.70 in Season 2016/17, failure to comply in full will not result in sanction in accordance with Rule K.42. Instead, the League will monitor Club compliance during the Season and undertake discussions with Clubs to assist with achieving full compliance in Season 2017/18 onwards.

- K.40. Where a Club demonstrates to the League that it is unable to comply with one or more of the requirements of Rules K.43 to K.91 or Rules K.121 to K.141, despite its best endeavours, due to the nature of the construction and configuration of its Stadium, the League may suspend action for breach of such Rules for such period of time and subject to such further order as the League considers appropriate.

#### Guidance

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

Any application for dispensation from any of the requirements in K.43 to K.91 or Rules K.121 to K.141 will be judged on its own facts.

- K.41. The details of how each Club will, subject to Rule K.42, comply with Rules K.43 to K.91 and Rules K.121 to K.141 shall be recorded in its Technical Specification.

## Section K: Stadium Criteria and Broadcasters' Requirements

K.42.	<p>If a Club fails to comply with any of Rules K.43 to K.91 and Rules K.121 to K.141, the Board may:</p> <ul style="list-style-type: none"><li>K.42.1. withhold from that Club part or all of its share of Overseas Broadcasting Money to which it would otherwise be entitled pursuant to Rule D.19 until such time as it has demonstrated compliance; and/or</li><li>K.42.2. require the Club to undertake such works as the Board considers necessary by such date as the Board may specify; and</li><li>K.42.3. in the event of any continuing breach or failure to implement works as required by the Board pursuant to Rule K.42.2, deal with the matter under the provisions of Section W of these Rules.</li></ul>
K.43.	<p>The League will inform each Club no later than 14 days before the date of each League Match to be played at its Stadium of the Match Manager appointed to act at that League Match and whether, and if so to what extent, the Club is required to comply with the following Rules:</p> <ul style="list-style-type: none"><li>K.43.1. Rules K.55 and K.56 (Overseas TV Commentary Positions);</li><li>K.43.2. Rule K.66 (Television Studios);</li><li>K.43.3. Rule K.67 (seats for TV Broadcasters: Observer Seats); and</li><li>K.43.4. Rule K.80 (car park spaces for the use of Broadcasters).</li></ul>
K.44.	<p>Access to the facilities, areas and rooms described in this Section of the Rules shall, on the date of each League Match, be restricted to such personnel as are accredited by the League or Home Club and each Home Club shall ensure that such facilities, areas and rooms are stewarded in such a manner as to enforce this restriction.</p>
K.45.	<p>Each Club shall ensure that for each League Match played at its Stadium, the Stadium is supplied with internet connectivity with a total bandwidth capacity of 40 megabits per second, burstable to 100 megabits per second, for the exclusive use of Broadcasters and accredited representatives of the media.</p>
K.46.	<p>Each Club shall ensure that, within the total internet connectivity referred to in Rule K.45:</p> <ul style="list-style-type: none"><li>K.46.1. three private and uncontended internet connections, with a total bandwidth capacity of 15 megabits per second to be divided between such number of connections as the League shall specify, are available for the use of the League's data providers, and Player tracking service providers; and</li><li>K.46.2. internet connections are provided to the locations and in the manner specified in Rule K.47.</li></ul>



## Section K: Stadium Criteria and Broadcasters' Requirements

K.47. Each Club shall provide at its Stadium connections to the internet, and permit the installation and maintenance by the League or Radio Broadcasters (in either case at their expense) of ISDN lines, at the following locations of its Stadium:

	Wired Internet Connectivity	Wireless Internet Connectivity*	ISDN
Each UK TV Commentary Position (Rules K.53 to K.54)	Yes	Yes*	Yes
Each Overseas TV Commentary Position (Rules K.55 to K.56)	Yes	Yes*	Yes
Each Press Seat (Rules K.89 to K.90)	Yes	Yes*	Not required
Media Working Area (Rules K.86 to K.87)	Yes	Yes*	Not required
Media Conference Room (Rule K.88)	Yes	Yes*	Not required
Photographers' Working Area (Rule K.91.4)	Yes: 16 connection points	Yes*	Not required
Radio Commentary Positions (Rule K.57)	Yes	Yes*	Yes
Tunnel Interview Position (Pre-Match and Post-Match) (Rules K.59 to K.61)	Not required	Yes*	Not required
Television Studios (Rule K.66)	Yes	Yes*	Not required
Outside Broadcast Compound (Rules K.81 to K.83)	Yes	Yes*	Not required
Pitchside Presentation Positions (Rule K.58)	Not required	Yes*	Not required
Match Delegate (Rule L.17)	Not required	Yes*	Not required
Visiting Club Analyst Positions (Rule K.70)	Yes	Yes**	Not required
Visiting Club Dressing Room	Yes	Yes**	Not required
Match Manager's Position (Rule K.69)	Yes	Yes***	Not required

Rules: Section K



## Section K: Stadium Criteria and Broadcasters' Requirements

The wireless internet connectivity at each location marked \* may be provided by way of one closed and secure network. The wireless internet connectivity at each location marked \*\* must be provided by way of the same, separate closed and secure network and the wireless internet connectivity at the location marked \*\*\* must be provided by way of a further separate closed and secure network.

### **Guidance**

Clubs should ensure that the closed and secure network for wireless internet connectivity provided to Match Managers in accordance with Rule K.47 enables the Match Manager to access that network at: (a) the position referred to at Rule K.69; (b) the location of the official team sheet exchange; and (c) the areas in which pre- and post-match interviews will take place.

K.48. Each Club shall give the Match Manager all such assistance, and access to such facilities, areas and rooms, as may be reasonably required.

K.49. Each Club shall:

K.49.1. provide at its Stadium for the use of the League in relation to this Section K a network access facility within its Outside Broadcast Compound and provide such rights and access as is needed for its installation and maintenance; and

K.49.2. ensure that for at least three hours before kick-off and two hours after the final whistle of each League Match at its Stadium, an appropriately competent Official is available to ensure as far as reasonably practicable uninterrupted use of the services set out at Rules K.45 to K.47.

### **Television Gantry**

K.50. Subject to Rule K.52, each Club shall ensure that its Stadium has a television gantry which:

K.50.1. is situated so that cameras can be positioned on the half-way line;

K.50.2. is at least 19 metres wide and at least two metres deep;

K.50.3. is able to accommodate at least three UK TV Commentary Positions and five cameras, allowing at least two metres by two metres per camera (in accordance with Rule K.62 and Appendix 3);

K.50.4. permits the cameras to have a full and clear view of the whole pitch; and

K.50.5. permits each camera position and UK Commentary Position to be easily accessible by technical personnel during the League Match without disturbing the cameramen or commentators.

### **Guidance**

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

K.51. Each UK TV Commentary Position and each camera position on the Television Gantry shall be Hardwired.



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.52. A Club may fulfil the requirements set out in Rule K.50 across two gantries in close proximity to each other provided that:
- K.52.1. one is at least 12 metres wide and two metres deep and able to accommodate at least two UK Commentary Positions and three cameras (allowing at least two metres by two metres per camera), in which case Rule K.50.1 shall apply to this gantry; and
  - K.52.2. the other is at least seven metres wide and two metres deep and able to accommodate at least one UK Commentary Position and two cameras (allowing at least two metres by two metres per camera).

### UK TV Commentary Positions

- K.53. Each Club shall provide at each League Match played at its Stadium at least three UK TV Commentary Positions on the Television Gantry, for use by UK Broadcasters' commentators.
- K.54. Each UK TV Commentary Position shall:
- K.54.1. consist of three seats;
  - K.54.2. be no less than three metres wide and one metre deep;
  - K.54.3. have internet connectivity as set out in Rule K.47 and mains power;
  - K.54.4. have a full and clear view of the whole pitch; and
  - K.54.5. have a desk large enough to hold a monitor, two laptop computers and such commentary equipment as UK Broadcasters may reasonably require.

### Guidance

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

### Overseas TV Commentary Positions

- K.55. Subject to Rule K.43, each Club shall provide at each League Match played at its Stadium:
- K.55.1. at least 15 Overseas TV Commentary Positions (which need not be on the Television Gantry, provided that they are situated on the same side of the pitch as the Television Gantry and are sufficiently Hardwired for the receipt of the Broadcasters' feeds to monitors), of which five must have capacity for video and audio to be transmitted via a mini-camera to the Outside Broadcast Compound; and
  - K.55.2. no fewer than five additional seats for the use of Overseas Broadcasters' technical staff.

## Section K: Stadium Criteria and Broadcasters' Requirements

### Guidance

The mini-cameras referred to in Rule K.55.1 will be used to film commentators and not match footage.

- K.56. Each Overseas TV Commentary Position shall:
- K.56.1. be situated as close to the half-way line as reasonably practicable;
  - K.56.2. consist of two seats for the use of commentators;
  - K.56.3. be at least two metres wide and one metre deep;
  - K.56.4. be Hardwired;
  - K.56.5. have internet connectivity as set out in Rule K.47 and mains power;
  - K.56.6. have a full and clear view of the whole pitch; and
  - K.56.7. have a desk large enough to hold a monitor, two laptop computers and such commentary equipment as Overseas Broadcasters may reasonably require.

### Guidance

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

#### Radio Commentary Positions

- K.57. Each Club shall provide at each League Match played at its Stadium at least 15 Radio Commentary Positions for use by Radio Broadcasters and (subject to the priority over such seats of the Radio Broadcasters) by any radio broadcasters with whom the Home Club or the Visiting Club has entered into a Club Radio Contract, and each such position shall:
- K.57.1. comprise one seat;
  - K.57.2. be situated as close to the half-way line as reasonably practicable and in any event no further than 25m either side of it;
  - K.57.3. have a clear view of a television monitor; and
  - K.57.4. have mains power and a desk large enough to hold such commentary equipment as Radio Broadcasters may reasonably require.

#### TV Broadcasters' Pitchside Presentation Positions

- K.58. Each Club shall provide at each League Match played at its Stadium at least seven pitchside presentation positions (two for UK Broadcasters and five for Overseas Broadcasters), each of which shall be:
- K.58.1. Hardwired;
  - K.58.2. as close to the touchline as reasonably practicable;
  - K.58.3. at least three metres wide; and
  - K.58.4. available from at least four hours before kick-off until five minutes before kick-off, during half-time until at least five minutes before the re-start, and for at least one hour after the final whistle.





## Section K: Stadium Criteria and Broadcasters' Requirements

### Tunnel Interview Positions

- K.59. Each Club shall provide at each League Match played at its Stadium at least five Hardwired tunnel interview positions, two of which shall be for the use of UK Broadcasters, and three of which shall be for the use of Overseas Broadcasters.
- K.60. The tunnel interview positions shall be:
- K.60.1. located in the same stand as, and in close proximity to, the tunnel and the Players' dressing rooms;
  - K.60.2. designed so that television interviews within them can be conducted against the Interview Backdrops; and
  - K.60.3. configured and designed in such way so as to ensure that each position can be used simultaneously and without causing noise disturbance of any kind to the other positions.
- K.61. The following additional requirements apply in respect of any tunnel interview positions created by Clubs after 30 June 2016:
- K.61.1. one tunnel interview position must measure at least 2.5 metres by 2.5 metres; and
  - K.61.2. all additional tunnel interview positions must measure at least 2.5 metres by 1.6 metres.

#### Guidance

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

Clubs should use such sound proofing and/or partitions as is/are necessary to satisfy the requirement set out at Rule K.60.3.

### Camera Positions: Match Coverage

- K.62. Each Club shall provide at each League Match played at its Stadium positions for television cameras in accordance with the requirements of Appendix 3, and each such position shall be Hardwired.
- K.63. Each Club shall:
- K.63.1. provide such pods and hoists as are necessary in order to ensure that all camera equipment can be installed in the required camera positions; and
  - K.63.2. ensure there is safe access to and egress from (including in case of emergency) the required camera positions for all persons and equipment.

#### Guidance

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

## Section K: Stadium Criteria and Broadcasters' Requirements

### Camera Positions: Team and Supporter Arrivals

- K.64. Each Club shall provide at its Stadium a sufficient number of separate and static Hardwired camera positions to enable the filming of the arrivals of each team before each League Match.

#### Guidance

With respect to Rule K.64, ordinarily a 'sufficient number' of camera positions will be achieved by the provision of two separate camera positions per entry point to the Stadium (so if the Home Club and the Visiting Club arrive at the same point, two positions will be required, and if they arrive at different points, four positions will be required).

- K.65. Each Club shall permit TV Broadcasters to film coverage of supporters outside its Stadium before each League Match.

### Television Studios

- K.66. Subject to Rule K.43, each Club shall provide at each League Match played at its Stadium at least two Hardwired studios for the use of Broadcasters and each such studio shall:
- K.66.1. measure at least five metres by five metres;
  - K.66.2. be at least three metres high; and
  - K.66.3. have a window which is at least three metres wide (or, if constructed after 1 August 2014, 4.5 metres wide) by 1.5 metres high and which gives a full and clear view of the whole pitch.

#### Guidance

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

### TV Broadcasters: Observer Seats

- K.67. Subject to Rule K.43, each Club shall make available at each League Match played at its Stadium at least 25 seats for the use of accredited representatives of TV Broadcasters, to be situated in close proximity to the half-way line, and with easy access to the tunnel area and Mixed Zone.

#### Guidance

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

### Reporter, Floor Manager and Match Manager Positions

- K.68. Each Club shall provide at least eight seats (the positions of which shall be Hardwired) at each League Match played at its Stadium for the use of accredited representatives of UK Broadcasters, Overseas Broadcasters and the League. Such seats shall be situated as near to the trainers' benches as practicable and must provide a full, clear view of the whole pitch.



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.69. Each Club shall provide one position at each League Match played at its Stadium for the use of the Match Manager, which must be situated:
- K.69.1. sufficiently close to the position of the fourth official to enable the Match Manager to easily communicate with the fourth official during the League Match without needing to enter either technical area to do so; and
  - K.69.2. so as to enable the Match Manager to easily communicate with the floor manager(s) of the League and the Host Broadcaster (where applicable) during a League Match. If the Club is unable to fulfil this requirement at its Stadium, it must permit the League to install a system to facilitate such communication.

### Guidance

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

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

References to "the League" in Rules K.68 and K.69 mean Premier League Productions, the League's appointed production partner, which undertakes the broadcast of all League Matches on behalf of the League.

### Visiting Club Analyst Positions

- K.70. Each Club shall provide at each League Match played at its Stadium three dedicated positions for the use of analysts of the Visiting Club, each of which shall:
- K.70.1. consist of one seat situated as near to the half-way line, the tunnel and the Visiting Club's dressing room as reasonably practicable and provide a clear view of the whole pitch;
  - K.70.2. be sufficiently Hardwired for the receipt of three separate Broadcaster feeds (the 'world feed', the 'tactical feed' and one 'high behind' feed) by monitors in place at the relevant position;
  - K.70.3. have internet connectivity in accordance with Rule K.47 and mains power; and
  - K.70.4. have a desk large enough to hold a monitor and a laptop computer (and such other equipment as the analyst(s) may reasonably require).

### Guidance

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

### Mixed Zone

- K.71. Each Club shall provide at each League Match played at its Stadium a Mixed Zone in which media interviews with Players and Managers may be conducted.

## Section K: Stadium Criteria and Broadcasters' Requirements

K.72.	The Mixed Zone shall: <ul style="list-style-type: none"><li>K.72.1. be located between the Players' dressing rooms and the Players' point of exit from the Stadium;</li><li>K.72.2. be accessible to Players, Managers, coaching staff and accredited representatives of Broadcasters;</li><li>K.72.3. be large enough to accommodate at least 20 representatives of Broadcasters; and</li><li>K.72.4. have lighting of a sufficient level to provide suitable conditions for the Transmission of interviews.</li></ul>
K.73.	Each Home Club: <ul style="list-style-type: none"><li>K.73.1. shall permit into the Mixed Zone:<ul style="list-style-type: none"><li>K.73.1.1. accredited representatives of Broadcasters who wish to conduct interviews in the Mixed Zone (up to a maximum of 20), who shall have priority entry into the Mixed Zone over those listed in Rules K.73.1.2 and K.73.1.3;</li><li>K.73.1.2. accredited representatives of radio broadcasters with whom it or the Visiting Club has entered into a Club Radio Contract;</li><li>K.73.1.3. such authorised representatives of it or the Visiting Club as either may reasonably require in order to provide commentary or reports on media services such as its website, social media accounts or television channel; and</li></ul></li><li>K.73.2. may, at its discretion, permit into the Mixed Zone such other accredited representatives of the media as it considers appropriate.</li></ul>

### **Guidance**

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

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

### **Access to Tunnel Interview Positions**

- K.74. Each Club shall at each League Match played at its Stadium permit accredited representatives of TV Broadcasters access to the tunnel interview positions referred to in Rule K.59 to K.61 to prepare for, set up and carry out all activity permitted by these Rules. The Match Manager will manage all such access to ensure that, as far as reasonably practicable, the persons referred to in this Rule only have access to the tunnel interview positions when needed.

### **Guidance**

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





## Section K: Stadium Criteria and Broadcasters' Requirements

### Hardwiring

- K.75. Each Club shall:
- K.75.1. ensure that all Hardwiring at its Stadium is properly maintained and in good working order at all times when its use is required; and
  - K.75.2. provide to the League a certificate in writing in advance of each Season confirming that the Hardwiring at its Stadium is in compliance with Rule K.75.1, such certificate to be provided by an independent Person experienced in the design and installation of permanent outside broadcast cable infrastructure.
- K.76. Each Club shall permit the installation of temporary cabling by Broadcasters sufficient to ensure the continuous Transmission of League Matches played at its Stadium in the event of the failure of any Hardwiring required by these Rules (in addition to any other measures that the League may specify in order to ensure such continuous Transmission).

### Transmission of Pre-Match Media Conference

- K.77. Each Club shall permit the League to install such facilities as are required to allow Broadcasters to enable the Transmission of the Club's Pre-Match Media Conference, where such facilities are not already in place (subject to any embargo implemented in accordance with Rule K.102).

### Power Supply

- K.78. Each Club shall provide at its Stadium and make available to Broadcasters, at their request, access to electricity supply on the day of each League Match sufficient to power the Broadcasters' matchday operations.
- K.79. At each League Match, the Home Club shall provide such facilities and access as is required by a Broadcaster to establish its own power supply for an Outside Broadcast Compound.

### Car Park Spaces

- K.80. Subject to Rule K.43, each Club shall make available to the League a minimum of 20 car park spaces as close to the Outside Broadcast Compound as reasonably practicable for each League Match played at its Stadium for the use by TV Broadcasters.

### Guidance

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

### Outside Broadcast Compound

- K.81. At each League Match, the Home Club shall provide a secure, level area (with a hard surface suitable for the parking of TV Broadcasters' vehicles) outside and adjacent to the Stadium of at least 1500m<sup>2</sup> for the exclusive use of the League's and TV Broadcasters' vehicles.

## Section K: Stadium Criteria and Broadcasters' Requirements

- K.82. The Outside Broadcast Compound shall:
- K.82.1. have sufficient drainage, toilets and waste disposal facilities; and
  - K.82.2. include sufficient working lights to enable complete illumination of the area above the League's and TV Broadcasters' vehicles,
- and each Club shall ensure that Broadcasters are given all requested access to the network access facility within the Outside Broadcast Compound located at its Stadium.
- K.83. The Outside Broadcast Compound shall have an unobstructed view of the southern horizon such as to allow satellite uplinking or if the Outside Broadcast Compound does not have such unobstructed view, the Club must provide an additional area as close as reasonably practicable to the Outside Broadcast Compound to enable satellite uplinking.

### **Guidance**

The identity of the suppliers of the relevant "network access facility" for the purpose of Rule K.82 will be notified to Clubs by the League in advance of each Season.

With regard to Rule K.83, if an additional area is needed because satellite uplinking is not reasonably practicable from the Outside Broadcast Compound, then the additional area must be sufficiently large (approximately 120 m<sup>2</sup>) to accommodate six satellite news gathering trucks.

Clubs should be aware of the additional provisions regarding the Outside Broadcast Compound at Rule K.49.

### **Official Club Team Sheets**

- K.84. Each Home Club shall provide to the Match Manager the official team sheets of both the Home Club and the Visiting Club as soon as reasonably practicable after they have been handed to the referee pursuant to Rule L.21.

### **Guidance**

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

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

- K.85. A Club playing in a League Match shall not publish the teams until 60 minutes before kick-off.

### **Guidance**

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



## Section K: Stadium Criteria and Broadcasters' Requirements

Rules: Section K

### Media Working Area

K.86. Each Club shall provide at each League Match played at its Stadium a working area for the use of accredited representatives of the media and Broadcasters, such area to be located in the same stand as the Player's' dressing rooms and comprising a room of minimum 50m<sup>2</sup> and supplied with 25 individual or linked work stations, each of which shall have its own desk, chair, electricity supply and internet connectivity as set out in Rule K.47.

K.87. Refreshment facilities of a standard to be determined by the Home Club shall be made available to accredited representatives of the media and Broadcasters for a reasonable period before and after the League Match and during the half-time interval.

### Media Conference Room

K.88. Each Club shall provide at each League Match at its Stadium a media conference room with the following minimum facilities:

K.88.1. seating for 70 persons;

K.88.2. lighting of a sufficient level for the filming and live Transmission of the Post-Match Media Conference;

K.88.3. a podium at the front of the room and in clear view of the cameras, with table and chairs to seat three people; and

K.88.4. a Hardwired camera platform at the rear of the room of sufficient size to accommodate at least two cameras and with an unobstructed view of the podium.

#### Guidance

This can be the same room as the media working area described in Rule K.86.

With regard to Rule K.88.4, ideally the camera platform should be able to accommodate up to 10 cameras.

### Press Seats

K.89. Each Club shall provide at each League Match played at its Stadium a minimum of 50 seats for the use of accredited representatives of the media and the League's data providers. Such seats must be located: (a) near the media working room; and (b) in a position enabling a clear view of the whole pitch.

#### Guidance

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

K.90. Each such seat shall have a desktop, electricity supply, a clear view of a television monitor, telephone point, and internet connectivity as set out in Rule K.47.



## Section K: Stadium Criteria and Broadcasters' Requirements

### Facilities for Photographers

- K.91. Each Club shall provide at each League Match played at its Stadium facilities for photographers to the following minimum standards:
- K.91.1. pitch side access for 20 accredited photographers and messengers and appropriate pitch side wiring and wireless internet connectivity;
  - K.91.2. bibs bearing the word "Photographer" on the rear, numbered consecutively, the numbers appearing on both the front and rear of the bib;
  - K.91.3. bibs of a different colour bearing the word "Messenger" on the rear and similarly numbered; and
  - K.91.4. a working area or wire room of 20 square metres, internet connectivity as set out in Rule K.47, 16 power points, a television monitor, shelves to support laptop computers and refreshment facilities.

### Guidance

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

### Broadcaster Preview Access

- K.92 Unless otherwise agreed by the League, each Club shall ensure that, during the six days preceding the day of each League Match, there is a period of two hours during which TV Broadcasters (including such number of Overseas Broadcasters as the League may determine) may conduct the interviews with Players and the Manager required by Rules K.97 to K.100 (the "Broadcaster Preview Period").
- K.93. Each Club must ensure that its training ground includes a suitable, dedicated room in which the interviews required by Rules K.97 to K.100 can be carried out. This room must measure no less than 2.5 metres by 2.5 metres and must be equipped with suitable facilities to enable the recording of interviews by Broadcasters, including, for example, mains power, sound proofing, black-out blinds, curtains on all windows and isolated air conditioning.
- K.94. At least once per calendar month (with the exception of June and July), each Club must permit TV Broadcasters to film one uninterrupted 15 minute period of a Club training session involving the first team squad.
- K.95. Unless otherwise agreed by the League, each Club shall give the League and each UK Broadcaster at least 72 hours' notice of the date, time, and location of its Broadcaster Preview Period.
- K.96. Each Club shall ensure that, in each case, its Broadcaster Preview Period takes place on a date when its subsequent first team match is a League Match.



## Section K: Stadium Criteria and Broadcasters' Requirements

### Guidance

The League may waive or vary the requirements set out in Rules K.95 and K.96 (at its absolute discretion) in exceptional circumstances and upon request from a Club if, for example, the proximity in time between a match in the UEFA Europa League competition and the subsequent League Match and/or the location of the relevant UEFA Europa League Match makes it impracticable for the Club to arrange its Broadcaster Preview Period at a time when its subsequent first team match is a League Match. A Club seeking a waiver or variation of these requirements from the League in respect of a particular Broadcast Preview Period must notify the League of that fact in good time and abide by the League's decision as to whether or not to grant the Clubs request.

### Broadcaster Preview Periods – UK Broadcasters

- K.97. In respect of a League Match to be Transmitted live by a UK Broadcaster:
- K.97.1. in advance of the League Match to which the Broadcaster Preview Period relates, the relevant UK Broadcaster will provide each participating Club (with a copy to the League) with a shortlist of two Players that it wishes to be made available for interview during the Broadcaster Preview Period;
  - K.97.2. each participating Club must make (at least) one of the two Players included on the shortlist referred to at Rule K.97.1, above, available for interview during the Broadcaster Preview Period and must inform the relevant UK Broadcaster (with a copy to the League) which of the two Players it has selected when providing the notice referred to at Rule K.97.3;
  - K.97.3. unless otherwise agreed by the League, each Club shall give the League and the relevant UK Broadcaster at least 48 hours' notice of the name(s) of the Player(s) that will be made available for interview during the Broadcaster Preview Period to which the League Match relates, selected in accordance with this Rule K.97;
  - K.97.4. in the event that the Player selected by the Club becomes unable to participate in that Broadcaster Preview Period due to illness, injury or other exceptional circumstance, the Club must (a) inform the relevant UK Broadcaster (with a copy to the League) as soon as reasonably possible, and (b) ensure that the second Player included on the shortlist referred to at Rule K.97.1, above, is made available as a replacement, or another suitable alternative is provided who is acceptable to the Broadcaster; and
  - K.97.5. each participating Club must make its Manager available for interview by the relevant UK Broadcaster during the Broadcaster Preview Period.

### Guidance

Broadcasters will be encouraged to provide the shortlist referred to at Rule K.97.1 as far in advance of the League Match in question as possible to allow Clubs sufficient time to meet their obligations under Rule K.97.3 (and, in any event, such shortlists should be sent to Clubs no later than 24 hours before the deadline set out in Rule K.97.3). Any delay in the submission of such shortlists by Broadcasters will be taken into account by the League when considering Clubs' compliance with Rule K.97.3.

## Section K: Stadium Criteria and Broadcasters' Requirements

- K.98. The selection of Players to be made available by Clubs for interview with UK Broadcasters during Broadcaster Preview Periods throughout the Season is subject to the following:
- K.98.1. each Player listed on a Club's Squad List must be made available by the Club, in accordance with Rule K.97, for interview by UK Broadcasters during Broadcaster Preview Periods no fewer than five times per Season (though no Club will be in breach of this Rule in respect of one of its Players where that Player has been included in the shortlist referred to at Rule K.97.1 fewer than five times in a Season);
  - K.98.2. no Player will be required to be available for interview with UK Broadcasters in two consecutive Broadcaster Preview Periods; and
  - K.98.3. each Club is entitled to apply to the Board for special dispensation for a Player to be granted an exemption from the requirements of Rule K.97 for a period of up to four weeks. The Board will only grant such special dispensation in exceptional circumstances and only once per Season in respect of each Player. Should a Club wish to make an application for special dispensation in accordance with this Rule, it must do so in writing to the Board, citing reasons (and, where appropriate, supporting evidence) for its application. The Board's decision as to whether or not to grant such special dispensation in each case is final and not subject to challenge. Where such dispensation is granted, the Board will notify to the Club how that dispensation affects the Player's remaining obligations under Rules K.97 to K.100 for the remainder of the Season.

### Guidance

With regards to Rule K.97.1, where the shortlist notified to the Club includes a Player who has already been made available for interview by UK Broadcasters five times during the Season, the Club should notify the League and the League will liaise with the relevant UK Broadcaster to select another Player (who has not been made available five times during the Season) to replace the originally selected Player.

### Broadcaster Preview Periods – Overseas Broadcasters

- K.99. In respect of each League Match, both Clubs shall ensure the attendance of (at least) one Player who featured prominently in the Club's most recent League Match and/or the Manager during the Broadcaster Preview Period for interview by Overseas Broadcasters, non-live UK Broadcasters and the League, for a period of no longer than 45 minutes. Clubs shall give the League at least 72 hours' notice of the name(s) of the individual(s) who will be made available for interview by Overseas Broadcasters, non-live UK Broadcasters and the League during the Broadcaster Preview Period.



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.100. Over the course of each Season, each Club shall ensure that:
- K.100.1. each Player named in the Club's Squad List and its Manager are made available for interview by Overseas Broadcasters during Broadcaster Preview Periods on no fewer than three occasions; and
  - K.100.2. subject to Rules K.99 and K.100.1, every Overseas Broadcaster that wishes to attend one of the Club's Broadcaster Preview Periods is permitted to do so and is given no less than 10 minutes of access to interview either: (a) one of the Club's Players; or (b) its Manager.

### Guidance

Regardless of the number of Overseas Broadcasters present, Clubs are only required to provide (at least) one Player and the Manager for the 45 minutes specified in Rule K.99.

The Broadcaster Preview Period interviews can take place either at the Stadium or at the training ground. Clubs will determine the exact date and time of each Broadcaster Preview Period and give the League and UK Broadcasters at least 72 hours' notice of the venue, date and time. The exact day on which such interviews should take place has not been specified as Clubs may have other match commitments during the week, some of them abroad. All arrangements and monitoring of these Rules will be undertaken by the League, and Clubs should only contact the League to agree arrangements with regard to their Broadcaster Preview Periods which differ from those set out above. Further, the League recognises that there may be weeks in which Clubs play two (or indeed in exceptional cases more than two) League Matches, e.g. over the Christmas period, and the League will take account of this fact when monitoring compliance with these Rules. The League will monitor Broadcaster access during such times to ensure that unreasonable demands are not being placed on Clubs.

### Pre-Match Media Conference

- K.101. In addition to the requirements of Rules K.97 to K.100, each Club shall ensure that its Manager attends a media conference with Broadcasters and, at its discretion, such other accredited representatives of the media as the Club considers appropriate, to be scheduled as follows:

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



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.102. Each Club must allow UK Broadcasters and the League access to the Pre-Match Media Conference for the Transmission of that conference. Clubs must not delay or otherwise restrict the Transmission of the Pre-Match Media Conference for any longer than 30 minutes after the commencement of that conference.

### Interviews - General

- K.103. If interpretation into English is required for any interview taking place pursuant to Rules K.97 to K.100 (Broadcaster Preview Periods) or K.104 (Matchday Pre-Match Interviews), then it must be provided by the Club.

### Matchday Pre-Match Interviews

- K.104. Each Club shall ensure that the following are made available for an interview with one TV Broadcaster (or the League) within the periods between 45 minutes and 120 minutes before the kick-off of the League Match:
- K.104.1. one of its Players (whose identity shall be confirmed by the Club to the Match Manager and UK Broadcaster filming the League Match at least 15 minutes before the interview) who is to be in the starting line-up of the League Match (who will be asked no more than three questions, all of which shall be related to that League Match); and
  - K.104.2. its Manager, such interview to take place after the team sheets have been publicly announced, the exact time to be agreed with the TV Broadcaster and Match Manager (and to be adhered to by the Club and Manager once so agreed).

### Guidance

With regard to Rule K.104.1, it is appreciated that if the pre-match interview takes place before the announcement of the teams, the Club Official nominating a Player to take part may not be aware of the starting line-up due to timing issues. Clubs may accordingly prefer to ensure that such interviews take place after the announcement of the teams. The League reserves the right to investigate a breach of this provision if the nominated Player is one who could reasonably have been anticipated would not start the League Match, and/or if a Club persistently nominates Players none of whom go on to start the League Matches in question.

If the Manager wishes to be interviewed before the announcement of the teams, this will be acceptable provided that the relevant TV Broadcaster (or the League) agrees, and provided that the Manager discloses his team selection to the relevant TV Broadcaster (or the League), who will keep this information strictly confidential until after the teams have been publicly announced which, as noted in Rule K.85, will not occur until 60 minutes before kick-off.

### Dressing Room Filming

- K.105. In respect of each League Match to be Transmitted live by a UK Broadcaster, each participating Club shall permit the UK Broadcaster or the League to gain access to and film footage of its dressing room between the time that the Club's Strip has been laid out for the Players and the time that the Players arrive at the Stadium.



## Section K: Stadium Criteria and Broadcasters' Requirements

### Guidance

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

#### Half-time Interviews

- K.106. In respect of each League Match to be Transmitted live by a UK Broadcaster, the UK Broadcaster may request that the Manager (or a senior member of the coaching staff) of either or each participating Club provides an interview at the end of the half-time interval, before the re-start of the League Match. The Manager may elect to provide the interview requested or decline to do so, at his absolute discretion.

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

- K.107. After the conclusion of each League Match, each participating Club must ensure that it makes its Player(s) and/or Manager available for interview strictly in accordance with the provisions of Rules K.109 to K.114, below. (For the avoidance of doubt the relevant interviewees must remain so available until the interviews are concluded, even if this is after the times stated below).
- K.108. No Player or Manager who has been sent-off in a League Match or is suspended for a League Match will be required to be made available for interview during or after that League Match. In such circumstances, the media obligations relating to a Club's Manager shall be fulfilled by the Club's assistant manager or another senior member of its coaching staff.

#### UK Broadcasters - 'Super-Flash' Interviews

- K.109. Prior to the conclusion of each League Match that is broadcast live by a UK Broadcaster, that UK Broadcaster may notify a participating Club of a shortlist of three Players who participated in the Match that the UK Broadcaster wishes to interview immediately after the conclusion of the Match and before the relevant Players have returned to the dressing room (the "Super-Flash Interview").
- K.110. When in receipt of that shortlist, the relevant Club must select at least one of the shortlisted Players to be made available for the Super-Flash Interview, together with one further Player (who may or may not be one of the other Players shortlisted by the UK Broadcaster but must have featured prominently in the League Match) who must also be made available for the Super-Flash Interview.
- K.111. In the event that the UK Broadcaster that filmed the League Match does not wish to carry out the Super-Flash Interview to which it is entitled, any other UK Broadcaster present at the League Match may exercise that right (and in the event that no UK Broadcaster wishes to do so, the League may do so).

## Section K: Stadium Criteria and Broadcasters' Requirements

### **UK Broadcasters – Other Post-Match Interviews**

- K.112. In respect of each UK Broadcaster that has the right to the Transmission of a League Match but has not been provided with a Super-Flash Interview in accordance with Rule K.109, that UK Broadcaster is entitled to interview two Players and the Manager from each participating Club following each League Match, in accordance with the following requirements:
- K.112.1. the UK Broadcaster may notify a participating Club of a shortlist of three Players who participated in the League Match that the UK Broadcaster wishes to interview following the League Match;
  - K.112.2. when in receipt of that shortlist, the relevant Club must select at least one of the shortlisted Players to be made available for interview with the UK Broadcaster, together with one further Player (who may or may not be one of the other Players shortlisted by the UK Broadcaster but must have featured prominently in the League Match) and the Club's Manager; and
  - K.112.3. the relevant Players and the Manager must be made available for interview: (a) within 20 minutes of the conclusion of the League Match for interviews with a UK Broadcaster that has broadcast the League Match live; and (b) within 45 minutes of the conclusion of the League Match for all other UK Broadcasters.

### **Overseas Broadcasters and the League**

- K.113. In respect of each League Match, each participating Club must ensure that at least one of its Players who featured prominently in the League Match and/or its Manager is made available for interview by each Overseas Broadcaster in attendance at the League Match and the League, in accordance with the following deadlines:
- K.113.1. within 20 minutes of the conclusion of the League Match for the League (save that where a Player has provided a Super-Flash Interview to the League, he is not required to provide a further post-match interview to the League);
  - K.113.2. within 30 minutes of the conclusion of the League Match for each Overseas Broadcaster Transmitting the League Match live (save that this deadline is extended to 45 minutes for Players/the Manager from the side that lost the relevant League Match); and
  - K.113.3. within 45 minutes for each other Overseas Broadcaster that has Transmitted the League Match.

### **Radio Broadcasters**

- K.114. Each Club participating in a League Match must ensure that each Radio Broadcaster that has the right to the Radio Transmission of that League Match is permitted to interview: (a) at least one Player who featured prominently in the League Match; and (b) the Manager, following the League Match.





## Section K: Stadium Criteria and Broadcasters' Requirements

### Guidance

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

With regard to Rule K.113, the League in this context means Premier League Productions, the League's appointed production partner which undertakes the broadcast of all League Matches on behalf of the League. The League then distributes content to Overseas Broadcasters.

Rule K.113 requires Clubs to ensure that either a Player or the Manager is available after the League Match for interviews with the League and all Overseas Broadcasters present and all Clubs are strongly encouraged to give consideration to the language requirements of Overseas Broadcasters and, where possible, provide access to Players that speak the language of the relevant Overseas Broadcaster. The League will monitor Broadcaster access to ensure that unreasonable demands are not being placed on Clubs by Overseas Broadcasters.

Furthermore, Clubs should ensure that they make a sufficient number of Players available for interview by Overseas Broadcasters and the League to ensure compliance with the deadlines set out at Rule K.113. For example, if a Club makes only one Player available for interview by Overseas Broadcasters and the League, it is unlikely that all such Broadcasters will receive interviews within the relevant deadlines. In such circumstances, where the deadlines are missed as a result of too few Players being made available by a Club, that Club will be in breach of these Rules.

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

Interviews with TV Broadcasters which take place pursuant to Rules K.109 to K.113 must take place in front of the Interview Backdrops to be provided by the League.

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| K.115.   | Before 31 July each year, each Club must confirm to the League whether, in respect of each League Match throughout the Season:  |
| K.115.1. | each of the Players listed on its team sheet will walk through the Mixed Zone when exiting the Stadium following the League Match; or   |
| K.115.2. | a minimum of six of the Players listed on the team sheet will walk through the Mixed Zone when exiting the Stadium following the League Match and the Club will ensure that each Broadcaster in attendance in the Mixed Zone is able to interview at least one such Player. |
| K.116.   | Having made the election referred to at Rule K.115, above, each Club must ensure that it complies with its chosen approach at each League Match.  |

### Guidance

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

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| K.117. | Each Home Club shall facilitate a media conference following each League Match ("the Post-Match Media Conference"). |
| K.118. | The Post-Match Media Conference shall take place in the media conference room referred to in Rule K.88.             |

## Section K: Stadium Criteria and Broadcasters' Requirements

K.119. Each Home Club shall ensure that Broadcasters who wish to do so have access to the Post-Match Media Conference and may at its discretion give such access to accredited representatives of other media.

K.120. Each Club shall ensure that its Manager attends the Post-Match Media Conference.

### Promotional Photographs and Footage

K.121. Each Club shall:

K.121.1. select (and notify the League of) one half day period, no later than 48 hours before the start of each Season, during which its Contract Players and Manager may be photographed and/or filmed by the League or its appointee; and

K.121.2. ensure that each of its Contract Players and its Manager is available for a continuous period of no less than 60 minutes during such half day period for the photography and filming referred to at Rule K.121.1.

K.122. For the purposes of the photography and filming referred to in Rule K.121:

K.122.1. each Contract Player shall wear each of the Strips registered by the Club pursuant to Rule M.17; and

K.122.2. the Manager shall wear match day attire (such as the Club's official training kit or blazer or suit).

K.123. Each Club shall make available at its Stadium or training ground two rooms, each measuring at least 7m x 6m x 3m and with benefit of mains electric power, for the purposes of the filming and photography referred to in Rule K.121.

K.124. Each Club shall provide to the League by no later than 30 September each year a group photograph of all of the Players included on its Squad List and any Under 21 Players who in the Club's reasonable opinion will play in a significant number of League Matches in the forthcoming Season.

#### Guidance

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

In the event that the League or its appointee is unable to carry out the filming or photography of a Contract Player pursuant to Rule K.121 then the Club should provide to the League a front-on head and body photograph of the Contract Player wearing the Club's home Strip.

As squads change over the Season, the League will ask Clubs to give access to new Players pursuant to Rule K.121.2. While the League will work with Clubs to schedule these further sessions, they will need to be undertaken before any new Player plays in a League Match.

K.125. Each Club shall ensure that, when reasonably requested to do so by the League, Players and Managers will take part in recordings for the promotional purposes of Broadcasters and the League.

#### Guidance

The League will manage the requests for access made by Broadcasters under Rule K.125 to ensure that the demands made of Clubs or of individual Players and Managers are not too onerous.



## Section K: Stadium Criteria and Broadcasters' Requirements

### League Pre-Season Media Event

- K.126. Each Club shall, when requested to do so by the League, ensure that its captain and Manager are available to attend the League's designated pre-season media event.
- K.127. Such attendance shall mean the captain and Manager being available for a continuous two hour period at a location of the League's choice and include their being interviewed by Broadcasters.

#### Guidance

The League will only organise one pre-season media event each year. It may be broadcast live. Representatives of the media, as well as Broadcasters, will be invited to attend.

The League envisages that it will ask the previous Season's League Champions, plus a Club from those who finished in the top 10 the previous Season and one from those who finished in positions 11 to 17 in the previous Season, together with a newly Promoted Club, to make available Players and the Manager pursuant to Rule K.126. The Clubs who are asked will also be rotated from Season to Season (save, where applicable, in the case of the League Champions). The League will make travel arrangements and meet travel expenses.

The League's pre-season media event may focus on specific themes or issues (e.g. young players or Home-Grown Players), in which case the Clubs who are requested to make Players available pursuant to Rule K.126 will be asked to provide Players whose background or experience is relevant to the particular theme or issue.

### Floodlights

- K.128. On the day of each League Match, each Club shall ensure that its floodlights are operational and comply with the requirements of these Rules for such period as the Board may from time to time specify.
- K.129. A Club's Stadium must have floodlights giving a maintained vertical illuminance of:
- K.129.1. an average of at least 1650 lux and a minimum of at least 1000 lux when measured towards the principal camera on the Television Gantry; and
  - K.129.2. an average of at least 1000 lux and a minimum of at least 650 lux at any one location on the pitch when measured towards the four vertical planes at 0°, 90°, 180° and 270° as shown in the pitch lighting grid set out below.

#### Guidance

The average lux value referred to in Rule K.129.1 is calculated by adding together the readings in each direction taken from each of the 96 measurement points referred to in Rule K.131 and dividing them by 96.

The average lux value referred to in Rule K.129.2 is calculated by adding together the readings taken in the same direction at each of the 96 measurement points referred to in Rule K.131 and dividing the total by 96.

Clubs should also take measurements on the horizontal plane at all 96 measurements as referred to in Rule K.131 for reference. These measurements should be reported in the Form 8A as per Rule K.140.

All measurements should be taken at 1m above the pitch surface.

- K.130. The floodlighting must provide uniformity of maintained vertical illuminance at all locations on the pitch such that the minimum illuminance is no less than half of the maximum illuminance and no less than 60% of the average illuminance.



## Section K: Stadium Criteria and Broadcasters' Requirements

### Guidance

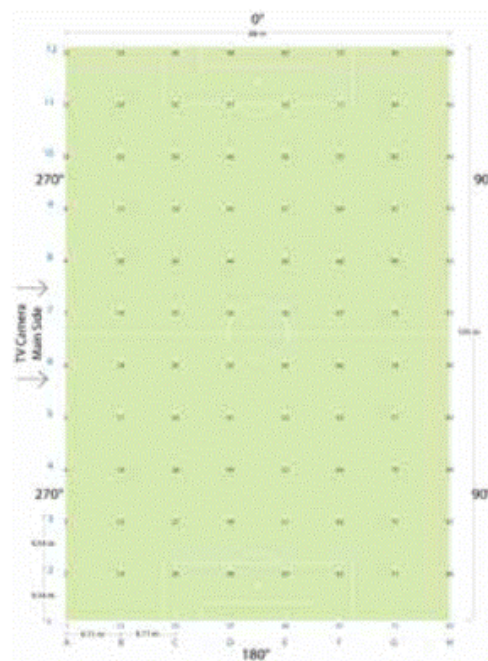
The requirements of Rule K.130 are often expressed by technical experts as "U1 values" and "U2 values" in the following manner:

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

K.131.	Calculation, measurement and reporting of the lux values shall be undertaken on the pitch using 96 measurement points in a grid format and at an equal distance from each other.
K.132.	At each of the 96 measurement points referred to in Rule K.131, five measurements shall be taken at one metre above the pitch and in the following five directions: K.132.1. one measurement shall be taken towards the main camera on the Television Gantry (represented at position no. 1 on Plan A of Appendix 3); and K.132.2. four measurements shall be taken in four directions. The measurements shall be taken at 0°, 90°, 180° and 270° planes as shown in the pitch lighting grid set out below.

### Guidance – Pitch Lighting Grid

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





## Section K: Stadium Criteria and Broadcasters' Requirements

The certificate to be provided to the League pursuant to Rule K.140 must contain the outcome of the measurement of the lux values at each point and in each direction on the pitch in this format. As five measurements must be taken at each of the 96 points, a total of 480 measurements must be taken (or 576 if including the horizontal plane readings that are required for reference).

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| K.133. | The 12 rows of seating nearest to the pitch (save for such rows in the stand where the Television Gantry is situated) shall be illuminated such that they have a minimum vertical illuminance perpendicular to the pitch of at least 165 lux and provide a comfortable, glare-free environment for spectators.  |
| K.134. | The illuminance referred to in Rule K.133 shall be measured by measurements taken at illuminance test reference points located at 10m intervals on the tenth row of seating around the pitch. The illuminance test reference points are required in all seating areas around the perimeter of the pitch save for areas adjacent to the Television Gantry. |
| K.135. | Floodlighting shall be installed and arranged so as not to cause undue glare to Players.  |

### Guidance

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

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| K.136.   | Each Club's floodlighting shall have:   |
| K.136.1. | colour rendering index Ra of greater than 80;   |
| K.136.2. | an average colour temperature of between 5200kelvin and 6000kelvin, being the average of three measurements taken in the middle of each goal-line and on the centre spot; and                             |
| K.136.3. | flicker (as measured by flicker factor) of no more than 6% at any one or more of the 96 measurement points referred to in Rule K.131 when measured towards the principal camera on the Television Gantry. |

### Guidance

The colour rendering index Ra referred to in Rule K.136.1 is certified by the luminaire and lamp manufacturer, and Clubs are entitled to rely on this (the League will not require any further certification of it).

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| K.137. | Each Club must have installed at or adjacent to its Stadium an alternative power source for the floodlights such that the floodlighting shall continue with a minimum average illuminance of 800 lux towards the main camera in the event of the failure of the primary power source.   |
| K.138. | Details of the alternative power source referred to in Rule K.137, the estimated time before floodlights are available again in the event of failure of the primary power source, and the lux value of the floodlights when powered by the alternative power source must be set out in the annual floodlighting report referred to in Rule K.140. |
| K.139. | Each Club shall ensure that the floodlighting installation and supporting services at its Stadium are properly designed and maintained.   |

## Section K: Stadium Criteria and Broadcasters' Requirements

- K.140. In advance of each Season, a certificate in Form 8A signed by a Chartered Electrical Engineer, a member of the Institute of Lighting Professionals or a member of the Society of Light and Lighting (in this Rule "the Signatory") shall be provided by the Club to the League to certify that:
- K.140.1. the floodlights have been inspected by the Signatory and in his opinion comply with Rules K.129 to K.139;
  - K.140.2. the illuminance meter used to measure compliance with Rule K.129 was:
    - K.140.2.1 cosine corrected;
    - K.140.2.2 suitable for use for measuring the illuminance of floodlighting;
    - K.140.2.3 fitted with a wide-angle receptive light sensor; and
    - K.140.2.4 calibrated at least once in the previous 12 months (and a copy of the most recent certificate of calibration shall be attached to Form 8A); and
  - K.140.3. the floodlighting installation and its supporting services have been designed to an appropriate standard in compliance with these Rules and have been properly maintained.
- K.141. If works are undertaken at a Club's floodlighting installation and support services after the submission of the certificate referred to in Rule K.140 then the Club must provide a further such certificate to the League within four weeks of those works being concluded.



## Section K: Stadium Criteria and Broadcasters' Requirements

Rules: Section K



## Clubs: Operations

### Section L: Fixtures

Arranging Fixtures	
L.1.	The Board shall: <ul style="list-style-type: none"> <li>L.1.1. determine the dates and kick-off times of all League Matches as soon as practicable prior to the commencement of each Season; and</li> <li>L.1.2. have the power at any time thereafter to change the date and kick-off time of a League Match, and before exercising such power the Board will consult with and take into account any representations made by the Clubs participating in the League Match in question and any other Club or Clubs which may be affected thereby.</li> </ul>
L.2.	Each Club shall use its best endeavours to ensure that each League Match takes place on the date and at the time fixed for it.
L.3.	No fixtures shall be arranged on or on any of the six days preceding the four dates agreed between the League and The Football Association prior to each Season upon which international matches will be played.
L.4.	League Matches will be played on New Year's Day unless it falls on a Thursday or Friday and F.A. Cup matches are scheduled to be played on the immediately following Saturday.
L.5.	All intellectual property and other rights in the League's fixture list shall belong to the League.
L.6.	A Club engaged in any match played in a UEFA Club Competition on a Thursday evening and a League Match on the following Saturday may rearrange the League Match to the following Sunday, provided that: <ul style="list-style-type: none"> <li>L.6.1. it gives notice to that effect to the Board and to the relevant opposing Club within 72 hours of the date of the UEFA Club Competition match being fixed (or, if the period of 72 hours expires on a day which is not a Working Day, by close of business on the first Working Day thereafter);</li> <li>L.6.2. there is no police objection;</li> <li>L.6.3. the rearrangement of the League Match does not result in the opposing Club having to play another League Match, F.A. Cup match or UEFA Club Competition match within two days of the rearranged League Match being played; and</li> <li>L.6.4. the kick-off time of the re-arranged League Match is the same as that of one of the League Matches (if any) which have been selected for live Transmission in the United Kingdom on that Sunday, or such other kick-off time as the Board may approve.</li> </ul>
L.7.	A Club may apply to the Board for permission to rearrange any fixture so that it is played on a different date or at a different kick-off time.



## Section L: Fixtures

### Arranging Other Matches

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

### Other Competitions

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

### Postponement of League Matches

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

## Section L: Fixtures

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

### Guidance

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

### Failure to Play a League Match

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

### Replaying a League Match

- L.16. The Board shall have power to order that a League Match be replayed provided that a recommendation to that effect has been made by a Commission in exercise of its powers under Rule W.54.

### Match Delegate

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

### Full Strength Teams

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

### Minimum Age

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



## Section L: Fixtures

### Team Sheet and Pre-Match Briefing

- L.21. At least 75 minutes before the time fixed for the kick-off of a League Match, a representative of each participating Club shall hand to the referee and their opponents a team sheet in Form 9 containing the following particulars:
- L.21.1. the shirt numbers and names of its Players (including substitute Players) who are to take part in that League Match;
  - L.21.2. the colour of the Strip to be worn by its Players, including the goalkeeper; and
  - L.21.3. the names and job titles of up to seven Officials who will occupy the trainer's bench during that League Match
- L.22. At least 60 minutes before the time fixed for the kick-off of a League Match, a senior member of the coaching staff and the first team captain of each participating Club shall attend a briefing with the referee.
- L.23. Any Club acting in breach of either Rule L.21 or Rule L.22 will pay a fixed penalty of £300 in respect of a first such breach, £600 in respect of a second such breach and £1,200 in respect of a third such breach. Any subsequent breach shall be dealt with under the provisions of Section W of these Rules (Disciplinary).
- L.24. If any Player (or substitute Player) named in a team sheet is injured or otherwise incapacitated after the submission of the team sheet but before kick-off, upon his Team Doctor or, if he is unavailable, another doctor certifying that the injury or incapacitation is such that the Player in question cannot reasonably be expected to play, the Club may add the name of another Player to the team sheet as a Player or substitute Player.
- L.25. Any amendment to the team sheet pursuant to Rule L.24 shall be communicated forthwith to the referee, the opposing Club and the Match Manager.
- L.26. No Player whose name does not appear on his Club's team sheet shall take the field of play in that League Match.

### Substitute Players

- L.27. In any League Match a Club may include in its team sheet up to seven substitute Players of whom not more than three may take part in the League Match subject to the conditions set out in Law 3 of the Laws of the Game.
- L.28. Not more than three substitute Players of each Club shall warm up at the same time on the perimeter of a pitch upon which a League Match is being played.

### Kick-Off

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



## Section L: Fixtures

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

### Countdown to Kick-Off

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

### Use of Official Ball

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

### Occupation of the Technical Area

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

### Duration of League Matches

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

### Notification of League Match Results

- L.38. By 12 noon on the first Working Day after a League Match each participating Club shall submit Form 10 to the Board duly completed.

### Gate Statements

- L.39. Within 10 Working Days of a League Match the Home Club shall submit Form 11 to the Board duly completed.



## Section L: Fixtures

### Penalties

- L.40. Any Club acting in breach of Rules L.31 or L.38 will pay a fixed penalty of £300 in respect of a first such breach, £600 in respect of a second such breach and £1,200 in respect of a third such breach. Any subsequent breach shall be dealt with under the provisions of Section W of these Rules (Disciplinary).

### Compensation for Postponed Matches

- L.41. Compensation shall be payable to a Home Club if a League Match in which it should participate is postponed, provided that:
- L.41.1. the postponement is caused by the Visiting Club on the date fixed for the League Match or on a date reasonably proximate thereto being engaged in an F.A. Cup match or a Football League Cup match; and
  - L.41.2. on the date fixed for the League Match the Home Club is no longer engaged in the relevant competition.
- L.42. In the case of a postponement caused by an F.A. Cup match compensation shall be paid out of the F.A. Cup pool and in the case of a Football League Cup match out of the Football League Cup pool or in either case as the Board shall determine.
- L.43. In either case the amount of compensation shall be the sum (if any) by which the Home Club's net revenue from the postponed League Match falls short of the Home Club's average net revenue for League Matches played in that Season.

### Provision of Hospitality for Officials

- L.44. Each Home Club shall provide hospitality arrangements for the Directors and other Officials of the Visiting Club.

## Clubs: Operations

### Section M: Players' Identification and Strip

Player Identification	
M.1.	Before the commencement of each Season each Club shall allocate a different shirt number to each member of its first team squad.
M.2.	A Club shall likewise allocate a shirt number to any Player joining its first team squad during the Season.
M.3.	Save with the prior written consent of the Board shirt numbers shall commence with the number one and shall be allocated consecutively.
M.4.	While he remains with the Club a Player will retain his shirt number throughout the Season for which it was allocated.
M.5.	Upon a Player leaving a Club the shirt number allocated to him may be re-allocated.
M.6.	Each Club shall forthwith provide to the Board on Form 12 full details in writing of shirt numbers allocated so that throughout each Season the Board is aware of the names of members of the first team squad of each Club and the shirt numbers allocated to them.
M.7.	When playing in League Matches each Player shall wear a shirt on the back of which shall be prominently displayed his shirt number so as to be clearly visible in accordance with guidelines laid down by the Board from time to time, and above that his surname or such other name as may be approved in writing by the Board.
M.8.	The Player's shirt number shall also appear on the front of the left leg of his shorts.
M.9.	The size, style, colour and design of shirt numbers, lettering and the logo of the League appearing on a Player's shirt or shorts and the material from which such numbers, lettering and logo are made shall be determined by the Board from time to time.
M.10.	The colour and design of the shirt and stockings worn by the goalkeeper when playing in League Matches shall be such as to distinguish him from the other Players and from Match Officials.
M.11.	The captain of each team appearing in a League Match shall wear an armband provided by the League indicating his status as such.
M.12.	Any Club acting in breach of any of Rules M.1 to M.11 inclusive will be liable to pay to the League a fixed penalty of £300 for a first breach, £600 for a second breach and £1,200 for a third breach. Any subsequent breach may be dealt under the provisions of Section W of these Rules (Disciplinary).
Home and Alternative Strip	
M.13.	Each Club shall have a home Strip and up to a maximum of two alternative Strips which shall be worn by its Players in League Matches in accordance with the provisions of these Rules.





## Section M: Players' Identification and Strip

M.14.	Each Club must have at least one alternative Strip which differs visibly from and contrasts with its Home Strip (including the goalkeeper's Home Strip) to the extent that the two Strips could be worn by opposing teams in a match.
M.15.	The logo of the League shall appear on each sleeve of both home Strip and alternative Strip shirts.
M.16.	Neither the home Strip shirt nor the shirt of either of the alternative Strips shall be of a colour or design alike or similar to the outfits of Match Officials.
M.17.	Not later than four weeks before the commencement of each Season, each Club shall register its Strips (each of which must be available for the Club to wear in each League Match during the Season) by submitting to the Board Form 13 together with samples of its home Strip, alternative Strip(s) and goalkeeper's Strip complying with these Rules and a brief written description of each. The Board having entered the descriptions in a register will cause the same to be printed in the handbook of the League and on the League's website.
M.18.	Each Strip submitted for registration in accordance with Rule M.17 shall have on it: M.18.1. the shirt number and name of any Player in the Club's first team squad, displayed as required by Rule M.7; and M.18.2. any advertisement for which the approval of the Board is either sought or has already been given under the provisions of Rule M.30.1.
M.19.	If pursuant to Rule M.17 a Club seeks to register a Strip which does not comply with these Rules: M.19.1. the Board shall give to that Club notice in writing to that effect giving full details of the changes required to achieve compliance; and M.19.2. the Strip in question shall not be worn by that Club's Players in a League Match until a further sample has been submitted to and approved in writing by the Board.
M.20.	Subject to Rule M.21, Strips of the description thus registered shall be worn throughout the Season immediately following and no changes to it shall be made except with the prior written permission of the Board.
M.21.	On the occasion of a Club's last home or away League Match in any Season a further Strip (i.e. not one registered by the Club in accordance with Rule M.17) may be worn provided that: M.21.1. at least seven days' prior written notice of intention to do so is given to the Board (such notice to be accompanied by a sample of the Strip intended to be worn) and the opposing Club (such notice to be accompanied by a CAD drawing of the Strip intended to be worn); and M.21.2. the alternative Strip shall be subsequently registered as the Club's home or alternative Strip for the following Season.

## Section M: Players' Identification and Strip

M.22.	<p>Subject to Rules M.21 and M.23, when playing in League Matches the Players of each participating Club shall wear Strip which is of a sufficient contrast that Match Officials, spectators and television viewers will be able to distinguish clearly between the two teams. In selecting the choice of Strip the following order of precedence shall apply unless authorised by the Board:</p> <p>M.22.1. 1st priority: the outfield players of the Home Club who shall wear their home Strip;</p> <p>M.22.2. 2nd priority: the outfield players of the Visiting Club;</p> <p>M.22.3. 3rd priority: the Home Club goalkeeper; and</p> <p>M.22.4. 4th priority: the Visiting Club goalkeeper.</p>
M.23.	<p>The Match Officials shall wear colours that distinguish them from the Strip worn by the two Clubs. In the event of the Match Officials not having distinguishing colours then the Visiting Club goalkeeper must change and if this is not possible the Home Club goalkeeper must do so.</p>
M.24.	<p>At least 10 days prior to each League Match the Visiting Club shall notify the Home Club and the League on Form 14 of the Strip it intends its Players (including for the avoidance of doubt its goalkeeper) to wear.</p>
M.25.	<p>The League, in consultation with PGMOL acting on behalf of the referee, will determine any disputes arising between Clubs and no later than three working days prior to each League Match notify both Clubs and the Match Officials of the colours to be worn.</p>
M.26.	<p>In the event of a dispute arising on the day of a League Match in relation to the Strip to be worn then the referee's decision shall be final.</p>
M.27.	<p>Subject to Rule M.21, no Club shall participate in a League Match wearing a Strip other than its registered home Strip or alternative Strip or a combination of the same (in either case as instructed under Rule M.25 or Rule M.26) except with the prior written consent of the Board.</p>
M.28.	<p>Each Club shall ensure that it has available at each League Match a replacement Strip for each Player named on the team sheet which can be used in the event of a Player requiring to change any part of his Strip. Each Player's replacement Strip shall comply with Rules M.7 and M.8.</p>
M.29.	<p>When participating in a League Match no Player shall reveal undergarments that show political, religious or personal slogans, statements or images, or advertising other than a manufacturer's logo. The Board may proceed under Section W against either the Player or his Club or both for any breach of this Rule.</p>



## Section M: Players' Identification and Strip

### Strip Advertising

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

Rules: Section M

## Clubs: Operations

### Section N: Match Officials

#### Appointment of Match Officials

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

#### Rules Binding on Match Officials

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

#### Payments to Match Officials

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

#### Pre-Match Procedures

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



## Section N: Match Officials

- N.6.6. check and approve any football to be used in the League Match;
- N.6.7. ensure that, if appropriate, the Home Club has made a coloured ball available;
- N.6.8. wear one of the match uniforms provided by PGMOL ensuring that it does not clash with the Strip worn by either of the participating teams;
- N.6.9. ensure that the Players' Strip complies with the provisions of Section M of these Rules;
- N.6.10. ensure that the uniform worn by any ballboy or steward does not clash with the Strip worn by either of the participating teams and if in his opinion there is such a clash, he shall be authorised to request such ballboy or steward to change his uniform or to leave the vicinity of the field of play;
- N.6.11. with the assistant referees, lead the participating teams onto the field of play in accordance with the provisions set out in the Countdown to Kick-Off; and
- N.6.12. take such other steps as may be agreed between the League and PGMOL from time to time.

### Compliance with Instructions

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

### Post-Match Procedures

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

## Section N: Match Officials

N.9.	A referee shall likewise report to The Football Association any breach of The Football Association Rules.
N.10.	As soon as practicable after and in any event within six days of a League Match the Home Club shall provide a recording on DVD (or such other format as the League shall specify) of the League Match to each of the referee and the League.
N.11.	Any Club acting in breach of Rule N.10 will be liable to pay to the League a fixed penalty of £300 for a first breach, £600 for a second breach and £1,200 for a third breach. Any subsequent breach may be dealt with under the provisions of Section W of these Rules (Disciplinary).



## Section N: Match Officials

Rules: Section N



## Clubs: Operations

### Section O: Medical

#### Doctors – General

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

#### Team Doctor and Medical Coordinator

- O.4. Each Club shall appoint at least one Team Doctor and at least one Medical Coordinator (who must be a doctor).
- O.5. Each doctor appointed by a Club whose responsibilities include giving medical treatment to Players must:
- O.5.1. hold a current AREA Certificate; and
  - O.5.2. comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors.
- O.6. The Team Doctor, if first appointed on or after the commencement of Season 2002/03, must hold a diploma in sports medicine or an equivalent or higher professional qualification.

#### Guidance

From Season 2017/18 onwards, the exception in Rule O.6 for Team Doctor's appointed prior to Season 2002/03 will be removed.

- O.7. In respect of each League Match, the Medical Coordinator of the Home Club shall:
- O.7.1. complete and sign the Match Day Medical Requirements Form and provide it to the Match Manager in advance of each League Match;
  - O.7.2. liaise with the Visiting Club's Team Doctor prior to each League Match in order to explain to him the Home Club's arrangements for emergency care;



## Section O: Medical

- O.7.3. on the day of the League Match, be available to deal with any queries of the Visiting Club's Team Doctor and ensure that the latter is given the opportunity to familiarise himself with the Home Club's medical facilities and to meet the paramedics present at the League Match pursuant to Rule O.19.4;
- O.7.4. at the request of either Team Doctor:
- O.7.4.1. assist with the treatment of injuries;
  - O.7.4.2. care for and monitor any Player or Match Official who has left the field of play; and
  - O.7.4.3. act as the lead point of liaison and co-ordination for all Players or Match Officials referred to hospital, including by liaising with the hospital and establishing contact with local ambulances and hospital emergency departments.
- O.8. In advance of each League Match, the Team Doctor of the Home Club shall complete and sign the Mandatory Medical Equipment Form and provide it to the Match Manager.

### Crowd Doctor

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

### Physiotherapists

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

## Section O: Medical

- O.14. Any other physiotherapist employed by a Club shall:
- O.14.1. be a registered physiotherapist member of the Health and Care Professions Council; and
  - O.14.2. hold The FA's Diploma in the Treatment and Management of Injuries or an equivalent or higher qualification approved by the Board; or
  - O.14.3. (where the duties of the physiotherapist concerned include attendance at League Matches as part of the Club's medical team) hold a current AREA Certificate.
- O.15. Any other sports therapist employed by a Club (where the duties of the therapist concerned include attendance at League Matches as part of the Club's medical team) shall hold a current AREA Certificate.

### Guidance

The requirement referred to in Rule O.15 only applies to those sports therapists who occupy the trainers' bench at a League Match, in accordance with Rule O.19.3.

### Medical and Safety Action Plan

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



## Section O: Medical

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

- O.19. At every League Match:
- O.19.1. each participating Club shall procure the attendance of its Team Doctor and the Home Club shall procure the attendance of its Crowd Doctor and Medical Coordinator. The Home Club's Team Doctor, Crowd Doctor and Medical Coordinator shall be available throughout and for a reasonable time before and after the League Match;
  - O.19.2. each participating Club shall procure the attendance of a physiotherapist or therapist who is qualified as required by these Rules;
  - O.19.3. each participating Club's Team Doctor and physiotherapist or therapist (who shall be qualified as required by these Rules) shall occupy that Club's trainers' bench during the League Match;
  - O.19.4. the Home Club shall procure the attendance of at least two fully qualified and appropriately insured paramedics who shall be available to assist with on-field medical incidents;
  - O.19.5. no Person other than a participating Club's Team Doctor, Medical Coordinator, physiotherapist or therapist (who shall be qualified as required by these Rules) or the paramedics referred to in Rule O.19.4 shall be permitted to treat Players or Match Officials on the field of play;
  - O.19.6. the Home Club shall ensure that all equipment and facilities listed in the Mandatory Medical Equipment Form are available and present at the Stadium;
  - O.19.7. the Home Club shall ensure that throughout each League Match a fully equipped, dedicated and appropriately insured ambulance suitable to carry an emergency casualty and staffed by a Person or Persons qualified to perform essential emergency care en route is available at the Stadium to transport any Player or Match Official requiring emergency treatment to hospital; and
  - O.19.8. the Home Club shall before each League Match make available to the Visiting Club the emergency treatment protocol referred to in Rule O.16.2 and obtain the Visiting Club's Team Doctor's confirmation that he has received it.

### Concussive Injuries

- O.20. Each Team Doctor, physiotherapist, therapist and Medical Coordinator shall, when present at a League Match or at any other match or at training, carry the pocket concussion tool (which is set out at Appendix 4A).

## Section O: Medical

- O.21. Any Player, whether engaged in a League Match, any other match or in training, who has sustained, or is suspected of having sustained, a concussive injury, shall not be allowed to resume playing or training (as the case may be) that same day. Furthermore, he shall not be allowed to return to playing in matches or participating in training thereafter unless he has been examined and declared fit to do so by his Team Doctor or, if he is unavailable, by another medical practitioner. In such circumstances, the welfare of the Player is paramount and the decision of the Team Doctor or other medical practitioner as to whether the Player is fit to resume playing or training shall be final.

### Medical Records

- O.22. Each Club shall carry out medical examinations on all its Contract Players and Academy Players registered on Scholarship Agreements (as defined in the Youth Development Rules) in accordance with the requirements laid down in Appendix 4 and keep medical records that comply with General Medical Council requirements.
- O.23. Where the transfer (including the Temporary Transfer) of the registration of a Contract Player is being negotiated between Clubs, the Club holding the registration shall, at the request of the other Club, and provided that the consent of the Contract Player has been obtained, provide to it the medical records of the Contract Player in question (including for the avoidance of doubt any records which the Club holds of the cardiac screening and/or concussion history of the Player).

### Medical Insurance

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

Section O: Medical



Rules: Section O



## Clubs: Operations

### Section P: Managers

Codes of Conduct	
P.1.	Managers shall conduct themselves in accordance with the Code of Conduct for Managers set out in Appendix 5.
P.2.	Clubs shall conduct themselves in relation to Managers in accordance with the Code of Conduct for Clubs set out in Appendix 6.
P.3.	Any failure by Managers or Clubs to conduct themselves in accordance with their respective Codes of Conduct will constitute a breach of this Rule.
Coaching Qualifications	
P.4.	Each Manager shall either: <ul style="list-style-type: none"><li>P.4.1. hold, or have commenced and be actively engaged on the requisite course to obtain, a valid UEFA Pro Licence; or</li><li>P.4.2. hold the Football Association Coaching Diploma; or</li><li>P.4.3. hold, or have commenced and be actively engaged on the requisite course to obtain, a valid diploma of a similar standard issued by another national association.</li></ul>
P.5.	No Club shall employ any Person as a Manager who does not hold a qualification listed in Rule .
P.6.	Rules and shall not apply to Managers until the expiry of 12 weeks from the date of their appointment as such. The Board shall have power to grant an extension of the 12 weeks period only if reasonably satisfied that a Manager is acting as a temporary replacement for another who is medically unfit to resume his duties.
Contracts of Employment and Submission to the Board	
P.7.	The terms of a Manager's employment must be evidenced in a written contract, a copy of which must be submitted to the Board within seven days of its coming into full force and effect.
Contents of Contracts of Employment	
P.8.	Contracts of employment between a Club and a Manager shall: <ul style="list-style-type: none"><li>P.8.1. include the standard clauses set out in Appendix 7; and</li><li>P.8.2. clearly set out the circumstances in which the contract of employment may be determined by either party.</li></ul>
Meetings Re Refereeing and Other Matters	
P.9.	All Managers are required to attend in person an annual pre-Season meeting organised by the League or PGMOL and failure to do so (save in exceptional circumstances) shall be a breach of these Rules.





## Section P: Managers

Rules: Section P

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

### Broadcasters and Media

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

### Disputes

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

### Assistant Manager/Head Coach

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

## Clubs: Operations

### Section Q: Scouts

#### Registration of Scouts

- Q.1. The Board shall keep a register of Scouts.
- Q.2. Each Club upon employing or engaging a Scout shall within five days thereof apply to register him by duly completing Form 15 and submitting to the Board a copy of the document by which, in accordance with Rule J.2, the Club binds the Scout to comply with these Rules.
- Q.3. The Board shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:
- Q.3.1. the Club has complied with Rule above; and
  - Q.3.2. the Scout who is the subject of the application is not currently registered as the Scout of another Club.
- Q.4. Except during the period of five days mentioned in Rule above, no Club shall employ a Scout who is not registered under the provisions of this Section of these Rules unless it has made an application to register him which has yet to be determined.
- Q.5. Upon a Club ceasing to employ or engage a registered Scout it shall within five days thereof give notice to that effect in Form 16 to the Board who shall thereupon remove the name of such Scout from the register.

#### Identification of Scouts

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

#### Code of Conduct

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

## Section Q: Scouts



Rules: Section Q

## Clubs: Operations

### Section R: Supporter Relations

#### Supporter Liaison Officer

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

#### Policies

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

#### Disability Access Officer

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

#### Reporting

- R.5. Each Club shall submit a report annually to the League during the Close Season describing how each of its said policies has been implemented and the extent to which each has been achieved.



## Section R: Supporter Relations

Ticketing	
R.6.	A Club's ticketing policy should:
R.6.1.	provide general information to the public about ticket availability and pricing, giving the earliest possible notice of any changes and the reasons therefore;
R.6.2.	aim to promote greater accessibility by the adoption of flexible and imaginative ticketing schemes;
R.6.3.	facilitate wider access to League Matches by the public by allowing for a broad range of ticket prices, the more expensive effectively subsidising the cheapest;
R.6.4.	allow for a reasonable reduction in the price of tickets for seats with a restricted view of the goalmouth;
R.6.5.	adopt a system of concessionary ticket prices tailored to the needs of the local community;
R.6.6.	give details of the availability of seating for disabled spectators and their carers and the pricing policy in relation thereto;
R.6.7.	set out particulars of any membership, loyalty, bond, debenture or similar scheme;
R.6.8.	make available a method of payment for season tickets by instalments at competitive rates of interest;
R.6.9.	promote the availability of tickets by reserving a reasonable proportion (at least five per cent.) of them for sale to non-season ticket holders;
R.6.10.	deal with the return and distribution of unwanted tickets;
R.6.11.	include the following provisions in respect of abandoned League Matches:
R.6.11.1.	abandonment after spectators admitted to the Stadium but before kick-off - free admission to the rearranged League Match;
R.6.11.2.	abandonment after kick-off - half price admission to the rearranged League Match; and
R.6.12.	refer to the obligations set out in Rules R.7 to R.12, below.
R.7.	Each Club shall provide an area of its Stadium for the exclusive use of family groups and junior supporters.
R.8.	Concessionary ticket prices must be made available by each Club for:
R.8.1.	senior citizens; and
R.8.2.	junior supporters.

Rules: Section R

## Section R: Supporter Relations

R.9.	Unless otherwise agreed by the Board or between the Clubs, and subject to Rule R.10, at each League Match, the Home Club shall make available to the Visiting Club: R.9.1. 3,000 tickets or, if the capacity of the Home Club's Stadium is less than 30,000, such number of tickets as is equal to 10 per cent. of its Stadium capacity; and (whether or not that allocation is taken up) R.9.2. tickets for a minimum of 10 per cent. of the Home Club's disabled spectator accommodation.
R.10.	The tickets referred to in Rule shall be made available to the Visiting Club in blocks corresponding to the blocks of seating ("Seating Blocks") in the area of the Home Club's Stadium for visiting supporters, such blocks to be designated by reference to the points at which segregation of home and visiting supporters can occur. There shall be no maximum or minimum number of seats in a Seating Block and any question as to the size of a Seating Block or the location of a segregation point shall be determined by the Board.
R.11.	The Visiting Club: R.11.1. may order and sell tickets on a sequential Seating Block by Seating Block basis (the sequence of release of Seating Blocks to the Visiting Club to be determined by the Home Club); R.11.2. must confirm its final order of tickets (subject to the conditions set out in Rule R.12) at least four weeks before the League Match to which they relate; and R.11.3. shall pay for the entirety of the tickets so ordered save that it may return (and not pay for) any unsold tickets in the final Seating Block for which it ordered tickets if it has sold 50% of the tickets in that Seating Block.
R.12.	Unless otherwise agreed, the provision by a Home Club of tickets for sale by a Visiting Club shall be conditional upon: R.12.1. the Visiting Club making the tickets available for purchase by the later of either three working days after receipt from the Home Club or the date that is four weeks before the date of the fixture; R.12.2. any unsold tickets being returned by the Visiting Club to the Home Club not later than 10 days before the date fixed for the League Match to which they relate; R.12.3. the proceeds of tickets sold and the value (to be pro-rated to the number of adult and concessionary tickets actually sold by the Visiting Club) of any unsold tickets not returned as aforesaid being paid by the Visiting Club to the Home Club within four days of the League Match taking place; and R.12.4. the Visiting Club paying to the Home Club daily interest at the rate of five per cent. per annum over the base rate for the time being of Barclays Bank Plc on any amount not paid in accordance with Rule .
R.13.	Each Club shall submit to the League details of its season ticket prices and ticket prices for individual League Matches upon announcing the same publicly (and, in any event, before the start of each Season).





## Section R: Supporter Relations

Merchandise	
R.14.	A Club's merchandising policy should: <ul style="list-style-type: none"><li>R.14.1. allow for market research to be undertaken with regard to the frequency of Strip changes and to their design;</li><li>R.14.2. identify the intervals at which Strip changes are intended to take place and the date of the next intended change;</li><li>R.14.3. provide for swing tickets attached to replica Strip to state its launch date; and</li><li>R.14.4. refer to the effect on the consumer of the obligations set out in Rules R.16 to R.19 below.</li></ul>
R.15.	Any numbers, lettering, badges and logos appearing on replica Strip shall be of the same style, colour and design as those appearing on Players' Strip currently registered as required by Rule M.17.
R.16.	In any future contract to license a manufacturer to produce for retail sale replica Strip, each Club shall include the standard clauses set out in Appendix 9.
R.17.	Upon a Promoted Club becoming a member of the League in accordance with the provisions of Rule B.5, it shall give notice to any manufacturer licensed to manufacture and distribute its replica Strip in the terms set out in Appendix 10 and request such manufacturer to convey the substance of the notice to its dealers forthwith and advise them that: <ul style="list-style-type: none"><li>R.17.1. they are free to sell, advertise and display for sale replica Strip supplied by such manufacturer at whatever price they may choose; and</li><li>R.17.2. they should inform the Competition and Markets Authority if they are concerned that a minimum resale price is being imposed.</li></ul>
R.18.	No Club shall cause or procure any manufacturer with which it has a licensing agreement for the manufacture of replica Strip to do any act or cause to be done anything which would constitute a breach of the standard clauses referred to in Rule .
R.19.	Each Club shall provide the Competition and Markets Authority with such information as it may need in order to satisfy itself that Rules to above have been complied with.

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## Clubs: Operations

### Section S: The Safeguarding of Vulnerable Groups and Safer Recruitment

#### Clubs' Policies and Procedures for the Safeguarding of Vulnerable Groups

- S.1. Each Club shall prepare, implement, review regularly and have reviewed by its local authority (where the local authority is prepared to do so) written policies and procedures for the safeguarding of Vulnerable Groups.
- S.2. Each Club's policies and procedures for the safeguarding of Vulnerable Groups shall:
- S.2.1. be in accordance with this Section of these Rules and shall have regard to Appendix 12 to these Rules;
  - S.2.2. meet the NSPCC Standards; and
  - S.2.3. comply with any policy or guidance published by the League from time to time.

#### Roles and Responsibilities

- S.3. Each Club shall designate a member of its board of directors as its Senior Safeguarding Lead, who shall take leadership responsibility for the Club's safeguarding provision (in consultation with the Club's Head of Safeguarding) and actively champion safeguarding at board level. The name of the Club's Senior Safeguarding Lead shall be notified by the Club to the League in Form 17.
- S.4. Each Club shall designate at least one full-time member of Staff with the necessary skills and expertise as its Head of Safeguarding. The name of the Club's Head of Safeguarding shall be notified by the Club to the League in Form 17.
- S.5. The Head of Safeguarding shall:
- S.5.1. where possible, report directly to (and be managed by) the Senior Safeguarding Lead;
  - S.5.2. provide strategic leadership on safeguarding provision and issues within the Club;
  - S.5.3. review and approve the safeguarding provision for all Activities;
  - S.5.4. act as the first point of contact for any report or suspicion of abuse or concern relating to the welfare of a Child or Adult at Risk engaged in an Activity;
  - S.5.5. liaise regularly with and be guided by the advice of the relevant local and statutory authorities and the League with regard to issues concerning the safeguarding of Vulnerable Groups;
  - S.5.6. ensure strict compliance with the Club's policies and procedures for the safeguarding of Vulnerable Groups;
  - S.5.7. promote awareness within the Club of safeguarding of Vulnerable Groups and encourage and monitor the adoption of best practice procedures in that regard;
  - S.5.8. report on a regular basis on the effectiveness of, and the Club's compliance with, its policies and procedures for the safeguarding of Vulnerable Groups to the Senior Safeguarding Lead;



## Section S: The Safeguarding of Vulnerable Groups and Safer Recruitment

S.5.9.	act as the lead Club Official in any investigation of an allegation of abuse of a Child or Adult at Risk;
S.5.10.	maintain the safeguarding of Vulnerable Groups Staff register for each Activity in Form 18 (or in any other appropriate and sufficient format);
S.5.11.	be made known to all Staff, and (by publication of his name and contact details on the Club's website and in any handbook or the like which the Club produces to accompany any Activity) to Vulnerable Groups (and their Parents or carers) engaged in each Activity and be available in person or by telephone to Staff and to such Vulnerable Groups, their Parents and carers at all reasonable times;
S.5.12.	provide written instructions to Staff engaged in each Activity in respect of good practice and what they are required to do if they detect any sign of abuse of Vulnerable Groups, if they suspect such abuse is taking place or if they otherwise have concerns as to the welfare of a Child or Adult at Risk; and
S.5.13.	provide guidance to and support for any member of Staff engaged in each Activity who reports suspected abuse of a Child or Adult at Risk or concerns as to their welfare.
S.6.	The Head of Safeguarding may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in to one or more other members of Staff ("Safeguarding Officer(s)"). In such circumstances, the Head of Safeguarding must supervise the work of Safeguarding Officers and ensure that they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.
S.7.	Each Head of Safeguarding and Safeguarding Officer shall: S.7.1. be trained in all issues affecting the safeguarding of Vulnerable Groups; S.7.2. be given a job description that properly records their responsibilities; and S.7.3. undertake in each calendar year continuing professional development training in the safeguarding of Vulnerable Groups, approved by the League, and maintain a record thereof.

### Guidance

Clubs' attention is drawn to Youth Development Rule 185 which requires that an Academy Safeguarding Officer must be appointed to undertake the functions set out in Rule S.5.7 with regard to the Academy.

### Staff

S.8.	Staff shall in all dealings with and on behalf of Vulnerable Groups do what is reasonable in the circumstances of the case for the purpose of safeguarding or promoting the safety and welfare of the relevant individual(s).
S.9.	Each member of Staff shall be given regular training (in a form approved by the Head of Safeguarding) in the Club's policies and procedures for the safeguarding of Vulnerable Groups.

## Section S: The Safeguarding of Vulnerable Groups and Safer Recruitment

- S.10. Each member of Staff shall be given in writing:
- S.10.1. the name of the Club's Head of Safeguarding;
  - S.10.2. descriptions of what constitutes poor safeguarding practice, abuse or unsuitable behaviour towards a Child or Adult at Risk; and
  - S.10.3. details of what he is required to do if there is any sign of poor safeguarding practice, abuse or unsuitable behaviour towards a Child or Adult at Risk or if there is a suspicion that such conduct is taking place.
- S.11. No Person shall be appointed as a member of Staff unless:
- S.11.1. he has completed and submitted to the Club a written application;
  - S.11.2. a written reference has been obtained by the Club from at least two referees named in the application;
  - S.11.3. he has applied to the DBS for Disclosure;
  - S.11.4. his Disclosure information has been received and the Club is satisfied that he is not unsuitable to work with Vulnerable Groups; and
  - S.11.5. his particulars have been entered in the Staff register in Form 18.

### Parental Consent

- S.12. The written consent of a Child's Parent shall be obtained:
- S.12.1. before the Child participates in an Activity (by the Parent completing and returning to the Head of Safeguarding a written parental consent form); and
  - S.12.2. if the Child is under the age of 16, before any images or footage of him are taken or used for any purpose whatsoever.

### Guidance

While the consent of a Parent (or carer) is not required where images or footage are taken of an Adult at Risk, as a matter of good practice, Clubs should ensure that where such images or footage are to be taken, the Adult at Risk understands the implications of the images or footage being taken, especially if the images or footage are to be used by the Club (or anyone else) for promotional purposes, or otherwise made publicly available.

### Notification of Referrals to External Agencies and Football Authorities

- S.13. On making any referral of an allegation or incident of suspected abuse of or unsuitable behaviour towards a Child or Adult at Risk to any external agency (including, without limitation, the police, the local authority or the DBS), the Head of Safeguarding or other Official making the referral shall notify the Senior Safeguarding Lead in writing and ensure that the Senior Safeguarding Lead is kept fully apprised of the progress of the referral and any subsequent investigation or action.



## Section S: The Safeguarding of Vulnerable Groups and Safer Recruitment

- S.14. The Club shall notify the League and The Football Association (through the submission of the Affiliated Football Safeguarding Referral Form) of, and give the League and The Football Association such further information as they may require in respect of:
- S.14.1. any evidence obtained by the Club demonstrating the abuse of, or unsuitable behaviour towards, a Child or Adult at Risk (whether the evidence relates to conduct by a member of Staff in the performance of his duties as a member of Staff, or otherwise);
  - S.14.2. a third (or subsequent) incident or allegation of 'poor practice' (as defined in Affiliated Football's Safeguarding Procedures) in relation to a Child or Adult at Risk involving the same member of Staff;
  - S.14.3. any referral it has made to any external agency (as described in Rule S.13); and
  - S.14.4. any investigation by such an external agency into suspected abuse of or 'unsuitable behaviour' towards a Child or Adult at Risk involved in an Activity of which the Club becomes aware, whether such investigation results from a referral made pursuant to Rule or otherwise.

### Monitoring

- S.15. Each Club will permit the League to conduct at least three monitoring visits each Season to ensure compliance with this Section of these Rules, which will be attended by a Person appointed for this purpose by the League. Each Club shall ensure that each such Person is given access to all records kept in accordance with the requirements of this Section of these Rules and is able to meet Staff, Parents, Children, Adults at Risk and their carers.
- S.16. Such Person shall:
- S.16.1. give written feedback to the Club concerned on each monitoring visit made and, if appropriate, agree with the Club an action plan setting out actions to be taken by the Club to ensure compliance with this Section of these Rules;
  - S.16.2. report on each visit in writing to the League; and
  - S.16.3. at the end of each Season or as soon as practicable thereafter, present to the League and the Club a written annual report on the Club's compliance with this Section of these Rules.



## Section S: The Safeguarding of Vulnerable Groups and Safer Recruitment

- S.17. Where, as a result of its monitoring of Clubs in accordance with Rule , receipt of a referral or notification in accordance with Rules S.13 and S.14, or otherwise, the League becomes aware of abuse of or unsuitable behaviour towards a Child or Adult at Risk by a member of Staff or otherwise holds concerns regarding a Club's handling of a matter relating to safeguarding, it may (in its absolute discretion) conduct a case review, either on its own or in conjunction with The Football Association. Where such a case review is undertaken, the League shall be entitled to have access to all records kept in accordance with the requirements of this Section of these Rules and shall be entitled to meet Staff, Parents, Children, Adults at Risk and their carers. Following such a case review, the League may make such directions to the Club concerned and/or propose such measures be put in place by the Club as it considers necessary, which must be adopted by the Club concerned in full.

### Disclosure and Barring Service Safer Recruitment

- S.18. The League will undertake all matters connected with the use of the Disclosure service for those Clubs not registered with the DBS.
- S.19. Clubs not registered with the DBS agree to be bound by any guidance or policy on the issue of safer recruitment published by the League from time to time.
- S.20. Each Club shall prepare, implement and review regularly a safer recruitment policy, which shall:
- S.20.1. be in accordance with this Section of these Rules; and
  - S.20.2. comply in full with any guidance or policy published by the League from time to time.
- S.21. Each Club shall designate a member of Staff as its Lead Disclosure Officer whose name shall be notified to the League in Form 17. The Lead Disclosure Officer shall:
- S.21.1. act as the Club's principal point of contact with the League on all matters connected with safer recruitment and the use of the Disclosure service;
  - S.21.2. liaise regularly with and be guided by the advice of the League on all matters concerning safer recruitment procedures and the use of the Disclosure service; and
  - S.21.3. ensure strict compliance by the Club with its safer recruitment policies.



## Section S: The Safeguarding of Vulnerable Groups and Safer Recruitment

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## Players – Contracts, Registrations and Transfers

### Section T: Players – Contracts

#### Approaches to Players

- T.1. A Club shall be at liberty at any time to make an approach to a Player with a view to negotiating a contract with such a Player:
- T.1.1. if he is an Out of Contract Player; or
  - T.1.2. in the case of a Contract Player, with the prior written consent of the Club (or club) to which he is contracted.
- T.2. A Club shall be at liberty after the third Saturday in May in any year and before the 1 July next following to make such an approach to a Contract Player:
- T.2.1. who will become an Out of Contract Player on that 1 July; and
  - T.2.2. who has received no offer from his Club under Rule V.17.2; or
  - T.2.3. who has received but has declined such offer.
- T.3. Any Club which by itself, by any of its Officials, by any of its Players, by its Intermediary, by any other Person on its behalf or by any other means whatsoever makes an approach either directly or indirectly to a Contract Player except as permitted by either Rule T.1.2 or Rule T.2 shall be in breach of these Rules and may be dealt with under the provisions of Section W of these Rules (Disciplinary).
- T.4. For the purposes of Rules T.2 and T.3, "Contract Player" shall include a player who has entered into a written contract of employment with a Football League club.

#### Approaches by Players

- T.5. An Out of Contract Player, or any Person on his behalf, shall be at liberty at any time to make an approach to a Club (or club) with a view to negotiating a contract with such Club (or club).
- T.6. Subject to Rule T.7, a Contract Player, either by himself or by any Person on his behalf, shall not either directly or indirectly make any such approach as is referred to in Rule T.5 without having obtained the prior written consent of his Club.
- T.7. After the third Saturday in May in any year and before the 1 July next following a Contract Player to whom Rule T.2 applies or any Person on his behalf may make such an approach as is referred to in Rule T.5.

#### Public Statements

- T.8. A statement made publicly by or on behalf of a Club expressing interest in acquiring the registration of a Contract Player or by a Contract Player expressing interest in transferring his registration to another Club (or club) shall in either case be treated as an indirect approach for the purposes of Rules T.3 and T.6.





## Section T: Players – Contracts

### Inducements

- T.9. Except as may be provided in a Player's contract:
- T.9.1. no Club shall induce or attempt to induce a Player to sign a contract by directly or indirectly offering him or any Person connected with him or his Intermediary a benefit or payment of any description whether in cash or in kind; and
  - T.9.2. no Player shall either directly or indirectly accept or cause or permit his Intermediary to accept any such offer as is described in this Rule.

### Form of Contract

- T.10. Save for any contracts entered into by a Promoted Club before it became a member of the League which are in Form 19, contracts between Clubs and Players shall be in Form 20.

### Length of Contract

- T.11. Subject to the exceptions set out below, a contract between a Club and a Player may be for any period provided that its expiry date is 30 June. The exceptions to this Rule are:
- T.11.1. contracts with Contract Players under the age of 18 years which must not be capable of lasting for more than three years;
  - T.11.2. contracts no greater than one month in duration (a "Monthly Contract"); and
  - T.11.3. Week by Week Contracts.
- T.12. A Player under the age of 17 years may not enter into a contract of employment with a Club and may only be registered as an Academy Player.

### Players' Remuneration

- T.13. Full details of a Player's remuneration including all benefits to which he is entitled whether in cash or in kind shall be set out in his contract.
- T.14. The terms of a contract between a Club and a Player shall be strictly adhered to.
- T.15. If any Club acts in breach of Rule E.21, in addition to any penalty imposed under the provisions of Section W of these Rules (Disciplinary), the Board shall have power to refuse any application by that Club to register any Player until the breach has been remedied.

### Signing-on Fees

- T.16. A Signing-on Fee may be paid only to a Contract Player whose contract:
- T.16.1. is for a period of not less than three months; and
  - T.16.2. is not a Monthly Contract or a Conditional Contract or a Week by Week Contract.

## Section T: Players – Contracts

T.17.	In the case of a contract between a Club and a Player lasting for more than one year, any Signing-on Fee shall be paid in equal annual instalments.
T.18.	If the registration of a Contract Player is transferred when any part of his Signing-on Fee remains unpaid, a sum equal to the unpaid balance thereof shall be paid to him forthwith by the Transferor Club unless: <ul style="list-style-type: none"><li>T.18.1. the transfer is consequent upon the Contract Player's contract having been terminated by the Transferor Club by reason of the Contract Player's breach of its terms and conditions; or</li><li>T.18.2. the transfer is consequent upon the Contract Player's written request to that effect; or</li><li>T.18.3. the Board, on the application of either the Transferor Club or the Contract Player, otherwise decides and either party may appeal to the Premier League Appeals Committee against the decision of the Board in this respect in accordance with the provisions of Section Z of these Rules.</li></ul>
<b>Lump Sum Payments</b>	
T.19.	Unless otherwise agreed by the Board, no lump sum payment shall be paid or payable by a Club to a Player during the first year of his employment as a Contract Player with that Club save for: <ul style="list-style-type: none"><li>T.19.1. a Signing-on Fee (which must be paid in accordance with rules T.16 to T.18); or</li><li>T.19.2. a sum paid in respect of the Player's relocation expenses not exceeding the amount from time to time permitted by HMRC to be paid for this purpose without income tax and national insurance liability.</li></ul>
<b>Image Contracts</b>	
T.20.	Particulars of any Image Contract Payment in respect of the Player shall be set out in the contract with his Club.
<b>Signing the Contract</b>	
T.21.	A contract between a Club and a Player shall be signed in each case in the presence of a witness by: <ul style="list-style-type: none"><li>T.21.1. the Player;</li><li>T.21.2. the Player's Parent if the Player is under the age of 18 years; and</li><li>T.21.3. an Authorised Signatory on behalf of the Club.</li></ul>
<b>Reporting Fines etc.</b>	
T.22.	A copy of any notice terminating a Player's contract, whether given by the Club or the Player, and any notice given by a Club imposing a fine on a Player or suspending him shall be sent forthwith by the Club to the League and to The Football Association.



## Section T: Players – Contracts

### Submission to Board

- T.23. A Club shall request each Contract Player (or if he is a minor his Parent) to complete Form 21 at the same time that he signs his first contract with the Club. If he does, the Club shall submit the completed Form 21 to the Board when it submits a copy of the contract pursuant to Rule T.24.
- T.24. Subject to the provisions of Rules U.17, U.19, U.21 and V.11.3, Clubs shall submit to the Board copies of all contracts with Players within five days of their being entered into.

### Mutual Termination

- T.25. If the parties thereto agree to terminate a Player's contract before its expiry date they shall forthwith notify The Football Association and the Board to that effect and shall provide the Board with a copy of any compromise or other agreement recording that termination within five days of its coming into full force and effect.
- T.26. A Club shall be at liberty at any time to reach agreement with a Contract Player to amend the terms of his contract. If such an agreement increases the Contract Player's remuneration then, unless the agreement is made in the Close Season, it shall be a term thereof that the Contract Player's current contract is extended by a minimum of one year.

### Appeal against Termination

- T.27. An appeal by a Player under the provisions of clause 16 of Form 19 or clause 10.3 of Form 20 or by a Club under the provisions of clause 17 of Form 19 or clause 11.2 of Form 20 shall be commenced by notice in writing addressed to the other party to the contract and to the Board.

### Appeal against Disciplinary Decision

- T.28. An appeal by a Player under the provisions of clause 18 of Form 19 or paragraph 3.3.2 of Schedule 1, Part 1, of Form 20 shall be commenced by notice in writing addressed to the Club and to the Board.
- T.29. Appeals pursuant to Rule T.27 or Rule T.28 shall be conducted in such manner as the Board may determine.
- T.30. The Board may allow or dismiss any such appeal and make such other order as it thinks fit.

### Disputes between Clubs and Players

- T.31. Any dispute or difference between a Club and a Player not otherwise expressly provided for in these Rules may be referred in writing by either party to the Board for consideration and adjudication in such manner as the Board may think fit. For the purpose of this Rule only, "Player" shall include one who was formerly employed by the Club with which the dispute or difference has arisen, whether or not he has been registered to play for another Club.

## Section T: Players – Contracts

### Orders for Costs

- T.32. The Board shall have power to make an order for costs:
- T.32.1. in determining appeals under Rule T.27 or Rule T.28; and
  - T.32.2. in making an adjudication under Rule T.31; and
  - T.32.3. if any proceedings under Rule T.27 or Rule T.28 or Rule T.31, having been commenced, are withdrawn.
- T.33. The Board shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the League in the conduct of the proceedings.
- T.34. The Board shall have the power, at any time during the proceedings, to order one or several interim or final payments on account of the costs of the League.
- T.35. Costs ordered to be paid as aforesaid shall be recoverable:
- T.35.1. in the case of a Club, under the provisions of Rule E.26; or
  - T.35.2. in any other case, as a civil debt.

### Appeal

- T.36. Within 14 days of a decision of the Board given under the provisions of either Rule T.30 or Rule T.31 either party may by notice in writing appeal against such decision to the Premier League Appeals Committee whose decision shall be final.

### Effect of Termination

- T.37. Upon the termination of a Player's contract by a Club under the provisions of clause 16 of Form 19 or clause 10.1 of Form 20 becoming operative or upon the termination by a Player of his contract with his Club under the provisions of clause 17 of Form 19 or clause 11.1 of Form 20 becoming operative, the Club shall forthwith release the Player's registration.
- T.38. Except in the case of a Retired Player to whom the provisions of Rule U.29.5 apply, upon a Player's contract being terminated by mutual consent, his Club shall retain the Player's registration for such period (if any) and on such terms (if any) as the parties may in writing agree. Should the Player sign for another Club (or Football League club) during that period, that Club (or Football League club) shall pay to the Club retaining the registration a Compensation Fee determined, in default of agreement, by the Professional Football Compensation Committee.

### Testimonial Matches

- T.39. Notwithstanding that it has no contractual obligation to do so, a Club in its absolute discretion and with the prior written consent of the Board may, in the case of a Player who has completed 10 or more years in its service as such, permit its Stadium to be used without charge for the purposes of a testimonial match.



## Section T: Players – Contracts

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## Players – Contracts, Registrations and Transfers

### Section U: Players – Registrations

Requirement for Registration	
U.1.	<p>A Player shall not play for a Club in a League Match unless that Club holds his registration (which shall include, in the circumstances set out in Rules U.3 and U.12, confirmation that he is eligible to play for it) with effect from at least 75 minutes before kick-off and for League Matches to be played between the close of the Summer Transfer Window and the end of the Season either:</p> <p>U.1.1. his name is included on the Squad List; or</p> <p>U.1.2. he is an Under 21 Player.</p>
U.2.	<p>A Club shall be deemed to hold the registration of a Player upon receipt of the League's confirmation by email to that effect.</p>
U.3.	<p>If a loan of a Player (whether by Temporary Transfer or otherwise) is cancelled by mutual consent, the Player shall not play for the Club to which he is returning unless the League has confirmed to that Club that the Player is eligible to play for it.</p>
U.4.	<p>A Club shall apply to:</p> <p>U.4.1. include a Player on its Squad List by submitting to the Board the requisite Form; and</p> <p>U.4.2. remove a Player from its Squad List by submitting to the Board the requisite Form.</p>
U.5.	<p>A Player shall be deemed to have been included or removed from a Club's Squad List on receipt of the Board's written confirmation.</p>
U.6.	<p>Changes to a Squad List may be made:</p> <p>U.6.1. during the period of a Transfer Window; or</p> <p>U.6.2. at other times only with the permission of the Board.</p>
U.7.	<p>Each application to register a Player shall be subject to the approval of the Board.</p>
U.8.	<p>In addition to the forms and documents specifically required by these Rules, a Club shall submit to the Board:</p> <p>U.8.1. any contract it proposes to enter into which gives the Club or any other party to the proposed contract any rights relating to the transfer of the registration of a player at a date in the future from or to the Club or any rights relating to the employment of the player by the Club; or</p> <p>U.8.2. any contract it proposes to enter into, save for a Representation Contract or an Image Contract, which gives the Club or any other party to the proposed contract the right to receive payments in respect of a Player.</p> <p>Any such proposed contract shall be subject to the approval of the Board. In deciding whether to give such approval the Board shall have regard to (without limitation) Rules I.4 and I.7 (regarding dual interests).</p>





## Section U: Players – Registrations

### Types of Registration

- U.9. There shall be four types of registration governed by this Section of these Rules, namely:
- U.9.1. amateur;
  - U.9.2. contract;
  - U.9.3. Monthly Contract; and
  - U.9.4. temporary.
- U.10. The registration of Academy Players shall be governed by the Youth Development Rules.

### International Transfer Certificate

- U.11. A Player who last played (or was last registered to play) for a club affiliated to a national association other than that to which the Club which is applying to register him is affiliated shall not be registered unless the League has received written confirmation from the Club's national association that an international transfer certificate has been issued in respect of the Player.
- U.12. A Player who is the subject of a loan to a Club or club affiliated to a national association other than that to which the loaning Club is affiliated may not play for the loaning Club following the termination of the temporary transfer until the League has received written confirmation from the Club's national association that an international transfer certificate has been issued in respect of his return to his Club, and the League has confirmed to the Club in writing receipt thereof and that he is eligible to play for that Club.

### Eligibility to Work in the United Kingdom

- U.13. An application to register a Player shall be accompanied by such evidence as the League may require to demonstrate that the Player may take up employment in the United Kingdom, and the League shall not confirm that he is eligible to play for the Club applying to register him until the League has received such evidence.

### Registration Procedure

- U.14. For the purpose of this Section of these Rules the New Registration of a Player shall mean his registration at a time when no other Club (or club) holds his registration either because no previous application to register the Player has been made or because a previous registration has been cancelled or has terminated or has expired.
- U.15. The New Registration of an Amateur Player shall be effected by completion of and submission to the Board of Form 22 signed on behalf of the Club by an Authorised Signatory.
- U.16. The registration of an Amateur Player is not transferable.

## Section U: Players – Registrations

U.17.	The New Registration of a Contract Player shall be effected by completion and submission to the Board of a copy of the Player's contract.
U.18.	The transfer of the registration of a Contract Player shall be effected in accordance with the provisions of Rule V.11.
U.19.	The New Registration of a Contract Player on a Monthly Contract basis shall be effected by completion of and submission to the Board of Football Association Form G(1), signed on behalf of the Club by an Authorised Signatory, together with a copy of the Player's contract.
U.20.	The transfer of the registration of a Contract Player on a Monthly Contract basis shall be effected in accordance with the provisions of Rule V.11.
U.21.	A Monthly Contract registration may be extended by one month by completion of and submission to the Board of Football Association Form G(1) (Extension), signed on behalf of the Club by an Authorised Signatory, and, if any changes to it have been made, a copy of the Player's contract.
U.22.	The Temporary Transfer of the registration of a Contract Player and any extension thereof shall be effected in accordance with the provisions of Rules V.6 to V.10.
U.23.	Subject to the provisions of Rule V.1, the deadline for receipt by the Board of all duly completed documents required by these Rules to effect the registration of a Player shall be 12 noon on the last Working Day before the date of the first League Match in which the Club making the application intends him to play, save that the international transfer certificate and evidence of eligibility to take up employment in the United Kingdom (in both cases if applicable) may be provided thereafter (but must be provided before the Player is registered by the League).
U.24.	A Club which transfers or cancels the registration of a Player may not apply to register that Player within a year except with the prior written consent of the Board.
<b>Multiplicity of Registrations</b>	
U.25.	A Player shall not apply to be registered by more than one Club (or club) at any one time and the Board shall refuse any application made in breach of this Rule.
<b>Monthly Registrations</b>	
U.26.	There shall be no limit to the number of times a Monthly Contract registration may be extended under Rule U.21 provided that a Club intending to apply to extend the Monthly Contract registration of a Player for a third or subsequent time shall give to the Player not less than seven days' notice of its intention to do so.
U.27.	Notwithstanding the provisions of Rule V.1, a Club may apply at any time to extend a Monthly Contract registration provided it has not been allowed to expire.



## Section U: Players – Registrations

### Termination of Registrations

- U.28. The registration of an Amateur Player:
- U.28.1. shall expire at the end of the Season in which it commenced;
  - U.28.2. may be terminated before its expiry by agreement to that effect between the Club and the Player, such agreement to be notified in writing forthwith by the Club to the Board; and
  - U.28.3. may likewise be terminated by order of the Board on the application of either the Club or the Player.
- U.29. Subject to the provisions of Rules T.37 and T.38, a contract registration shall terminate:
- U.29.1. in the case of a Contract Player, upon it being transferred in accordance with Rule V.11;
  - U.29.2. in the case of an Out of Contract Player in respect of whom the conditions set out in Rule V.17 have been satisfied, upon a Transferee Club effecting his New Registration;
  - U.29.3. in the case of an Out of Contract Player in respect of whom the said conditions have not been satisfied, upon the expiry of his contract;
  - U.29.4. in the case of a Contract Player, upon his contract being terminated on the ground of his permanent incapacity; and
  - U.29.5. in the case of a Retired Player, on the expiry of a period of 30 months commencing at the end of the Season in which he stops playing competitive football.

### New Registrations Requiring Consent

- U.30. An application for the New Registration of a Contract Player whose contract has been terminated by a Club (or club) on the ground of his permanent incapacity shall be refused unless that Club (or club) consents.
- U.31. An application for the New Registration of a Contract Player who has received a lump sum disability benefit under the terms of the League's personal accident insurance scheme shall be refused unless, upon being satisfied that the circumstances of such application are exceptional, the Board consents.

## Section U: Players – Registrations

List of Players	
U.32.	Except as provided in Rules U.33 and U.34, after the Winter Transfer Window in each year and on or before the third Saturday in May next following each Club shall confirm to the Board: <ul style="list-style-type: none"><li>U.32.1. whether the list of Players provided to it for these purposes is complete and accurate in all material particulars;</li><li>U.32.2. details of any Players who are not included in the list referred to in Rule U.32.1 but who should be so included;</li><li>U.32.3. in the case of each Contract Player whose registration it holds and whose contract expires on the 30 June in that year, whether or not the Club has:<ul style="list-style-type: none"><li>U.32.3.1. offered him a new contract under the provisions of Rule V.17.2; or</li><li>U.32.3.2. implemented any option provision in respect of him; and</li></ul></li><li>U.32.4. in the case of each Academy Player whose registration it holds and with whom it has entered into a Scholarship Agreement (as defined in the Youth Development Rules), whether or not the Club has:<ul style="list-style-type: none"><li>U.32.4.1. (if the Academy Player is in the second year of his Scholarship Agreement), given him written notice, pursuant to clause 4.2 of the Scholarship Agreement, of the extension of the duration thereof by one year; and</li><li>U.32.4.2. (if the Academy Player is in the second or third year of his Scholarship Agreement) given him written notice, pursuant to clause 6.7 of the Scholarship Agreement, of its intention to offer him a professional contract as a Contract Player.</li></ul></li></ul>
U.33.	The date by which each Club is required by Rule U.32 to give confirmation to the Board shall be extended in the case of a Club which on the third Saturday in May in any year is still participating in the F.A. Cup, the UEFA Champions League or the UEFA Europa League or has yet to play a League Match the outcome of which could affect: <ul style="list-style-type: none"><li>U.33.1. identification of the League Champions in accordance with Rule C.11; or</li><li>U.33.2. identification of the Clubs to be relegated in accordance with Rule C.14; or</li><li>U.33.3. qualification for a UEFA Club Competition.</li></ul>
U.34.	In the circumstances mentioned in Rule U.33, the Club shall give the Board the information required by Rule U.32 within four days of the last relevant F.A. Cup match, UEFA Champions League match, UEFA Europe League match or League Match having been played.
U.35.	The particulars contained in Clubs' lists of Players shall be published by the Board by the second Saturday in June in each year.





## Section U: Players – Registrations

### Clubs Ceasing to be Members

- U.36. Upon a Club (in this Rule and Rule U.37 called "the Former Member") ceasing to be a member of the League under the provisions of Rule B.6 (other than by reason of its relegation from the League in accordance with Rule C.14), the registrations of its Players (except those held in consequence of a Temporary Transfer) shall vest in the League and thereupon the League shall be at liberty to transfer those registrations as it shall think fit and shall receive any Compensation Fees to which the Former Member would otherwise have been entitled under the provisions of Section V of these Rules (Players – Transfers of Registrations).
- U.37. Any Compensation Fees obtained in accordance with Rule U.36 shall belong to the League and out of them the Board shall have power to make a grant to either or both of:
- U.37.1. any Club to which Compensation Fees are owed by the Former Member; and
  - U.37.2. the Former Member.

### Prohibition of Third Party Investment

- U.38. Unless otherwise agreed by the Board and subject to Rule U.39, a Club may only make or receive a payment or incur any liability as a result of or in connection with the proposed or actual registration (whether permanent or temporary), transfer of registration or employment by it of a Player in the following circumstances:
- U.38.1. by payment to a Transferor Club or receipt from a Transferee Club of a Compensation Fee, Contingent Sum, Loan Fee or sell-on fee;
  - U.38.2. by payment of levy pursuant to Rule V.38 or Rule V.39;
  - U.38.3. by receipt of all or part of a Compensation Fee, Contingent Sum, Loan Fee or sell-on fee, in default of payment of it by the Transferee Club from which it is due, from:
    - U.38.3.1. a financial institution or other guarantor; or
    - U.38.3.2. the League in accordance with the provisions of these Rules; or
    - U.38.3.3. The Football League in accordance with the provisions of the Regulations of The Football League;
  - U.38.4. by way of remuneration (including benefits in cash or kind and Image Contract Payments) to or for the benefit of a Contract Player whose registration it holds;
  - U.38.5. by way of an allowance permitted by Youth Development Rule 285, to an Academy Player with whom it has entered into a Scholarship Agreement (as defined in the Youth Development Rules);
  - U.38.6. by way of payment to an Intermediary strictly in accordance with the terms of the The FA Regulations on Working with Intermediaries;

## Section U: Players – Registrations

- U.38.7. by payment of incidental expenses arising in respect thereof;
  - U.38.8. by payment or receipt of training compensation or solidarity payment pursuant to the FIFA Regulations for the Status and Transfer of Players and any other levies or payments payable to or by a Club pursuant to the statutes or regulations of FIFA or any other football governing body from time to time, or otherwise properly due to or from such a governing body;
  - U.38.9. by payment of value added tax payable in respect of any of the above payments or liabilities; and
  - U.38.10. in the case of a Transferor Club, by assignment of its entitlement to a Compensation Fee or Loan Fee to a Financial Institution.
- U.39. In respect of a player whom it applies to register as a Contract Player, a Club is permitted to make a payment to buy out the interest of a Person who, not being a Club or club, nevertheless has an agreement either with the club with which the player is registered, or with the player, granting it the right to receive money from a new Club or club for which that player becomes registered. Any such payment which is not dependent on the happening of a contingent event may be made either in one lump sum or in instalments provided that all such instalments are paid on or before the expiry date of the initial contract between the Club and the player. Any such payment which is payable upon the happening of a contingent event shall be payable within seven days of the happening of that event.





## Section U: Players – Registrations

Rules: Section U

## Players – Contracts, Registrations and Transfers

### Section V: Players – Transfers of Registrations

Transfer Windows	
V.1.	<p><b>“Transfer Windows”</b> means the two periods in a year during which, subject to Rule V.4, a Club may apply for:</p> <ul style="list-style-type: none"><li>V.1.1. the New Registration of a player;</li><li>V.1.2. the registration of a player transferred to it; and</li><li>V.1.3. the registration of a Temporary Transfer.</li></ul>
V.2.	<p>The Summer Transfer Window in any year shall commence at midnight on the last day of the Season or at such other date and time as the Board shall determine and shall end on 31 August next if a Working Day or, if not, on the first Working Day thereafter, at a time to be determined by the Board.</p>
V.3.	<p>The Winter Transfer Window in any year shall commence at midnight on 31 December or at such other date and time as the Board shall determine and shall end on 31 January next if a Working Day or, if not, on the first Working Day thereafter, at a time to be determined by the Board.</p>
V.4.	<p>Outside a Transfer Window, the Board in its absolute discretion may:</p> <ul style="list-style-type: none"><li>V.4.1. refuse an application; or</li><li>V.4.2. grant an application and, if thought fit, impose conditions by which the Club making the application and the player shall be bound.</li></ul>
Temporary Transfers	
V.5.	<p>A <b>“Temporary Transfer”</b> shall mean the transfer of a contract registration effected in accordance with Rules V.6 to V.10.</p>
V.6.	<p>Subject to the conditions set out below, a Temporary Transfer shall be permitted:</p> <ul style="list-style-type: none"><li>V.6.1. between Clubs; and</li><li>V.6.2. between a Club and a club in membership of The Football League, the National League, the Northern Premier League, the Isthmian League and the Southern League.</li></ul>
V.7.	<p>The conditions referred to in Rule V.6 are:</p> <ul style="list-style-type: none"><li>V.7.1. a Temporary Transfer to a Club may not take place in the Transfer Window in which the Transferor Club acquired the Player’s registration;</li><li>V.7.2. during the period of the Temporary Transfer of his contract registration a Player shall not play against the Transferor Club;</li><li>V.7.3. if during the period of a Temporary Transfer the Player’s registration is transferred permanently from the Transferor Club to the Transferee Club, the two Clubs may agree in writing (with such agreement copied to the League) that the Player shall not play against the Transferor Club for the remainder of the Season;</li></ul>



## Section V: Players – Transfers of Registrations

V.7.4.	subject to any conditions imposed by the Board in the exercise of its discretion under Rule V.4.2, the minimum period of a Temporary Transfer shall be the period between two consecutive Transfer Windows and the period of a Temporary Transfer shall not extend beyond 30 June next after it was entered into;
V.7.5.	the maximum number of Temporary Transfers to any one Club registrable in the same Season shall be four and in no circumstances shall more than one be from the same Transferor Club at any one time save there shall be excluded from these numbers any Temporary Transfer of the kind described in V.7.6.1 or V.7.6.2;
V.7.6.	not more than two Temporary Transfers shall be registered by a Club at the same time except that there shall be excluded from that number: V.7.6.1. any Temporary Transfer which become permanent; and V.7.6.2. the Temporary Transfer of a goalkeeper which in its absolute discretion the Board may allow in circumstances it considers to be exceptional;
V.7.7.	a Club may transfer the registration of no more than one of its goalkeepers by way of temporary Transfer to another Club each Season, subject to any further Temporary Transfer of one of its goalkeepers pursuant to Rule V.7.6.2; and
V.7.8.	any other conditions agreed between the Transferor Club and the Transferee Club or, in the exercise of its discretion, imposed by the Board.
V.8.	The Loan Fee payable on a Temporary Transfer shall be such sum (if any) as shall have been agreed between the Transferee Club and the Transferor Club and set out in Football Association Form H.2 or H.3 (as appropriate) or in a supplementary agreement.
V.9.	Any Loan Fee (including any instalments thereof) shall be paid on or before the date or dates agreed between the parties, the latest of which must be no later than 30 June immediately following the conclusion of the Season in which the Temporary Transfer expired.
V.10.	A Temporary Transfer shall be effected by submitting to the Board Football Association Form H.2 or Form H.3 duly completed and signed on behalf of the Club by an Authorised Signatory.

### Contract Players

V.11.	The transfer of the registration of a Contract Player shall be effected in the following manner: V.11.1. the Transferor Club and the Transferee Club shall enter into a Transfer Agreement signed on behalf of each Club by an Authorised Signatory in which shall be set out full particulars of all financial and other arrangements agreed between the Transferor Club and the Transferee Club and, except as provided below, between the Transferor Club and the Contract Player in relation to the transfer of the Contract Player's registration whether the same are to take effect upon completion of the transfer or at any time thereafter;
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## Section V: Players – Transfers of Registrations

V.11.2.	any such arrangements agreed between the Transferor Club and the Contract Player to which the Transferee Club is not privy may be omitted from the Transfer Agreement provided that they are forthwith notified in writing to the Board by the Transferor Club;
V.11.3.	the Transfer Agreement shall be sent by the Transferee Club to the Board together with a copy of the contract entered into between the Transferee Club and the Contract Player together with (if applicable) the evidence required by Rules U.12 and U.13; and
V.11.4.	the Transferee Club shall pay any Compensation Fee due to the Transferor Club under the terms of the Transfer Agreement in accordance with Rule V.29 and any levy payable under Rule V.38.
V.12.	All transfer arrangements in respect of Contract Players are subject to the approval of the Board.
V.13.	The Transferee Club will hold the registration of the Contract Player upon receipt of the League's confirmation by email to that effect.
<b>Retired Players</b>	
V.14.	A Club that, pursuant to Rule U.29.5, holds the registration of a Retired Player who is under the age of 24 years, shall be entitled if his registration is transferred to be paid a Compensation Fee by the Transferee Club.
<b>Out of Contract Players</b>	
V.15.	An Out of Contract Player may seek to be registered by any Transferee Club.
V.16.	Upon receiving a formal written offer to effect the New Registration of an Out of Contract Player whose registration it holds, a Club shall forthwith notify the Player and the Board in writing to that effect.
V.17.	Provided that the following conditions are satisfied, a Compensation Fee shall be paid to a Transferor Club by a Transferee Club upon effecting the New Registration of an Out of Contract Player:
V.17.1.	the Out of Contract Player in question must be under the age of 24 years as at the 30 June in the year his contract of employment with a Club has expired;
V.17.2.	on or before the third Saturday in May in the year in which the Player's contract is to expire or, in the circumstances mentioned in Rule U.33, within four days of the last relevant F.A. Cup match, UEFA Champions League match, UEFA Europa League match or League Match in that year having been played, the Transferor Club must send to the Player Form 23 offering him a new contract on the terms therein set out, which must be no less favourable than those in his current contract;
V.17.3.	any offer made on Form 23 by a Club to a Player under the provisions of Rule V.17.2 shall remain open and capable of acceptance by the Player for a period of one month from the date upon which it was sent by the Club by ordinary first class post to his usual or last known address; and
V.17.4.	a copy of Form 23 must be sent forthwith to the Board.



## Section V: Players – Transfers of Registrations

- V.18. Contract terms shall be deemed to be no less favourable if, disregarding any provision for a Signing-on Fee in the Player's current contract which is stated to be a once only payment, they are at least equal in value to the most favourable terms to which the Player was or is entitled in any year of his current contract.

### The Player's Options

- V.19. Upon receiving an offer on Form 23 a Player may either:
- V.19.1. accept the same within one month of its date and enter into a new contract with his Club in the terms offered; or
  - V.19.2. decline it in writing.
- V.20. If the Player considers that the terms offered by his Club and set out in Form 23 are less favourable than those in his current contract, he may give notice to that effect to his Club and the Board in Form 24 and apply for a free transfer.
- V.21. Such application shall be determined by the Board and if it succeeds:
- V.21.1. the Player's Club will not be entitled to a Compensation Fee upon a Transferee Club effecting his New Registration; and
  - V.21.2. the Player will receive severance pay in accordance with his contract.

### The Club's Options

- V.22. If a Club makes an offer to a Player on Form 23 and the Player declines it, upon the expiry of the Player's contract the Club may either:
- V.22.1. enter into a Conditional Contract with the Player in such financial terms as may be agreed; or
  - V.22.2. enter into a Week by Week Contract with the Player; or
  - V.22.3. if neither a Conditional Contract nor a Week by Week Contract has been entered into or a Week by Week Contract has been determined by the Club, continue to pay the Player the amount of the basic wage under his expired contract,
- and in any such case the Club shall be entitled to a Compensation Fee upon a Transferee Club effecting the Player's New Registration provided he then remains under the age of 24 years and the other conditions set out in Rule V.17 have been satisfied.
- V.23. The financial terms of a Week by Week Contract shall be those contained in the Player's expired contract, excluding any Signing-on Fee, except that the Player shall be entitled to receive such incentives (if any) as are payable by the Club to its Contract Players with effect from the date of his new contract.
- V.24. An Out of Contract Player who continues to receive from his Club the amount of his basic wage under the provisions of Rule V.22.3 shall not be entitled to play for that Club. If such Out of Contract Player unreasonably refuses an offer of employment by another Club (or club), his Club may make application to the Premier League Appeals Committee for an order that payments to the Out of Contract Player may cease without affecting his Club's entitlement to a Compensation Fee.



## Section V: Players – Transfers of Registrations

- V.25. A Club which having continued to pay the Player the amount of his basic wage under Rule V.22.3 intends to cease making such payments shall give to the Player two weeks' notice to that effect and upon a Transferee Club effecting the Player's New Registration the Club shall not be entitled to a Compensation Fee.

### The Compensation Fee

- V.26. The Compensation Fee payable by a Transferee Club to a Transferor Club upon the transfer of the registration of a Contract Player to the Transferee Club shall be such sum as shall have been agreed between the Transferee Club and the Transferor Club and set out in the Transfer Agreement.
- V.27. The Compensation Fee likewise payable in respect of an Out of Contract Player under the provisions of Rule V.17 shall be:
- V.27.1. such sum as shall have been agreed between the Transferee Club and the Transferor Club or in default of agreement; or
  - V.27.2. such sum as the Professional Football Compensation Committee on the application of either Club shall determine.
- V.28. A Club which is a Transferor Club shall provide to any previous Club or Football League club with which a Player was registered, and which has a right to sell-on fee in respect of any transfer of that Player, full details of any Compensation Fee and Contingent Sum(s) to which it becomes entitled. The Club receiving the information shall not disclose or divulge it directly or indirectly to any third party without the prior written consent of the Transferor Club save to statutory and regulatory authorities or as may be required by law or to its Auditors.

### Method of Payment

- V.29. Subject to Rules V.30 and V.35, all Compensation Fees, Loan Fees (including in both cases instalments thereof) and Contingent Sums payable to a Club or to a Football League club shall be paid (together in each case with value added tax at the then current rate) by the Transferee Club into the Compensation Fee Account by telegraphic transfer or by such other means as the Board may from time to time direct.
- V.30. If a Club assigns its entitlement to a Compensation Fee or Loan Fee instalment pursuant to Rule U.38.10:
- V.30.1. it shall procure by means of a legally enforceable agreement that monies payable by virtue of the assignment are paid into the Compensation Fee Account by the assignee; and
  - V.30.2. it shall irrevocably and unconditionally instruct the Transferee Club to pay such monies to the assignee upon their becoming due.
- V.31. Subject to Rule V.37.2, forthwith upon receiving monies into the Compensation Fee Account the Board shall pay the same to the Transferor Club entitled to receive them.





## Section V: Players – Transfers of Registrations

- V.32. A Transfer Agreement shall provide that the agreed Compensation Fee together with value added tax at the then current rate shall be paid on or before the expiry date of the initial contract between the Transferee Club and the Contract Player. Compensation Fee instalments shall be paid on or before the dates set out in the Transfer Agreement (and if any such date is not a Working Day then the instalment shall be paid on the Working Day which immediately precedes that date).
- V.33. Where any Compensation Fee payable under the provisions of Rule V.17 is not agreed between the Transferee Club and the Transferor Club, the Transferee Club shall upon applying to register the Out of Contract Player pay into the Compensation Fee Account at least half the Compensation Fee offered to the Transferor Club and the balance shall likewise be paid as determined by the Professional Football Compensation Committee under Rule V.27.2.
- V.34. If the registration of a Player is further transferred before the Compensation Fee in respect of an earlier transfer is paid in full, the Transferee Club in that earlier transfer shall forthwith pay the balance of such Compensation Fee into the Compensation Fee Account save where it has received an instruction in accordance with Rule V.30.2, in which case it shall pay such balance to the assignee named in the instruction on the date or dates when it becomes due under the Transfer Agreement pursuant to which it acquired the registration of the Player.
- V.35. An agreement for an International Transfer and a Transfer Agreement with a Transferor Club which is not in membership of the League or The Football League shall provide that the Compensation Fee, any instalments thereof and any Contingent Sums payable by the Transferee Club shall be paid (together with any value added tax payable in respect thereof) to The Football Association by telegraphic transfer or by such other means as the Board may from time to time direct for payment to the Transferor Club in accordance with The Football Association Rules.
- V.36. Upon the happening of a contingent event resulting in a Contingent Sum (including for the avoidance of doubt, contingent compensation payable pursuant to the Youth Development Rules) becoming payable:
- V.36.1. in the case of an International Transfer, the Transferee Club shall forthwith inform the Transferor Club in writing to that effect and within seven days pay such Contingent Sum in accordance with Rule V.35; and
  - V.36.2. in every other case, the Transferee Club shall forthwith inform the Transferor Club to that effect on Form 25 and within seven days pay such Contingent Sum in accordance with Rule V.29.

## Section V: Players – Transfers of Registrations

- V.37. If any Transferee Club acts in breach of Rules V.29 or V.32 to V.36 inclusive:
- V.37.1. the Board shall have power to refuse any application by that Transferee Club to register any Player until any sums then payable to its Transferor Club are paid;
  - V.37.2. the Board shall have the power set out at Rule E.29;
  - V.37.3. the Board shall have power to impose a penalty in accordance with the tariff of applicable penalties which it shall from time to time notify to Clubs; and
  - V.37.4. that Transferee Club shall pay to its Transferor Club interest on any part of a Compensation Fee or Contingent Sum not paid on its due date at the rate of five per cent over the base rate from time to time of Barclays Bank Plc from that date until the date of payment together with such other penalty as the Board in its discretion may decide.

### Transfer Levy

- V.38. Subject to Rule V.39, upon payment of a Compensation Fee, a Contingent Sum or a payment made pursuant to Rule U.39, a Club shall forthwith pay to the League a levy equal to four per cent. of the sum paid (net of any value added tax) and in the case of a Compensation Fee payable by instalments, the levy upon the whole of it shall be paid as aforesaid upon the Transferee Club applying to register the Player to which it relates.
- V.39. Levy shall not be payable on a Loan Fee unless the registration of the Contract Player who is the subject of the Temporary Transfer is transferred on a permanent basis from the Transferor Club to the Transferee Club during, or within four months of the expiry of, the Temporary Transfer, in which case a levy equal to four per cent of the aggregate of any Loan Fee and Compensation Fee shall be paid to the League.
- V.40. The sums received by the League by way of levy shall be used to pay premiums due under the Professional Footballers' Pension Scheme and any surplus shall be added to the Professional Game Youth Fund.



## Section V: Players – Transfers of Registrations

Rules: Section V

## Disciplinary and Dispute Resolution

### Section W: Disciplinary

#### Power of Inquiry

- W.1. The Board shall have power to inquire into any suspected or alleged breach of these Rules and for that purpose may require:
- W.1.1. any Manager, Match Official, Official or Player to appear before it to answer questions and/or provide information; and
  - W.1.2. any such Person or any Club to produce documents.
- W.2. Any Manager, Match Official, Official or Player who fails to appear before or to produce documents to the Board when required to do so under Rule W.1 shall be in breach of these Rules.

#### Board's Disciplinary Powers

- W.3. The Board shall have power to deal with any suspected or alleged breach of these Rules by either:
- W.3.1. issuing a reprimand; or
  - W.3.2. imposing a fixed penalty or other sanction where such provision is made in these Rules; or
  - W.3.3. exercising its summary jurisdiction; or
  - W.3.4. referring the matter to a Commission appointed under Rule W.21; or
  - W.3.5. referring the matter to The Football Association for determination under The Football Association Rules.

#### Fixed Penalty Procedure

- W.4. Upon being satisfied that a fixed penalty is payable under the provisions of these Rules, the Board shall give notice in Form 26 to the Club or Person by whom it is payable.
- W.5. Within 14 days of the date of a notice in Form 26 the Club or Person to whom it is addressed must either:
- W.5.1. pay the fixed penalty; or
  - W.5.2. appeal under the provisions of Rule W.61.1 against the imposition of the same.
- W.6. Failure to pay a fixed penalty as provided in Rule W.5.1 or within seven days, upon an appeal against the same being dismissed, shall in either case constitute a breach of these Rules.

#### Summary Jurisdiction

- W.7. The Board's summary jurisdiction shall extend to any suspected or alleged breach of these Rules (other than a breach for which a fixed penalty is prescribed) which in its absolute discretion the Board considers should not be referred to a Commission under Rule W.3.4 or to The Football Association under Rule W.3.5.



## Section W: Disciplinary

- W.8. In exercising its summary jurisdiction the Board shall be entitled to impose a fine not exceeding £25,000 or, in the case of a breach of these Rules by a Manager, such sum as may be set out in any tariff of fines, or other penalty, agreed in writing between the Board and the League Managers Association. The Board shall also be entitled to suspend any portion of any fine imposed in accordance with this Rule W.8.
- W.9. The Board shall exercise its summary jurisdiction by giving notice in Form 27 to the Club or Person allegedly in breach.
- W.10. Within 14 days of the date of a notice in Form 27, the Club or Person to whom it is addressed must either:
- W.10.1. submit to the Board's jurisdiction and pay the fine imposed; or
  - W.10.2. elect to be dealt with by a Commission.
- W.11. Failure to comply with the requirement contained in a notice in Form 27 shall constitute a breach of these Rules.

### Provision of Information

- W.12. It shall be no answer to a request from the Board to disclose documents or information pursuant to Rule W.1 that such documents or information requested are confidential. All Clubs and Persons subject to these Rules must ensure that any other obligations of confidentiality assumed are made expressly subject to the League's right of inquiry under these Rules. No Club or Person shall be under an obligation to disclose any documents rendered confidential by either the order of a court of competent jurisdiction or by statute or statutory instrument.
- W.13. All Persons who are requested to assist pursuant to Rule W.1 shall provide full, complete and prompt assistance to the Board in its exercise of its power of inquiry

### The Panel

- W.14. Subject in each case to the approval of Clubs in General Meeting, the Board shall establish a panel of such number of Persons as it shall think fit (the "Panel"), each of whom shall be eligible to sit as either:
- W.14.1. a member of an appeal tribunal appointed under the provisions of Rule E.43 or Rule F.16; or
  - W.14.2. a member of a Commission; or
  - W.14.3. in the case of an arbitration under Rules and Section Y of these Rules, as a member of a Managers' Arbitration Tribunal; or
  - W.14.4. in the case of an arbitration under Section X of these Rules (Arbitration), as a member of an arbitral tribunal.



## Section W: Disciplinary

W.15.	The Panel shall include: <ul style="list-style-type: none"><li>W.15.1. authorised insolvency practitioners eligible under Rule E.43 to sit as a member of an appeal tribunal appointed thereunder; and</li><li>W.15.2. legally qualified persons eligible:<ul style="list-style-type: none"><li>W.15.2.1. under Rule E.43 or Rule F.16 to sit as chairmen of appeal tribunals appointed thereunder; or</li><li>W.15.2.2. under Rule Y.7 to sit as chairmen of Managers' Arbitration Tribunals; or</li><li>W.15.2.3. under Rule W.21 to sit as chairmen of Commissions; or</li><li>W.15.2.4. under Rule X.11 as chairmen of arbitral tribunals other than Managers' Arbitration Tribunals; or</li><li>W.15.2.5. under Rule X.15 as a single arbitrator; and persons who have held judicial office eligible under Rule W.62 to sit as chairmen of Appeals Boards;</li></ul></li><li>W.15.3. Persons who hold nationally recognised qualifications as accountants or auditors, who shall be eligible to be members of Commissions appointed to determine suspected or alleged breaches of Rules E.53 to E.59.</li></ul>
W.16.	The Panel shall not include members of the Board or Officials but may include members of the Council of The Football Association who are not Officials.
W.17.	Subject to Rules W.18 and W.19, the term of office of each member of the Panel shall be three years (and for the avoidance of doubt at the end of that term a member of the Panel may be re-appointed as such pursuant to Rule W.14).
W.18.	A member of the Panel appointed for any purpose provided by these Rules may continue to act on the matter for which he was so appointed notwithstanding that his term of office has expired pursuant to Rule W.17 since his appointment.
W.19.	Subject to Rule W.20, the term of office of a member of the Panel shall be terminated by the Board forthwith if: <ul style="list-style-type: none"><li>W.19.1. he is or becomes subject to any of the matters set out in Rule F.1; or</li><li>W.19.2. circumstances exist that give rise to justifiable doubts as to whether he can discharge the duties of a member of the Panel impartially; or</li><li>W.19.3. he is physically or mentally incapable of discharging the duties of a member of the Panel; or</li><li>W.19.4. he has refused or failed:<ul style="list-style-type: none"><li>W.19.4.1. properly to conduct proceedings pursuant to these Rules; or</li><li>W.19.4.2. to use all reasonable dispatch in conducting such proceedings, and in either case substantial injustice has as a result been caused to a party to such proceedings.</li></ul></li></ul>
W.20.	If a member of the Panel whose term of office is terminated by the Board pursuant to Rule W.19 wishes to challenge that termination, he may do so solely by way of commencing arbitration proceedings pursuant to Rule X.6.





## Section W: Disciplinary

### Appointing a Commission

- W.21. A Commission shall be appointed by the Board and shall comprise three members of the Panel of whom one, who shall be legally qualified, shall sit as chairman of the Commission.
- W.22. A Commission appointed to deal with a suspected or alleged breach of Rules E.53 to E.59 shall include at least one member of the Panel qualified as set out in Rule W.15.3 (but who shall not sit as the chairman of the Commission, who shall be legally qualified as set out in Rule W.21).

### Commission Procedures

- W.23. The parties to proceedings before a Commission shall be:
- W.23.1. the Board; and
- W.23.2. the Club, Manager, Match Official, Official or Player allegedly in breach of these Rules (the "Respondent").
- W.24. Proceedings before a Commission shall be commenced by a written complaint which shall be drafted by or on behalf of the Board.
- W.25. The complaint shall be in Form 28 and shall identify the Rule(s) allegedly breached, it shall contain a summary of the facts alleged and it shall have annexed to it copies of any documents relied upon by the Board in support of the complaint.
- W.26. The complaint shall be sent by recorded delivery post by the Board to the Respondent. In the case of a Respondent who is a Manager, an Official or a Player it shall be sent to him care of his Club. A complaint shall be deemed to have been received by a Respondent on the third day after the date of posting. No defect in the service of a complaint shall invalidate all or any part of the proceedings if it can be shown that it is likely that the complaint has come to the attention of the Respondent.
- W.27. At any stage the Commission may indicate (either of its own accord or as a result of representations from a Person, Club (or club) and in any event in its sole discretion), that if the complaint is upheld, it may wish to exercise its power under Rule W.54.5 to award compensation to any Person or to any Club (or club). If the Commission so indicates, it shall notify the parties to the proceedings and the relevant Person, Club (or club) of this fact. The Commission may then make appropriate directions as to the receipt of evidence of loss from the relevant Person, Club (or club) as well as directions on the receipt of evidence in response from the parties to the proceedings.
- W.28. Where (in proceedings in which the Respondent is a Club or Relegated Club) the Commission makes the indication referred to at Rule W.27, above, and after having heard evidence from both parties subsequently determines that no compensation is to be awarded in accordance with Rule W.54.5, the Club (or Relegated Club) claiming compensation in such circumstances may appeal that determination to an Appeal Board. If it fails to do so (or if the Appeal Board dismisses any such appeal) the Club (or Relegated Club) will not be able to bring any further claim of any kind (whether for compensation, in damages or otherwise) against the Respondent Club arising out of the breach of these Rules in respect of which the Commission was appointed.

## Section W: Disciplinary

W.29.	Within 14 days of receipt of the complaint (or such shorter time as a Commission may order pursuant to Rule W.31) the Respondent shall send to the Board by recorded delivery post a written answer in Form 29 in which the Respondent: W.29.1. shall either admit or deny the complaint; and W.29.2. may request that the complaint shall be determined by written representations in which case, if the complaint is denied, the written representations shall be contained in the answer.
W.30.	The Board shall respond in writing to any request that the matter be determined by written representations within 14 days of receipt of the answer (or such shorter time as a Commission may order pursuant to Rule W.31), and if the request is denied the complaint shall be determined at a hearing.
W.31.	The Commission shall have the power to abridge the time periods set out in Rules W.29 and W.30 if there is a compelling reason why the proceedings before the Commission need to be concluded expeditiously.
W.32.	If the complaint is admitted, the Respondent may include in the answer details of any mitigating factors (together with any supporting evidence) that it wishes to be taken into account by the Commission.
W.33.	If the complaint is denied, the Respondent's reasons shall be set out in the answer and copies of any documents on which the Respondent relies shall be annexed.
W.34.	Documentary evidence shall be admissible whether or not copies are attached to the complaint or the answer as long as such documents are: W.34.1. relevant; and W.34.2. submitted by a party to the Commission in sufficient time before the hearing, such that neither party will be prejudiced by their submission.
W.35.	The Board shall provide a copy of the answer to the chairman of the Commission together with a copy of his response to any request for determination by written representations.
W.36.	If the Respondent fails to send an answer in accordance with Rule W.29, the Respondent shall be deemed to have denied the complaint which shall be determined at a hearing.
W.37.	If the complaint is to be determined by written representations, forthwith upon receipt of the answer the chairman of the Commission shall convene a meeting of its members for that purpose.
W.38.	If the complaint is to be determined at a hearing, the chairman of the Commission may give directions for the future conduct of the complaint addressed in writing to the parties or require the parties to attend a directions hearing.



## Section W: Disciplinary

W.39.	<p>A directions hearing shall be conducted by the chairman of the Commission sitting alone. He may give such directions as he thinks fit including directions for:</p> <ul style="list-style-type: none"><li>W.39.1. the Board to give further particulars of the complaint;</li><li>W.39.2. the Respondent to give further particulars of the answer;</li><li>W.39.3. either or both parties to produce and exchange documents;</li><li>W.39.4. the submission of expert evidence;</li><li>W.39.5. lists of witnesses and lodging and exchange of witness statements;</li><li>W.39.6. witnesses to be summoned to attend the hearing;</li><li>W.39.7. prior notice to be given of any authorities relied on by the parties;</li><li>W.39.8. the parties to lodge and exchange an outline of their submissions; and/or</li><li>W.39.9. the assessment of the entitlement to and amount of compensation that may be ordered pursuant to Rule W.54.5.</li></ul>
W.40.	<p>Notice of the date, time and place of the hearing shall be given in writing to the parties by the chairman of the Commission.</p>
W.41.	<p>If the Board or its representative fails to attend the hearing, the chairman of the Commission may either adjourn it or proceed in the Board's absence.</p>
W.42.	<p>If the Respondent fails to attend the hearing, it shall proceed in the absence of the Respondent.</p>
W.43.	<p>Any witness who is bound by these Rules, and who having been summoned by a Commission to attend a hearing fails to do so, shall be in breach of these Rules.</p>
W.44.	<p>The chairman of the Commission shall have an overriding discretion as to the manner in which a hearing is conducted but, subject thereto:</p> <ul style="list-style-type: none"><li>W.44.1. where the complaint has been admitted, he shall invite the Board or its representative to outline the facts of the complaint and shall give the Respondent the opportunity to provide further details of any mitigating factors contained in the answer;</li><li>W.44.2. where the complaint has been denied, witnesses shall be taken through their evidence in chief by the party tendering such evidence and may be subject to cross-examination by the opposing party (at its option) and re-examination if required. Witnesses may also be examined by the chairman of the Commission and its members;</li><li>W.44.3. the parties shall be permitted to put questions to witnesses;</li><li>W.44.4. witnesses may be examined on oath; and</li><li>W.44.5. at the conclusion of the evidence the parties shall each be invited to address the Commission.</li></ul>
W.45.	<p>The chairman of a Commission may order that a transcript of the proceedings be taken.</p>
W.46.	<p>The proceedings of a Commission shall be conducted in private.</p>

## Section W: Disciplinary

W.47.	The Board shall have the burden of proving the complaint. The standard of proof shall be on a balance of probabilities.
W.48.	The Commission shall make its decision unanimously or by majority. No member of the Commission may abstain.
W.49.	In the case of a determination by written representations the Commission's decision shall forthwith be communicated in writing by the chairman of the Commission to the parties.
W.50.	In the case of a determination at a hearing the Commission's decision shall be announced as soon as practicable thereafter and if possible at the end of the hearing and shall be confirmed in writing by the chairman of the Commission to the parties.
W.51.	In either case, unless the parties otherwise agree, the Commission shall give its reasons for its decision. In the event of a majority decision no minority or dissenting opinion shall be produced or published.
W.52.	Members of a Commission shall be entitled to receive from the League a reasonable sum by way of fees and expenses.
<b>Commission's Powers</b>	
W.53.	Upon finding a complaint to have been proved the Commission shall invite the Respondent to place any mitigating factors before the Commission.
W.54.	Having heard and considered such mitigating factors (if any) the Commission may:
W.54.1.	reprimand the Respondent;
W.54.2.	impose upon the Respondent a fine unlimited in amount and suspend any part thereof;
W.54.3.	in the case of a Respondent who is a Manager, Match Official, Official or Player, suspend him from operating as such for such period as it shall think fit;
W.54.4.	in the case of a Respondent which is a Club:
W.54.4.1.	suspend it from playing in League Matches or any matches in competitions which form part of the Games Programmes or Professional Development Leagues (as those terms are defined in the Youth Development Rules) for such period as it thinks fit;
W.54.4.2.	deduct points scored or to be scored in League Matches or such other matches as are referred to in Rule W.54.4.1;
W.54.4.3.	recommend that the Board orders that a League Match or such other match as is referred to in Rule W.54.4.1 be replayed;
W.54.4.4.	recommend that the League expels the Respondent from membership in accordance with the provisions of Rule B.7;





## Section W: Disciplinary

W.54.5.	order the Respondent to pay compensation unlimited in amount to any Person or to any Club (or club);
W.54.6.	cancel or refuse the registration of a Player registered or attempted to be registered in contravention of these Rules;
W.54.7.	impose upon the Respondent any combination of the foregoing or such other penalty as it shall think fit;
W.54.8.	order the Respondent to pay such sum by way of costs as it shall think fit which may include the fees and expenses of members of the Commission paid or payable under Rule W.52; and
W.54.9.	make such other order as it thinks fit.
W.55.	Where a Person, Club (or club) has been invited to address the Commission on compensation, in accordance with Rules W.27 and W.28, the Commission may adjourn the hearing to allow all relevant parties to make submissions, or if it considers that it is in the interest of justice that the determination of the complaint be resolved before the issue of compensation is addressed, direct that a further hearing take place on the issue of compensation after the complaint has been determined.
W.56.	A Person, Club (or club) invited to make submissions on compensation shall be entitled to be present at the hearing, but may only make submissions or advance evidence or question witnesses if and to the extent that the chairman of the Commission gives it leave.
W.57.	If the Board fails to prove a complaint a Commission may order the League to pay to the Respondent such sum by way of costs as it shall think fit.
W.58.	Where a Respondent Club is suspended from playing in League Matches or any matches in competitions which form part of the Games Programme or Professional Development Leagues (as those terms are defined in the Youth Development Rules) under the provisions of Rule W.54.4.1, its opponents in such matches which should have been played during the period of suspension, unless a Commission otherwise orders, shall be deemed to have won them.
W.59.	Fines and costs shall be recoverable by the Board as a civil debt; compensation shall likewise be recoverable by the Person or Club entitled to receive it.
W.60.	Fines recovered by the Board shall be used towards the operating expenses of the League or, at the discretion of the Board, towards charitable purposes. Costs recovered by the Board shall be used to defray the costs of the Commission.

## Section W: Disciplinary

Appeals	
W.61.	<p>A Club (or club) or Person aggrieved by:</p> <p>W.61.1. the decision of the Board to impose a fixed penalty; or</p> <p>W.61.2. the decision of a Commission before which such Club or Person appeared as Respondent; or</p> <p>W.61.3. the amount of compensation (if any) which a Commission has, pursuant to Rule W.54.5, ordered either that it shall pay or that shall be paid in its favour;</p> <p>may appeal in accordance with the provisions of these Rules against the decision, the penalty or the amount of compensation (as appropriate).</p>
W.62.	<p>An appeal shall lie to an Appeal Board which shall be appointed by the Board and, subject to Rule W.63, shall comprise three members of the Panel of whom one, who shall have held judicial office, shall sit as chairman of the Appeal Board.</p>
W.63.	<p>No member of the Panel shall be appointed to an Appeal Board to hear an appeal against the decision of a Commission of which he was a member.</p>
W.64.	<p>The parties to an appeal shall be:</p> <p>W.64.1. a Respondent to a complaint; and/or</p> <p>W.64.2. a Person, Club or club pursuant to Rule W.61.3; and/or</p> <p>W.64.3. the Board.</p>
W.65.	<p>An appeal against the decision of the Board to impose a fixed penalty shall be in Form 30.</p>
W.66.	<p>An appeal against the decision of a Commission shall be in Form 31.</p>
W.67.	<p>An appeal shall be commenced by the appellant sending or delivering to the Board Form 30 or Form 31, as the case may be, so that it receives the same together with a deposit of £1,000 within 14 days of the date of the decision appealed against (time being of the essence) unless the Appeal Board orders a lesser period pursuant to Rule W.68.</p>
W.68.	<p>The Appeal Board shall have the power to abridge the time period set out in Rule W.67 if there is a compelling reason why the proceedings before the Appeal Board need to be concluded expeditiously.</p>
W.69.	<p>The Appeal Board may give directions as it thinks fit for the future conduct of the appeal, addressed in writing to the parties, or require the parties to attend a directions hearing.</p>
W.70.	<p>Any party to an appeal may apply for permission to adduce evidence that was not adduced before the Commission that heard the complaint. Such permission shall only be granted if it can be shown that the evidence was not available to the party and could not have been obtained by such party with reasonable diligence, at the time at which the Commission heard the complaint.</p>





## Section W: Disciplinary

W.71.	Notice of the date, time and place of the appeal hearing shall be given in writing to the parties by the chairman of the Appeal Board.
W.72.	If a party fails, refuses or is unable to attend the hearing the Appeal Board may either adjourn it or proceed in the party's absence.
W.73.	Except in cases in which the Appeal Board gives leave to adduce fresh evidence pursuant to Rule W.70, an appeal shall be by way of a review of the evidence adduced before the Commission and the parties shall be entitled to make oral representations. Subject to the foregoing provisions of this Rule, the Appeal Board shall have an overriding discretion as to the manner in which the hearing is conducted.
W.74.	The Appeal Board may permit the appellant (whether a Person, Club or club pursuant to Rule W.61.3) at any time to withdraw the appeal on such terms as to costs and otherwise as the Appeal Board shall determine.
W.75.	The Appeal Board shall make its decision unanimously or by majority. No member of the Appeal Board may abstain.
W.76.	The Appeal Board's decision shall be announced as soon as practicable after the appeal hearing and if possible at the end thereof and shall be confirmed in writing by the chairman of the Appeal Board to the parties, giving reasons. If the decision reached by the Appeal Board was by a majority, no minority or dissenting opinion shall be produced or published.
W.77.	Members of an Appeal Board shall be entitled to receive from the League a reasonable sum by way of fees and expenses.
<b>Appeal Board's Powers</b>	
W.78.	Upon the hearing of an appeal, an Appeal Board may: W.78.1. allow the appeal; W.78.2. dismiss the appeal; W.78.3. except in the case of a fixed penalty, vary any penalty imposed or order made at first instance; W.78.4. vary or discharge any order for compensation made by the Commission; W.78.5. order the deposit to be forfeited to the League or repaid to the appellant; W.78.6. order a party to pay or contribute to the costs of the appeal including the fees and expenses of members of the Appeal Board paid or payable under Rule W.77; W.78.7. remit the matter back to the Commission with directions as to its future disposal; or W.78.8. make such other order as it thinks fit.
W.79.	Subject to the provisions of Section X of these Rules (Arbitration), the decision of an Appeal Board shall be final.

## Section W: Disciplinary

### Admissibility of Evidence

- W.80. In the exercise of their powers under this Section of these Rules, a Commission or an Appeal Board shall not be bound by judicial rules governing the admissibility of evidence. Instead, facts relating to a breach of these Rules may be established by any reliable means.

### Legal Representation

- W.81. The parties to proceedings before a Commission or an Appeal Board shall be entitled to be represented by a solicitor or counsel provided that they shall have given to the other party and to the chairman of the Commission or of the Appeal Board as the case may be 14 days' prior written notice to that effect identifying the solicitor or counsel instructed.

### Publication and Privilege

- W.82. Without prejudice in any event to any form of privilege available in respect of any such publication, whether pursuant to the Defamation Act 2013 or otherwise, the Board, a Commission and an Appeal Board shall be entitled to publish reports of their proceedings (including details of any submissions, oral or written statements or other evidence adduced in those proceedings), whether or not they reflect adversely on the character or conduct of any Club, Manager, Match Official, Official or Player. All Clubs and Persons bound by these Rules (and any Person required to observe these Rules as a result of any obligation whether to the League or to any third party) shall be deemed to have provided their full and irrevocable consent to such publication.



## Section W: Disciplinary

Rules: Section W

## Disciplinary and Dispute Resolution

### Section X: Arbitration

#### Definitions

- X.1. In this Section of these Rules:
- X.1.1. **"the Act"** means the Arbitration Act 1996 or any re-enactment or amendment thereof for the time being in force;
  - X.1.2. **"party"** means a party to the arbitration;
  - X.1.3. **"the tribunal"** means the arbitral tribunal; and
  - X.1.4. **"the chairman"** means the chairman of the tribunal.

#### Agreement to Arbitrate

- X.2. Membership of the League shall constitute an agreement in writing between the League and Clubs and between each Club for the purposes of section 5 of the Act in the following terms:
- X.2.1. to submit all disputes which arise between them (including in the case of a Relegated Club any dispute between it and a Club or the League, the cause of action of which arose while the Relegated Club was a member of the League), whether arising out of these Rules or otherwise, to final and binding arbitration in accordance with the provisions of the Act and this Section of these Rules;
  - X.2.2. that the seat of each such arbitration shall be in England and Wales;
  - X.2.3. that the issues in each such arbitration shall be decided in accordance with English law; and
  - X.2.4. that no other system or mode of arbitration will be invoked to resolve any such dispute.
- X.3. Disputes under these Rules will be deemed to fall into one of three categories, being:
- X.3.1. disputes arising from decisions of Commissions or Appeal Boards made pursuant to Rules W.1 to W.82 (Disciplinary) of these Rules ("Disciplinary Disputes");
  - X.3.2. disputes arising from the exercise of the Board's discretion ("Board Disputes"); and
  - X.3.3. other disputes arising from these Rules or otherwise.
- X.4. In the case of a Disciplinary Dispute, the only grounds for review of a decision of a Commission or Appeal Board by way of arbitration under this Section X shall be that the decision was:
- X.4.1. reached outside of the jurisdiction of the body that made the decision; or
  - X.4.2. reached as a result of fraud, malice or bad faith; or
  - X.4.3. reached as a result of procedural errors so great that the rights of the applicant have been clearly and substantially prejudiced; or
  - X.4.4. reached as a result of a perverse interpretation of the law; or
  - X.4.5. one which could not reasonably have been reached by any Commission or Appeal Board which had applied its mind properly to the facts of the case.



## Section X: Arbitration

- X.5. In the case of a Board Dispute, the only grounds for review shall be that the decision:
- X.5.1. was reached outside the jurisdiction of the Board; or
  - X.5.2. could not have been reached by any reasonable Board which had applied its mind properly to the issues to be decided; or
  - X.5.3. was reached as a result of fraud, malice or bad faith; or
  - X.5.4. was contrary to English law; and
- directly and foreseeably prejudices the interests of a Person or Persons who were in the contemplation of the Board at the time that the decision was made as being directly affected by it and who suffer loss as a result of that decision.

### Standing

- X.6. A Person who is not a party to a Disciplinary Dispute or a Board Dispute may not invoke these arbitration provisions in respect of such a dispute, unless that party can show that they are sufficiently affected by the outcome of the dispute that it is right and proper for them to have standing before the tribunal.

### Commencement of the Arbitration

- X.7. An arbitration shall be deemed to have commenced (and for the purpose of Rule X.2 a dispute shall be deemed to have arisen) upon the party requesting an arbitration serving upon the other party a request in Form 32.
- X.8. The party requesting an arbitration shall send a copy of Form 32 to the Board who shall forthwith send to each party particulars of those individuals who are members of the Panel.

### Appointing the Arbitrators

- X.9. Subject to Rule X.15, the tribunal shall comprise three members of the Panel and there shall be no umpire.
- X.10. Within 14 days of the Board sending particulars of the Panel pursuant to Rule X.8 each party shall by notice in Form 33 addressed to the Board appoint one Panel member to act as an arbitrator in the arbitration requested.
- X.11. Within 14 days of their appointment the two arbitrators so appointed shall appoint the third arbitrator who shall be a legally qualified member of the Panel and who shall sit as chairman. If the two arbitrators so appointed fail to agree on the appointment of the third arbitrator the Board (or The Football Association if the League is a party) shall make the appointment giving notice in writing to that effect to each party.
- X.12. If a party, other than the League or a Club, does not wish to appoint a member of the Panel as their nominated arbitrator, they may nominate some other Person provided that:
- X.12.1. the Person they nominate is a solicitor of no less than 10 years' admission or a barrister of no less than 10 years' call; and
  - X.12.2. such Person is independent of the party appointing him and able to render an impartial decision.



## Section X: Arbitration

X.13. If a party refuses or fails to appoint an arbitrator when it is obliged to do so in accordance with these Rules the Board (or The Football Association if the League is a party) shall make the appointment giving notice in writing to that effect to each party.

X.14. Upon appointment all arbitrators must sign a statement of impartiality. Any arbitrator not signing such a statement within seven days of appointment may not act and the party appointing him must nominate another arbitrator within seven days.

### Appointing a Single Arbitrator

X.15. Notwithstanding the provisions of Rule X.9, the parties shall be at liberty to appoint a legally qualified member of the Panel to be a single arbitrator in which case:

X.15.1. Form 34 shall be substituted for Form 33; and

X.15.2. this Section of these Rules shall be interpreted on the basis that the tribunal comprises a single arbitrator who shall undertake the duties of the chairman.

### Replacing an Arbitrator

X.16. If following his appointment an arbitrator refuses to act, becomes incapable of acting, is removed by order of a competent court or dies, or if his membership of the Panel is terminated pursuant to Rule W.19, the Board (or The Football Association if the League is a party) shall appoint a member of the Panel to replace him.

### Communications

X.17. All communications sent in the course of the arbitration by the arbitrators shall be signed on their behalf by the chairman.

X.18. Such communications addressed by the arbitrators to one party shall be copied to the other and to the Board.

X.19. Any communication sent by either party to the arbitrators shall be addressed to the chairman and shall be copied to the other party and the Board.

### Directions

X.20. The chairman of the tribunal shall decide all procedural and evidential matters and for that purpose within 14 days of his appointment he shall either give directions for the conduct of the arbitration addressed in writing to each party or serve on each party Form 35 requiring their attendance at a preliminary meeting at which he will give directions. In either case the directions shall address without limitation:

X.20.1. where appropriate, whether the proceedings should be stayed to permit the parties to explore whether the dispute may be resolved by way of mediation;

X.20.2. whether and if so in what form and when statements of claim and defence are to be served;





## Section X: Arbitration

- X.20.3. whether and if so to what extent discovery of documents between the parties is necessary;
- X.20.4. whether strict rules of evidence will apply and how the admissibility, relevance or weight of any material submitted by the parties on matters of fact or opinion shall be determined;
- X.20.5. whether and if so to what extent there shall be oral or written evidence or submissions;
- X.20.6. whether expert evidence is required; and
- X.20.7. whether and if so to what extent the tribunal shall itself take the initiative in ascertaining the facts and the law.

### The Tribunal's General Powers

- X.21. The chairman of the tribunal shall have power to:
  - X.21.1. allow either party upon such terms (as to costs and otherwise) as it shall think fit to amend any statement of claim and defence;
  - X.21.2. give directions in relation to the preservation, custody, detention, inspection or photographing of property owned by or in the possession of a party to the proceedings;
  - X.21.3. give directions as to the preservation of evidence in the custody or control of a party;
  - X.21.4. direct that a witness be examined on oath;
  - X.21.5. require each party to give notice of the identity of witnesses it intends to call;
  - X.21.6. require exchange of witness statements and any expert's reports;
  - X.21.7. appoint one or more experts to report to it on specific issues;
  - X.21.8. require a party to give any such expert any relevant information or to produce or provide access to any relevant documents or property;
  - X.21.9. order that a transcript be taken of the proceedings;
  - X.21.10. extend or abbreviate any time limits provided by this Section of these Rules or by its directions;
  - X.21.11. require the parties to attend such procedural meetings as it deems necessary to identify or clarify the issues to be decided and the procedures to be adopted; and
  - X.21.12. give such other lawful directions as it shall deem necessary to ensure the just, expeditious, economical and final determination of the dispute.

### Duty of the Parties

- X.22. The parties shall do all things necessary for the proper and expeditious conduct of the arbitration and shall comply without delay with any direction of the chairman of the tribunal as to procedural or evidential matters.

## Section X: Arbitration

### Default of the Parties

- X.23. If either party is in breach of Rule X.22 the tribunal shall have power to:
- X.23.1. make peremptory orders prescribing a time for compliance;
  - X.23.2. make orders against a party which fails to comply with a peremptory order;
  - X.23.3. dismiss a claim for want of prosecution in the event of inordinate or inexcusable delay by a party which appears likely to give rise to a substantial risk that it will not be possible to have a fair resolution of the issues or will cause serious prejudice to the other party; and
  - X.23.4. debar that party from further participation and proceed with the arbitration and make an award but only after giving that party written notice of its intention to do so.

### The Hearing

- X.24. The chairman shall fix the date, time and place of the arbitration hearing and shall give the parties reasonable notice thereof. A representative of the Board shall be entitled to attend the hearing as an observer.
- X.25. At or before the hearing the chairman shall determine the order in which the parties shall present their cases.
- X.26. Any witness who gives oral evidence may be questioned by the representative of each party and by each of the arbitrators.

### Remedies

- X.27. The tribunal shall have power to:
- X.27.1. determine any question of law or fact arising in the course of the arbitration;
  - X.27.2. determine any question as to its own jurisdiction;
  - X.27.3. make a declaration as to any matter to be determined in the proceedings;
  - X.27.4. order the payment of a sum of money;
  - X.27.5. award simple or compound interest;
  - X.27.6. order a party to do or refrain from doing anything;
  - X.27.7. order specific performance of a contract (other than a contract relating to land); and
  - X.27.8. order the rectification, setting aside or cancellation of a deed or other document.

### Majority Decision

- X.28. If the arbitrators fail to agree on any issue they shall decide by a majority and a majority decision shall be binding on all of them. No dissenting judgment shall be produced.



## Section X: Arbitration

### Provisional Awards

- X.29. The tribunal shall have power to make provisional awards during the proceedings including, without limitation, requiring a party to make an interim payment on account of the claim or the costs of the arbitration. Any such provisional award shall be taken into account when the final award is made.

### The Award

- X.30. If before the award is made the parties agree on a settlement of the dispute the tribunal shall record the settlement in the form of a consent award.
- X.31. The tribunal may make more than one award at different times on different aspects of the matters in dispute.
- X.32. The award shall be in writing and shall contain reasons for the tribunal's decision.

### Costs

- X.33. Until they are paid in full, the parties shall be jointly and severally liable to meet the arbitrators' fees and expenses, the total amount of which shall be specified in the award.
- X.34. The tribunal shall award costs on the general principle that costs should follow the event except where it appears to the tribunal that in the circumstances this is not appropriate in relation to the whole or part of the costs.
- X.35. The party in favour of which an order for costs is made shall be allowed, subject to Rule X.36, a reasonable amount in respect of all costs reasonably incurred, any doubt as to reasonableness being resolved in favour of the paying party.
- X.36. In appropriate cases the tribunal may award costs on an indemnity basis.
- X.37. The chairman shall have power to tax, assess or determine the costs if requested to do so by either party.

### Challenging the Award

- X.38. Subject to the provisions of Sections 67 to 71 of the Act, the award shall be final and binding on the parties and there shall be no right of appeal. There shall be no right of appeal on a point of law under Section 69 of the Act.

### Representation

- X.39. A party may be represented before a tribunal by a solicitor or counsel provided that 14 days' prior written notice to that effect identifying the solicitor or counsel instructed is given to the other party and to the chairman.
- X.40. A Club which is a party may be represented before a tribunal by one of its Officials. An Official shall not be prevented from representing his Club because he is or may be a witness in the proceedings.

## Section X: Arbitration

### Waiver

- X.41. A party which is aware of non-compliance with this Section of these Rules and yet proceeds with the arbitration without promptly stating its objection to such non-compliance to the chairman shall be deemed to have waived its right to object.



## Section X: Arbitration

Rules: Section X

## Disciplinary and Dispute Resolution

### Section Y: Managers' Arbitration Tribunal

Managers' Arbitration Tribunal	
Y.1.	Any dispute arising between the parties to a Manager's contract of employment shall be determined by the Managers' Arbitration Tribunal (in this Section of these Rules referred to as "the Tribunal").
Y.2.	The seat of each arbitration conducted by the Tribunal shall be in England and Wales. Each such arbitration shall be decided in accordance with English law.
Y.3.	Such an arbitration shall be deemed to have commenced upon the party requesting it serving on the other party a request in Form 32.
Y.4.	The party requesting such an arbitration shall send a copy of Form 32 together with a deposit of £5,000 to the Board who shall forthwith send to each party particulars of those individuals who are members of the Panel.
Y.5.	The Tribunal shall comprise three members of the Panel and there shall be no umpire.
Y.6.	Within 14 days of service of the Board sending particulars of the Panel pursuant to Rule Y.4, each party shall by notice in Form 33 addressed to the Board appoint one Panel member to act as an arbitrator in the arbitration requested.
Y.7.	If a party refuses or fails to appoint an arbitrator in accordance with Rule Y.6 the Board shall make the appointment giving notice in writing to that effect to each party.
Y.8.	Within 14 days of their appointment the two arbitrators so appointed shall appoint a third arbitrator who shall be a legally qualified member of the Panel and who shall sit as chairman of the Tribunal. If the two arbitrators so appointed fail to agree on the appointment of the third arbitrator the Board shall make the appointment giving notice in writing to that effect to each party.
Y.9.	If following his appointment an arbitrator refuses to act, becomes incapable of acting, is removed by order of a competent court or dies, the Board shall appoint a member of the Panel to replace him.
Y.10.	All communications sent in the course of the arbitration by the Tribunal shall be signed on its behalf by its chairman.
Y.11.	Such communications addressed by the Tribunal to one party shall be copied to the other and to the Board.
Y.12.	Any communications sent by either party to the Tribunal shall be addressed to its chairman and shall be copied to the other party and to the Board.
Y.13.	The chairman of the Tribunal shall decide all procedural and evidential matters and for that purpose within 14 days of his appointment he shall serve on each party Form 35 requiring their attendance at a preliminary meeting at which he will give directions including, but not limited to, those set out in Rule X.20.





## Section Y: Managers' Arbitration Tribunal

Y.14.	The chairman of the Tribunal shall have the powers set out in Rule X.21.
Y.15.	The parties shall do all things necessary for the proper and expeditious conduct of the arbitration and shall comply without delay with any direction of the chairman of the Tribunal as to procedural or evidential matters.
Y.16.	If either party is in breach of Rule Y.15 the Tribunal shall have power to: Y.16.1. make peremptory orders prescribing a time for compliance; Y.16.2. make orders against a party which fails to comply with a peremptory order; Y.16.3. dismiss a claim for want of prosecution in the event of inordinate or inexcusable delay by a party which appears likely to give rise to a substantial risk that it will not be possible to have a fair resolution of the issues or will cause serious prejudice to the other party; and Y.16.4. debar that party from further participation and proceed with the arbitration and make an award but only after giving that party written notice of its intention to do so.
Y.17.	The chairman of the Tribunal shall fix the date, time and place of the arbitration hearing and shall give the parties reasonable notice thereof. A representative of the Board shall be permitted to attend the hearing as an observer. In order to allow the parties time in which to fulfil their obligation to attempt to reach a settlement of the dispute by mediation, the hearing shall not take place before the expiry of 42 days from the deemed commencement of the arbitration.
Y.18.	At or before the hearing the chairman of the Tribunal shall determine the order in which the parties shall present their cases.
Y.19.	Any witness who gives oral evidence may be questioned by the representative of each party and by each of the arbitrators.
Y.20.	Except for the power to order specific performance of a contract, the Tribunal shall have the powers set out in Rule X.27 together with the following additional powers: Y.20.1. to order the cancellation of the registration of the Manager's contract of employment; Y.20.2. to order that the deposit be forfeited by or returned to the party paying it; and Y.20.3. to make such other order as it thinks fit.
Y.21.	The provisions of Rules X.28 to X.41 inclusive, substituting "Tribunal" for "tribunal" and "chairman of the Tribunal" for "chairman", shall apply to proceedings of the Tribunal. In exercising its power to award costs the Tribunal shall have regard to the extent to which each of the parties fulfilled their obligation to attempt to reach a settlement of the dispute by mediation.

## Disciplinary and Dispute Resolution

### Section Z: Premier League Appeals Committee

Jurisdiction	
Z.1.	The Premier League Appeals Committee (hereafter in this Section of these Rules called "the Committee") shall determine the following matters: <ul style="list-style-type: none"> <li>Z.1.1. an appeal by a Club or a Contract Player under the provisions of clause 19(d) of Form 20 (Player's Contract);</li> <li>Z.1.2. an appeal by a Club or an Academy Player under the provisions of Youth Development Rule 295;</li> <li>Z.1.3. an appeal by a Club or a Contract Player under the provisions of Rule T.18.3 against a decision of the Board regarding payment of the balance of a Signing-on Fee to the Contract Player;</li> <li>Z.1.4. an appeal by a Club or a Contract Player under the provisions of Rule T.36 against a decision of the Board given under either Rule T.30 or Rule T.31; and</li> <li>Z.1.5. an application by a Club under the provisions of Rule V.22 that payments to an Out of Contract Player may cease without affecting the Club's entitlement to a Compensation Fee.</li> </ul>
Composition of the Committee	
Z.2.	The Committee shall be composed of: <ul style="list-style-type: none"> <li>Z.2.1. an independent chairman who holds or has held judicial office and who, with the prior approval of the Professional Footballers' Association, shall be appointed by the Board in such terms as it thinks fit;</li> <li>Z.2.2. a member of the Panel appointed by the League; and</li> <li>Z.2.3. an appointee of the Professional Footballers' Association provided that in cases where an officer or employee of that body is appearing before the Committee representing a party to the proceedings then the appointee shall not be an officer or employee of that body.</li> </ul>
Z.3.	If the chairman of the Committee is unable to act or to continue acting as such in the determination of any matter, the Board shall appoint in his stead a member of the Panel who holds or has held judicial office.
Z.4.	If following his appointment any other member of the Committee is unable to act or to continue acting, his appointer may appoint a replacement so that the composition of the Committee is maintained as provided in Rule Z.2.
Z.5.	If the members of the Committee fail to agree on any issue, they shall decide by a majority.



## Section Z: Premier League Appeals Committee

Committee Procedures	
Z.6.	The parties to proceedings before the Committee shall be: <ul style="list-style-type: none"><li>Z.6.1. in an appeal under Rule Z.1.1, Z.1.2, Z.1.3 or Z.1.4:<ul style="list-style-type: none"><li>Z.6.1.1. the appellant Club or Contract Player; and</li><li>Z.6.1.2. the respondent Contract Player or Club;</li></ul></li><li>Z.6.2. in the determination of a dispute under Rule Z.1.4:<ul style="list-style-type: none"><li>Z.6.2.1. the applicant Club or Player; and</li><li>Z.6.2.2. the respondent Player or Club;</li></ul></li><li>Z.6.3. in an appeal under Rule Z.1.1:<ul style="list-style-type: none"><li>Z.6.3.1. the appellant Club or Academy Player; and</li><li>Z.6.3.2. the respondent Academy Player or Club;</li></ul></li><li>Z.6.4. in an application under Rule Z.1.5:<ul style="list-style-type: none"><li>Z.6.4.1. the applicant Club; and</li><li>Z.6.4.2. the respondent Out of Contract Player.</li></ul></li></ul>
Z.7.	Proceedings shall be commenced by an application in writing to the Board identifying: <ul style="list-style-type: none"><li>Z.7.1. the respondent;</li><li>Z.7.2. the Rule under the provisions of which the appeal or application is made;</li><li>Z.7.3. the nature of the appeal or application and the facts surrounding it;</li><li>Z.7.4. the remedy or relief sought; and</li><li>Z.7.5. any documents relied upon, copies of which shall be annexed.</li></ul>
Z.8.	Except in the case of an application made by an Academy Player, an application made under the provisions of Rule Z.7 shall be accompanied by a deposit of £1,000.
Z.9.	Upon receipt of an application the Board shall: <ul style="list-style-type: none"><li>Z.9.1. procure that for the purpose of determining the application the Committee is composed in accordance with Rule Z.2;</li><li>Z.9.2. send a copy of the application and any documents annexed to it to the chairman and members of the Committee; and</li><li>Z.9.3. send a copy of the same by recorded delivery post to the respondent.</li></ul>
Z.10.	Within 14 days of receipt of the copy application the respondent shall send to the Board by recorded delivery post a written response to the application, annexing thereto copies of any documents relied upon.
Z.11.	Upon receipt of the response the Board shall send a copy thereof together with a copy of any document annexed to: <ul style="list-style-type: none"><li>Z.11.1. the chairman and members of the Committee; and</li><li>Z.11.2. the party making the application.</li></ul>

Rules: Section Z

## Section Z: Premier League Appeals Committee

Z.12.	The chairman of the Committee may give directions as he thinks fit for the future conduct of the proceedings addressed in writing to the parties with which the parties shall comply without delay.
Z.13.	The Committee by its chairman shall have power to summon any Person to attend the hearing of the proceedings to give evidence and to produce documents and any Person who is bound by these Rules and who, having been summoned, fails to attend or to give evidence or to produce documents shall be in breach of these Rules.
Z.14.	The Board shall make all necessary arrangements for the hearing of the proceedings and shall give written notice of the date, time and place thereof to the parties.
Z.15.	If a party to the proceedings fails to attend the hearing the Committee may either adjourn it or proceed in their absence.
Z.16.	The chairman of the Committee shall have an overriding discretion as to the manner in which the hearing of the proceedings shall be conducted.
Z.17.	The Committee shall not be bound by any enactment or rule of law relating to the admissibility of evidence in proceedings before a court of law.
Z.18.	The hearing shall be conducted in private.
Z.19.	Each party shall be entitled to be represented at the hearing by a solicitor or counsel provided that they shall have given to the other party and to the chairman of the Committee 14 days' prior written notice to that effect.
Z.20.	The Committee's decision shall be announced as soon as practicable and if possible at the end of the hearing and shall be confirmed in writing by the Board to the parties.
Z.21.	The Committee shall give reasons for its decision.
Z.22.	The decision of the Committee shall be final and binding.
<b>Fees and Expenses</b>	
Z.23.	The chairman and members of the Committee shall be entitled to receive from the League a reasonable sum by way of fees and expenses.
<b>Committee's Powers</b>	
Z.24.	Upon determining an application made in accordance with the provisions of this Section of these Rules, the Committee may:
Z.24.1.	order the deposit required by Rule Z.8 to be forfeited to the League or repaid to the applicant;
Z.24.2.	order either party to pay to the other such sum by way of costs as it shall think fit which may include the fees and expenses of the chairman and members of the Committee paid or payable under Rule Z.23; and
Z.24.3.	make such other order as it shall think fit.



## Section Z: Premier League Appeals Committee

Rules: Section Z

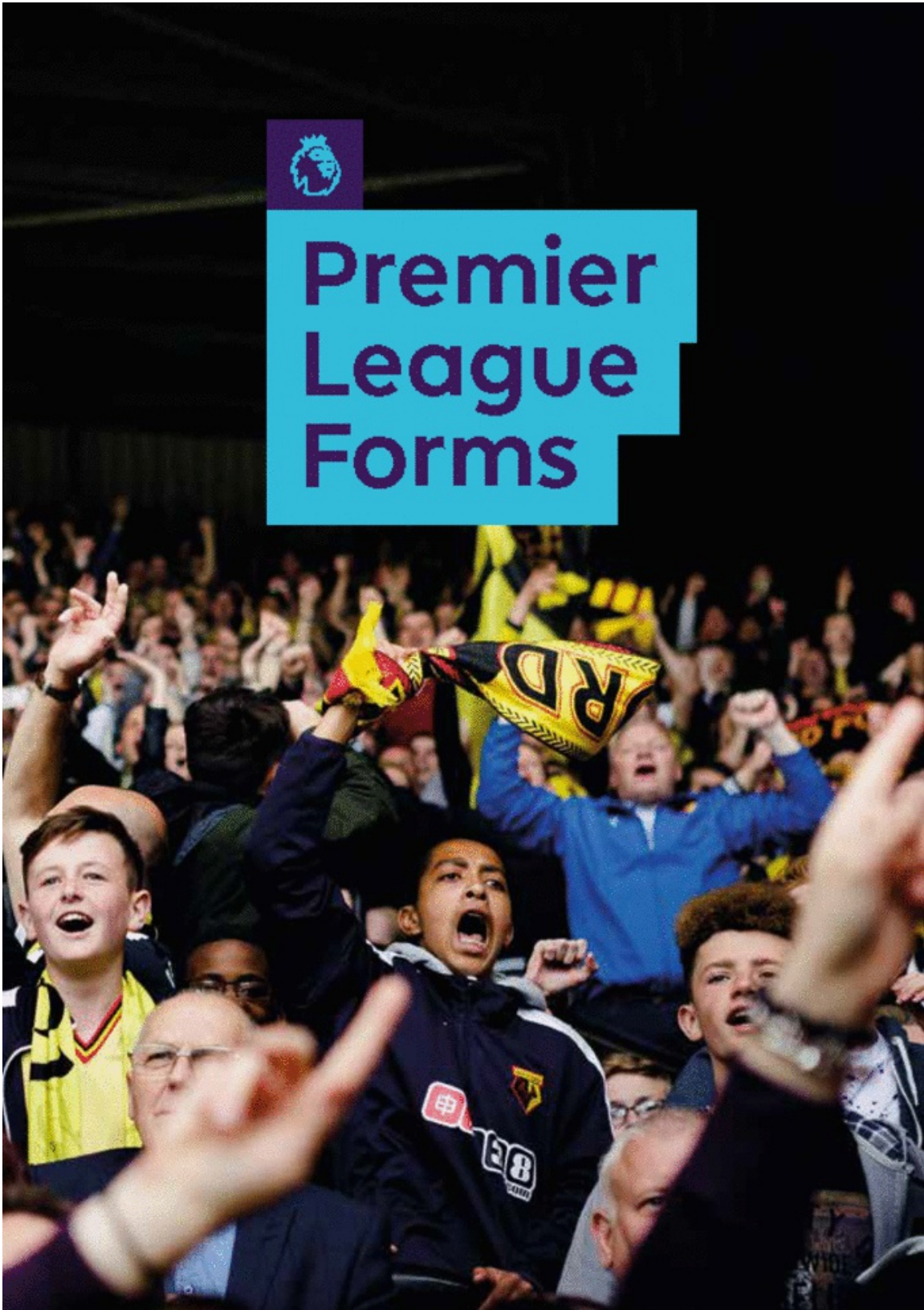








# Premier League Forms



# Premier League

Form 1

List of Authorised Signatories of ..... Football Club  
(Rule A.1.14)

To: **The Board**  
**The Premier League**

The following Officials of the Club are Authorised Signatories:

Print Name	Position	Signature	Limit of Authority (if any)
.....	.....	.....	..... ..... .....
.....	.....	.....	..... ..... .....
.....	.....	.....	..... ..... .....
.....	.....	.....	..... ..... .....
.....	.....	.....	..... ..... .....
.....	.....	.....	..... ..... .....
.....	.....	.....	..... ..... .....

\* In particular, please indicate if the individual is an Authorised Signatory for the purposes of an application for a UEFA Club Licence.

Signed ..... Position ..... Date .....

# Premier League

Form 2



Notification of Club Bank Account (Rule E.2)

To: **The Board**  
**The Premier League**

We confirm on behalf of the board of ..... Football Club  
that the following bank account is the Club's bank account for the purposes of Rule E.2:

Name of Bank .....

Name of account holder .....

Title of account .....

Sort code .....

Account number .....

Signed by a Director of the Club .....

Date .....

Signed by a Director of the Club .....

Date .....

Premier League Forms





Return of Player Services Costs and Image  
Contract Payments by Football Club

Form 3

Other

Name	Pension Arrangements	P11d benefits (based on latest tax year)	Image Contract Payments	Total other costs
<b>Total Other Costs</b>				

Signed .....

Position .....

Date .....



Return of Player Services Costs and Image Contract Payments by Football Club

Form 3



Premier League Forms

**Reconciliation**

	£
Total Staff costs as per annual accounts	
Less: Non playing staff	
Player Services Costs and Image Contract Payments per Annual Accounts for the Accounting Reference Period ending .....	
Add: Applicable post-Contract Year	
Less: Applicable pre-Contract Year	
<b>Total Costs per Form 3</b>	

Signed .....

Position .....

Date .....

# Premier League

Form 4

Appeal Under Rule E.41

To: **The Board**  
**The Premier League**

Date: .....

We, [insert name of Club] ..... (the "Club") hereby appeal against the deduction of nine points notified to us by the Board on [date] ..... on the ground that the Event of Insolvency was caused by and resulted directly from circumstances, other than normal business risks, over which the Club could not reasonably be expected to have had control and its Officials had used all due diligence to avoid the happening of that event.

Brief details of the circumstances that led to the Event of Insolvency are set out on the attached sheet(s).

A deposit of £1,000 is enclosed.

Signed .....

Position .....



Calculation of Aggregated Adjusted Earnings Before Tax  
(Rule E.53.3)

Premier League Forms

Reporting Period: 36 months ending on ..... 20.....				
	T-2	T-1	T	Total
	£	£	£	£
Actual / forecast profit / loss before tax				
<b>Add back:</b>				
Depreciation / impairment of tangible fixed assets				
Amortisation or impairment of goodwill and other intangible assets (excluding amortisation of the costs of players' registrations)				
Youth Development Expenditure				
Women's Football Expenditure				
Community Development Expenditure				
<b>Adjusted Earnings Before Tax</b>				

Statement on behalf of the Board of Directors of the Club

On behalf of the board of directors of ..... Football Club, I confirm in respect of the [Club's] OR [the Group's (of which the Club is a member)] accounting period of 36 months ended on ..... 20..... that [with the exception(s) noted below]:

1. The above calculation of Adjusted Earnings Before Tax has been prepared in accordance with the Rules of the Premier League;
2. Without prejudice to the generality of paragraph 1 above, the estimated figures for T in the above calculation have been prepared:
  - 2.1 in all material respects in a format similar to the Club's Annual Accounts; and
  - 2.2 are based on the latest information available to the Club and are, to the best of the Club's knowledge and belief, an accurate estimate as at the time of preparation of future financial performance.

[The exception(s) referred to above is/are as follows: .....]

For and on behalf of the board of directors of ..... Football Club

Signed ..... Name ..... Position .....

To be signed by a director of the Club whose particulars are registered under the provisions section 162 of the Companies Act 2006. Date .....

Owners' and Directors' Declaration (Rules A.1.51, F.2 and F.3)

To: The Board
The Premier League

I, (full name).....of
.....(post code) .....
hereby declare that:

- 1. I am/propose to become\* a Director of .....("the Club");
2. I am/am not\* a person having Control over the Club;
3. I am/am not\* either directly or indirectly involved in or have power to determine or influence the management or administration of another Club or Football League club;
4. I hold/do not hold\* either directly or indirectly a Significant Interest in a Club while either directly or indirectly holding an interest in any class of Shares of another Club;
5. I hold/do not hold\* either directly or indirectly a Significant Interest in a club (and in this Declaration 5, Significant Interest shall be construed as if references to 'the Club' in that definition at Rule A.1.153, were references to 'the club');
6. I am/am not\* prohibited by law from being a director as set out in Rule F.1.3;
7. I have/have not\* been Convicted of an offence as set out in Premier League Rule F.1.4;
8. I have/have not\* been the subject of any of the arrangements, orders, plans or provisions set out in Rule F.1.5 or F.1.6;
9. I have/have not\*
9.1 been a Director of a Club which, while I have been a Director of it, suffered two or more unconnected Events of Insolvency; or
9.2 been a Director of a Club which, while I have been a Director of it, suffered two or more unconnected Events of Insolvency (and in this Declaration 9.2 the definitions of Director at Rule A.1.52. and Events of Insolvency at Rule A.1.56. shall be construed as if references to 'the Club' in those definitions were references to 'the club');



- 10. I have/have not\* been a Director of two or more Clubs or clubs each of which, while I have been a Director of them, has suffered an Event of Insolvency (and in this Declaration the definitions of Director at Rule A.1.52. and Events of Insolvency at Rule A.1.56. shall be deemed to apply to clubs in the same way as to Clubs);
- 11. I am/am not\* subject to a suspension or ban from involvement in the administration of a sport as set out in Rule F.1.9;
- 12. I am/am not\* subject to any form of suspension, disqualification or striking-off by a professional body as set out in Rule F.1.10;
- 13. I am/am not\* required to notify personal information pursuant to Part 2 of the Sexual Offences Act 2003;
- 14. I have/have not\*been found to have breached any of the rules set out in Rule F.1.12;
- 15. This Declaration is true in every particular.

I consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to the Football Association Premier League Limited holding and processing the above personal data and sensitive data for the purpose of discharging its functions as a regulatory and governing body of football.

I understand that the words **“Convicted”, “Club”, “club”, “Control”, “Declaration”, “Director”, “Event of Insolvency”, “Shares” and “Significant Interest” (together with any other defined terms comprising any part of these definitions)** have the meanings set out in the Rules of the Premier League.

Signed by the Director/proposed Director .....

Date .....

Signed by an Authorised Signatory .....

Date .....

\* delete as appropriate

Dual Interest Notice (Rules G.1 and G.4)

To: The Board  
The Premier League

Date: .....

Pursuant to Rule G.1 we hereby give notice that a Person

- \*holds
- \*has acquired
- \*has ceased to hold

a Significant Interest in ..... Football Club.

The particulars required by Rule G.4 are as follows:

1. The Person holding/acquiring/ceasing to hold\* a Significant Interest in the Club is

(name) .....

of (address) .....

2. The details of the Significant Interest are as follows

.....  
.....

3. The proportion (expressed in percentage terms) which the Shares bear to the total number of Shares of that class in issue is .....%

4. The proportion (expressed in percentage terms) which the Shares bear to the total number of issued Shares of the Club is .....%

This notice is given on the basis that the words "Club" "Holding" "Person" "Shares" "Significant Interest" (together with any other defined terms comprising any part of the definitions set out therein) have the meanings set out in the Rules of the Premier League.

Signed .....

Position .....

*\*delete as appropriate*





Directors' Report (Rule H.6, H.7, H.8, H.9)

To: The Football Association Premier League Limited ("the League")

Premier League Forms

In accordance with the requirements of Section H of the Rules of the League, we, the Directors of ..... Football Club Limited ("the Club"), hereby report in respect of the Club's accounting period of ..... months ended on .....20 ..... ("the Period of Review") that [with the exception(s) noted below] all Material Transactions entered into by the Club during the Period of Review:

- (1) were negotiated and approved in accordance with the Club's written transfer policy; and
- (2) have been documented and recorded as required by relevant provisions of these Rules and the Football Association Rules.

[The exception(s) referred to above is/are as follows .....]

[Signature of each Director and date of signing]

# Premier League

# Form 8

Registration of Pitch Dimensions by ..... Football Club  
(Rule K.17)

To: **The Board**  
**The Premier League**

The dimensions of our pitch at [address of ground] .....  
for Season 20..... /20..... are as follows:

Length: ..... yards (..... metres)

Width: ..... yards (..... metres)

Signed .....

Position .....

Date .....



# Premier League

Form 8A

Annual Floodlighting Report (Rule K.140)

Premier League Forms

**Name of Club:** .....

**Date of inspection:** .....

**Time of inspection:** .....

**Illuminance Meter:** .....

    Serial Number: .....

    Calibration Date: .....

**Colour Meter:** .....

    Serial Number: .....

    Calibration Date: .....

**Pitch measurements:** .....

**Weather conditions:** .....

**Illuminance Test**

**Company:** .....

    Address: .....

    Phone / email: .....

**Inspection by:** .....

**Signature:** .....

Measurement	Stadium Value	Requirement
Average vertical lux reading towards the principal camera		1650
Maximum value		
Minimum value		1000
Uniformity U1v		>0.5
Uniformity U2v		>0.6
<hr/>		
Average vertical lux reading (0/360°)		1000
Maximum value (0/360°)		
Minimum value (0/360°)		650
Uniformity U1v		>0.5
Uniformity U2v		>0.6
<hr/>		
Average vertical lux reading (90°)		1000
Maximum value (90°)		
Minimum value (90°)		650
Uniformity U1v		>0.5
Uniformity U2v		>0.6
<hr/>		
Average vertical lux reading (180°)		1000
Minimum value (180°)		
Minimum value (180°)		650
Uniformity U1v		>0.5
Uniformity U2v		>0.6

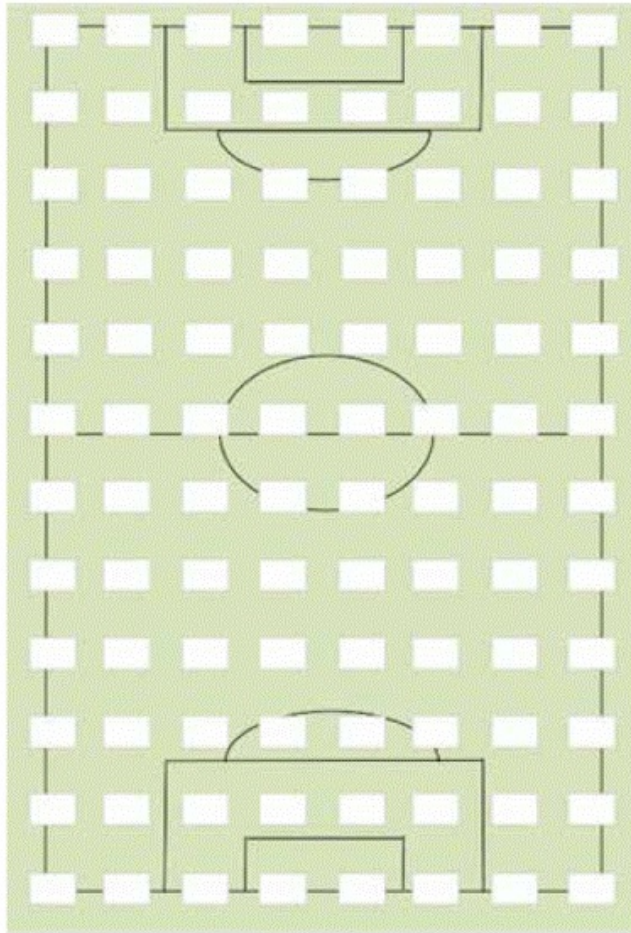


Measurement	Stadium Value	Requirement
Seating Values	.....	10-30% of the pitch values, i.e. 165-495 based on 1650
Colour rendering (Ra)	.....	>80
Colour temperature (Tk)	.....	>5200Tk
Flicker	.....	<6%
Back-up power supply (Second grid source/Generator/UPS)	.....	
Back-up operation (parallel/standby/standby running)	.....	
Is the switchover process (grid to back-up) automatic	.....	
Please describe the process of back-up operation in case of a grid power failure:	.....	

Premier League Forms

Vertical Lux Towards the Principal Camera

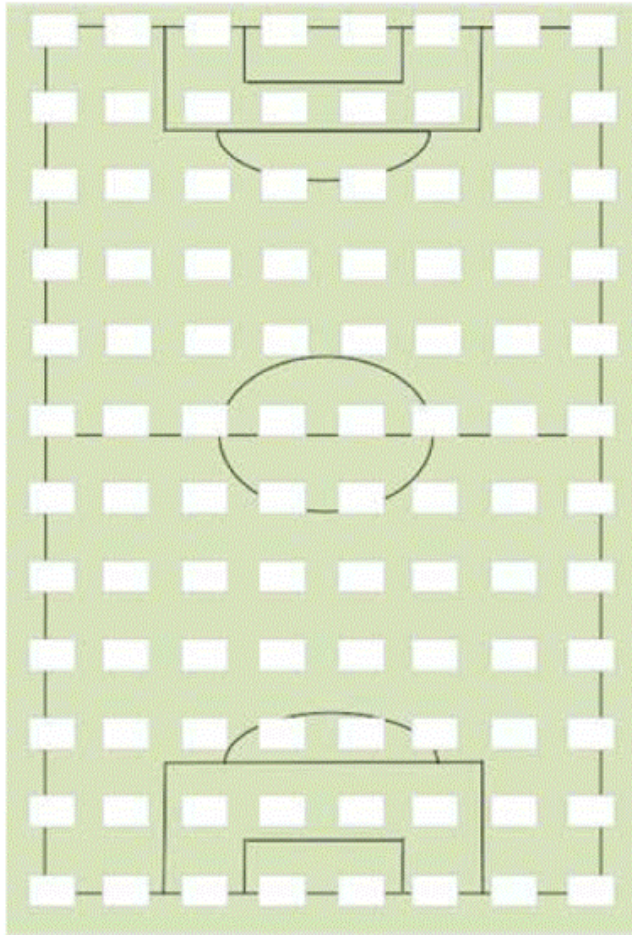
Average .....  
Maximum .....  
Minimum .....  
U1v .....  
U2v .....





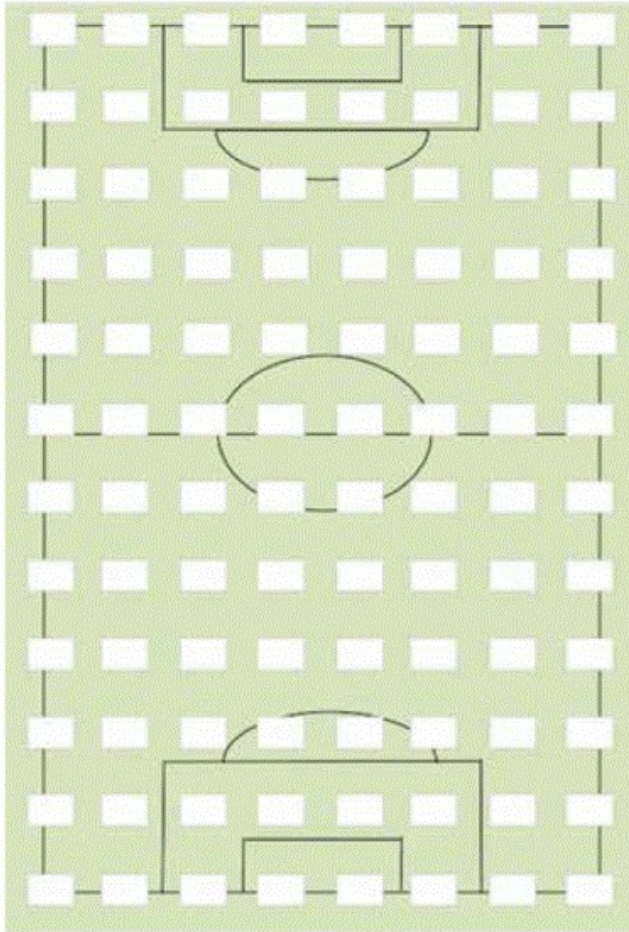
Vertical Lux (0/360°)

Average .....  
Maximum .....  
Minimum .....  
U1v .....  
U2v .....



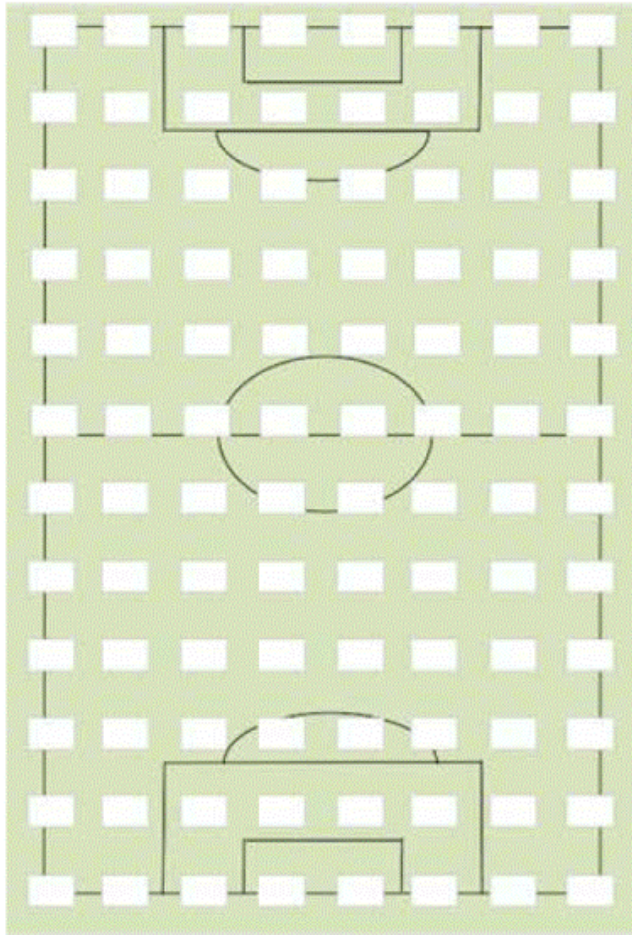
Vertical Lux (90°)

Average .....  
Maximum .....  
Minimum .....  
U1v .....  
U2v .....



Vertical Lux (180°)

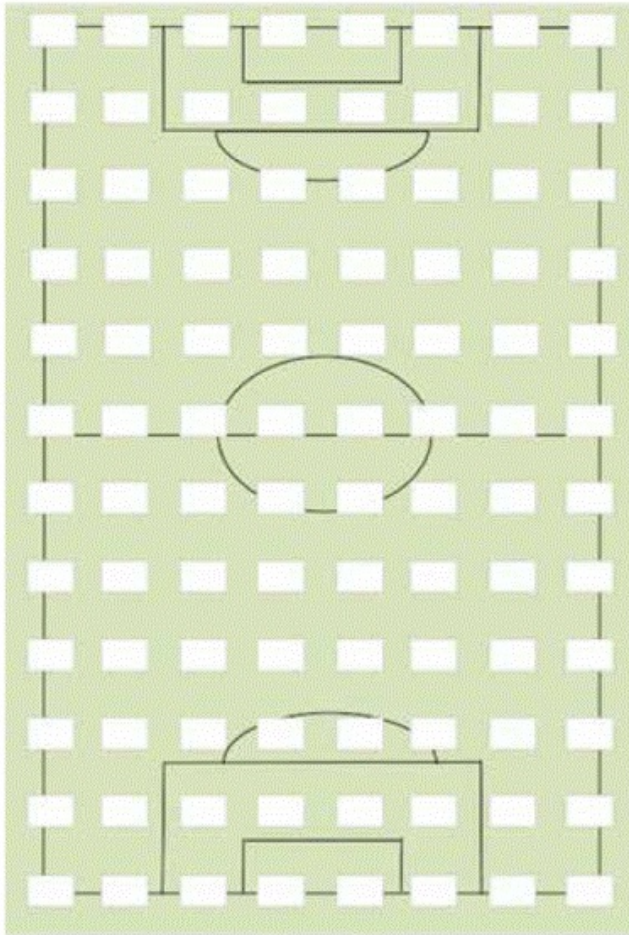
Average .....  
Maximum .....  
Minimum .....  
U1v .....  
U2v .....





Vertical Lux (270°)

Average .....  
Maximum .....  
Minimum .....  
U1v .....  
U2v .....





# Premier League

## Form 9

Team Sheet of ..... Football Club (Rule L.21)

Date ..... Kick-off time .....

Opponents ..... F.C. Referee .....

Premier League Forms

Team

Shirt No.	Name

Substitutes

Shirt No.	Name	Replaced	Time

Officials occupying the trainer's bench

Name	Job Title

Colour of strip

Shirt	Shorts	Stockings	Goalkeeper's Shirt	Goalkeeper's Stockings

Signed ..... Position .....







# Premier League

Form 11

Gate Statement (Rule L.39)  
Season 20..... 20.....

Premier League Forms

Date of Match .....  
Home Club ..... F.C. Visiting Club ..... F.C.

Tickets Issued and Attendance	Home Club	Visiting Club	Total
Total No. of tickets issued			0
No. of spectators attending*			0

RECEIPTS**	
Value of ticket sales £	£0

Signed .....

Position .....

Date .....

\* including hospitality  
\*\* net of VAT

## Premier League

Form 12

Notification of Shirt Numbers Allocated by  
..... Football Club (Rule M.6)

To: **The Board**  
**The Premier League**

The shirt numbers allocated to members of our First Team squad in Season 20/20.....  
are as follows:

Shirt No.	Name	Shirt No.	Name
1		24	
2		25	
3		26	
4		27	
5		28	
6		29	
7		30	
8		31	
9		32	
10		33	
11		34	
12		35	
13		36	
14		37	
15		38	
16		39	
17		40	
18		41	
19		42	
20		43	
21		44	
22		45	
23		46	

I undertake to give your prompt notice of any deletions from or additions to the above  
list occurring during the Season.

Signed ..... Position .....

Date .....

# Premier League

Form 13



Registration of Strips by ..... Football Club  
(Rule M.17)

Premier League Forms

To: **The Board**  
**The Premier League**

I submit herewith samples of our home Strip, alternative Strip(s) and goalkeeper's Strip for Season 20..... /20.....

A brief description of each is as follows:

### Home Strip

Shirts : .....  
Shorts : .....  
Stockings : .....  
Goalkeeper : .....

### Alternative Strip 1

Shirts : .....  
Shorts : .....  
Stockings : .....  
Goalkeeper : .....

### Alternative Strip 2\*

Shirts : .....  
Shorts : .....  
Stockings : .....  
Goalkeeper : .....

Signed .....

Position .....

Date .....

*\* delete if inapplicable*

# Premier League

# Form 14

Notification by Visiting Club to Home Club of Strip (Rule M.24)

To: [Name and address of Home Club] .....  
.....  
.....

Please take notice that at our League Match against you on [date of match] .....  
....., our team will wear the following Strip:

### Outfield Players

Shirts: .....  
Shorts .....  
Stockings .....

### Goalkeeper

Shirts: .....  
Shorts .....  
Stockings .....

Signed .....

Position .....

Date .....



# Premier League

Form 15

Scout Registration Form (Rule Q.2)

### Scout's Particulars

Surname ..... Other name(s) .....

Address.....

..... Post Code .....

Date of birth .....

Premier League Forms

### Application to Register

We hereby apply for the above-named to be registered as a Scout whose registration is held by ..... Football Club

Signed .....  
Authorised Signatory

Date .....

### Endorsement by Scout

I hereby consent to the above application. I certify that the above particulars are correct. I agree to be bound by the Rules of the Premier League.

Signed .....

Date .....

I hereby certify that I have this day registered [*name of Scout*] .....  
..... as a Scout registered with .....Football Club

Signed ..... Date .....

For and on behalf of the Board of the Premier League

Cancellation of Scout Registration (Rule Q.5)

To: **The Board**  
**The Premier League**

We, ..... Football Club, hereby give notice that on  
[date] we ceased to employ or engage [name of Scout].....  
and we hereby apply for his registration to be cancelled.

Signed .....  
Authorised Signatory

Date .....

**Certificate**

I hereby certify that I have this day cancelled the registration of [name of Scout]  
..... with ..... Football Club and removed  
his name from the register of Scouts.

Signed ..... Date .....

For and on behalf of the Board of the Premier League





Safeguarding Roles and Responsibilities (Section 5)

To: The Board  
The Premier League

From: ..... Football Club

Premier League Forms

The following member of Staff has been designated as the Senior Safeguarding Lead:

Name .....

The following member of Staff has been designated as the Head of Safeguarding:

Name .....

The following member of Staff has been designated as Lead Disclosure Officer:

Name .....

Signed .....

Position .....

Date .....

# Premier League

Form 18

## Staff Register (Section 5)

Name of Club .....

### Staff Particulars

Name	Address	Position Held	Date of Rule S.11 Clearance	Date Started	Date Left	Date of last safeguarding training
------	---------	---------------	-----------------------------	--------------	-----------	------------------------------------

.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	.....	.....
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# Premier League

Form 19

English Football League Contract

No.

FA Copy	
League Copy	
Club Copy	
Player Copy	

Premier League Forms

Player's surname	
Player's forename(s)	
Present Postal Address	

\*The Player's birth certificate must be provided to the League in the case of his first registration.

**AN AGREEMENT** made the (day) ..... day of (month and year) .....

Between ..... **Football Club/Company Limited/Plc** whose registered office is at (address) .....

**Registered Company No** .....

(hereinafter referred to as "the Club") of the one part and the above-named Player (hereinafter referred to as "the Player") of the other part

**WHEREBY it is agreed as follows:**

### 1. Definitions and Interpretation

1.1 The words and phrases below shall have the following meaning.

**"Associated Company"** shall mean any company which is a holding company or subsidiary (each as defined in Section 736 of the Companies Act 1985) of the Club or of any holding company of the Club.

**"the Board"** shall mean the board of directors of the Club for the time being or any duly authorised committee of such board of directors.

**“Club Context”** shall mean in relation to any representation of the Player and/or the Player’s Image a representation in connection or combination with the name colours Strip trade marks logos or other identifying characteristics of the Club (including trade marks and logos relating to the Club and its activities which trade marks and logos are registered in the name of and/or exploited by any Associated Company) or in any manner referring to or taking advantage of any of the same.

**“Club Rules”** shall mean the rules or regulations affecting the Player from time to time in force and published by the Club.

**“Code of Practice”** shall mean the Code of Practice from time to time in force and produced jointly by the Football Association Premier League Limited and the PFA in conjunction with the FA.

**“the FA Rules”** shall mean the rules and regulations from time to time in force of the FA and including those of FIFA and UEFA to the extent they relate or apply to the Player or the Club.

**“the FA”** shall mean the Football Association Limited.

**“FIFA”** shall mean the Fédération Internationale de Football Association.

**“Gross Misconduct”** shall mean serious or persistent conduct behaviour activity or omission by the Player involving one or more of the following:

- (a) theft or fraud;
- (b) deliberate and serious damage to the Club’s property;
- (c) use or possession of or trafficking in a Prohibited Substance;
- (d) incapacity through alcohol affecting the Player’s performance as a player;
- (e) breach of or failure to comply with of any of the terms of this contract

or such other similar or equivalent serious or persistent conduct behaviour activity or omission by the Player which the Board reasonably considers to amount to gross misconduct.

**“Holiday Year”** shall mean a period of twelve months from 1st July in one year to 30th June in the next year.



**“Intermediary”** means any person who qualifies as an Intermediary for the purposes of the FA Regulations on Working with Intermediaries as they may be amended from time to time.

**“Internet”** shall mean the global network of computer systems using TCP/IP protocols including (without limitation) the World Wide Web.

**“the Laws of the Game”** shall mean the laws from time to time in force governing the game of association football as laid down by the International Football Association Board (as defined in the statutes of FIFA).

**“the League”** shall mean the football league of which the Club is a member from time to time.

**“the League Rules”** shall mean the rules or regulations from time to time in force of the League.

**“Manager”** shall mean the official of the Club responsible for selecting the Club’s first team.

**“Media”** shall mean any and all media whether now existing or hereafter invented including but not limited to any print and/or paper medium broadcast satellite or cable transmission and any visual and/or audio medium and including but not limited to the Internet any television or radio channel Website webcast and/or any transmission made by any mobile or mobile telephony standard or technology or other media or broadcasting service.

**“PFA”** shall mean the Professional Footballers Association.

**“Permanent Incapacity”** shall mean either (a) “Permanent Total Disablement” as defined in the League’s personal accident insurance scheme or (b) incapacity of the Player by reason of or resulting from any injury or illness (including mental illness or disorder) where in the written opinion of an appropriately qualified medical consultant instructed by the Club (“the Initial Opinion”) and (if requested in writing either by the Club at any time or by the Player at any time but not later than twenty one days after receipt from the Club of notice in writing terminating this contract pursuant to clause 8.1) of a further such consultant approved or proposed by the Player (and in the absence of either an approval or proposal within

28 days of the request nominated on the application of either party by the President ("the President") for the time being of the Royal College of Surgeons ("the Further Opinion") the Player will be unlikely by reason of such incapacity to play football to the same standard at which the Player would have played if not for such incapacity for a consecutive period of not less than twenty months commencing on the date of commencement of the incapacity **PROVIDED** that if the Initial Opinion and the Further Opinion disagree with one another then if the Further Opinion was given by a consultant nominated by the President it shall prevail but if not then a third opinion ("the Third Opinion") from a consultant nominated by the President may be obtained on the application of either party and that opinion shall be final and binding for the purposes of this definition.

**"Player's Image"** shall mean the Player's name nickname fame image signature voice and film and photographic portrayal virtual and/or electronic representation reputation replica and all other characteristics of the Player including his shirt number.

**"Player Injury"** shall mean any injury or illness (including mental illness or disorder) other than any injury or illness which is directly caused by or results directly from a breach by the Player of his obligations under clause 3.2.1 of this contract or of any other of his obligations hereunder amounting to Gross Misconduct.

**"Prohibited Substance"** shall have the meaning set out in the FA Rules.

**"the Rules"** shall mean the statutes and regulations of FIFA and UEFA the FA Rules the League Rules the Code of Practice and the Club Rules.

**"Strip"** shall mean all versions from time to time of the Club's official football clothing including shirts shorts socks and/or training kit track suits headwear and/or any other clothing displaying the Club's name and/or official logo.

**"UEFA"** shall mean the Union des Associations Européennes de Football.

**"Website"** shall mean a site forming part of the Internet with a unique URL/ domain name.





- 1.2 For the purposes of this contract and provided the context so permits:
    - 1.2.1 the singular shall include the plural and vice versa and any gender includes any other gender;
    - 1.2.2 references to person shall include any entity business firm or unincorporated association; and
    - 1.2.3 references to statutory enactments or to the Rules shall include re-enactments and amendments of substantially the same intent as the original referenced enactment or Rule.
  - 1.3 The headings of this contract are for convenience only and not interpretation.
  - 1.4 In the event of any dispute as to the interpretation of any of the provisions of this contract reference shall be made (where appropriate) for clarification to the Code of Practice but so that in the event of any conflict the provisions of this contract shall prevail. Subject thereto wherever specific reference to the Code of Practice is made in this contract the relevant terms and provisions thereof are deemed incorporated herein as if set out in full.
- 2. Appointment and duration**
- 2.1 The Club engages the Player as a professional footballer on the terms and conditions of this contract and subject to the Rules.
  - 2.2 This contract shall remain in force until the date specified in clause 2 of Schedule 2 hereto subject to any earlier determination pursuant to the terms of this contract.
- 3. Duties and Obligations of the Player**
- 3.1 The Player agrees:
    - 3.1.1 when directed by an authorised official of the Club:
      - 3.1.1.1 to attend matches in which the Club is engaged;
      - 3.1.1.2 to participate in any matches in which he is selected to play for the Club; and
      - 3.1.1.3 to attend at any reasonable place for the purposes of and to participate in training and match preparation;

- 3.1.2 to play to the best of his skill and ability at all times;
  - 3.1.3 except to the extent prevented by injury or illness to maintain a high standard of physical fitness at all times and not to indulge in any activity sport or practice which might endanger such fitness or inhibit his mental or physical ability to play practise or train;
  - 3.1.4 to undertake such other duties and to participate in such other activities as are consistent with the performance of his duties under clauses 3.1.1 to 3.1.3 and as are reasonably required of the Player;
  - 3.1.5 that he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of this contract;
  - 3.1.6 to comply with and act in accordance with all lawful instructions of any authorised official of the Club;
  - 3.1.7 to play football solely for the Club or as authorised by the Club or as required by the Rules;
  - 3.1.8 to observe the Laws of the Game when playing football;
  - 3.1.9 to observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this contract;
  - 3.1.10 to submit promptly to such medical and dental examinations as the Club may reasonably require and to undergo at no expense to himself such treatment as may be prescribed by the medical or dental advisers of the Club or the Club's insurers;
  - 3.1.11 on the termination of this contract for any cause to return to the Club in a reasonable and proper condition any property (including any car) which has been provided or made available by the Club to the Player in connection with his employment.
- 3.2 The Player agrees that he shall not:
- 3.2.1 undertake or be involved in any activity or practice which will knowingly cause to be void or voidable or which will invoke any exclusion of the Player's cover pursuant to any policy of insurance maintained for the benefit of the Club on the life of the Player or



- covering his physical well-being (including injury and incapacity and treatment thereof);
- 3.2.2 when playing or training wear anything (including jewellery) which is or could be dangerous to him or any other person;
- 3.2.3 except to the extent specifically agreed in writing between the Club and the Player prior to the signing of this contract use as his regular place of residence any place which the Club reasonably deems unsuitable for the performance by the Player of his duties other than temporarily pending relocation;
- 3.2.4 undertake or be engaged in any other employment or be engaged or involved in any trade business or occupation or participate professionally in any other sporting or athletic activity without the prior written consent of the Club **PROVIDED THAT** this shall not:
- 3.2.4.1 prevent the Player from making any investment in any business so long as it does not conflict or interfere with his obligations hereunder; or
- 3.2.4.2 limit the Player's rights under clauses 4 and 6.1.8;
- 3.2.5 knowingly or recklessly do write or say anything or omit to do anything which is likely to bring the Club or the game of football into disrepute cause the Player or the Club to be in breach of the Rules or cause damage to the Club or its officers or employees or any match official. Whenever circumstances permit the Player shall give to the Club reasonable notice of his intention to make any contributions to the public media in order to allow representations to be made to him on behalf of the Club if it so desires;
- 3.2.6 except in the case of emergency arrange or undergo any medical treatment without first giving the Club proper details of the proposed treatment and physician/surgeon and requesting the Club's consent which the Club will not unreasonably withhold having due regard to the provisions of the Code of Practice.

#### 4. Community public relations and marketing

- 4.1 For the purposes of the promotional community and public relations activities of the Club and/or (at the request of the Club) of any sponsors

or commercial partners of the Club and/or of the League and/or of any main sponsors of the League the Player shall attend at and participate in such events as may reasonably be required by the Club including but not limited to appearances and the granting of interviews and photographic opportunities as authorised by the Club. The Club shall give reasonable notice to the Player of the Club's requirements and the Player shall make himself available for up to six hours per week of which approximately half shall be devoted to the community and public relations activities of the Club. No photograph of the Player taken pursuant to the provisions of this clause 4.1 shall be used by the Club or any other person to imply any brand or product endorsement by the Player.

- 4.2 Whilst he is providing or performing the services set out in this contract (including travelling on Club business) the Player shall:
- 4.2.1 wear only such clothing as is approved by an authorised official of the Club; and
  - 4.2.2 not display any badge mark logo trading name or message on any item of clothing without the written consent of an authorised official of the Club provided that nothing in this clause shall prevent the Player wearing and/or promoting football boots and in the case of a goalkeeper gloves of his choice.
- 4.3 Subject in any event to clause 4.4 and except to the extent of any commitments already entered into by the Player as at the date hereof or when on international duty in relation to the Players' national football association UEFA or FIFA he shall not (without the written consent of the Club) at any time during the term of this contract do anything to promote endorse or provide promotional marketing or advertising services or exploit the Player's Image either (a) in relation to any person in respect of such person's products brand or services which conflict or compete with any of the Club's club branded or football related products (including the Strip) or any products brand or services of the Club's two main sponsors/commercial partners or of the League's one principal sponsor or (b) for the League
- 4.4 The Player agrees that he will not either on his own behalf or with or through any third party undertake promotional activities in a Club Context nor exploit the Player's Image in a Club Context in any manner and/or in any Media nor grant the right to do so to any third party.





- 4.5 Except to the extent specifically herein provided or otherwise specifically agreed with the Player nothing in this contract shall prevent the Player from undertaking promotional activities or from exploiting the Player's Image so long as:
- 4.5.1 the said promotional activities or exploitation do not interfere or conflict with the Player's obligations under this contract; and
  - 4.5.2 the Player gives reasonable advance notice to the Club of any intended promotional activities or exploitation.
- 4.6 The Player hereby grants to the Club the right to photograph the Player both individually and as a member of a squad and to use such photographs and the Player's Image in a Club Context in connection with the promotion of the Club and its playing activities and the promotion of the League and the manufacture sale distribution licensing advertising marketing and promotion of the Club's club branded and football related products (including the Strip) or services (including such products or services which are endorsed by or produced under licence from the Club) and in relation to the League's licensed products services and sponsors in such manner as the Club may reasonably think fit so long as:
- 4.6.1 the use of the Player's photograph and/or Player's Image either alone or with not more than two other players at the Club shall be limited to no greater usage than the average for all players regularly in the Club's first team;
  - 4.6.2 the Player's photograph and/or Player's Image shall not be used to imply any brand or product endorsement by the Player; and
  - 4.6.3 **PROVIDED** that all rights shall cease on termination of this contract save for the use and/or sale of any promotional materials or products as aforesaid as shall then already be manufactured or in the process of manufacture or required to satisfy any outstanding orders.
- 4.7 In its dealings with any person permitted by the Club to take photographs of the Player the Club shall use reasonable endeavours to ensure that the copyright of the photographs so taken is vested in the Club and/or that no use is made of the said photographs without the Club's consent and in accordance with the provisions of this contract.

- 4.8 The Player shall be entitled to make a responsible and reasonable reply or response to any media comment or published statements likely to adversely affect the Player's standing or reputation and subject as provided for in clause 3.2.5 to make contributions to the public media in a responsible manner.
- 4.9 In this clause 4 where the context so admits the expression "the Club" includes any Associated Company of the Club but only to the extent and in the context that such company directly or indirectly provides facilities to or undertakes commercial marketing or public relations activities for the Club and not so as to require the consent of any Associated Company when consent of the Club is required.
- 4.10 For the purposes of the Contracts (Rights of Third Parties) Act 1999 nothing in this clause 4 is intended to nor does it give to the League any right to enforce any of its provisions against the Club or the Player.
- 4.11 Nothing in this clause 4 shall prevent the Club from entering into other arrangements additional or supplemental hereto or in variance hereof in relation to advertising marketing and/or promotional services with the Player or with or for all or some of the Club's players (including the Player) from time to time. Any other such arrangements which have been agreed as at the date of the signing of this contract and any image contract or similar contract required to be set out in this contract by the League Rules are set out in Schedule 2 paragraph 13.
- 5. Remuneration and expenses**
- 5.1 Throughout his engagement the Club shall pay to the Player the remuneration and shall provide the benefits (if any) as are set out in Schedule 2.
- 5.2 The Club shall reimburse the Player all reasonable hotel and other expenses wholly and exclusively incurred by him in or about the performance of his duties under this contract **PROVIDED** that the Player has obtained the prior authorisation of a director the Manager or the secretary of the Club and the Player furnishes the Club with receipts or other evidence of such expenses.
- 5.3 The Club may deduct from any remuneration payable to the Player:
- 5.3.1 any monies disbursed and/or liabilities incurred by the Club on behalf of the Player with the Players prior consent;





- 5.3.2 any other monies (but not claims for damages or compensation) which can be clearly established to be properly due from the Player to the Club.
- 5.4 If at a Disciplinary hearing conducted under Part 1 of Schedule 1 hereto a fine is imposed on a player calculated by reference to the Player's weekly wage, the fine shall take the form of a forfeiture of wages of a corresponding amount so that the amount forfeit shall not become payable to the Player. The forfeiture shall take effect in relation to the monthly instalment of the Player's remuneration falling due next after the date on which the notice of the decision is given to him ("Pay Day"). But see clause 5.5 dealing with appeals. For the avoidance of doubt, the amount forfeit is the gross amount of the weekly wage.
- 5.5 If on Pay Day the time for appealing has not expired or if notice of appeal has been given, the reference to Pay Day shall be to the day on which the monthly instalment of remuneration becomes payable next after (i) the expiry of the time for appealing without any appeal having been made or (ii) if an appeal is made, the date on which the outcome of the appeal is notified to the Player. In the case of an appeal, the amount that is forfeit shall be the amount (if any) determined on appeal.

## 6. Obligations of the Club

- 6.1 The Club shall:
- 6.1.1 observe the Rules all of which (other than the Club Rules) shall take precedence over the Club Rules;
- 6.1.2 provide the Player each year with copies of all the Rules which affect the Player and of the terms and conditions of any policy of insurance in respect of or in relation to the Player with which the Player is expected to comply;
- 6.1.3 promptly arrange appropriate medical and dental examinations and treatment for the Player at the Club's expense in respect of any injury to or illness (including mental illness or disorder) of the Player save where such injury or illness is caused by an activity or practice on the part of the Player which breaches clause 3.2.1 hereof in which case the Club shall only be obliged to arrange and pay for treatment to the extent that the cost thereof remains covered by the Club's policy of medical insurance or (if the Club does not maintain such

a policy) then to the extent that it would remain covered by such a policy were one maintained upon normal industry terms commonly available within professional football and so that save as aforesaid this obligation shall continue in respect of any examinations and/or treatment the necessity for which arose during the currency of this contract notwithstanding its subsequent expiry or termination until the earlier of completion of the necessary examinations and/or prescribed treatment and a period of eighteen months from the date of expiry or termination hereof;

- 6.1.4 The Club shall use all reasonable endeavours to ensure that any policy of insurance maintained by the Club for the benefit of the Player continues to provide cover for any examinations and/or treatment as are referred to in clause 6.1.3 until completion of any such examinations and/or treatment;
- 6.1.5 comply with all relevant statutory provisions relating to industrial injury and any regulations made pursuant thereto;
- 6.1.6 at all times maintain and observe a proper health and safety policy for the security safety and physical well being of the Player when carrying out his duties under this contract;
- 6.1.7 in any case where the Club would otherwise be liable as employer for any acts or omissions of the Player in the lawful and proper performance of his playing practising or training duties under this contract defend the Player against any proceedings threatened or brought against him at any time arising out of the carrying out by him of any such acts or omissions and indemnify him from any damages awarded and this obligation and indemnity shall continue in relation to any such acts or omissions during the currency of this contract notwithstanding its expiry or termination before such proceedings are threatened and/or brought;
- 6.1.8 give the Player every opportunity compatible with his obligations under this contract to follow any course of further education or vocational training which he wishes to undertake and give positive support to the Player in undertaking such education and training. The Player shall supply the Footballer's Further Education and Vocational Training Society with particulars of any courses undertaken by him; and



- 6.1.9 release the Player as required for the purposes of fulfilling the obligations in respect of representative matches to his national association pursuant to the statutes and regulations of FIFA.
- 6.2 The Club shall not without the consent in writing of the Player:
  - 6.2.1 take or use or permit to be used photographs of the Player for any purposes save as permitted by clause 4; or
  - 6.2.2 use or reveal the contents of any medical reports or other medical information regarding the Player obtained by the Club save for the purpose of assessing the Player's health and fitness obtaining medical and insurance cover and complying with the Club's obligations under the Rules.

## 7. Injury and Illness

- 7.1 Any injury to or illness of the Player shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such injury or illness.
- 7.2 In the event that the Player shall become incapacitated from playing by reason of any injury or illness (including mental illness or disorder) the Club shall pay to the Player during such period of incapacity or the period of this contract (whichever is the shorter) the following amounts of remuneration for the following periods:
  - 7.2.1 in the case of a Player Injury his basic wage over the first eighteen months and one half of his basic wage for the remainder of his period of incapacity;
  - 7.2.2 in the case of any other injury or illness his basic wage over the first twelve months and one half of his basic wage for the remainder of his period of incapacity.
- 7.3 In each case specified in clause 7.2 above there shall be paid to the Player in addition to his basic wage all or the appropriate share of any bonus payments if and to the extent that payment or provision for continuation of the same is specifically provided for in Schedule 2 or in the Club's Bonus Scheme.
- 7.4 The payments made by the Club pursuant to clause 7.2 shall be deemed to include all and any statutory sick pay and/or any other state benefits payable by reference to sickness to which the Player may be entitled.

- 7.5 Nothing in this clause 7 shall reduce or vary the entitlement of the Player to signing on fees and/or loyalty payments or any other payments of a similar nature due to him under this Contract.

## 8. Permanent or Prolonged Incapacity

- 8.1 In the event that:

8.1.1 the Player shall suffer Permanent Incapacity; or

8.1.2 the Player has been incapacitated from playing by reason of or resulting from the same injury or illness (including mental illness or disorder) for a period (consecutive or in the aggregate) amounting to eighteen months in any consecutive period of twenty months;

the Club shall be entitled to serve a notice upon the Player terminating this contract.

- 8.2 The length of such notice shall be twelve months in the case of an incapacity by reason of a Player Injury and six months in every other case.

- 8.3 The notice referred to in clause 8.1 may be served at any time after:

8.3.1 the date on which the Player is declared to be suffering Permanent Total Disablement under the terms of the League's personal accident insurance scheme; or

8.3.2 the date on which such Permanent Incapacity is established by the Initial Opinion; or

8.3.3 in the case of any incapacity as is referred to in 8.1.2 the date on which the period of incapacity shall exceed eighteen months as aforesaid but so that the right to terminate pursuant to clause 8.1.2 shall only apply while such incapacity shall continue thereafter.

- 8.4 In the event that after the service of any notice pursuant to clause 8.1.1 Permanent Incapacity is not confirmed by the Further Opinion (if requested) or (where relevant) by the Third Opinion then such notice shall lapse and cease to be of effect.

- 8.5 In the case of any notice of termination given under this clause 8 the Club shall be entitled by further notice on or after serving notice of termination to terminate this contract forthwith on paying to the Player at the time of such termination the remainder of his remuneration and any other sums properly due to him under this contract and the value of any other benefits





which would be payable or available to the Player during the remainder of the period of his notice of termination provided always that the Club's obligations pursuant to clause 6.1.3 shall continue to apply during the remainder of the said notice period and for any further relevant period as provided therein.

- 8.6 Where the Club has made payment to the Player during any period of incapacity owing to illness or injury and the Player's absence is due to the action of a third party other than of another club player or match official in relation to any damage or injury sustained on or about the field of play or during training or practising giving the Player a right of recovery against that third party then if the Player makes any claim against such third party the Player must where he is reasonably able to do so include as part of such claim from such third party a claim for recovery of any such payment and upon successful recovery repay to the Club the lesser of the total of the remuneration paid by the Club to the Player during the period of incapacity and the amount of any damages payable to or recovered by the Player in respect of such claim or otherwise by reference to loss of earnings under this contract under any compromise settlement or judgment. Any amounts paid by the Club to the Player in such circumstances shall constitute loans from the Club to be repaid to the Club to the extent aforesaid upon successful recovery as aforesaid.

## 9. Disciplinary Procedure

Except in any case where the Club terminates the Player's employment pursuant to the provisions of clause 10 hereof (when the procedure set out therein shall apply) the Club shall operate the disciplinary procedure set out in Part 1 of Schedule 1 hereto in relation to any breach or failure to observe the terms of this contract or of the Rules.

## 10. Termination by the Club

- 10.1 The Club shall be entitled to terminate the employment of the Player by fourteen days' notice in writing to the Player if the Player:

10.1.1 shall be guilty of Gross Misconduct;

10.1.2 shall fail to heed any final written warning given under the provisions of Part 1 of Schedule 1 hereto; or

- 10.1.3 is convicted of any criminal offence where the punishment consists of a sentence of imprisonment of three months or more (which is not suspended).
- 10.2 If the Club terminates the Player's employment for any reason under clause 10.1 the Club shall within seven days thereafter notify the Player in writing of the full reasons for the action taken.
- 10.3 The Player may by notice in writing served on the Club and the League at any time from the date of termination up to fourteen days after receipt by the Player of written notification under clause 10.2 give notice of appeal against the decision of the Club to the League and such appeal shall be determined in accordance with the procedures applicable pursuant to the League Rules.
- 10.4 If the Player exercises his right of appeal the termination of this contract by the Club shall not become effective unless and until it shall have been determined that the Club was entitled to terminate this contract pursuant to clause 10.1 but so that if it is so determined then subject only to clause 10.5.3 the Player shall cease to be entitled to any remuneration or benefits with effect from the expiration of the period of notice referred to in clause 10.3 and any payment made by the Club in respect thereof shall forthwith become due from the Player to the Club.
- 10.5 Pending the hearing and determination of such appeal the Club may suspend the Player for up to a maximum of six weeks from the date of notice of termination and if the Board so determine such suspension shall be without pay provided that:
- 10.5.1 the payment due to the Player in respect of the fourteen days' notice period under clause 10.1 is made to the Player forthwith;
- 10.5.2 pending the determination of the appeal an amount equal to the remuneration which would otherwise have been due to the Player but for the suspension without pay is paid to an escrow account held by the PFA as and when it would otherwise have become due for payment to the Player and following the determination of the appeal the PFA will either pay the money (including interest earned on the said account) to the Player or return it to the Club according to the appeal decision;





- 10.5.3 all other benefits for the Player under the provisions of clauses 6.1.3 and 6.1.4 of this contract shall be maintained and remain in force while the appeal is pending; and
- 10.5.4 during any such period of suspension the Club shall be under no obligation to assign to the Player any playing training or other duties and shall be entitled to exclude the Player from the Club's premises including its ground and training ground.
- 10.6 Upon any termination of this contract by the Club becoming operative the Club shall forthwith release the Player's registration.

## 11. Termination by the Player

- 11.1 The Player shall be entitled to terminate this contract by fourteen days' notice in writing to the Club if the Club:
  - 11.1.1 shall be guilty of serious or persistent breach of the terms and conditions of this contract; or
  - 11.1.2 fails to pay any remuneration or other payments or bonuses due to the Player or make available any benefits due to him as it or they fall due or within fourteen days thereafter and has still failed to make payment in full or make the benefits available by the expiry of the said fourteen days' notice.
- 11.2 The Club may within fourteen days of receipt of any notice of termination of this contract by the Player in accordance with clause 11.1 give written notice of appeal against such termination to the Player and to the League which shall hear such appeal in accordance with procedures applicable pursuant to the League Rules.
- 11.3 If the Club exercises its right of appeal pursuant to clause 11.2 the termination of this contract shall not become operative unless and until it shall have been determined that the Player was entitled to terminate this contract pursuant to clause 11.1.
- 11.4 Upon any termination of this contract by the Player becoming operative the Club shall forthwith release the Player's registration.

**12. Grievance Procedure**

In the event that the Player has any grievance in connection with his employment under this contract the grievance procedures set out in Part 2 of the Schedule 1 hereto shall be available to the Player.

**13. Representation of Player**

In any disciplinary or grievance procedure the Player shall be entitled to be accompanied by or represented by his Club captain or a PFA delegate and/or any officer of the PFA.

**14. Holidays**

For each Holiday Year the Player shall be entitled to take in the aggregate the equivalent of five weeks paid holiday to be taken at a time or times and for such days during the Holiday Year as shall be determined by the Club but so that (subject to the Club's first team and any international commitments) the Club shall not unreasonably refuse to permit the Player to take three of such weeks consecutively. Holidays not taken during any Holiday Year (or subject to agreement by the Club within one month of the end of such Holiday Year) may not be carried forward into any subsequent Holiday Year.

**15. Survival**

The provisions of this contract shall remain in full force and effect in respect of any act or omission of either party during the period of this contract notwithstanding the termination of this contract.

**16. Confidentiality**

This contract is to be treated as being private and confidential and its contents shall not be disclosed or divulged either directly or indirectly to any person firm or company whatsoever either by the Club the Player or any Intermediary of the Club or the Player except:

- 16.1 with the prior written agreement of both the Club and the Player; or
- 16.2 as may be required by any statutory regulatory governmental or quasi governmental authorities or as otherwise required by law or pursuant to the Rules including (where appropriate) any recognised stock exchange; or



- 16.3 in the case of the Player to his duly appointed Intermediary and professional advisers including the PFA; or
- 16.4 in the case of the Club to its duly appointed Intermediary and its professional advisers or to such of its directors secretary servants or representatives or auditors to whom such disclosure is strictly necessary for the purposes of their duties and then only to the extent so necessary.

### 17. Arbitration

Any dispute between the Club and the Player not provided for in clauses 9, 10, 11, 12 and Schedule 1 hereof shall be referred to arbitration in accordance with the League Rules or (but only if mutually agreed by the Club and the Player) in accordance with the FA Rules.

### 18. Specificity of Football

The parties hereto confirm and acknowledge that this contract the rights and obligations undertaken by the parties hereto and the fixed term period thereof reflect the special relationship and characteristics involved in the employment of football players and the participation by the parties in the game of football pursuant to the Rules and the parties accordingly agree that all matters of dispute in relation to the rights and obligations of the parties hereto and otherwise pursuant to the Rules including as to termination of this contract and any compensation payable in respect of termination or breach thereof shall be submitted to and the parties hereto accept the jurisdiction and all appropriate determinations of such tribunal panel or other body (including pursuant to any appeal therefrom) pursuant to the provisions of and in accordance with the procedures and practices under this contract and the Rules.

### 19. Severance

- 19.1 If the Player shall not make an application to an Employment Tribunal for compensation in respect of unfair dismissal or redundancy as a result of not being offered a new contract either on terms at least as favourable as under this contract or at all then the following provisions of this clause 19 shall take effect.
- 19.2 If by the expiry of this contract the Club has not made to the Player an offer of re-engagement on terms at least as favourable to the Player as those applicable over the last twelve months of this contract (or the length

of this contract if shorter) then subject to clauses 19.1 and 19.3 the Player shall continue to receive from his Club (as a separate payment representing compensation as more particularly referred to in the Code of Practice) a payment equal to his weekly basic wage (at the average amount of his weekly wage over the preceding 12 months of this contract or the whole of this contract if shorter) for a period of one month from the expiry of this contract or until the Player signs for another club whichever period is the shorter provided that where the Player signs for another club within that period of one month at a lower basic wage than such average then such payment shall in addition include a sum equal to the shortfall in such basic wage for the remainder of such period;

- 19.3 The maximum amount payable to the Player under sub-clause 19.2 is double the maximum sum which an Employment Tribunal can award from time to time as a compensatory award for unfair dismissal.

## 20. Miscellaneous

- 20.1 This contract and the documents referred to herein constitute the entire agreement between the Club and the Player and supersede any and all preceding agreements between the Club and the Player.
- 20.2 The further particulars of terms of employment not contained in the body of this contract which must be given to the Player in compliance with Part 1 of the Employment Rights Act 1996 are given in Schedule 2.
- 20.3 This contract is signed by the parties hereto in duplicate so that for this purpose each signed agreement shall constitute an original but taken together they shall constitute one agreement.
- 20.4 For the purposes of the Data Protection Act 1998 the Player consents to the Club the League PFA and FA collecting Personal Data including Sensitive Personal Data (both as defined in the said Act) about the Player. The Club's Data Protection Policy can be found in the Club's employee handbook.

## 21. Jurisdiction and Law

This contract shall be governed by and construed in accordance with English law and the parties submit to the non exclusive jurisdiction of the English Courts.



Schedule 1  
Part 1  
Disciplinary Procedure and Penalties

**1. Introduction**

The disciplinary procedure aims to ensure that the Club behaves fairly in investigating and dealing with allegations of unacceptable conduct with a view to helping and encouraging all employees of the Club to achieve and maintain appropriate standards of conduct and performance. The Club nevertheless reserves the right to depart from the precise requirements of its disciplinary procedure where the Club considers it expedient to do so and where the Player's resulting treatment is no less fair.

**2. Records**

All cases of disciplinary action under this procedure will be recorded and placed in the Club's records until deleted in accordance with paragraph 4.2. A copy of the Club's disciplinary records concerning the Player will be supplied to the Player at his request.

**3. The Procedure**

The following steps will be taken as appropriate in all cases of disciplinary action:

**3.1 Investigation**

No action will be taken before a proper investigation has been undertaken by the Club into the matter complained of. If the Club determines the same to be appropriate the Club may by written notice suspend the Player for up to fourteen days while the investigation takes place. If the Player is so suspended this contract will continue together with all the Player's rights under it including the payment of the Player's remuneration and benefits but during the period of suspension the Player will not be entitled to access to any of the Club's premises except at the prior request or with the prior consent of the Club and subject to such conditions as the Club may impose. The decision to suspend the Player will be notified in writing to the Player by the Club.



### 3.2 Disciplinary Hearing

- 3.2.1 If the Club decides to hold a disciplinary hearing about the matter complained of the Player will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Player will be given an opportunity to state his case either personally or through his representative as provided for in clause 13 of this contract.
- 3.2.2 Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Player the opportunity to state his case to the Manager or if the Player so requests to a director of the Club and where the Club considers it appropriate or where the Player requests the same without a disciplinary hearing.
- 3.2.3 A disciplinary hearing may proceed in the Player's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof

### 3.3 Appeals

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





#### 4. Disciplinary Penalties

- 4.1 At a disciplinary hearing or on an appeal against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:
  - 4.1.1 give an oral warning a formal written warning or after a previous warning or warnings a final written warning to the Player;
  - 4.1.2 impose a fine not exceeding the amount of the Player's basic wage for a period of up to two weeks for a first offence (unless otherwise approved by the PFA in accordance with the Code of Practice) and up to four weeks for subsequent offences in any consecutive period of twelve months but only in accordance with the provisions of the Code of Practice;
  - 4.1.3 order the Player not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding four weeks;
  - 4.1.4 in any circumstances which would entitle the Club to dismiss the Player pursuant to any of the provisions of clause 10 of this contract dismiss the Player or impose such other disciplinary action (including suspension of the Player and/or a fine of all or part of the amount of the Player's basic wage for a period not exceeding six weeks).
- 4.2 Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.

#### Part 2 Grievance Procedures

1. The Player shall bring any grievance informally to the notice of the Manager in the first instance. The Player may be required by the Manager to put any such grievance in writing. Having enquired into such grievance the Manager will then notify the Player of his decision.
2. If the grievance is not determined by the Manager to the Player's satisfaction the Player may within fourteen days thereafter serve formal notice of the grievance in writing on the secretary of the Club and the matter shall thereupon be determined by the chairman of the Club or by the Board as soon as possible and in any event within four weeks of the receipt of the notice.

Schedule 2 – *Insert Player's Name* .....  
 Supplemental Provisions and Employment Rights Act 1996

The following provisions shall apply to supplement the provisions of this contract and the information as set out herein in order to comply with the requirements of Part 1 of the Employment Rights Act 1996.

1. The Player's employment with the Club began on .....
2. The date of termination of this contract is **30 June 20**.....
3. No employment with a previous employer shall count as part of the Player's continuous period of employment hereunder.
4. The Player's hours of work are such as the Club may from time to time reasonably require of him to carry out his duties and the Player shall not be entitled to any additional remuneration for work done outside normal working hours.
5. The place of employment shall be at the Club's ground and training ground but the Club shall be entitled to require the Player to play and to undertake his duties hereunder at any other place throughout the world.
6. No contracting out certificate pursuant to the Pensions Scheme Act 1993 is in force in respect of the Player's employment under this contract.

**7. The Professional Footballers' Pension Scheme**

7.1 Immediately on signing this contract, the Player shall:

7.1.1 be automatically enrolled as; or

7.1.2 or continue to be;

a member of the 2011 Section of the Professional Footballers' Pension Scheme (the "**Scheme**") and shall remain so during the continuance of his employment hereunder unless he:

7.1.3 notifies the Scheme Administrator in writing that he wishes to opt out of the Scheme;

7.1.4 has previously registered with HM Revenue & Customs for Fixed or Enhanced Protection; or



- 7.1.5 is otherwise ineligible for membership of the Scheme in accordance with the terms of the Scheme's definitive trust deed and rules as amended from time to time.
- 7.2 For as long as the Player remains a member of the 2011 Section, an annual contribution (funded by the levy on transfer fees) will be paid into the Scheme for the benefit of the Player. The annual contribution shall be £5,208 or such other amount as determined by the Trustees of the Scheme from time to time.
- 7.3 The Player shall not be required to contribute to the 2011 Section but may elect to contribute such amount as he notifies to the Scheme Administrator in writing. Where a Player decides to contribute to the 2011 Section he can agree with his Club and the Scheme Administrator for the contribution to be made through a salary sacrifice arrangement.
- 7.4 Where, by virtue of previous membership of the Scheme, the Player has built up benefits under its Cash Section and/or Income Section, those benefits are frozen and will be revalued until his retirement from the Scheme. The Player shall be entitled to such benefits (including death benefits) from each section of the Scheme in which he has participated on such conditions as are set out in the Scheme's definitive trust deed and rules as amended from time to time.
- 7.5 The Player further agrees that the Club may disclose his name, address, gender, date of birth, National Insurance number, salary information and dates of commencement and termination of employment to the League and the administrators of the Scheme for the purposes of facilitating the administration of the Scheme.

**8. Remuneration**

The Player's remuneration shall be:

**8.1 Basic Wage:**

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

**8.2** Such of the bonuses and incentives as the Player shall be entitled to receive under the terms of the Club's bonus and incentive scheme as are set out below/a copy of which is annexed hereto.

.....

**8.3** Any other payments as follows:

.....

**9.** Insurances (if any) maintained for the benefit of the Player subject to the terms and conditions thereof during currency of this contract the premiums of which are paid by the Club.

Nature of Policy	Amount
.....	.....



10. Benefits (if any) to be provided to the Player during the currency of this contract

.....  
.....  
.....

11. The Player's normal retirement age is 35 years.

12. The terms and conditions of this contract form part of a number of collective agreements between the Club (through the League) and the Player (through the PFA) affecting the Player's employment and full details thereof are set out in the Code of Practice

13 (If applicable) The following provisions which are additional or supplemental to those set out in clause 4 have been agreed between the Club and the Player as referred to in clause 4.11.

.....  
.....  
.....

14. Any other provisions:

.....  
.....  
.....

**SIGNED by the Player** .....

**in the presence of:** .....

(Witness signature) .....

(Address) .....

Occupation .....

**SIGNED by the Player's parent or guardian (if the player is under 18)**

.....

**in the presence of:** .....

(Witness signature) .....

(Address) .....

Occupation .....

**SIGNED by (name)** .....

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

.....

(Witness signature) .....

(Address) .....

Occupation .....

Did Player use the services of an Intermediary                      yes/no

If yes, name of Intermediary .....

Signature of Intermediary .....

Did the Club use the services of an Intermediary                      yes/no

If yes, name of Intermediary .....

Signature of Intermediary .....





# Premier League

Form 20

## Premier League Contract

No.

FA Copy	
League Copy	
Club Copy	
Player Copy	

Premier League Forms

Player's surname	
Player's forename(s)	
Present Postal Address	
Date of Birth	
Place of Birth*	
Nationality	
National Insurance Number	
Club for which Player was last registered	
Club for which Player last played (excluding domestic trial)	

\*The Player's birth certificate must be provided to the League in the case of his first registration.

**AN AGREEMENT** made the (*day*) ..... day of (*month and year*) .....

Between ..... **Football Club/Company Limited/Plc** whose registered office is at (**address**) .....

**Registered Company No** .....

(hereinafter referred to as "the Club") of the one part and the above-named Player (hereinafter referred to as "the Player") of the other part

**WHEREBY it is agreed as follows:****1. Definitions and Interpretation**

1.1 The words and phrases below shall have the following meaning.

**"Associated Company"** shall mean any company which is a holding company or subsidiary (each as defined in Section 736 of the Companies Act 1985) of the Club or of any holding company of the Club.

**"the Board"** shall mean the board of directors of the Club for the time being or any duly authorised committee of such board of directors.

**"Club Context"** shall mean in relation to any representation of the Player and/or the Player's Image a representation in connection or combination with the name colours Strip trade marks logos or other identifying characteristics of the Club (including trade marks and logos relating to the Club and its activities which trade marks and logos are registered in the name of and/or exploited by any Associated Company) or in any manner referring to or taking advantage of any of the same.

**"Club Rules"** shall mean the rules or regulations affecting the Player from time to time in force and published by the Club.

**"Code of Practice"** shall mean the Code of Practice from time to time in force and produced jointly by the Football Association Premier League Limited and the PFA in conjunction with the FA.

**"the FA Rules"** shall mean the rules and regulations from time to time in force of the FA and including those of FIFA and UEFA to the extent they relate or apply to the Player or the Club.

**"the FA"** shall mean the Football Association Limited.

**"FIFA"** shall mean the Fédération Internationale de Football Association.

**"Gross Misconduct"** shall mean serious or persistent conduct behaviour



activity or omission by the Player involving one or more of the following:

- (a) theft or fraud;
- (b) deliberate and serious damage to the Club's property;
- (c) use or possession of or trafficking in a Prohibited Substance;
- (d) incapacity through alcohol affecting the Player's performance as a player;
- (e) breach of or failure to comply with of any of the terms of this contract

or such other similar or equivalent serious or persistent conduct behaviour activity or omission by the Player which the Board reasonably considers to amount to gross misconduct.

**"Holiday Year"** shall mean a period of twelve months from 1st July in one year to 30th June in the next year.

**"Intermediary"** means any Person who qualifies as an Intermediary for the purposes of the FA Regulations on Working with Intermediaries as they may be amended from time to time.

**"Internet"** shall mean the global network of computer systems using TCP/IP protocols including (without limitation) the World Wide Web.

**"the Laws of the Game"** shall mean the laws from time to time in force governing the game of association football as laid down by the International Football Association Board (as defined in the statutes of FIFA).

**"the League"** shall mean the football league of which the Club is a member from time to time.

**"the League Rules"** shall mean the rules or regulations from time to time in force of the League.

**"Manager"** shall mean the official of the Club responsible for selecting the Club's first team.

**"Media"** shall mean any and all media whether now existing or hereafter invented including but not limited to any print and/or paper medium broadcast satellite or cable transmission and any visual and/or audio medium and including but not limited to the Internet any television or radio channel Website

webcast and/or any transmission made by any mobile or mobile telephony standard or technology or other media or broadcasting service.

**"PFA"** shall mean the Professional Footballers Association.

**"Permanent Incapacity"** shall mean either (a) "Permanent Total Disablement" as defined in the League's personal accident insurance scheme or (b) incapacity of the Player by reason of or resulting from any injury or illness (including mental illness or disorder) where in the written opinion of an appropriately qualified medical consultant instructed by the Club ("the Initial Opinion") and (if requested in writing either by the Club at any time or by the Player at any time but not later than twenty one days after receipt from the Club of notice in writing terminating this contract pursuant to clause 8.1) of a further such consultant approved or proposed by the Player (and in the absence of either an approval or proposal within 28 days of the request nominated on the application of either party by the President ("the President") for the time being of the Royal College of Surgeons) ("the Further Opinion") the Player will be unlikely by reason of such incapacity to play football to the same standard at which the Player would have played if not for such incapacity for a consecutive period of not less than twenty months commencing on the date of commencement of the incapacity **PROVIDED** that if the Initial Opinion and the Further Opinion disagree with one another then if the Further Opinion was given by a consultant nominated by the President it shall prevail but if not then a third opinion ("the Third Opinion") from a consultant nominated by the President may be obtained on the application of either party and that opinion shall be final and binding for the purposes of this definition.

**"Player's Image"** shall mean the Player's name, nickname, fame, image, signature, voice and film and photographic portrayal, virtual and/or electronic representation, reputation, replica and all other characteristics of the Player including his shirt number.

**"Player Injury"** shall mean any injury or illness (including mental illness or disorder) other than any injury or illness which is directly caused by or results directly from a breach by the Player of his obligations under clause 3.2.1 of this contract or of any other of his obligations hereunder amounting to Gross Misconduct.



**“Prohibited Substance”** shall have the meaning set out in the FA Rules.

**“the Rules”** shall mean the statutes and regulations of FIFA and UEFA the FA Rules the League Rules the Code of Practice and the Club Rules.

**“Strip”** shall mean all versions from time to time of the Club’s official football clothing including shirts shorts socks and/or training kit track suits headwear and/or any other clothing displaying the Club’s name and/or official logo.

**“UEFA”** shall mean the Union des Associations Européennes de Football.

**“Website”** shall mean a site forming part of the Internet with a unique URL/ domain name.

- 1.2 For the purposes of this contract and provided the context so permits:
- 1.2.1 the singular shall include the plural and vice versa and any gender includes any other gender;
  - 1.2.2 references to person shall include any entity business firm or unincorporated association; and
  - 1.2.3 references to statutory enactments or to the Rules shall include re-enactments and amendments of substantially the same intent as the original referenced enactment or Rule.
- 1.3 The headings of this contract are for convenience only and not interpretation.
- 1.4 In the event of any dispute as to the interpretation of any of the provisions of this contract reference shall be made (where appropriate) for clarification to the Code of Practice but so that in the event of any conflict the provisions of this contract shall prevail. Subject thereto wherever specific reference to the Code of Practice is made in this contract the relevant terms and provisions thereof are deemed incorporated herein as if set out in full.

## 2. Appointment and duration

- 2.1 The Club engages the Player as a professional footballer on the terms and conditions of this contract and subject to the Rules.
- 2.2 This contract shall remain in force until the date specified in clause 2 of Schedule 2 hereto subject to any earlier determination pursuant to the terms of this contract.



### 3. Duties and Obligations of the Player

- 3.1 The Player agrees:
  - 3.1.1 when directed by an authorised official of the Club:
    - 3.1.1.1 to attend matches in which the Club is engaged;
    - 3.1.1.2 to participate in any matches in which he is selected to play for the Club; and
    - 3.1.1.3 to attend at any reasonable place for the purposes of and to participate in training and match preparation;
  - 3.1.2 to play to the best of his skill and ability at all times;
  - 3.1.3 except to the extent prevented by injury or illness to maintain a high standard of physical fitness at all times and not to indulge in any activity sport or practice which might endanger such fitness or inhibit his mental or physical ability to play practise or train;
  - 3.1.4 to undertake such other duties and to participate in such other activities as are consistent with the performance of his duties under clauses 3.1.1 to 3.1.3 and as are reasonably required of the Player;
  - 3.1.5 that he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of this contract;
  - 3.1.6 to comply with and act in accordance with all lawful instructions of any authorised official of the Club;
  - 3.1.7 to play football solely for the Club or as authorised by the Club or as required by the Rules;
  - 3.1.8 to observe the Laws of the Game when playing football;
  - 3.1.9 to observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this contract;
  - 3.1.10 to submit promptly to such medical and dental examinations as the Club may reasonably require and to undergo at no expense to himself such treatment as may be prescribed by the medical or dental advisers of the Club or the Club's insurers;





3.1.11 on the termination of this contract for any cause to return to the Club in a reasonable and proper condition any property (including any car) which has been provided or made available by the Club to the Player in connection with his employment.

**3.2 The Player agrees that he shall not:**

3.2.1 undertake or be involved in any activity or practice which will knowingly cause to be void or voidable or which will invoke any exclusion of the Player's cover pursuant to any policy of insurance maintained for the benefit of the Club on the life of the Player or covering his physical well-being (including injury and incapacity and treatment thereof);

3.2.2 when playing or training wear anything (including jewellery) which is or could be dangerous to him or any other person;

3.2.3 except to the extent specifically agreed in writing between the Club and the Player prior to the signing of this contract use as his regular place of residence any place which the Club reasonably deems unsuitable for the performance by the Player of his duties other than temporarily pending relocation;

3.2.4 undertake or be engaged in any other employment or be engaged or involved in any trade business or occupation or participate professionally in any other sporting or athletic activity without the prior written consent of the Club **PROVIDED THAT** this shall not:

3.2.4.1 prevent the Player from making any investment in any business so long as it does not conflict or interfere with his obligations hereunder; or

3.2.4.2 limit the Player's rights under clauses 4 and 6.1.8;

3.2.5 knowingly or recklessly do, write or say anything or omit to do anything which is likely to bring the Club or the game of football into disrepute, cause the Player or the Club to be in breach of the Rules or cause damage to the Club or its officers or employees or any match official. Whenever circumstances permit the Player shall give to the Club reasonable notice of his intention to make any contributions to the public media in order to allow representations to be made to him on behalf of the Club if it so desires;

- 3.2.6 except in the case of emergency arrange or undergo any medical treatment without first giving the Club proper details of the proposed treatment and physician/surgeon and requesting the Club's consent which the Club will not unreasonably withhold having due regard to the provisions of the Code of Practice.

#### 4. Community, public relations and marketing

- 4.1 For the purposes of the promotional, community and public relations activities of the Club and/or (at the request of the Club) of any sponsors or commercial partners of the Club and/or of the League and/or of any main sponsors of the League the Player shall attend at and participate in such events as may reasonably be required by the Club, including but not limited to, appearances and the granting of interviews and photographic opportunities as authorised by the Club. The Club shall give reasonable notice to the Player of the Club's requirements and the Player shall make himself available for up to six hours per week of which approximately half shall be devoted to the community and public relations activities of the Club. No photograph of the Player taken pursuant to the provisions of this clause 4.1 shall be used by the Club or any other person to imply any brand or product endorsement by the Player.
- 4.2 Whilst he is providing or performing the services set out in this contract (including travelling on Club business), the Player shall:
- 4.2.1 wear only such clothing as is approved by an authorised official of the Club; and
- 4.2.2 not display any badge, mark, logo, trading name or message on any item of clothing without the written consent of an authorised official of the Club provided that nothing in this clause shall prevent the Player wearing and/or promoting football boots and, in the case of a goalkeeper, gloves of his choice.
- 4.3 Subject in any event to clause 4.4 and except to the extent of any commitments already entered into by the Player as at the date hereof or when on international duty in relation to the Players' national football association UEFA or FIFA, he shall not (without the written consent of the Club) at any time during the term of this contract do anything to promote, endorse or provide promotional marketing or advertising services or exploit the Player's Image either (a) in relation to any person in respect of such person's products brand or services which conflict or compete with any of



the Club's club branded or football related products (including the Strip) or any products, brand or services of the Club's two main sponsors/commercial partners or of the League's one principal sponsor or (b) for the League.

- 4.4 The Player agrees that he will not either on his own behalf or with or through any third party, undertake promotional activities in a Club Context nor exploit the Player's Image in a Club Context in any manner and/or in any Media nor grant the right to do so to any third party.
- 4.5 Except to the extent specifically herein provided or otherwise specifically agreed with the Player, nothing in this contract shall prevent the Player from undertaking promotional activities or from exploiting the Player's Image so long as:
- 4.5.1 the said promotional activities or exploitation do not interfere or conflict with the Player's obligations under this contract; and
- 4.5.2 the Player gives reasonable advance notice to the Club of any intended promotional activities or exploitation.
- 4.6 The Player hereby grants to the Club the right to photograph the Player both individually and as a member of a squad and to use such photographs and the Player's Image in a Club Context in connection with the promotion of the Club and its playing activities and the promotion of the League and the manufacture sale distribution licensing advertising marketing and promotion of the Club's club branded and football related products (including the Strip) or services (including such products or services which are endorsed by or produced under licence from the Club) and in relation to the League's licensed products, services and sponsors in such manner as the Club may reasonably think fit so long as:
- 4.6.1 the use of the Player's photograph and/or Player's Image either alone or with not more than two other players at the Club shall be limited to no greater usage than the average for all players regularly in the Club's first team;
- 4.6.2 the Player's photograph and/or Player's Image shall not be used to imply any brand or product endorsement by the Player; and
- 4.6.3 **PROVIDED** that all rights shall cease on termination of this contract save for the use and/or sale of any promotional materials or products as aforesaid as shall then already be manufactured or in the process of manufacture or required to satisfy any outstanding orders.

- 4.7 In its dealings with any person permitted by the Club to take photographs of the Player the Club shall use reasonable endeavours to ensure that the copyright of the photographs so taken is vested in the Club and/or that no use is made of the said photographs without the Club's consent and in accordance with the provisions of this contract.
- 4.8 The Player shall be entitled to make a responsible and reasonable reply or response to any media comment or published statements likely to adversely affect the Player's standing or reputation and subject as provided for in clause 3.2.5, to make contributions to the public media in a responsible manner.
- 4.9 In this clause 4, where the context so admits the expression "the Club" includes any Associated Company of the Club but only to the extent and in the context that such company directly or indirectly provides facilities to or undertakes commercial marketing or public relations activities for the Club and not so as to require the consent of any Associated Company when consent of the Club is required.
- 4.10 For the purposes of the Contracts (Rights of Third Parties) Act 1999 nothing in this clause 4 is intended to nor does it give to the League any right to enforce any of its provisions against the Club or the Player.
- 4.11 Nothing in this clause 4 shall prevent the Club from entering into other arrangements additional or supplemental hereto or in variance hereof in relation to advertising, marketing and/or promotional services with the Player or with or for all or some of the Club's players (including the Player) from time to time. Any other such arrangements which have been agreed as at the date of the signing of this contract and any image contract or similar contract required to be set out in this contract by the League Rules are set out in Schedule 2 paragraph 13.

## 5. Remuneration and expenses

- 5.1 Throughout his engagement the Club shall pay to the Player the remuneration and shall provide the benefits (if any) as are set out in Schedule 2.
- 5.2 The Club shall reimburse the Player all reasonable hotel and other expenses wholly and exclusively incurred by him in or about the performance of his duties under this contract **PROVIDED** that the Player has obtained the prior authorisation of a director the Manager or the secretary of the Club and the Player furnishes the Club with receipts or other evidence of such expenses.





- 5.3 The Club may deduct from any remuneration payable to the Player:
- 5.3.1 any monies disbursed and/or liabilities incurred by the Club on behalf of the Player with the Players prior consent;
  - 5.3.2 any other monies (but not claims for damages or compensation) which can be clearly established to be properly due from the Player to the Club.
- 5.4 If at a Disciplinary hearing conducted under Part 1 of Schedule 1 hereto a fine is imposed on a player calculated by reference to the Player's weekly wage, the fine shall take the form of a forfeiture of wages of a corresponding amount so that the amount forfeit shall not become payable to the Player. The forfeiture shall take effect in relation to the monthly instalment of the Player's remuneration falling due next after the date on which the notice of the decision is given to him ("Pay Day"). But see clause 5.5 dealing with appeals. For the avoidance of doubt, the amount forfeit is the gross amount of the weekly wage.
- 5.5 If on Pay Day the time for appealing has not expired or if notice of appeal has been given, the reference to Pay Day shall be to the day on which the monthly instalment of remuneration becomes payable next after (i) the expiry of the time for appealing without any appeal having been made or (ii) if an appeal is made, the date on which the outcome of the appeal is notified to the Player. In the case of an appeal, the amount that is forfeit shall be the amount (if any) determined on appeal.

## 6. Obligations of the Club

- 6.1 The Club shall:
- 6.1.1 observe the Rules, all of which (other than the Club Rules) shall take precedence over the Club Rules;
  - 6.1.2 provide the Player each year with copies of all the Rules which affect the Player and of the terms and conditions of any policy of insurance in respect of or in relation to the Player with which the Player is expected to comply;
  - 6.1.3 promptly arrange appropriate medical and dental examinations and treatment for the Player at the Club's expense in respect of any injury to or illness (including mental illness or disorder) of the Player, save where such injury or illness is caused by an activity or practice

on the part of the Player which breaches clause 3.2.1 hereof, in which case the Club shall only be obliged to arrange and pay for treatment to the extent that the cost thereof remains covered by the Club's policy of medical insurance or (if the Club does not maintain such a policy), then to the extent that it would remain covered by such a policy were one maintained upon normal industry terms commonly available within professional football and so that save as aforesaid this obligation shall continue in respect of any examinations and/or treatment the necessity for which arose during the currency of this contract notwithstanding its subsequent expiry or termination until the earlier of completion of the necessary examinations and/or prescribed treatment and a period of eighteen months from the date of expiry or termination hereof;

- 6.1.4 The Club shall use all reasonable endeavours to ensure that any policy of insurance maintained by the Club for the benefit of the Player continues to provide cover for any examinations and/or treatment as are referred to in clause 6.1.3 until completion of any such examinations and/or treatment;
- 6.1.5 comply with all relevant statutory provisions relating to industrial injury and any regulations made pursuant thereto;
- 6.1.6 at all times maintain and observe a proper health and safety policy for the security safety and physical well being of the Player when carrying out his duties under this contract;
- 6.1.7 in any case where the Club would otherwise be liable as employer for any acts or omissions of the Player in the lawful and proper performance of his playing, practising or training duties under this contract, defend the Player against any proceedings threatened or brought against him at any time arising out of the carrying out by him of any such acts or omissions and indemnify him from any damages awarded and this obligation and indemnity shall continue in relation to any such acts or omissions during the currency of this contract notwithstanding its expiry or termination before such proceedings are threatened and/or brought;
- 6.1.8 give the Player every opportunity compatible with his obligations under this contract to follow any course of further education or vocational training which he wishes to undertake and give positive support to the Player in undertaking such education and





training. The Player shall supply the Footballer's Further Education and Vocational Training Society with particulars of any courses undertaken by him; and

- 6.1.9 release the Player as required for the purposes of fulfilling the obligations in respect of representative matches to his national association pursuant to the statutes and regulations of FIFA.
- 6.2 The Club shall not, without the consent in writing of the Player:
  - 6.2.1 take or use or permit to be used photographs of the Player for any purposes save as permitted by clause 4; or
  - 6.2.2 use or reveal the contents of any medical reports or other medical information regarding the Player obtained by the Club save for the purpose of assessing the Player's health and fitness obtaining medical and insurance cover and complying with the Club's obligations under the Rules.

## 7. Injury and Illness

- 7.1 Any injury to or illness of the Player shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such injury or illness.
- 7.2 In the event that the Player shall become incapacitated from playing by reason of any injury or illness (including mental illness or disorder), the Club shall pay to the Player during such period of incapacity or the period of this contract (whichever is the shorter) the following amounts of remuneration for the following periods:
  - 7.2.1 in the case of a Player Injury, his basic wage over the first eighteen months and one half of his basic wage for the remainder of his period of incapacity;
  - 7.2.2 in the case of any other injury or illness, his basic wage over the first twelve months and one half of his basic wage for the remainder of his period of incapacity.
- 7.3 In each case specified in clause 7.2, above there shall be paid to the Player in addition to his basic wage all or the appropriate share of any bonus payments if and to the extent that payment or provision for continuation of the same is specifically provided for in Schedule 2 or in the Club's Bonus Scheme.

- 7.4 The payments made by the Club pursuant to clause 7.2 shall be deemed to include all and any statutory sick pay and/or any other state benefits payable by reference to sickness to which the Player may be entitled.
- 7.5 Nothing in this clause 7 shall reduce or vary the entitlement of the Player to signing on fees and/or loyalty payments or any other payments of a similar nature due to him under this contract.

## 8. Permanent or Prolonged Incapacity

- 8.1 In the event that:
- 8.1.1 the Player shall suffer Permanent Incapacity; or
  - 8.1.2 the Player has been incapacitated from playing by reason of or resulting from the same injury or illness (including mental illness or disorder) for a period (consecutive or in the aggregate) amounting to eighteen months in any consecutive period of twenty months,
- the Club shall be entitled to serve a notice upon the Player terminating this contract.
- 8.2 The length of such notice shall be twelve months in the case of an incapacity by reason of a Player Injury and six months in every other case.
- 8.3 The notice referred to in clause 8.1 may be served at any time after:
- 8.3.1 the date on which the Player is declared to be suffering Permanent Total Disablement under the terms of the League's personal accident insurance scheme; or
  - 8.3.2 the date on which such Permanent Incapacity is established by the Initial Opinion; or
  - 8.3.3 in the case of any incapacity as is referred to in 8.1.2, the date on which the period of incapacity shall exceed eighteen months as aforesaid but so that the right to terminate pursuant to clause 8.1.2 shall only apply while such incapacity shall continue thereafter.
- 8.4 In the event that after the service of any notice pursuant to clause 8.1.1, Permanent Incapacity is not confirmed by the Further Opinion (if requested) or (where relevant) by the Third Opinion, then such notice shall lapse and cease to be of effect.
- 8.5 In the case of any notice of termination given under this clause 8 the Club shall be entitled by further notice on or after serving notice of termination to



terminate this contract forthwith on paying to the Player at the time of such termination the remainder of his remuneration and any other sums properly due to him under this contract and the value of any other benefits which would be payable or available to the Player during the remainder of the period of his notice of termination, provided always that the Club's obligations pursuant to clause 6.1.3 shall continue to apply during the remainder of the said notice period and for any further relevant period as provided therein.

- 8.6 Where the Club has made payment to the Player during any period of incapacity owing to illness or injury and the Player's absence is due to the action of a third party other than of another club, player or match official in relation to any damage or injury sustained on or about the field of play or during training or practising giving the Player a right of recovery against that third party, then if the Player makes any claim against such third party the Player must where he is reasonably able to do so include as part of such claim from such third party a claim for recovery of any such payment and upon successful recovery repay to the Club the lesser of the total of the remuneration paid by the Club to the Player during the period of incapacity and the amount of any damages payable to or recovered by the Player in respect of such claim or otherwise by reference to loss of earnings under this contract under any compromise settlement or judgment. Any amounts paid by the Club to the Player in such circumstances shall constitute loans from the Club to be repaid to the Club to the extent aforesaid upon successful recovery as aforesaid.

## 9. Disciplinary Procedure

Except in any case where the Club terminates the Player's employment pursuant to the provisions of clause 10 hereof (when the procedure set out therein shall apply) the Club shall operate the disciplinary procedure set out in Part 1 of Schedule 1 hereto in relation to any breach or failure to observe the terms of this contract or of the Rules.

## 10. Termination by the Club

- 10.1 The Club shall be entitled to terminate the employment of the Player by fourteen days' notice in writing to the Player if the Player:
- 10.1.1 shall be guilty of Gross Misconduct;
  - 10.1.2 shall fail to heed any final written warning given under the provisions of Part 1 of Schedule 1 hereto; or

- 10.1.3 is convicted of any criminal offence where the punishment consists of a sentence of imprisonment of three months or more (which is not suspended).
- 10.2 If the Club terminates the Player's employment for any reason under clause 10.1, the Club shall within seven days thereafter notify the Player in writing of the full reasons for the action taken.
- 10.3 The Player may by notice in writing served on the Club and the League at any time from the date of termination up to fourteen days after receipt by the Player of written notification under clause 10.2, give notice of appeal against the decision of the Club to the League and such appeal shall be determined in accordance with the procedures applicable pursuant to the League Rules.
- 10.4 If the Player exercises his right of appeal the termination of this contract by the Club shall not become effective unless and until it shall have been determined that the Club was entitled to terminate this contract pursuant to clause 10.1 but so that if it is so determined then subject only to clause 10.5.3 the Player shall cease to be entitled to any remuneration or benefits with effect from the expiration of the period of notice referred to in clause 10.3 and any payment made by the Club in respect thereof shall forthwith become due from the Player to the Club.
- 10.5 Pending the hearing and determination of such appeal the Club may suspend the Player for up to a maximum of six weeks from the date of notice of termination and, if the Board so determine, such suspension shall be without pay provided that:
- 10.5.1 the payment due to the Player in respect of the fourteen days' notice period under clause 10.1 is made to the Player forthwith;
- 10.5.2 pending the determination of the appeal an amount equal to the remuneration which would otherwise have been due to the Player but for the suspension without pay is paid to an escrow account held by the PFA as and when it would otherwise have become due for payment to the Player and following the determination of the appeal the PFA will either pay the money (including interest earned on the said account) to the Player or return it to the Club according to the appeal decision;





- 10.5.3 all other benefits for the Player under the provisions of clauses 6.1.3 and 6.1.4 of this contract shall be maintained and remain in force while the appeal is pending; and
- 10.5.4 during any such period of suspension the Club shall be under no obligation to assign to the Player any playing training or other duties and shall be entitled to exclude the Player from the Club's premises including its ground and training ground.
- 10.6 Upon any termination of this contract by the Club becoming operative, the Club shall forthwith release the Player's registration.

## 11. Termination by the Player

- 11.1 The Player shall be entitled to terminate this contract by fourteen days' notice in writing to the Club if the Club:
  - 11.1.1 shall be guilty of serious or persistent breach of the terms and conditions of this contract; or
  - 11.1.2 fails to pay any remuneration or other payments or bonuses due to the Player or make available any benefits due to him as it or they fall due or within fourteen days thereafter and has still failed to make payment in full or make the benefits available by the expiry of the said fourteen days' notice.
- 11.2 The Club may, within fourteen days of receipt of any notice of termination of this contract by the Player in accordance with clause 11.1 give written notice of appeal against such termination to the Player and to the League which shall hear such appeal in accordance with procedures applicable pursuant to the League Rules.
- 11.3 If the Club exercises its right of appeal pursuant to clause 11.2, the termination of this contract shall not become operative unless and until it shall have been determined that the Player was entitled to terminate this contract pursuant to clause 11.1.
- 11.4 Upon any termination of this contract by the Player becoming operative the Club shall forthwith release the Player's registration.

**12. Grievance Procedure**

In the event that the Player has any grievance in connection with his employment under this contract the grievance procedures set out in Part 2 of the Schedule 1 hereto shall be available to the Player.

**13. Representation of Player**

In any disciplinary or grievance procedure the Player shall be entitled to be accompanied by or represented by his Club captain or a PFA delegate and/or any officer of the PFA.

**14. Holidays**

For each Holiday Year the Player shall be entitled to take in the aggregate the equivalent of five weeks paid holiday to be taken at a time or times and for such days during the Holiday Year as shall be determined by the Club but so that (subject to the Club's first team and any international commitments) the Club shall not unreasonably refuse to permit the Player to take three of such weeks consecutively. Holidays not taken during any Holiday Year (or subject to agreement by the Club within one month of the end of such Holiday Year) may not be carried forward into any subsequent Holiday Year.

**15. Survival**

The provisions of this contract shall remain in full force and effect in respect of any act or omission of either party during the period of this contract notwithstanding the termination of this contract.

**16. Confidentiality**

This contract is to be treated as being private and confidential and its contents shall not be disclosed or divulged either directly or indirectly to any person firm or company whatsoever either by the Club the Player or any Intermediary of the Club or the Player except:

- 16.1 with the prior written agreement of both the Club and the Player; or
- 16.2 as may be required by any statutory, regulatory, governmental or quasi governmental authorities or as otherwise required by law or pursuant to the Rules including (where appropriate) any recognised stock exchange; or
- 16.3 in the case of the Player to his duly appointed Intermediary and professional advisers including the PFA; or





16.4 in the case of the Club to its duly appointed Intermediary and its professional advisers or to such of its directors secretary servants or representatives or auditors to whom such disclosure is strictly necessary for the purposes of their duties and then only to the extent so necessary.

#### 17. Arbitration

Any dispute between the Club and the Player not provided for in clauses 9, 10, 11,12 and Schedule 1 hereof shall be referred to arbitration in accordance with the League Rules or (but only if mutually agreed by the Club and the Player) in accordance with the FA Rules.

#### 18. Specificity of Football

The parties hereto confirm and acknowledge that this contract the rights and obligations undertaken by the parties hereto and the fixed term period thereof reflect the special relationship and characteristics involved in the employment of football players and the participation by the parties in the game of football pursuant to the Rules, and the parties accordingly agree that all matters of dispute in relation to the rights and obligations of the parties hereto and otherwise pursuant to the Rules, including as to termination of this contract and any compensation payable in respect of termination or breach thereof, shall be submitted to and the parties hereto accept the jurisdiction and all appropriate determinations of such tribunal panel or other body (including pursuant to any appeal therefrom) pursuant to the provisions of and in accordance with the procedures and practices under this contract and the Rules.

#### 19. Severance

19.1 If the Player shall not make an application to an Employment Tribunal for compensation in respect of unfair dismissal or redundancy as a result of not being offered a new contract either on terms at least as favourable as under this contract or at all, then the following provisions of this clause 19 shall take effect.

19.2 If by the expiry of this contract the Club has not made to the Player an offer of re-engagement on terms at least as favourable to the Player as those applicable over the last twelve months of this contract (or the length of this contract if shorter) then subject to clauses 19.1 and 19.3 the Player shall continue to receive from his Club (as a separate payment representing compensation as more particularly referred to in the Code of Practice) a

payment equal to his weekly basic wage (at the average amount of his weekly wage over the preceding 12 months of this contract or the whole of this contract if shorter) for a period of one month from the expiry of this contract or until the Player signs for another club, whichever period is the shorter, provided that where the Player signs for another club within that period of one month at a lower basic wage than such average then such payment shall in addition include a sum equal to the shortfall in such basic wage for the remainder of such period;

- 19.3 The maximum amount payable to the Player under sub-clause 19.2 is double the maximum sum which an Employment Tribunal can award from time to time as a compensatory award for unfair dismissal.

## 20. Miscellaneous

- 20.1 This contract and the documents referred to herein constitute the entire agreement between the Club and the Player and supersede any and all preceding agreements between the Club and the Player.
- 20.2 The further particulars of terms of employment not contained in the body of this contract which must be given to the Player in compliance with Part 1 of the Employment Rights Act 1996 are given in Schedule 2.
- 20.3 This contract is signed by the parties hereto in duplicate so that for this purpose each signed agreement shall constitute an original but taken together they shall constitute one agreement.
- 20.4 For the purposes of the Data Protection Act 1998 the Player consents to the Club the League PFA and FA collecting Personal Data including Sensitive Personal Data (both as defined in the said Act) about the Player. The Club's Data Protection Policy can be found in the Club's employee handbook.

## 21. Jurisdiction and Law

This contract shall be governed by and construed in accordance with English law and the parties submit to the non exclusive jurisdiction of the English Courts.



Schedule 1  
Part 1  
Disciplinary Procedure and Penalties

**1. Introduction**

The disciplinary procedure aims to ensure that the Club behaves fairly in investigating and dealing with allegations of unacceptable conduct with a view to helping and encouraging all employees of the Club to achieve and maintain appropriate standards of conduct and performance. The Club nevertheless reserves the right to depart from the precise requirements of its disciplinary procedure where the Club considers it expedient to do so and where the Player's resulting treatment is no less fair.

**2. Records**

All cases of disciplinary action under this procedure will be recorded and placed in the Club's records until deleted in accordance with paragraph 4.2. A copy of the Club's disciplinary records concerning the Player will be supplied to the Player at his request.

**3. The Procedure**

The following steps will be taken as appropriate in all cases of disciplinary action:

**3.1 Investigation**

No action will be taken before a proper investigation has been undertaken by the Club into the matter complained of. If the Club determines the same to be appropriate the Club may by written notice suspend the Player for up to fourteen days while the investigation takes place. If the Player is so suspended this contract will continue together with all the Player's rights under it including the payment of the Player's remuneration and benefits but during the period of suspension the Player will not be entitled to access to any of the Club's premises except at the prior request or with the prior consent of the Club and subject to such conditions as the Club may impose. The decision to suspend the Player will be notified in writing to the Player by the Club.

### 3.2 Disciplinary Hearing

- 3.2.1 If the Club decides to hold a disciplinary hearing about the matter complained of, the Player will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Player will be given an opportunity to state his case either personally or through his representative as provided for in clause 13 of this contract.
- 3.2.2 Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Player the opportunity to state his case to the Manager or if the Player so requests to a director of the Club and where the Club considers it appropriate or where the Player requests the same without a disciplinary hearing.
- 3.2.3 A disciplinary hearing may proceed in the Player's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof

### 3.3 Appeals

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





#### 4. Disciplinary Penalties

- 4.1 At a disciplinary hearing or on an appeal against a disciplinary decision, the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:
- 4.1.1 give an oral warning a formal written warning or after a previous warning or warnings a final written warning to the Player;
  - 4.1.2 impose a fine not exceeding the amount of the Player's basic wage for a period of up to two weeks for a first offence (unless otherwise approved by the PFA in accordance with the Code of Practice) and up to four weeks for subsequent offences in any consecutive period of twelve months but only in accordance with the provisions of the Code of Practice;
  - 4.1.3 order the Player not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding four weeks;
  - 4.1.4 in any circumstances which would entitle the Club to dismiss the Player pursuant to any of the provisions of clause 10 of this contract dismiss the Player or impose such other disciplinary action (including suspension of the Player and/or a fine of all or part of the amount of the Player's basic wage for a period not exceeding six weeks).
- 4.2 Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.

## Part 2

### Grievance Procedures

1. The Player shall bring any grievance informally to the notice of the Manager in the first instance. The Player may be required by the Manager to put any such grievance in writing. Having enquired into such grievance the Manager will then notify the Player of his decision.
2. If the grievance is not determined by the Manager to the Player's satisfaction the Player may within fourteen days thereafter serve formal notice of the grievance in writing on the secretary of the Club and the matter shall thereupon be determined by the chairman of the Club or by the Board as soon as possible and in any event within four weeks of the receipt of the notice.

Schedule 2 – *Insert Player's Name* .....  
Supplemental Provisions and Employment Rights Act 1996

The following provisions shall apply to supplement the provisions of this contract and the information as set out herein in order to comply with the requirements of Part 1 of the Employment Rights Act 1996.

1. The Player's employment with the Club began on .....
2. The date of termination of this contract is **30 June 20**.....
3. No employment with a previous employer shall count as part of the Player's continuous period of employment hereunder.
4. The Player's hours of work are such as the Club may from time to time reasonably require of him to carry out his duties and the Player shall not be entitled to any additional remuneration for work done outside normal working hours.
5. The place of employment shall be at the Club's ground and training ground but the Club shall be entitled to require the Player to play and to undertake his duties hereunder at any other place throughout the world.
6. No contracting out certificate pursuant to the Pensions Scheme Act 1993 is in force in respect of the Player's employment under this contract.
7. **The Professional Footballers' Pension Scheme**
  - 7.1 Immediately on signing this contract, the Player shall:
    - 7.1.1 be automatically enrolled as; or
    - 7.1.2 or continue to be;a member of the 2011 Section of the Professional Footballers' Pension Scheme (the "**Scheme**") and shall remain so during the continuance of his employment hereunder unless he:
    - 7.1.3 notifies the Scheme Administrator in writing that he wishes to opt out of the Scheme;





- 7.1.4 has previously registered with HM Revenue & Customs for Fixed or Enhanced Protection; or
- 7.1.5 is otherwise ineligible for membership of the Scheme in accordance with the terms of the Scheme's definitive trust deed and rules as amended from time to time.
- 7.2 For as long as the Player remains a member of the 2011 Section, an annual contribution (funded by the levy on transfer fees) will be paid into the Scheme for the benefit of the Player. The annual contribution shall be £5,208 or such other amount as determined by the Trustees of the Scheme from time to time.
- 7.3 The Player shall not be required to contribute to the 2011 Section but may elect to contribute such amount as he notifies to the Scheme Administrator in writing. Where a Player decides to contribute to the 2011 Section he can agree with his Club and the Scheme Administrator for the contribution to be made through a salary sacrifice arrangement.
- 7.4 Where, by virtue of previous membership of the Scheme, the Player has built up benefits under its Cash Section and/or Income Section, those benefits are frozen and will be revalued until his retirement from the Scheme. The Player shall be entitled to such benefits (including death benefits) from each section of the Scheme in which he has participated on such conditions as are set out in the Scheme's definitive trust deed and rules as amended from time to time.
- 7.5 The Player further agrees that the Club may disclose his name, address, gender, date of birth, National Insurance number, salary information and dates of commencement and termination of employment to the League and the administrators of the Scheme for the purposes of facilitating the administration of the Scheme.

**8. Remuneration**

The Player's remuneration shall be:

**8.1 Basic Wage:**

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

£ per week/per annum payable by monthly instalments in arrear  
from ..... to .....

8.2 Such of the bonuses and incentives as the Player shall be entitled to receive under the terms of the Club's bonus and incentive scheme as are set out below/a copy of which is annexed hereto.

.....

8.3 Any other payments as follows:

.....

9. Insurances (if any) maintained for the benefit of the Player subject to the terms and conditions thereof during currency of this contract the premiums of which are paid by the Club.

Nature of Policy

Amount

.....



10. Benefits (if any) to be provided to the Player during the currency of this contract

.....  
.....  
.....

11. The Player's normal retirement age is 35 years.

12. The terms and conditions of this contract form part of a number of collective agreements between the Club (through the League) and the Player (through the PFA) affecting the Player's employment and full details thereof are set out in the Code of Practice.

13 (If applicable) The following provisions which are additional or supplemental to those set out in clause 4 have been agreed between the Club and the Player as referred to in clause 4.11.

.....  
.....  
.....

14. Any other provisions:

.....  
.....  
.....

**SIGNED by the Player** .....

**in the presence of:** .....

(Witness signature) .....

(Address) .....

Occupation .....

**SIGNED by the Player's parent or guardian (if the player is under 18)**

.....

**in the presence of:** .....

(Witness signature) .....

(Address) .....

Occupation .....

**SIGNED by (name)** .....

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

.....

(Witness signature) .....

(Address) .....

Occupation .....

Did Player use the services of an Intermediary                      yes/no

If yes, name of Intermediary .....

Signature of Intermediary .....

Did the Club use the services of an Intermediary                      yes/no

If yes, name of Intermediary .....

Signature of Intermediary .....



## Player Ethnicity Monitoring Questionnaire (Rule T.23)

**USE OF INFORMATION**

**Completion of this questionnaire is voluntary. If you provide the information it will be used as set out below and will not be used for selection or any other purposes.**

The information provided on this ethnicity questionnaire will be recorded on a computer system shared by the Football Association Premier League Limited ("Premier League") (and The Football League Limited should the Player ever compete in the Football League) against the Player's record and will be used:

- To help the Premier League gain insight as to who is playing the game at this level
- to help ensure compliance with the Premier League's Inclusion and Anti-Discrimination Policy (a copy of which is in Appendix 2 of the Premier League's Rules)
- to compile aggregate statistics and reports
  - on a club by club basis which we may wish to share with the relevant club only and The Football Association Limited.
  - on a league basis which we may wish to publish for public interest and to share with other bodies that have a legitimate interest in equal opportunities such as the Professional Footballers Association and the Equality and Human Rights Commission.

**What is your ethnic group?**

(Choose ONE section from A to E, then tick the appropriate box to indicate the ethnicity that you identify with from the list below)

**A White**

- British
- English
- Scottish
- Welsh
- Irish
- Gypsy or Irish Traveller
- Any other White  
Background,  
please write in  
.....

**B Mixed**

- White and Black  
Caribbean
- White and Black  
African
- White and Asian
- Any other Mixed  
Background,  
please write in  
.....

**C Asian or Asian British**

- Indian
- British-Indian
- Pakistani
- British-Pakistani
- Bangladeshi
- British-Bangladeshi
- Chinese
- British-Chinese
- Any other Asian  
background,  
please write in  
.....

**D Black or Black British**

- Caribbean
- British-Caribbean
- African
- British-African
- Any other Black  
background,  
please write in  
.....

**E Other Background**

- Arab
- Other  
.....

**F Undeclared**

- Prefer not to disclose  
my ethnic origin  
.....

**Name of Academy Player**

.....

**Signed**

.....

**Date**

.....

(Parent / Guardian to  
sign if Player is a minor)

Amateur Registration Form (Rule U.15)

Player's Particulars

Surname ..... Other name(s) .....

Address.....

..... Post Code .....

Date of birth .....

Nationality\* .....

Application to Register

We hereby apply for the above-named Player to be registered as an Amateur Player for

..... Football Club

Signed .....

Authorised Signatory

Date .....

Endorsement by Scout

I consent to the above application and consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to The Football Association Premier League Limited holding and processing the above "personal data" and "sensitive personal data" for the purpose of discharging its functions as a regulatory and governing body of football. I certify that the above particulars are correct. I agree to be bound by the Rules of the Premier League. [Having been registered as a Contract Player, I confirm that at least 30 days has elapsed since my contract registration terminated.\*\*]

Signed .....

Date .....

\* if the player last played for a club affiliated to a national association other than The Football Association, this Form must be accompanied by written confirmation from The Football Association that an international registration transfer certificate has been issued in respect of the player.

\*\* delete words in brackets if inapplicable

I hereby certify that I have this day registered (name of Player) .....

..... as an Amateur Player whose registration is held by

..... Football Club.

Signed .....

Date .....

For and on behalf of the Board of The Premier League





# Premier League

Form 23

## Offer Of New Contract (Rule V.17.2)

To: [name and address of Out of Contract Player] .....

Copy to: The Board  
The Premier League

Premier League Forms

Under the provisions of Rule V.17.2 of the Rules of the Premier League  
..... Football Club hereby offers  
you a new contract to commence on the 1st July .....  
in the following terms:

.....  
.....  
.....  
.....  
.....  
.....  
.....

This offer remains open and capable of acceptance for a period of one month within which time you may either accept it and enter into a new contract in the terms offered or decline it in writing. If you consider that the terms offered are less favourable than those in your current contract you may give notice to that effect in Form 24.

Signed .....

Position .....

Date .....

# Premier League

Form 24

Application for Free Transfer (Rule V.20)

**To:** [name of Club] ..... Football Club

**And to:** The Board  
The Premier League

I acknowledge having received your offer of a new contract in Form 23 dated

I consider that the terms offered are less favourable than those in my current contract dated ..... and I hereby give notice to that effect and apply for a free transfer.

**Signed** .....

**Position** .....

**Date** .....



Contingent Sum Notification (Rule V.36.2)

To: [name of Transferor Club] ..... Football Club

Copy to: The Board
The Premier League

Premier League Forms

A Contingent Sum became payable to you on [date] by virtue of the Transfer Agreement between us relating to [name of Contract Player] .....

The contingent event resulting in the Contingent Sum becoming payable was .....

and the Contingent Sum which will be paid into the Compensation Fee Account within seven days of it becoming due amounts to £ .....

Signed on behalf of the Transferee Club .....

Position .....

Date .....

Fixed Penalty Notice (Rule W.4)

To: .....

Date: .....

You are in breach of Rule ..... in that on [date] .....you [description of breach, indicating in appropriate cases whether it is a first, second or third breach of that Rule] .....

You are required within 14 days of the date of this notice to pay a fixed penalty of £ ..... Alternatively, you are entitled within that period to appeal under the provisions of Rule W.61.1. If you appeal and your appeal is dismissed the fixed penalty becomes payable forthwith.

Failure to pay the fixed penalty as required by this notice or forthwith upon any appeal being dismissed will constitute a breach of the Rules of the League in respect of which you will be liable to be dealt with under the provisions of Section W.

Signed .....

For and on behalf of the Board



Summary Jurisdiction Notice (Rule W.9)

To: .....

Date: .....

You are in breach of Rule ..... in that on [date] you .....

The Board intends to exercise its summary jurisdiction and to impose on you a fine of £ .....

You are required within 14 days of the date of this notice to either:

- (1) submit to the Board's jurisdiction and pay the fine imposed; or
- (2) elect to be dealt with by a Commission.

Any such election should be in writing addressed to me at the League Office.

Failure to comply with this requirement within the time limit will constitute a breach of the Rules of the League in respect of which you will be liable to be dealt with under the provisions of Section W.

Signed .....

For and on behalf of the Board

Complaint (Rule W.25)

To: .....

Date: .....

The Board's complaint is that you are in breach of Rule .....  
in that on [date] ..... you [description of breach]

.....  
.....

A summary of the facts alleged is as follows: .....

.....  
.....  
.....  
.....

\*Annexed hereto are copies of the following documents upon which the  
Board relies: .....

.....  
.....  
.....  
.....

In accordance with Rule W.29, within 14 days of receipt of this complaint you  
are required to send to me by recorded delivery post a written answer in  
Form 29.

Signed .....  
For and on behalf of the Board

\* delete if inapplicable





Answer (Rule W.29)

Premier League Forms

To: The Board  
The Premier League

Date: .....

I/We\* acknowledge having received the complaint dated .....  
The complaint is admitted/denied\*. I/We\* request that the complaint be determined by  
written representations.\*

\*[If the complaint is admitted] I/We\*ask the Commission to take into account the  
following mitigation: .....  
..... §

\*[If the complaint is denied and is to be determined at a hearing] My/Our\* reasons for  
denying the complaint are: .....  
..... §

\*[If the complaint is denied and is to be determined by written representations] My/  
Our\*representations are as follows: .....  
..... §

Annexed hereto are copies of the following documents upon which I/We\*rely: .....  
.....  
..... §

I consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to The  
Football Association Premier League Limited holding and processing any or all "personal  
data" and "sensitive personal data" contained above and/or annexed to this Form 29 for  
the purpose of discharging its functions as a regulatory and governing body of football.\*\*

Signed ..... Position .....  
[for and on behalf of\*] the Respondent

\* delete as appropriate  
§ continue on separate sheet if necessary  
\*\* delete where Respondent is not an individual

Appeal Against Fixed Penalty (Rule W.65)

To: The Board
The Premier League

Date: .....

I/We\* hereby appeal against the fixed penalty imposed by the notice in Form 26 dated .....

My/our\* appeal is

- \* against the decision of the Board to impose the fixed penalty.
\* against the amount of the fixed penalty.
\* against the decision of the Board to impose the fixed penalty and its amount.

The grounds of my/our\* appeal are:

.....
.....
.....
.....
.....
.....
.....
.....
.....
.....
..... §

A deposit of £1,000 is enclosed.

I consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to The Football Association Premier League Limited holding and processing any and all "personal data" and "sensitive personal data" contained above and/or annexed to this Form 30 for the purpose of discharging its functions as a regulatory and governing body of football. \*\*

Signed # .....

Position .....
[for and on behalf of\*] the Respondent

\*delete as appropriate
§ continue on separate sheet if necessary
\*\*delete where Respondent is not an individual
# state position if signed on behalf of a Club



Appeal Against Commission Decision (Rule W.66)

Premier League Forms

To: The Board  
The Premier League

Date: .....

I/We\* hereby appeal against the decision of the Commission before which I/We\* appeared dated .....

My/our\* appeal is

- \* against the decision of the Commission
- \* against the amount of the penalty
- \* against the decision of the Commission and the penalty.
- \* against the amount of compensation ordered by the Commission

The grounds of My/our\* appeal are: .....  
.....  
..... §

\*I/We intend to apply at the appeal hearing for leave to adduce the following fresh evidence .....  
.....  
..... §

The reasons for such application are .....  
.....  
..... §

A deposit of £1,000 is enclosed.

I consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to The Football Association Premier League Limited holding and processing any and all "personal data" and "sensitive personal data" contained above and/or annexed to this Form 31 for the purpose of discharging its functions as a regulatory and governing body of football. \*\*

Signed # .....

\* delete whichever are inapplicable  
 § continue on separate sheet if necessary  
 \*\* delete where Respondent is not an individual  
 # state position if signed on behalf of a Club

Request for Arbitration (Rules X.8 or Y.3)

To: ..... From: .....
.....
.....
.....

A dispute has arisen between us concerning (brief description of matters in dispute)
.....
.....
.....
.....
.....
.....

I/We wish to have the dispute settled by arbitration in accordance with the provisions of
Section [ ]§ of the Rules of the Premier League and you are hereby required to appoint
an arbitrator pursuant thereto.\* I consent pursuant to Schedule 2 and Schedule 3 of the
Data Protection Act 1998 to The Football Association Premier League Limited holding
and processing any and all "personal data" and "sensitive personal data" contained
above and/or annexed to this Form 32 for the purpose of discharging its functions as a
regulatory and governing body of football.

Signed .....
Position\*\* .....
Date .....

§ insert "Y" if the arbitration is to be determined by the Managers' Arbitration Tribunal; insert "X" in any other case.
\* delete if request for arbitration is made on behalf of a company
\*\* to be completed if the Form is signed on behalf of the League or a Club.

Copy to: The Board
The Premier League



# Premier League

Form 33

Appointment of Arbitrator (Rules X.10 or Y.6)

To: **The Board**  
**The Premier League**

From: .....  
.....  
.....

Premier League Forms

Pursuant to the request for arbitration made by .....  
and dated ....., I/we hereby appoint  
(name of appointee) ..... as an arbitrator in  
the arbitration requested.

Signed .....  
Position\* .....  
Date .....

Copy to: (the other party) .....  
.....  
.....  
.....

\*to be completed if the Form is signed on behalf of the League or a Club.

Appointment of Single Arbitrator (Rule X.15.1)

**To: The Board  
The Premier League**

Pursuant to the request for arbitration made by .....  
and dated ..... we, the parties to the arbitration, hereby  
jointly appoint (name of appointee) .....  
as the single arbitrator in the arbitration requested.

Signed ..... Signed .....  
on behalf of ..... on behalf of .....  
Position\* ..... Position\* .....  
Date ..... Date .....

*\* to be completed if the Form is signed on behalf of the League or a Club*





# Premier League

Form 35

Notice of Preliminary Meeting (Rules X.20 or Y.13)

To: ..... From: .....  
 .....  
 .....  
 .....

Premier League Forms

You are hereby required to attend a preliminary meeting at (place) .....  
 ..... on (date) ..... at (time) .....  
 when the tribunal will give directions for the conduct of the arbitration to which each of  
 you is a party.

Signed .....  
 Chairman

Dated .....







# Youth Development Rules

## Youth Development Rules

### General

**Note:** throughout this document binding Premier League Rules are shaded in light grey. Guidance and other notes are also included for the assistance of Clubs. Such guidance and notes do not, however, form part of the Rules.

#### Definitions

Rule 1 sets out definitions used in the Youth Development Rules. All other capitalised terms used in this section of the Rules are defined in Premier League Rule A.1.

1.	In this Section of the Rules the following terms shall have the following meanings:
1.1.	<b>“Academy”</b> means an establishment for the coaching and education of Academy Players operated by a Club in accordance with the requirements of this Section of the Rules and licensed by the PGB pursuant to Rule 18;
1.2.	<b>“Academy Doctor”</b> means the Official referred to in Rule 103;
1.3.	<b>“Academy Financial Information”</b> means a budget for the following season, together with a comparison of the budgeted and actual figures for the previous season, all of which information shall be set out in the format to be prescribed by the League;
1.4.	<b>“Academy Management Team”</b> has the meaning set out in Rule 57;
1.5.	<b>“Academy Manager”</b> means the Person responsible for the strategic leadership and operation of a Club’s Academy, whose role and responsibilities are more particularly defined at Rules 59 to 65;
1.6.	<b>“Academy Performance Plan”</b> means a document which sets out: (a) the goals, strategy and measurable short-term and long-term performance targets for all aspects of the work of the Club’s Academy, such strategy and performance targets to be consistent with the Club’s Vision Statement, Coaching Philosophy and Playing Philosophy; and (b) without prejudice to the generality of paragraph a), how the Academy will deliver and integrate its Coaching, Education, Games and Sports Science and Medicine Programmes;
1.7.	<b>“Academy Player”</b> means a male player (other than an Amateur Player, Non-Contract Player (in The Football League) or a Trialist) who is in an age group between Under 9 to Under 21 and who is registered for and who is coached by, or plays football for or at a Club which operates an Academy pursuant to these Rules, save for any player who: (a) the Board is satisfied has developed technical, tactical, physical, psychological and social skills of such a level that he would not benefit from continued coaching in the Academy or participating or continuing to participate in its Games Programme (which includes, for the purpose of this definition, the league competition referred to in Rules 163 to 174); and (b) has entered into a written contract of employment in Form 20 with that Club;





## General

### **Guidance**

It is emphasised that Academy Players aged 17 or older may no longer be classified as such only where the Board approves an application by the Club in the light of all the circumstances relevant to the particular Academy Player and on such terms as the Board considers appropriate.

The duties of a Club in relation to the provision of an Education Programme, Safeguarding and Welfare, Social Development and Lifestyle Management continue.

Clubs' attention is drawn to Rule 78 which requires Clubs to develop and implement a procedure to enable the transition of Academy Players to the senior squad, and also to Rule 118.1 which provides that each Academy Player has access to coaching tailored to his individual needs. Any decision by a Club to cease treating an Academy Player as such where it is not reasonable to do so in the light of his overall development and skill level may be treated as being a breach of this Rule.

- |      |   |
|------|---|
| 1.8. | <b>"Academy Secretary"</b> means the Official referred to in Rule 66;   |
| 1.9. | <b>"Academy Staff"</b> means those Officials of a Club employed or otherwise engaged to work in the Club's Academy; |

### **Guidance**

The term "employ" is used in the Rules with reference to Academy Staff, but it is accepted that the relationship need not necessarily be one of employment. For example, a Club may enter into a contract for services with Part Time youth coaches whereby no employment relationship will arise. Any references to "employ" or "employment" in this section of the Rules shall be interpreted accordingly.

- |       |  |
|-------|--|
| 1.10. | <b>"Artificial Surface"</b> means a playing surface which in the reasonable opinion of the League meets the requirements of the FIFA Quality Concept for Football Turf and: <ul style="list-style-type: none"><li>(a) any new outdoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 1 Academy must achieve the FIFA recommended two star rating under the FIFA Quality Concept for Football Turf; and</li><li>(b) any new indoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 1 Academy must achieve the FIFA recommended two star rating under the FIFA Quality Concept for Football Turf;</li></ul> |
|-------|--|

### **Guidance**

To achieve and maintain the FIFA two star rating under the FIFA Quality Concept for Football Turf, the Artificial Surface pitch needs to be certified on an annual basis by a FIFA accredited agent.

Existing Artificial Surface pitches have a natural life span. Accordingly, as they reach the end of their natural life span, they should be replaced with pitches that achieve the necessary star rating under the FIFA Quality Concept for Football Turf.

## General

- 1.11. **“Audit Tool”** means the online application maintained by the League and approved by the PGB for the purpose of undertaking (in particular by the ISO) the evaluation and audit of Academies by the assessment of:
- (a) the extent to which a Club meets the criteria for Academies set out in these Rules;
  - (b) the extent to and manner in which a Club meets or exceeds the recommended best practice criteria which are set out in the Audit Tool; and
  - (c) its Productivity Profile;
- 1.12. **“Authorised Games”** means:
- (a) international matches arranged by a national association including preparation and trials therefor; or
  - (b) matches in which the Academy Player plays for the Club holding his registration:
    - (i) in its first teams; or
    - (ii) which are comprised in a Games Programme; or
    - (iii) which are comprised in Festivals or Tournaments, participation in which is limited to Academy teams or which are sanctioned by The Football Association or by a foreign national association; or
  - (c) friendly matches organised by the Club holding the Academy Player’s registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or Trialists but excluding matches between two teams consisting of one Club’s Academy Players; or
  - (d) friendly matches against any opposition played outside the season dates set out in the Games Programme Schedule in which the Academy Player plays for the Club holding his registration; or
  - (e) matches organised by the English Schools Football Association or Independent Schools Football Association or an association affiliated to either of such Associations in which the Academy Player plays with the prior agreement of his Parents (in the case of an Academy Player under the age of 18 years), all participation in such matches to be notified by the Academy Player to the Club holding his registration; or
  - (f) trial matches for other Clubs or Football League clubs in which the Academy Player plays with the prior written permission of the Club holding his registration; or
  - (g) any other match authorised by the Board;
- 1.13. **“Basic First Aid for Sport Qualification”** means the qualification of that name issued by or on behalf of The Football Association;





## General

### Guidance

The Basic First Aid for Sport Qualification ("BFAS") is a course which has been developed and delivered by The FA since Season 2012/13.

The BFAS will need to be renewed every three years (it is hoped as part of the renewal of the main Academy coaching qualifications).

- 1.14. **"Category"** means one of the four categories into which each Academy shall be assigned in accordance with the criteria and procedures set out in this section of the Rules, and "Category 1", "Category 2", "Category 3" and "Category 4" shall be construed accordingly;
- 1.15. **"Charter for Academy Players and Parents"** means the information to be provided by the League to the Parent of each Academy Player upon each occasion of his registration for a Club and which will contain:
- (a) information about the consequences of the Academy Player becoming registered with a Club; and
  - (b) a summary of the Club's obligations to the Academy Player, and the Academy Player's obligations to the Club;
- 1.16. **"Chief Executive"** means the Official referred to in Premier League Rule J.1.1;
- 1.17. **"Club Board"** means those Directors of the Club whose particulars are registered under section 162 of the Act;
- 1.18. **"Coach Competency Framework"** means a document which sets out the key competencies and behaviours which the Club expects its Academy coaches to possess and demonstrate;
- 1.19. **"Coaching Curriculum"** means a Club's coaching curriculum which must be set out in writing and include:
- (a) the technical, tactical, physical, psychological and social skills that the Club wishes its Academy Players to develop;
  - (b) the appropriate means of coaching Academy Players in order that they develop those skills (having due regard to their age); and
  - (c) specific coaching curricula for each Development Phase;
- 1.20. **"Coaching Philosophy"** means a written statement which sets out in detail (including by describing the content of individual coaching sessions for each Academy Player) the means by which the Club will coach its Academy Players in each age group so that they have the best opportunity to develop the technical, tactical, physical, psychological and social skills that the Club wishes players in each position on the pitch to acquire, as set out in the Club's Playing Philosophy;
- 1.21. **"Continued Professional Development"** means ongoing training for Academy Staff, relevant to their discipline, of such quality, content and frequency as is necessary to ensure that each member of Academy Staff has the necessary knowledge and expertise in order to fulfil his role;

## General

1.22. **“Core Coaching Time”** means between 8.30am and 5.30pm on Mondays to Fridays, save that in the Foundation Phase and Youth Development Phase it also includes between 9am and 5pm on Saturdays;

1.23. **“Core Condition”** means each of the individual Rules referred to below:

Rule Number	Description
29	Academy Performance Plan in place.
59-65	Academy Manager* (QUALIFICATIONS AND CONTRACT) *The Academy Manager Role can still be combined with the Head of Academy Coaching role as long as there is a Full Time Academy Operations Manager.
68-69	Head of Academy Coaching* (QUALIFICATIONS AND CONTRACT) *The Academy Manager role can still be combined with the Head of Academy Coaching role as long as there is an additional Full Time Academy Operations Manager.
66-67	Academy Secretary (CONTRACT)
108	Head of Education (QUALIFICATIONS AND CONTRACT)
87-93	Head of Sports Science and Medicine (QUALIFICATIONS AND CONTRACT)
109	Head of Recruitment (QUALIFICATIONS AND CONTRACT)
76-77 / 79-86	Senior Professional Development Coach (QUALIFICATIONS AND CONTRACT)
70-72 / 79-86	Coach 1 Foundation Phase (Lead Phase Coach): (QUALIFICATIONS AND CONTRACT)
70-72 / 79-86	Coach 2 Foundation Phase (QUALIFICATIONS AND CONTRACT)
70-72 / 79-86	Coach 1 Youth Development Phase (Lead Phase Coach): (QUALIFICATIONS AND CONTRACT)
70-72 / 79-86	Coach 2 Youth Development Phase (QUALIFICATIONS AND CONTRACT)
70-72 / 79-86	Coach 1 Professional Development Phase (QUALIFICATIONS AND CONTRACT)
70-72 / 79-86	Coach 2 Professional Development Phase (QUALIFICATIONS AND CONTRACT)
73-75 / 79-86	Goalkeeping Coach(es): (QUALIFICATIONS AND CONTRACT)
185	Academy Safeguarding Officer (CONTRACT)
94-96	Lead Sports Scientist (QUALIFICATIONS AND CONTRACT)



## General

97-98	Lead Strength and Conditioning Coach (QUALIFICATIONS AND CONTRACT)
103	Medical
99	Senior Academy Physiotherapist (QUALIFICATIONS AND CONTRACT)
100-102	Registered Physiotherapist member of the Health and Care Professions Council and Sports Therapists (QUALIFICATIONS AND CONTRACT)
104-105	Performance Analyst 1 (CONTRACT)
104-105	Performance Analyst 2 (CONTRACT)
179-183	Education Programme in place for Full Time Training Model (FTTM) and Hybrid Training Model (HTM); includes monitoring academic progression.
302	Grass pitches. Note: The ISO will also report on the number and condition of grass pitches for this to be assessed in terms of the adequacy of available grass pitches and demand.
307	Floodlit outdoor Artificial Surface pitch site at the Academy.
302	Designated Goalkeepers (Grass) Training Area
308	Indoor Artificial Surface pitch
309	Changing Rooms
309	Washing and toilet facilities
310	Team meeting room on site (20 people)
311	Guest / Parents' Lounge (50 people)
312	Match Analysis Suite to hold 20 people (fully equipped)
314	Academy Administration Office space and facilities
314	Private meeting room on site
316	Classrooms for 20 people (min. 20 computers)
54	Each member of Academy Staff has an employment contract or a statement of terms of employment or in the case of a non-employee, a contract for services.
Other	The ISO will be asked to confirm also that the following are being addressed: <ul style="list-style-type: none"> <li>• Health and Safety audit result at the current acceptable standard of a score at least 85%</li> <li>• Safeguarding provisions: compliance with Rule S.</li> </ul>

- 1.24. **"Development Action Plan"** means an individualised plan, developed and implemented in accordance with these Rules, for the professional development of an Academy coach;

## General

### Guidance

See further Rules 83 to 86.

1.25.	<b>“Development Centre”</b> means an establishment operated by a Club in England or Wales for the coaching of Children which is not an Academy and includes any such establishment by whatever name or title it is known;
1.26.	<b>“Development Phase”</b> means the Foundation Phase, the Youth Development Phase or the Professional Development Phase as the context requires, and <b>“Development Phases”</b> means all of the former;
1.27.	<b>“Education Advisory Group”</b> means the group consisting of two Persons appointed by the League, two appointed by The Football League, and an independent chair;
1.28.	<b>“Education Ombudsman”</b> means an expert appointed by the League to undertake, amongst other things, the verification of Clubs’ Hybrid and Full Time Training Models to ensure that they comply with these Rules, and to advise the Education Advisory Group and PGB thereon. An Education Ombudsman shall either be an experienced educational practitioner or a coach who has extensive experience in youth development;
1.29.	<b>“Education Programme”</b> has the meaning set out in Rule 179;
1.30.	<b>“Elite Player Performance Plan”</b> means the document of that name dated May 2011 and presented to the General Meeting held on Thursday 2 June 2011;
1.31.	<b>“Emergency Action Plan”</b> means a plan detailing the medical facilities and personnel who shall be available at each Club’s home matches in the Games Programmes, and the contingency plan for how any medical emergencies at such matches shall be dealt with;
1.32.	<b>“FA Advanced Youth Award”</b> means the advanced qualification for Academy coaches to be developed and awarded by The Football Association;

### Guidance

The FA Advanced Youth Award contains a specialist element relevant to each Development Phase. Coaches will be required to hold the specialism relevant to the age group that they coach.

1.33.	<b>“FA Youth Award”</b> means the non-age specific qualification for Academy coaches awarded by The Football Association;
1.34.	<b>“Festival”</b> means an event, which may be spread over more than one day, at which teams from three or more Clubs (or clubs) play a series of matches in an environment in which the matches are competitive but the results are not given any particular significance;
1.35.	<b>“Foundation Phase”</b> means the Under 9 to Under 11 age groups inclusive;
1.36.	<b>“Foundation Phase Games Programme”</b> means the games programmes organised by the League and the Football League for teams in each of the Under 9 to Under 11 age groups as set out in Rules 136 to 140;





## General

- 1.37. **“Full Time”** means, when applied to a role specified under these Rules, one where the working hours are at least 35 hours per week (subject to such additional hours as the Club may require). A Full Time role may be fulfilled by more than one Official (e.g. on a job-share basis) provided that the minimum hours stated above are undertaken;

### Guidance

A Club will not be penalised should a member of its Academy Staff fulfilling one of the roles required by these Rules to be Full Time if working slightly less than 35 hours per week provided that the required outputs of that role are being satisfactorily delivered. See further, by way of comparison, Rule 52 and the guidance thereunder.

- 1.38. **“Full Time Education”** means the education provided for registered pupils at primary or secondary schools or full-time equivalent students at colleges of further education;

- 1.39. **“Full Time Training Model”** means:

- 1.39.1. in the Professional Development Phase, a programme of coaching and education whereby the Academy Player’s academic education shall be scheduled to enable four hours of coaching per day (which may be split into two sessions of two hours each) to take place within the Core Coaching Time; and
- 1.39.2. in the Youth Development Phase, a programme which complies with the following:
- (a) the Academy Player shall receive within the Core Coaching Time a minimum of twenty hours of education;
  - (b) the Academy Player shall receive a significant amount of coaching within the Core Coaching Time. The exact amount of such coaching to take place within the Core Coaching Time is to be determined by the Club for each individual Academy Player. The Club shall demonstrate the amount of coaching is significantly more than the amount of coaching in the Core Coaching Time which the Club gives to its Academy Players engaged on the Hybrid Training Model. Full details must be set out in the Academy Player’s individual coaching plan referred to in Rule 118;
  - (c) no single coaching session shall endure for more than 90 minutes, and if there are two or more coaching sessions on a single day, there shall be a period of rest between each session sufficient to ensure that the Academy Player is fully rested, and of at least 90 minutes’ duration, unless the Academy Player’s individual coaching plan recognises that he may have shorter rest periods; and
  - (d) the Club’s delivery of the Full Time Training Model must comply with these Rules;

## General

- 1.40. **"Futsal"** means the variant of association football that is played in accordance with the Futsal Laws of the Game as published from time to time by FIFA (with any such variation thereto as the League may from time to time determine), the current such Laws being available at:  
[http://resources.fifa.com/mm/document/footballdevelopment/refereeing/51/44/50/lawsofthegamefutsal2014\\_15\\_eneu\\_neutral.pdf](http://resources.fifa.com/mm/document/footballdevelopment/refereeing/51/44/50/lawsofthegamefutsal2014_15_eneu_neutral.pdf)
- 1.41. **"Games Programme"** means the Foundation Phase Games Programme, the Youth Development Phase Games Programme, or the Professional Development Phase Games Programme;
- 1.42. **"Games Programme Schedule"** means the period during which matches in the Games Programmes shall take place;

### Guidance

The Games Programme Schedule incorporates two periods of "downtime" for matches in the Foundation Phase and Youth Development Phase Games Programmes. The first such period generally encompasses the last two weeks of July and the first two weeks of August, and the second encompasses two weeks over Christmas. The exact dates for each season's period of downtime will be set out in the Games Programme Schedule when it is published by the League in the preceding season. A provisional date of 31 January in each season has been set for the publication of the Games Programme Schedule (although it may be subject to amendment thereafter but before the start of the following season to accommodate, for example, newly-classified or re-classified Academies).

The League will conduct at least two consultation meetings with Clubs per season to consider the Games Programme Schedule for the following season. The first of these will take place in the autumn, and the second in the early new year.

- 1.43. **"Head of Academy Coaching"** means the Official referred to in Rule 68;
- 1.44. **"Head of Education"** means the Official referred to in Rule 108;
- 1.45. **"Head of Recruitment"** means the Official referred to in Rule 109;
- 1.46. **"Hybrid Training Model"** means a programme of coaching and education whereby the coaching of an Academy Player primarily takes place outside the Core Coaching Time save that, subject to the provisions of these Rules, he may be released from attendance at school during the School Day for a maximum of half a day a week (if he is in the Foundation Phase) or two days a week (if he is in the Youth Development Phase);

### Guidance

Clubs' attention is drawn to Rule 197.2, pursuant to which they must provide all necessary additional educational support so that the Academy Player's education is not prejudiced as a result of being released from school to undertake coaching during the Core Coaching Time.

- 1.47. **"Individual Learning Plan"** means an individual plan for each Academy Player setting out measurable objectives for the development that he needs to undertake and the means by which he will obtain those objectives;





## General

1.48.	<b>“Intermediate First Aid for Sport Qualification”</b> means the qualification of that name issued by or on behalf of The Football Association;
1.49.	<b>“ISO”</b> means the independent standards organisation to be appointed from time to time by the PGB for the purposes of undertaking the ISO Audits;
1.50.	<b>“ISO Audit”</b> has the meaning set out in Rule 14;
1.51.	<b>“Lifestyle Management Skills”</b> means the personal and social skills and knowledge which it is considered desirable for Academy Players to develop, and training in Lifestyle Management Skills shall include (without limitation) training or coaching in the following: <ul style="list-style-type: none"><li>(a) dealing with the media;</li><li>(b) use of social media;</li><li>(c) anti-doping;</li><li>(d) gambling, anti-corruption and other matters of sporting integrity;</li><li>(e) financial management;</li><li>(f) equality and diversity;</li><li>(g) wellbeing i.e. mental health and nutrition; and</li><li>(h) further education and careers advice;</li></ul>
1.52.	<b>“Multi-disciplinary Review”</b> means a review of all aspects of a Academy Player’s football, athletic and educational performance and development and which shall include: <ul style="list-style-type: none"><li>(a) reports from all relevant Academy Staff (including from the coaching, education and sports science and medicine disciplines);</li><li>(b) for Academy Players on the Full Time Training Model or the Hybrid Training Model, reports and educational data from the Academy Player’s school (and where the League requests, all Academy Players on the Part Time Training Model);</li><li>(c) self-assessment by the Academy Player; and</li><li>(d) short, medium and long-term targets for the Academy Player’s football, athletic and educational performance and development;</li></ul>
1.53.	<b>“Part Time”</b> means, when applied to a role specified under these Rules, one where the working hours are less than 35 hours per week. A Part Time role may be fulfilled by two or more Officials (e.g. on a job-share basis);

### **Guidance**

No minimum number of hours is specified for Part Time roles required under these Rules. This is left to Clubs’ discretion. However, the League and the ISO will require to be satisfied that the required outputs and results are achieved by a Club’s staffing structure. See further, by way of comparison, Rule 52 and the Guidance thereunder.

## General

- 1.54. **“Part Time Training Model”** means a coaching curriculum whereby the coaching of an Academy Player does not require him to miss any part of the School Day;
- 1.55. **“Performance Analysis”** means the analysis of the physiological, technical and tactical performance of each individual Player and, in a game, of the team as a whole. Performance Analysis shall be undertaken by means of such video and/or IT technology as the League shall from time to time determine;
- 1.56. **“Performance Analysts”** means the Officials referred to in Rules 104 and 105;
- 1.57. **“Performance Clock”** means the application utilised for recording, measuring, monitoring and evidencing all aspects of an Academy Player’s progression, development and education in accordance with the format and procedures to be set by the League;

### Guidance

The Education Management System has been developed as a new function contained within the Performance Clock. It must be used for assisting the management of Academy Players’ educational attainment data, and reference to the Performance Clock in these Rules, particularly in the context of education, should be read accordingly.

- 1.58. **“Performance Management Application”** means the online support service to be developed and maintained by the League and utilised by each Club for the purposes of assisting the management of the Academy and recording and analysing data. Such data shall include (without limitation):
- (a) each Academy Player’s Performance Clock;
  - (b) key data on Academy Staff such as records of qualification and Continued Professional Development;
  - (c) such information as the League may from time to time require for the purposes of national or Category-wide benchmarking; and
  - (d) data received from The Football Association in respect of an Academy Player who plays for, or who is coached by The Football Association with a view to playing for, an England representative side;
- 1.59. **“Playing Philosophy”** means a written statement which sets out:
- (a) the principles, values, playing style and tactical approach of all of the Club’s teams (including its first team); and
  - (b) profiles detailing, for each age group and the first team, the Club’s desired technical, tactical, physical, psychological and social skills of players in each position on the pitch;
- 1.60. **“Productivity Methodology”** means the methodology developed by the League for analysing the registration and playing history of Players and, as a consequence thereof, for producing each Club’s Productivity Profile;



1.61.	<p><b>“Productivity Profile”</b> means an analysis, produced by the League using the Productivity Methodology, of each Club’s track record in developing Academy Players, that is to say:</p> <ul style="list-style-type: none"> <li>(a) the extent to which Academy Players coached by or at its Academy have progressed to become established professional Players; and accordingly</li> <li>(b) the extent to which the Club is successful in contributing to the development of established professional Players;</li> </ul>
1.62.	<p><b>“Professional Development Leagues”</b> means the leagues of that name managed, organised and controlled by the League (in the case of Clubs operating Category 1 and Category 2 Academies) or by The Football League (in the case of Clubs operating Category 3 and Category 4 Academies) and “Professional Development League 1”, “Professional Development League 2” and “Professional Development League 3” shall be construed accordingly;</p>
1.63.	<p><b>“Professional Development Phase”</b> means the Under 17 to Under 21 age groups inclusive;</p>
1.64.	<p><b>“Professional Development Phase Games Programme”</b> means the games programmes organised by the League and Football League for teams in the Professional Development Phase as set out in Rules 156 to 162;</p>
1.65.	<p><b>“Qualified Teacher Status”</b> means the accreditation which an individual must obtain in order to teach in state-maintained schools in England and Wales;</p>
1.66.	<p><b>“Scholarship Agreement”</b> means an agreement made between a Club and an Academy Player in PLYD Form 1;</p>
1.67.	<p><b>“School Day”</b> means the times when the pupils of a school are required to attend that school as determined by its governors;</p>
1.68.	<p><b>“Senior Academy Physiotherapist”</b> means the Official referred to in Rule 99;</p>
1.69.	<p><b>“Senior Professional Development Coach”</b> means the Official referred to in Rule 76;</p>
1.70.	<p><b>“Sports Science and Medicine Programme”</b> means an integrated, interdisciplinary programme for the provision of sports science and medical services and analysis as more particularly described in Rules 213 to 224;</p>
1.71.	<p><b>“Sports Therapist”</b> means a Person who holds at least an undergraduate degree in sports therapy;</p>
1.72.	<p><b>“Technical Board”</b> has the meaning set out in Rules 34 to 36;</p>
1.73.	<p><b>“Tournament”</b> means a grouping of competitive matches between three or more Clubs (or clubs) whose results are given significance (e.g. there may be a winner of the Tournament) and which are typically played together at one venue and over a short period of time (e.g. one day or a few days);</p>

## General

1.74.	<b>“Training Camp”</b> means an event for the Academy Players of one Club and which lasts for one or more days and at which a variety of coaching and other on-pitch and off-pitch activities takes place;
1.75.	<b>“Training Model”</b> means the Full Time Training Model, the Hybrid Training Model or the Part Time Training Model;
1.76.	<b>“Trialist”</b> means a player playing in age groups Under 9 to Under 21 who is attending an Academy on trial under the provisions of Rules 236 or 237;
1.77.	<b>“Vision Statement”</b> means a written statement of the Club’s desired culture, values, ambitions and strategic aims, and the behaviours and activities which the Club has adopted and will adopt (including within its Academy) in order to achieve the same;
1.78.	<b>“Youth Development Phase”</b> means the Under 12 to Under 16 age groups inclusive; and
1.79.	<b>“Youth Development Phase Games Programme”</b> means the games programmes organised by the League and Football League for teams in each of the Under 12 to Under 16 age groups, full details of which are set out in Rules 141 to 155.
2.	For the purposes of this section of these Rules: 2.1. Academy Players shall be placed in one of 13 age groups commencing with age group Under 9 and ending with age group Under 21; and 2.2. the age group into which each Academy Player shall be placed shall be determined by his age on 31 August in the year in question, save in the case of players in the Under 21 age group, who must be under the age of 21 as at 1 January in the year in which the Season concerned commences (i.e. for Season 2016/17 born on or after 1 January 1995).

## General

3.	If a Club engages in the training and development of young players then it must: 3.1. obtain a licence to operate an Academy; and 3.2. operate its Academy in accordance with this section of the Rules.
4.	The maximum term of a licence to operate an Academy shall be three years, unless revoked earlier in accordance with these Rules or extended by the PGB at its sole discretion.
5.	There shall be four Categories of Academy.

## Applications to Operate Academies

6.	Each Club which operates or applies to operate an Academy shall give the League and the ISO access to such facilities, personnel, documents and records as they reasonably require in order to undertake their responsibilities under these Rules.
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## General

7.	A Club which wishes to operate (or continue to operate) a Category 1 Academy with effect from 1 July 2016 must: 7.1. have submitted to the PGB by 1 May 2015 a written application to do so, signed on behalf of the Club by an Authorised Signatory; and 7.2. submit to the League by 30 July 2015 evidence (in the form prescribed by the League from time to time) that it is compliant with the Core Conditions.
8.	The PGB, acting on the advice of the ISO, shall determine whether each applicant Club complies with the Core Conditions and notify each such Club of its determination by 1 September 2015.
9.	The PGB shall determine that a Club either: 9.1. does not comply with the Core Conditions, in which event the PGB shall not grant it a licence to operate a Category 1 Academy; or 9.2. complies with the Core Conditions, in which event the Club must by 30 September 2015 complete the Audit Tool.
10.	The ISO shall conduct an ISO Audit of each Academy at least once every three years (subject to any decision of the PGB that an ISO Audit shall be undertaken less frequently or any requirement of these Rules which provides for ISO Audits to be undertaken more frequently), the results of which shall be made available to the Club, the League and the PGB.
11.	The ISO will undertake an ISO Audit between October 2015 and March 2016 of each Club to which Rule 9.2 applies.
12.	Each applicant Club shall be given reasonable notice of the dates of its ISO Audit and may not change those dates save with the permission of the PGB, which shall only be granted if the PGB is satisfied there are exceptional circumstances which justify such a change.

### **Guidance**

It is anticipated that the ISO will require to visit each Club for around three days in order to undertake its ISO Audit.

13.	Save where Rule 9.1 applies, the PGB shall not determine the applications to operate Category 1 Academies with effect from 1 July 2016 until all the ISO Audits undertaken pursuant to Rule 11 have been completed.
14.	In respect of each Club which applies for a licence to operate an Academy, the ISO shall undertake an analysis ("the ISO Audit") of the matters set out in Rule 1.11(a) to (c).

## General

15. Where a Club which wishes to obtain a licence to operate (or to continue to operate) a Category 2, 3 or 4 Academy:
  - 15.1. the Club shall:
    - 15.1.1. submit to the League an application by the deadline stipulated by the League prior to the commencement of the relevant season;
    - 15.1.2. co-operate with the League's assessment (by whatever means) of the Club's compliance with the criteria applicable to the relevant Category;
  - 15.2. where the League is satisfied, acting reasonably, that the Club will meet the criteria applicable to the Category applied for, the League shall recommend to the PGB that the PGB award a provisional licence to operate an Academy for that Category;
  - 15.3. where the League is not satisfied that the Club will meet the criteria applicable to the relevant Category, the League may recommend to the PGB that the PGB award:
    - 15.3.1. a provisional licence to operate an Academy for such lower Category as appropriate having regard to the criteria which are met by the Club as evidenced by the application; or
    - 15.3.2. no provisional licence to operate an Academy at all;
  - 15.4. the PGB shall give due consideration to:
    - 15.4.1. a Club's application for a provisional licence to operate an Academy; and
    - 15.4.2. the recommendation of the League in accordance with Rule 15.3, and shall determine the Category of each Academy in respect of which it grants a provisional licence to operate an Academy, if any. A Club shall only have the right to make representations to the PGB in connection with its application for a provisional licence if Rule 15.3 applies.
16. The ISO Audit shall utilise the Audit Tool by assessing and recording thereon a score in respect of the matters set out in Rule 1.11(a) to (c).
17. Prior to an ISO Audit being presented to the PGB, the ISO shall:
  - 17.1. give to the Club a copy of it and of the ISO's recommendation as to whether the Club should be granted a licence to operate an Academy and if so what the Category of the Academy should be;
  - 17.2. thereafter hold a meeting with Officials of the Club and representatives of the League to discuss it; and
  - 17.3. consider any representations made by the Club or the League about the Club's ISO Audit and make all appropriate amendments to the ISO Audit consequent upon those representations.

### **Guidance**

It is expected that the Club Officials who will attend the meeting with the ISO and the League referred to in Rule 17.2 will include the Academy Manager and the Chief Executive.





## General

### Youth Development Rules

18.	The PGB, having given due consideration to a Club's ISO Audit and recommendation and to the advice of the League, shall (where appropriate) issue all licences to operate Academies and shall determine the Category of each Academy in respect of which it grants a licence.
19.	In determining the Category of each Academy the PGB will consider and rely upon an anonymised report from the ISO on all applications for the same Category, which shall include a comparison of the scores obtained by each applicant and their Malus Scores, and a recommendation by the ISO as to the Category to be awarded, together with reasons.
20.	For the avoidance of doubt, a Club shall only have the right to make representations to the PGB in connection with its application for a licence to operate an Academy if it believes that the ISO Audit contains manifest error.
21.	A Club may only appeal against the decision of the PGB not to issue it a licence to operate an Academy, or against the PGB's determination of the Category of its Academy, if that decision was: 21.1. reached as a result of fraud, malice or bad faith; or 21.2. reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced; or 21.3. reached as a result of a perverse interpretation of the law; or 21.4. one which could not reasonably have been reached by any tribunal which had applied its mind properly to the facts of the case.
22.	Any appeal by a Club pursuant to Rule 21 shall be dealt with in accordance with Rule K (Arbitration) of the Rules of The Football Association.
23.	A Club may not: 23.1. re-apply for a licence to operate an Academy within three years of the determination by the PGB of an application made by it unless: 23.1.1. the PGB is satisfied that there are exceptional circumstances which justify a further application; and 23.1.2. the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club's further application; or 23.2. apply for a licence to operate an Academy higher than that which the Club is licensed to operate where those Clubs already operating in that higher Category are scheduled to be re-audited in the following season.

## General

### Guidance

Whether there are exceptional circumstances which justify a further application will be entirely at the discretion of the PGB. By way of example only, the following may be considered to be "exceptional circumstances". However, each case will be judged on its own facts and accordingly there is no guarantee that even if the following apply the PGB will grant permission for a re-application.

The circumstances referred to above include a change in ownership or strategic priority within the Club leading to a significantly high level of commitment to and investment in the Academy. The Club would need to demonstrate an improvement in performance against targets, not simply plans to improve performance.

Rule 23.2 is intended to restrict, for example, a Club operating a Category 3 Academy applying to upgrade to operate a Category 2 Academy during Season 2016/17, as the ISO will be undertaking full audits of all Category 2 Clubs from the start of Season 2016/17 and in those circumstances it is reasonable to expect the Club seeking the upgrade to align with that process.

24.	Upon a Club making a further application pursuant to Rule 23, the ISO shall conduct a further ISO Audit of the Club.
25.	Any Club or Official making a false statement (whether made verbally or in writing) or falsifying a document in connection with: 25.1. an application for an Academy; 25.2. the League's annual evaluation undertaken pursuant to Rule 38; 25.3. an ISO Audit; or 25.4. any other provision of these Rules, shall be in breach of these Rules and shall be liable to be dealt with in accordance with the provisions of Section W of the Premier League Rules.
26.	If, in breach of Rule 3.2, a Club fails to comply with any Rule in this section, or if a Club or Official makes a false statement or falsifies a document as set out in Rule 25, then the PGB may: 26.1. revoke the Club's licence to operate an Academy; or 26.2. suspend the Club's licence to operate an Academy for such time as it shall determine during which the Club shall have the opportunity to ensure it becomes compliant with the relevant Rule; or 26.3. determine that the Club's Academy shall have a lower Category than its current Category; 26.4. withdraw or suspend the Club's entitlement to any central funding provided for the purposes of youth development; and 26.5. in any of the above cases require the ISO to undertake an ISO Audit of the Club's Academy as soon as reasonably practicable.
27.	Without prejudice to Rule 26, any breach of Rules 3.2, 6, 25, 32.2, 42 to 50, 54, 55, 56.1, 116 to 120, 123.2, 127 to 129, 131, 132, 139, 140, 153 to 155, 162 to 164, 171, 172, 176, 177, 180 to 189, 193 to 204, 211, 216, 217, 223 to 229, 243, 245, 246, 249 to 251, 252, 257, 263, 266, 267, 278, 281, 284, 285, 286, 296, 297, 299, 300, 317, 320 or 324 shall be liable to be dealt with under the provisions of Section W of the Premier League Rules.



## General

### **Guidance**

Failure to comply with any of the Rules in this section, other than those specified in Rule 27 above, will not ordinarily lead to liability to disciplinary action under Section W. However, such failure to comply may be dealt with pursuant to the terms and conditions of the Club's Academy licence and may lead to the revocation, suspension or downgrading of that licence, or the withdrawal or suspension of central funding, pursuant to Rule 26.

The League considers that the Rules specified in Rule 27 are of such a nature that breach should open the possibility of disciplinary action under Section W because they impact upon other people or entities, and in particular, Academy Players and/or other Clubs.

## Youth Development Rules

### Strategy, Leadership and Management of the Academy

#### Strategic Documents

28. Each Club which operates an Academy shall document and make available to the League and to the ISO its Vision Statement, Playing Philosophy and Coaching Philosophy each of which shall be:
- 28.1. drawn up by the Technical Board; and
  - 28.2. annually reviewed and approved by the Club Board.

#### Academy Performance Plan

29. Each Club which operates an Academy shall prepare and make available to the League and to the ISO its Academy Performance Plan.

#### Guidance

See also Rule 9.2 which requires the Academy Performance Plan to be submitted as part of the Club's application to operate (or continue to operate) an Academy with effect from 1 July 2016.

30. The Academy Performance Plan shall be drawn up under the guidance of the Academy Manager in consultation with such Officials as the Club may consider appropriate (including, by way of example only, the Manager, the Chief Executive, the Academy Management Team and the technical director if the Club has appointed one and the Technical Board) and shall be reviewed annually by the Academy Manager.
31. The Club Board shall:
- 31.1. annually review and approve the Academy Performance Plan;
  - 31.2. ensure that the Academy Performance Plan is communicated to all relevant Officials; and
  - 31.3. measure the performance of the Academy each year against the objectives, strategy and specific performance targets set out in the Academy Performance Plan and ensure that appropriate action is taken if the performance targets have not been met.

#### Performance Management Application

32. Each Club which operates an Academy shall:
- 32.1. utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 1.58;
  - 32.2. ensure that the data held on the Performance Management Application which is within the Club's control is held securely and is only released to, or accessed by, those Persons who require access to it pursuant to any of these Rules; and
  - 32.3. provide the League with such information as it may from time to time require for the purposes of analysing and benchmarking on a national or Category-wide basis any aspect of the performance of Academy Players or Clubs.



## Strategy, Leadership and Management of the Academy

33. Each Club which operates an Academy shall ensure that the Performance Management Application is available for access by the following individuals:
- 33.1. relevant Academy Staff; and
  - 33.2. Parents of its Academy Players aged 17 and younger, and the Academy Players themselves, in relation to information contained on the Performance Management Application which relates to that Academy Player (but excluding information which in the Club's reasonable opinion ought not to be so disclosed).

### Technical Board

34. Each Club which operates an Academy shall establish a Technical Board.
35. The membership of the Technical Board shall consist of such Officials as the Club Board deems necessary in order for the Technical Board to properly perform the functions with which it is tasked by these Rules, and accordingly may include:
- 35.1. the Chief Executive;
  - 35.2. the Manager;
  - 35.3. the Academy Manager;
  - 35.4. such Officials as can give input from the following functional areas:
    - 35.4.1. recruitment;
    - 35.4.2. coaching; and
    - 35.4.3. Professional Development Phase coaching; and
  - 35.5. any other Official that the Club deems appropriate.
36. The Technical Board shall provide technical advice and support in the development of the Club's Playing Philosophy, Coaching Philosophy and Coach Competency Framework, and in the development, implementation and monitoring of the Academy Performance Plan.

### Guidance

The Club may wish to give consideration to tasking the Technical Board with involvement in the following functions, in addition to those listed in the above Rule:

- defining the profile/role of the Senior Professional Development Coach;
- management of the transition of players into the first team squad;
- defining the Club's recruitment strategy (e.g. home-grown players vs external recruitment);
- playing opportunities for Academy Players at first team level; and
- any other functions which the Club deems appropriate.

Each Club may wish to give consideration to employing a technical director. The employment of a technical director is not mandatory.



## Youth Development Rules

### Effective Measurement

#### Academies: Licensing, Evaluation and Audit

37. Each Club which operates an Academy shall conduct an annual self-assessment of its Academy which shall:
- 37.1. be led by its Academy Manager;
  - 37.2. assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool;
  - 37.3. utilise the Audit Tool; and
  - 37.4. be made available to the League, the ISO and, if required, the PGB.
38. The League shall conduct:
- 38.1. on-going monitoring of each Academy; and
  - 38.2. an annual evaluation of each Academy which shall:
    - 38.2.1. consider the Club's annual self-assessment referred to in Rule 37 and its most recent Academy Financial Information;
    - 38.2.2. assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool;
    - 38.2.3. utilise the Audit Tool; and
    - 38.2.4. be made available to the Club, the ISO and, if required, the PGB.
39. A Club shall be entitled to publish the results of its ISO Audit and the Category of its Academy.

#### Productivity Profile

40. Each year the League will provide each Club which operates an Academy with an up to date Productivity Profile, benchmarked (on an anonymised basis) against other Clubs (and, if appropriate, Football League clubs).





## Effective Measurement

Youth Development Rules

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## Youth Development Rules

### Performance Management, Player Development and Progression

#### Performance Clock

41. Each Club which operates an Academy shall maintain a Performance Clock for each of its Academy Players and ensure that it is made available to:
- 41.1. the Academy Player;
  - 41.2. his Parent (and without prejudice to the generality of the foregoing the Club shall provide to the Academy Player and his Parent a copy of his Performance Clock if he ceases to be registered with the Club);
  - 41.3. the League; and
  - 41.4. the ISO.

#### Guidance

1. The Performance Clock records the player's progress throughout his development. The Performance Clock is an embedded application in the Performance Management Application. Information is carried forward year on year (and from club to club) to build into a comprehensive record of the player's development. The Performance Clock should provide a breakdown of the time spent in individual and team technical and practical development, matches played, sports science and medicine (including psychological and social development) and educational progression. The Performance Clock logs qualitative information and evidence documented by both coach and player relating to a player's successful progression in the above areas. The Performance Clock also evidences the Academy Player's Multi-disciplinary Reviews.
2. It should be noted that while there is scope within the Performance Clock for the Academy Player to give feedback and comments, the primary responsibility to maintain Performance Clocks lies with the Club. Any Club which fails to maintain its Academy Players' Performance Clocks, and make them available in accordance with Rule 41, may jeopardise its categorisation.

#### Individual Learning Plans and Multi-disciplinary Reviews

42. Each Club which operates an Academy shall ensure that it undertakes a Multi-disciplinary Review in respect of each Academy Player:
- 42.1. every 12 weeks (if he is in one of the Under 9 to Under 11 age groups);
  - 42.2. every six weeks (if he is in one of the Under 12 to Under 18 age groups); and
  - 42.3. with such frequency as is necessary according to his developmental needs (if he is one of the Under 19 to Under 21 age groups).

#### Guidance

Neither the Academy Player nor his Parent need be present at the Multi-disciplinary Review. See however the Club's obligations under Rules 44, 45 and 47 to 49.



## Performance Management, Player Development and Progression

43.	Each Multi-disciplinary Review shall assess the performance and development of the Academy Player against his performance targets set at previous Multi-disciplinary Reviews. At the end of each Multi-disciplinary Review the Club shall update the Academy Player's Individual Learning Plan to take account of conclusions reached at the Multi-disciplinary Review.
44.	Each Club which operates an Academy shall ensure that it conducts a meeting with each of its Academy Players: 44.1. at least every 12 weeks (if he is in one of the Under 9 to Under 11 age groups); 44.2. at least every six weeks (if he is in one of the Under 12 to Under 18 age groups); and 44.3. with such frequency as is necessary according to his development needs (if he is one of the Under 19 to Under 21 age groups).
45.	At the meetings referred to in Rule 44, the Club shall: 45.1. discuss with the Academy Player his Individual Learning Plan; and 45.2. take all appropriate action (for example by way of amending his Individual Learning Plan to set mutually agreed performance targets and/or such individual coaching, athletic development or educational support as may be necessary).
46.	Each Multi-disciplinary Review shall be recorded on the Academy Player's Performance Clock.
47.	Each Club which operates an Academy shall meet with the Parent of each Academy Player under the age of 18 at least twice a year and provide to and discuss with the Parent a detailed review of all aspects of the Academy Player's performance and development based on his most recent Multi-disciplinary Reviews.
48.	A written record of the discussion referred to in Rule 47 shall be given to the Parent and noted on the Academy Player's Performance Clock.
49.	Each Club which operates an Academy shall, between 1 May and 30 June in each year, provide to the Parent of each Academy Player under the age of 18 an annual written report on all aspects of the Academy Player's performance and development over the preceding season.
50.	Each Club shall permit a representative of the League to attend Multi-disciplinary Reviews if so requested by the League.

### **Guidance**

It is recommended that one of the meetings referred to in Rule 47 is held at around the mid-season point and the other at the end of the season. The annual written report referred to in Rule 49 should form the basis of the end of season meeting.

Regular reviews of all aspects of an Academy Player's development are a key part of the Elite Player Performance Plan. Each periodic Multi-disciplinary Review will have input from each discipline within the Academy (coaching, education and welfare, and sports science and medicine).

The following best practice recommendations are made, which supplement the above minimum requirements.

## Performance Management, Player Development and Progression

1. Multi-disciplinary Reviews should not only measure the Academy Player's progression against his own performance targets, but also benchmark his development against that of his peers.
2. The procedure for undertaking Multi-disciplinary Reviews with Academy Players should follow a standard protocol. The meeting should involve the head coach for the Academy Player's Development Phase and the Head of Education (particularly if the Club is providing education to the Academy Player), plus any other relevant Academy Staff (e.g. sports scientists) as required.
3. Similar protocols may be adopted for the meetings with Parents. Thus, it is recommended that the meeting is attended by the head coach for the Academy Player's Development Phase, the Head of Education and any other relevant Academy Staff.

Performance Management,  
Player Development and Progression



## Youth Development Rules Staff

### General

51. Each Club which operates an Academy shall establish a staffing structure for its Academy which shall:
- 51.1. subject to Rule 52, include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and
  - 51.2. have regard to the guidelines and best practice set out in the Elite Player Performance Plan.
52. Save for the Academy Manager and the coaches described in Rules 70 and 71, a Club need not employ those Academy Staff whose employment is mandatory for the Category of its Academy pursuant to these Rules provided that the Club is able to demonstrate to the reasonable satisfaction of the League, the ISO or the PGB (whichever body is appropriate), that its staffing structure includes the same expertise and achieves the same results as if all the mandatory posts required by this section of the Rules were filled.

### Guidance

The functions covered by the mandatory posts must be delivered by all Clubs operating an Academy. However, the League acknowledges that Clubs should have flexibility in the organisation of their staffing structure provided that the structure that is adopted delivers the same outputs and results as if the mandatory posts were filled.

The exceptions to this are the post of Academy Manager and the coaches set out in Rules 70 and 71: a Club must employ a Full Time Academy Manager in accordance with Rules 59 to 65 and coaches in accordance with Rules 70 and 71.

53. The Club shall document its staffing structure in an organisational chart which shall:
- 53.1. show the reporting lines of each member of Academy Staff; and
  - 53.2. be made available to Academy Staff, the League and the ISO.
54. The relationship between a Club and each member of its Academy Staff shall be appropriately documented by way of:
- 54.1. an employment contract; or
  - 54.2. a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or
  - 54.3. in the case of a non-employee, a contract for services.
55. Each member of Academy Staff shall be given:
- 55.1. a written job description (which may be contained in the document referred to in Rule 54); and
  - 55.2. an annual performance appraisal.



## Staff



56. Each Club which operates an Academy shall:
- 56.1. provide Continued Professional Development to members of Academy Staff where required to do so pursuant to these Rules; and
  - 56.2. take all reasonable steps to ensure that each member of Academy Staff who is required by these Rules to undertake Continued Professional Development does so.

### **Guidance**

It is envisaged that CPD will be delivered partly by Clubs and partly externally (e.g. by The Football Association).

### **Academy Management Team**

57. Each Club which operates an Academy shall establish an Academy Management Team which shall:
- 57.1. be led by the Academy Manager; and
  - 57.2. in addition to the Academy Manager, consist of such other Officials as the Club Board deems necessary in order for the Academy Management Team to properly perform the functions with which it is tasked by these Rules and otherwise, and which may accordingly include the Head of Education, the Head of Sports Science and Medicine, the Head of Recruitment, the Head of Academy Coaching and the Academy Secretary.
58. The Academy Management Team shall assist the Academy Manager in running the operations of the Academy in accordance with the Club's Academy Performance Plan.

### **Guidance**

This Section of the Rules should be read subject to Rule 52. If a Club does not employ one of the Officials described in Rule 57.2, Clubs should consider including representation from the relevant functional area on the Academy Management Team.

### **Academy Manager**

59. Each Club which operates an Academy shall employ a Full Time Academy Manager.
60. The Academy Manager's appointment shall be approved by the Club Board.
61. The Academy Manager shall report to the Chief Executive or to such other senior administrative Official of the Club as the Club Board shall approve.

## Staff

62. The responsibilities of the Academy Manager shall include (unless otherwise approved by the Board):
- 62.1. guiding the development of the Club's Playing Philosophy, Coaching Philosophy and Coaching Curriculum;
  - 62.2. drawing up the Academy Performance Plan as set out in, and subject to the provisions of, Rule 30;
  - 62.3. implementing the Academy Performance Plan;
  - 62.4. advising the Club Board on:
    - 62.4.1. whether the Academy has met the performance targets set out in the Academy Performance Plan; and
    - 62.4.2. the action to be taken by the Club if the Academy has not met those performance targets;
  - 62.5. ensuring the effective use by all appropriate Academy Staff of the Performance Management Application, Performance Clocks, and the Audit Tool, including ensuring that all relevant data is recorded thereon;
  - 62.6. the design, implementation and management of the Academy's Coaching Curriculum;
  - 62.7. conducting an annual self-assessment of the Academy in accordance with the provisions of Rule 37;
  - 62.8. providing all necessary assistance to the League in connection with its on-going monitoring and annual evaluations of the Academy and to the ISO in connection with the ISO Audits;
  - 62.9. ensuring that all Academy Staff undertake the Continued Professional Development required of them by this section of the Rules;
  - 62.10. being the line manager of the Head of Education, Head of Coaching and Head of Recruitment; and
  - 62.11. liaising with the Club's Manager as appropriate.

### **Guidance**

It is acknowledged that some Academy Managers may also have important roles as coaches and that the above responsibilities may limit the time they have for coaching. As a consequence, the Academy Manager will be entitled to delegate some of his functions to other staff at the Academy to enable him to continue to undertake coaching. In particular, if the Academy Manager also has coaching responsibilities, Clubs may wish to give consideration to appointing an Operations Manager, being a senior administrator who will have day-to-day responsibility for many of the executive and operational issues of the Academy. However, it should be borne in mind that the Academy Manager will remain ultimately responsible for all of the above matters regardless of any delegation.

63. Subject to Rule 64, each Academy Manager must hold:
- 63.1. an up to date UEFA A Licence; and
  - 63.2. an FA Youth Award; and
  - 63.3. an FA Advanced Youth Award.



**Guidance**

An Academy Managers' development programme will be developed in conjunction with Clubs. Rule 63.3 will be complied with regardless of which of the age-specific specialist element of the Award the Academy Manager holds, so long as he holds one.

- 64. A Club may appoint as Academy Manager a Person who does not hold the qualifications set out in Rule 63 provided that the Head of Academy Coaching:
  - 64.1. holds these qualifications;
  - 64.2. is tasked with overseeing the Coaching Curriculum; and
  - 64.3. is a member of the Academy Management Team and sits on the Technical Board.

**Guidance**

Consideration is being given to a specific course/qualification for Academy Managers who do not hold the required coaching qualifications. This may become mandatory for such Academy Managers. Further guidance will be given to Clubs in due course.

- 65. The Academy Manager must undertake Continued Professional Development organised by the Club. In addition, where the Academy Manager holds a qualification set out in Rule 63, he must attend such training provided by The FA as is necessary to maintain the validity of that qualification and at least five hours of in-service training to be provided by the League every year and hold a current Basic First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board.

**Academy Secretary**

- 66. Each Club which operates an Academy shall appoint an Academy Secretary who shall be employed Full Time (in the case of a Club which operates a Category 1 or Category 2 Academy), and at least Part Time (in the case of a Club which operates a Category 3 or Category 4 Academy).
- 67. The Academy Secretary shall:
  - 67.1. provide administrative support to the Academy Manager and the Academy Management Team;
  - 67.2. act as the point of contact between the Academy and the League for all administrative matters, including the submission of required information; and
  - 67.3. be familiar with all relevant provisions of these Youth Development Rules, as amended from time to time.

**Guidance**

This section of the Rules should be read subject to Rule 52.

## Staff

### Head of Academy Coaching

68. Each Club which operates an Academy shall employ a Head of Academy Coaching who shall:
- 68.1. report to the Academy Manager;
  - 68.2. subject to Rule 62.6, have responsibility for delivery of the Academy's Coaching Curriculum;
  - 68.3. be responsible for designing and delivering the Club's Continued Professional Development programme, which shall reflect the Club's Playing Philosophy and Coaching Philosophy and each coach's Coach Competency Framework for all the Club's Academy coaches; and
  - 68.4. discharge the responsibilities with regard to Development Action Plans set out at Rules 84 to 86;
  - 68.5. hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;
  - 68.6. hold a current Basic First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board;
  - 68.7. have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
  - 68.8. be employed Full Time (in the case of a Head of Academy Coaching employed in a Category 1 or Category 2 Academy) or at least Part Time (in the case of a Category 3 or Category 4 Academy);
  - 68.9. attend at least five hours of in-service training to be provided by the League each year;
  - 68.10. attend such training to be provided by The FA as is necessary to maintain the validity of the qualifications set out in Rule 68.5; and
  - 68.11. in conjunction with each of the Club's coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.
69. In addition to the in-service training referred to in Rule 68.9, the Head of Academy Coaching must undertake Continued Professional Development organised by the Club.

### Guidance

It is recommended (and mandatory in the circumstances set out in Rule 64) that the Head of Academy Coaching will be a senior appointment in the Academy and a member of the Academy Management Team and sit on the Technical Board.

This section of the Rules should be read subject to Rule 52.



**Coaches**

70. Each Club which operates an Academy shall employ as a minimum the number of Full Time coaches for each Development Phase in accordance with the Category of its Academy as set out in the following table:

	Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	2	2	2
Category 2	1	2	2
Category 3	1	1	2
Category 4	N/A	N/A	2

**Guidance**

For those Clubs which operate a Category 3 or Category 4 Academy, the Academy Manager and Head of Academy Coaching may count towards the minimum numbers required under Rule 70. Further consideration will be given to this in due course as it is however best practice that they are not included in the count of coaches under Rule 70.

71. In addition to the coaches set out in Rule 70 each Club shall employ sufficient additional coaching staff (Full Time or Part Time) to ensure that the coach to Academy Players ratios set out in Rule 119 are maintained.

72. Each Club shall appoint one Full Time coach in each Development Phase who shall be the lead coach for that phase and be responsible for managing the delivery of coaching within it, and who shall hold at least an up to date UEFA A Licence.

**Goalkeeping Coaches**

73. Each Club which operates an Academy shall employ, either on a Full Time or Part Time basis, such goalkeeping coaches as are necessary to ensure that each Academy Player who is a goalkeeper receives the required hours of coaching set out in Rule 116.

74. Each goalkeeping coach must:

- 74.1. attend at least five hours of in-service training to be provided by The Football Association each year;
- 74.2. attend the first aid training for Academy coaches provided by The Football Association at least once every three years; and
- 74.3. undertake Continued Professional Development organised by the Club.



## Staff

75. Each goalkeeping coach must hold an up to date UEFA B Licence and an FA Goalkeeping Coaching B Licence.

### **Guidance**

This section of the Rules should be read subject to Rule 52.

### **Senior Professional Development Coach**

76. Each Club which operates a Category 1 or Category 2 Academy shall (and a Club which operates a Category 3 or Category 4 Academy may) appoint a Senior Professional Development Coach who shall:
- 76.1. report to the Academy Manager;
  - 76.2. liaise with the Manager;
  - 76.3. hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;
  - 76.4. oversee on a day-to-day basis the Coaching Curriculum for the Under 19 to Under 21 age groups;
  - 76.5. manage the transition of Academy Players to the Club's senior squad in accordance with the Club's procedure for the same described in Rule 78;
  - 76.6. contribute to the Multi-disciplinary Reviews of all Academy Players in the Professional Development Phase; and
  - 76.7. manage the Club's team which competes in the Professional Development League.
77. Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 76 shall assign a member of the coaching staff responsible for the coaching of the Club's professional players to act as a liaison coach who shall:
- 77.1. liaise with the Academy Manager;
  - 77.2. liaise with the Manager; and
  - 77.3. manage the transition of Academy Players to the Club's senior squad in accordance with the Club's procedure for the same described in Rule 78.
78. Each Club which operates an Academy shall develop, implement and provide evidence of a procedure to enable the transition of Academy Players to its senior squad.

### **Guidance**

This section of the Rules should be read subject to Rule 52.





### Coaches: Qualifications and Professional Development

79. Subject to Rule 80, each coach (excluding goalkeeping coaches to whom Rule 74 applies) must from the commencement of and throughout their employment hold:
- 79.1. an up to date UEFA B Licence (save where these Rules require a coach to hold an up to date UEFA A Licence); and
  - 79.2. an FA Youth Award; and
  - 79.3. an up to date FA Advanced Youth Award with the age-specific specialist element relevant to the Development Phase which he coaches.
80. A coach employed by a Club prior to 1 July 2015 who does not hold a qualification required by Rule 79 shall acquire it by 30 July 2017.

#### Guidance

These Rules require the following Academy Staff to hold an up to date UEFA A Licence:

- Head of Academy Coaching (Rule 68.5);
- Senior Professional Development Coach (Rule 76.3).

81. Each coach (including goalkeeping coaches) must attend at least five hours of in-service training to be provided by the Football Association or League each year and hold a current Basic First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board.
82. In addition to the in-service training referred to in Rule 81, each coach must undertake Continued Professional Development organised by the Club.

#### Guidance

The League, The Football League and The FA will establish and maintain a national database of qualifications of coaches, and the in-service training they have undertaken.

83. Each Club which operates an Academy shall prepare a Coach Competency Framework, which must be approved by its Technical Board.
84. Each Club shall ensure that the Head of Academy Coaching provides to each of its Academy coaches (including goalkeeping coaches and the Senior Professional Development Coach) a Development Action Plan, that is to say the Head of Academy Coaching shall undertake an assessment of the competencies of each Academy coach and discuss this with him, and agree with him the competencies and behaviours which he needs to develop, and the activities which he will undertake in order to develop them, and the timeframe within which he will undertake them, and record the same in writing and give a copy to the coach.
85. The Club must record evidence that the actions referred to in the Development Action Plan have been undertaken, and review those actions within an appropriate period with the coach, and amend the Development Action Plan if necessary.
86. The Club shall ensure that the Head of Academy Coaching reviews, and if necessary amends, each coach's Development Action Plan with such frequency as is necessary.

## Staff

### Head of Academy Sports Science and Medicine

87. Each Club which operates a Category 1 and Category 2 Academy shall appoint a Full Time Head of Academy Sports Science and Medicine who shall report to either the Academy Manager or the Official who is responsible for Sports Science and Medicine for the entire Club (and whichever he reports to, he shall liaise closely with the other).
88. Each Club which operates a Category 3 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the ISO or PGB (whichever body is appropriate) that its Sports Science and Medicine Programme for Academy Players is appropriately managed and delivered.

#### Guidance

A Club which operates a Category 3 or Category 4 Academy may choose to buy in support for this function on a Part Time basis.

89. The Head of Academy Sports Science and Medicine shall be responsible for managing and delivering the Sports Science and Medicine Programme for all Academy Players registered with the Club.
90. The Head of Academy Sports Science and Medicine:
- 90.1. shall be either:
    - 90.1.1. a registered physiotherapist member of the Health and Care Professions Council; or
    - 90.1.2. a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors) with a diploma in Sport and Exercise Medicine or equivalent or higher qualification; or
    - 90.1.3. the holder of at least a master's degree in sports science (or other relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences accreditation; and
  - 90.2. shall have recent and relevant professional experience in a sports performance environment.

#### Guidance

Under Rule 90.1.2, where the Academy Doctor is not head of department the further qualification is still necessary if the doctor is providing independent unsupervised management in the area of Sport and Exercise Medicine.

Under Rule 90.1.3, it is anticipated that British Association of Sport and Exercise Sciences accreditation will be a requirement for this post in 2016/17.



## Staff

91.	The Head of Academy Sports Science Medicine shall hold either: 91.1. if he is a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner, a current Football Association Advanced Resuscitation and Emergency Aid certificate or an equivalent or higher qualification approved by the Board; or 91.2. if he is neither of the above, a current Intermediate First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board.
92.	For the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner (as set out in Rule 91.1 and 91.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.
93.	The Head of Academy Sports Science and Medicine must undertake Continued Professional Development organised by the Club or the League.

### **Guidance**

It is envisaged that the Person who is appointed to this role shall have had recent relevant experience (which will be assessed by the League and/or the ISO), including managerial experience in a sports science environment.

This section of the Rules should be read subject to Rule 52.

### **Lead Sports Scientist**

94.	Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Lead Sports Scientist who shall: 94.1. hold at least a bachelor's degree in sports science (or another relevant discipline) from a recognised university; 94.2. have recent and relevant professional experience in a sports performance environment; 94.3. co-ordinate and lead the sports science services for the Academy; and 94.4. hold a current Basic First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board.
95.	Each Club which operates a Category 3 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the ISO or the PGB (whichever body is appropriate) that it delivers sufficient and appropriate sports science services to its Academy Players.
96.	The Lead Sports Scientist must undertake Continued Professional Development organised by the Club.

### **Guidance**

For Clubs' obligations generally regarding the provision of sports science and medicine, see Rules 213 to 224.

## Staff

It is envisaged that the Person appointed to this role will have recent, relevant experience (which will be assessed by the League and/or the ISO). A Club which operates a Category 3 or Category 4 Academy may choose to buy in support for this function on a part time basis.

This section of the Rules should be read subject to Rule 52.

### Lead Strength and Conditioning Coach

97. Each Club which operates a Category 1 or 2 Academy shall employ a Lead Strength and Conditioning Coach who shall:
- 97.1. in the case of a Category 1 Academy, be employed Full Time, and in the case of a Category 2 Academy, be employed at least Part Time;
  - 97.2. be responsible for providing to the Club's Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine Programme;
  - 97.3. hold at least a bachelor's degree in sports science (or another relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences accreditation;
  - 97.4. hold a current Basic First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board; and
  - 97.5. have attended the following workshops run by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body):
    - 97.5.1. Foundation Workshop and Certification (Level 1);
    - 97.5.2. Weightlifting Workshop;
    - 97.5.3. Plyometric, Agility and Speed Workshop;
    - 97.5.4. Planning Effective Programmes Workshop; and
    - 97.5.5. report to the Lead Sports Scientist.
98. The Lead Strength and Conditioning Coach must undertake Continued Professional Development organised by the Club.

### Guidance

It is recommended that Category 2 Academies employ the Lead Strength and Conditioning Coach on a Full Time basis, but the League acknowledges that this may not always be possible, therefore, the minimum role is stated to be Part Time.

This section of the Rules should be read subject to Rule 52.

### Senior Academy Physiotherapist

99. Each Club which operates an Academy shall appoint a Senior Academy Physiotherapist who shall:
- 99.1. be Full Time in the case of a Category 1, Category 2 or Category 3 Academy and at least Part Time in the case of a Category 4 Academy;





- 99.2. be a registered physiotherapist member of the Health and Care Professions Council (save that a Club which operates a Category 3 or 4 Academy may continue to employ as its Senior Academy Physiotherapist any Person so employed at the time of these Rules coming into force who does not hold the qualifications specified in this Rule provided that he has successfully completed the Football Association's Diploma in the Treatment and Management of Injuries course or an equivalent or higher qualification. Any Person appointed thereafter must hold the qualifications specified by this Rule);
- 99.3. have recent and relevant professional experience in a sports performance environment;
- 99.4. if employed by a Club which operates a Category 1 or Category 2 Academy hold a current Football Association Advanced Resuscitation and Emergency Aid certificate or if employed by a Club which operates a Category 3 or Category 4 Academy hold a current Intermediate First Aid for Sport Qualification (or in either case an equivalent or higher qualification approved by the Board);
- 99.5. co-ordinate and lead the physiotherapy service within the Academy;
- 99.6. ensure that Rules 223.1 and 224 are complied with; and
- 99.7. undertake Continued Professional Development organised by the Club.

**Guidance**

This section of the Rules should be read subject to Rule 52.

**Physiotherapists and Sports Therapists**

- 100. In addition to the Senior Academy Physiotherapist referred to at Rule 99, each Club which operates a Category 1 or Category 2 Academy shall employ at least one Full Time physiotherapist who shall be a registered physiotherapist member of the Health and Care Professions Council and (where his duties include attendance at matches) hold a current Football Association Advanced Resuscitation and Emergency Aid certificate.
- 101. Any Sports Therapist employed by a Club must be subject to the management and supervision of a registered physiotherapist member of the Health and Care Professions Council and (where his duties include attendance at matches) hold a current Football Association Advanced Resuscitation and Emergency Aid certificate.
- 102. Each physiotherapist and Sports Therapist employed pursuant to Rules 100 and 101 must undertake Continued Professional Development organised by the Club and each such physiotherapist shall hold a current Intermediate First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board.

**Guidance**

All Sports Therapists must have a doctor or paramedic registered with the Health and Care Professions Council working alongside them on match day in the Professional Development Phase. At Category 3 and Category 4 the foregoing shall apply unless a Sports Therapist holds a current Intermediate First Aid for

## Staff

Sport Qualification. For younger age groups, Rule 224 applies.

Sports Therapists are not currently eligible to be registered with the Health and Care Professions Council. It is likely that this may change in the year or two and that if and when it does, an amendment to the Rules will be proposed to require all Sports Therapists working within Clubs to be so registered.

This section of the Rules should be read subject to Rule 52.

### Academy Doctor

- |        |  |
|--------|--|
| 103.   | Each Club which operates an Academy shall appoint an Academy Doctor who shall:   |
| 103.1. | be a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors); |
| 103.2. | be available to assess and, if appropriate, undertake the treatment of any playing injuries suffered by an Academy Player;   |
| 103.3. | undertake Continued Professional Development;  |
| 103.4. | be available for consultation at the Academy on at least one occasion per week (in addition to any attendance at matches); and   |
| 103.5. | be responsible for the preparation of each Club's Emergency Action Plan.   |

### Guidance

1. Whether the Academy Doctor should be Full Time or Part Time has not been specified, it being recognised that the role may be fulfilled by a doctor who also has responsibilities for the professional squad, or who has other professional responsibilities outside the Club.
2. See also Rules 223 and 224 concerning the medical cover at coaching and matches.
3. The League will gather and share best practice in relation to Emergency Action Plans.
4. This section of the Rules should be read subject to Rule 52.

### Performance Analysts

- |      |   |
|------|---|
| 104. | Each Club which operates a Category 1 Academy shall employ a minimum of two Full Time Performance Analysts.   |
| 105. | Each Club which operates a Category 2 Academy shall employ a minimum of two Performance Analysts, one on a Full Time basis, and the other at least Part Time. |

### Guidance

For Category 2 Academies, the Performance Analysts could be, for example, a student undertaking a Masters degree in a sports science related field who is on a placement as part of their Masters course.

- |      |  |
|------|--|
| 106. | The Performance Analysts shall undertake Performance Analysis of Academy Players registered with the Club. |
| 107. | The Performance Analysts must undertake Continued Professional Development organised by the Club.          |





**Guidance**

This section of the Rules should be read subject to Rule 52.

Head of Education	
108.	Each Club which operates an Academy shall appoint a Head of Education who shall:
108.1.	report to the Academy Manager;
108.2.	have responsibility for:
108.2.1.	the organisation, management and delivery of the Club's Education Programme;
108.2.2.	the educational progression of all Academy Players registered with the Club (subject to the duties of any educational establishment at which an Academy Player's education is taking place);
108.2.3.	ensuring that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is not prejudiced as a result of his being so engaged; and
108.2.4.	ensuring all documents and records relating to the education of Academy Players required by these Rules are in place and up-to-date,
108.3.	undertake benchmarking of the educational progression of each year group of Academy Players engaged on the Hybrid and Full Time Training Models against national data, and make the result of that benchmarking available to the League;
108.4.	ensure that the Academy's educational provision reflects the strategy and performance targets set out in the Club's Academy Performance Plan;
108.5.	hold Qualified Teacher Status and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a teaching qualification or further education teaching qualification (in the case of Category 3 and Category 4 Academies);
108.6.	be Full Time (in the case of Category 1 and Category 2 Academies); and
108.7.	undertake Continued Professional Development organised by the Club.

**Guidance**

See also:

1. Rule 209 which requires each Club to nominate a member of Academy Staff to be responsible for the management and delivery of the Club's programme to educate Academy Players in Lifestyle Management Skills. It is recommended (although not mandatory) that the Head of Education and Welfare is tasked with this.
2. Rule 211 pursuant to which the Head of Education and Welfare or other appropriate Official must manage the Club's exit/release strategy.

This section of the Rules should be read subject to Rule 52.

## Staff

### Head of Recruitment

109. Each Club which operates an Academy shall employ a Head of Recruitment who shall:
- 109.1. report to the Academy Manager;
  - 109.2. have responsibility for the organisation, management and delivery of the Club's policies and procedures for the recruitment of Academy Players;
  - 109.3. have responsibility for the recruitment and training of the Club's Scouts (including taking all reasonable steps to ensure that they comply with the requirements regarding qualifications, registration and Continued Professional Development set out at Rule 225);
  - 109.4. be in possession of such qualification as the League may require from time to time;
  - 109.5. undertake at least five hours of in-service training each year;
  - 109.6. undertake Continued Professional Development organised by the Club; and
  - 109.7. be Full Time in the case of Category 1 and Category 2 Academies, and at least Part Time in the case of Category 3 and 4 Academies.

### Guidance

1. Ideally a Club's strategy for talent identification and recruitment should flow from its Vision Statement and Playing Philosophy and be fully integrated into its Academy Performance Plan and the multi-disciplinary approach to youth development envisaged by the Elite Player Performance Plan. Clubs may wish to document a recruitment strategy which sets out:
  - the profile of the players it seeks to recruit in each age group, having regard to the desired technical, tactical, maturation, social and psychological characteristics required at each age;
  - its target groups (e.g. local v national recruitment, players attending Development Centres or local schools/boys' clubs etc);
  - synchronisation between coaches and recruiters to ensure that, for example, assessment procedures match those by which the Academy's existing Academy Players are assessed, and that new recruits transit easily into the Academy environment;
  - a strategy for late developers (including the Academy's own Academy Players whose maturation rates are slow but who eventually catch up with their peers); and
  - ensuring accurate scouting records are maintained.Clubs may then wish to develop an activity plan to implement the recruitment strategy.
2. With regard to Rule 109.4 above, it is envisaged that a new qualification for Scouts will be developed in due course.
3. This section of the Rules should be read subject to Rule 52.



**Interns**

110. The Head of Academy Sports Science and Medicine must ensure that the Club records and, if requested, makes available to the League, the following details of every intern working within the Academy:
- 110.1. name, date of birth and contact details (phone number, address and email address);
  - 110.2. qualifications (both academic and sporting such as coaching qualifications);
  - 110.3. details of the intern's current course, including the institution at which he is enrolled, the name of the course, and the name and contact details of his tutor; and
  - 110.4. the contact details of a member of Academy Staff who is responsible for supervising the intern whilst he is at the Academy.

**Guidance**

Clubs' attention is also drawn to Section S of the Premier League Rules: Safeguarding. Clubs must ensure that these Rules are complied with in respect of any intern to whom they are applicable. Clubs must also ensure that they comply with all applicable legislation, including that concerning the national minimum wage.

## Youth Development Rules

### Coaching

#### Coaching Curriculum

- |      |   |
|------|---|
| 111. | Each Club which operates an Academy shall prepare (and make available to the League and to the ISO on request) a Coaching Curriculum which shall have regard to: <ul style="list-style-type: none"><li>111.1. the Club's Vision Statement, Coaching Philosophy and Playing Philosophy;</li><li>111.2. the Club's Academy Performance Plan;</li><li>111.3. sections 6.6 – 6.8 of the Elite Player Performance Plan (save as regards the reference to minimum hours of coaching, as to which see Rule 116); and</li><li>111.4. these Rules.</li></ul> |
| 112. | The Club's Coaching Curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 64, the Head of Academy Coaching) who shall consult with all appropriate Club Officials (which may include the Manager, the Chief Executive, coaching staff, the Academy Management Team and the Technical Director if the Club has appointed one).   |
| 113. | The Club's Technical Board shall approve the Club's Coaching Curriculum.  |

#### Guidance

Reference is made in the Rule to sections 6.6 to 6.8 of the Elite Player Performance Plan, which set out further detail about the Coaching Curriculum in each Development Phase.

It is recommended that the Coaching Curriculum gives particular consideration to desired outcomes and the coaching strategies needed to achieve them at each Development Phase.

See also Rule 62.6 (role of Academy Manager in the Coaching Curriculum) and Rule 68.2 (role of the Head of Academy Coaching).

#### Coaching Hours

- |      |   |
|------|---|
| 114. | The coaching of age groups Under 15 and older in Category 1 and Category 2 Academies shall take place over 46 weeks of each year, such weeks to be determined by reference to the Games Programme Schedule (including the two periods set out therein during which no matches in the Foundation Phase and Youth Development Phase Games Programmes shall take place). |
| 115. | All other coaching in Academies shall take place over 40 weeks of each year.  |

## Coaching



116. Save as otherwise permitted by the PGB, the minimum hours of coaching to be delivered by Academies each week to each Academy Player (subject to his fitness) and the permitted Training Model per Category and per Development Phase are as follows:

		Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	Coaching hours per week	4 rising to 8 for older Academy Players	10 rising to 12 for older Academy Players	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase
	Permitted Training Model	Part Time, Hybrid	Part Time, Hybrid, Full Time	Full Time
Category 2	Coaching hours per week	3 rising to 5 for older Academy Players	6 rising to 12 for older Academy Players	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase
	Permitted Training Model	Part Time	Part Time, Hybrid	Full Time
Category 3	Coaching hours per week	3	4 rising to 6 for older Academy Players (See Guidance below)	12
	Permitted Training Model	Part Time	Part Time	Full Time
Category 4	Coaching hours per week	N/A	N/A	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase Games Programmes
	Permitted Training Model	N/A	N/A	Full Time



## Coaching

### Guidance

1. The above hours of coaching are the minimum the Rules require per week, subject to the Academy Player's fitness. It is acknowledged, however, that Academies can alter these hours as they see fit, provided that the above stated hours are achieved on average over each six or 12 week Multi-disciplinary Review period (as relevant). As regards "subject to fitness", this includes not only where an Academy Player is recuperating from injury, but also where in the opinion of the coaching staff and/or the medical and sports science staff, his coaching hours need to be reduced for him to receive adequate rest and recovery and/or avoid overuse injuries.

Coaching in the above tables refers to on-the-pitch coaching (and for the avoidance of doubt excludes time in matches). It is expected that Clubs will need to spend additional time in other environments off the pitch in order to work with Academy Players to assist them in developing the key technical, tactical, physical and psychological and social skills.

Where an Academy falls short of providing its Academy Players with the above hours of coaching, the Academy will need to demonstrate that despite this, its Academy Players are being provided with a proper Coaching Curriculum. This can be demonstrated by the progression of the Academy Player at each stage of the development process.

2. For Category 3 Clubs in the Youth Development Phase, the hours stated above should be applied as follows:
  - U12 and U13: 4 hours
  - U14: 5 hours
  - U15 and U16: 6 hours
3. A Club may be permitted to operate a Training Model in a particular Development Phase other than as set out in the table in Rule 116. This would need to be approved in advance by the PGB (who may take advice from the Education Advisory Group).

117. The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 90 minutes and there will be appropriate rest periods between each such session.

118. Each Club shall ensure that:

- 118.1. each Academy Player has access to an individual coaching plan tailored to his specific needs;
- 118.2. each Academy Player is made aware of his individual coaching plan (and any changes thereto) as soon as reasonably practicable in advance of his being coached in accordance with it; and
- 118.3. all coaching is recorded on the Academy Player's Performance Clock.

119. Each Club shall ensure that a coach to Academy Players and Trialists ratio of 1:10 is maintained for all coaching sessions (save that the ratio for Category 1 Academies using the Full Time Training Model shall be 1:8).

120. Each Club shall ensure that each Academy Player in age groups Under 9 and older participates at least once a year in a Festival (or other coaching event such as a Training Camp or a Tournament) which lasts for at least two days.





## Coaching

121. Each Club shall ensure that each of its coaches plans each coaching session by setting out the learning objectives which the session is designed to achieve and the coaching which will be given in order to achieve them.

### Development Centres

122. Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Development Centres, to be located within one hour's travelling time of the location of its principal venue for the provision of coaching and education to Academy Players.
123. A Child being coached at a Club's Development Centre:
- 123.1. may not be registered for that Club;
  - 123.2. may not play in matches for that Club unless registered as a Trialist; and
  - 123.3. will be free to play for other teams.
124. Clubs which operate Development Centres shall keep an attendance record of all the Children who participate in coaching sessions thereat.
125. Each Development Centre operated by a Club may be inspected from time to time by the League and by the ISO.
126. Without prejudice to the generality of Rule 125, the inspection referred to in that Rule may include:
- 126.1. inspection of the facilities provided; and
  - 126.2. assessment of whether the coaching provided at the Development Centre is in accordance with the Club's coaching syllabus.
127. No Club shall cause or permit a Child whose registration is held by another Club (or club) or with whom another Club (or club) has entered into a pre-registration agreement which remains current to attend its Development Centre.
128. No Club shall cause or permit a team representing its Development Centre to play football against a team representing another Club (or a Football League club).

### Guidance

The above Rules are based on the existing provisions concerning Development Centres. It is proposed that further consultation is undertaken with Clubs to explore and redefine the future role of Development Centres.

## Youth Development Rules Games Programme

### General

- |      |   |
|------|---|
| 129. | Save as permitted by the Board, Clubs shall not affiliate to any other youth leagues or enter any cup competitions except The Football Association Youth Challenge Cup.   |
| 130. | An Academy Player whose registration is held by a Club which operates an Academy shall play football only in a Games Programme or in Authorised Games and in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy. |
| 131. | A Club which operates an Academy shall not require, cause or allow an Academy Player whose registration it holds to play football except as permitted by Rule 130.  |
| 132. | Each Club which operates an Academy shall record in each Academy Player's Performance Clock: <ul style="list-style-type: none"> <li>132.1. each match in which he has played; and</li> <li>132.2. his playing time in each match.</li> </ul>  |

### Guidance

With regard to Rule 132.1, the matches which are to be recorded on an Academy Player's Performance Clock include all Authorised Games in which he plays.

The Performance Clock may be used to record other playing information about the Academy Player, e.g. substitutions, cautions, position played in. It forms part of the Performance Management Application.

### Performance Analysis

- |      |   |
|------|---|
| 133. | Each Club operating a Category 1 or Category 2 Academy shall: <ul style="list-style-type: none"> <li>133.1. have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 133.2;</li> <li>133.2. undertake Performance Analysis (including, in the case of a Club which operates a Category 1 Academy, by undertaking GPS evaluation in the Professional Development Phase and in the Youth Development Phase if the Full Time Training Model is utilised) of training activity and matches in the Youth Development Phase Games Programme, the Professional Development Phase Games Programme and the Professional Development League;</li> <li>133.3. use the results of such Performance Analysis in its monitoring of the coaching and development of Academy Players in the Youth Development Phase and the Professional Development Phase; and</li> <li>133.4. make available to the League such Performance Analysis data as it reasonably shall require to undertake the benchmarking of data for that Academy against national trends.</li> </ul> |
| 134. | Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 133 but only in respect of players in the Under 17 to Under 18 age groups.  |



## Games Programme

135. Subject to a Club complying with Rule 133 or 134 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Football League clubs) likewise complying, the League will make available to it benchmarked data derived from comparing the Performance Analysis data it has submitted to the League with that submitted by other Clubs (on an anonymised basis).

### Guidance

The League will produce further detail of the proposed national programme of Performance Analysis for the older Academy age groups. The proposals in this regard will be presented to Clubs in due course. If Clubs approve these proposals, then (subject to Club approval) a requirement will be inserted in the Rules for Clubs to contribute information to this national programme.

### Foundation Phase Games Programme

136. The League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme).
137. The Football League will organise a Games Programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 3 Academies.
138. The Games Programmes referred to in Rules 136 and 137 shall consist of matches which:
- 138.1. shall be competitive but whose results (except in the case of Tournaments) shall not give any particular competitive significance between Academies (for example, no league table or the like shall be produced);
  - 138.2. subject to Rule 138.3 shall be organised on a local basis so that, as far as reasonably possible, no team has to travel more than one hour to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme);
  - 138.3. may be played in Festivals organised on a local, regional or national basis and each Club which operates a Category 1 Academy shall organise and host a minimum of three Festivals per season;
  - 138.4. shall take place during the Games Programme Schedule;
  - 138.5. may include matches against representative county schoolboy sides (being sides selected by the English Schools' Football Association);
  - 138.6. shall be played outdoors, save in respect of:
    - 138.6.1. Clubs operating Category 1 or 2 Academies when, during the second half of December and the whole of both January and February, they shall be played indoors; and
    - 138.6.2. Clubs operating Category 3 Academies when, during the second half of December and the whole of both January and February, they may be played indoors.
  - 138.7. shall consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

## Games Programme

Age group	Team size	Pitch size (yards)	Goal size (feet)	Ball size
Under 9	4v4, 5v5 or 7v7	30x20 to 40x30 (4v4 and 5v5)  50x30 to 60x40 (7v7)	12x6	3  (or 4 at the Home Club's option)
Under 10	4v4, 5v5 and 7v7	30x20 to 40x30 (4v4 and 5v5)  50x30 to 60x40 (7v7)	12x6 (4v4 and 5v5)  12x6 to 16x7 (7v7)	4
Under 11	7v7 or 9v9	50x30 to 60x40 (7v7)  70x40 to 80x50 (9v9)	12x6 to 16x7 (7v7)  16x7 (9v9)	4

The participating Clubs shall endeavour to agree which of the above formats shall be utilised, but in default of agreement the home Club shall decide.

### Guidance

The League will organise a regional indoor programme during the second half of December, and the entirety of January and February. In particular, a programme of Futsal will be delivered for Category 1 and Category 2 Academies. Clubs will be free to apply to organise Authorised Games outside pursuant to Rule 139.2.

The League will organise Tournaments (lasting more than one day) for each of the Under 9, Under 10 and Under 11 age groups in the May or June of each year (and in scheduling them it will be borne in mind that June is often the month when Academy "downtime" occurs). The Tournaments so arranged for the Under 11 age group will include teams from clubs in countries other than England and Wales.

In order to deliver the Foundation Phase Games Programme to all Clubs, the target travel time of 1 hour may be exceeded from time to time, in particular in order to accommodate those Clubs whose home "locality" is small.

Both Leagues will co-operate to create cross-Category Festivals from time to time which shall include all Categories of Academy and be regionally based.

A six-week programme of Festivals of Futsal and other small-sided indoor football for each age range in the Foundation Phase will be staged. This programme will run from November to February and be organised on a basis of five regions (North East, North West, Midlands, London and South West, and London and South East). A Futsal tournament involving a regional qualification process culminating in a national finals event will be organised for each of the Under 9, Under 10 and Under 11 age groups.

139. Each Club which operates a Category 1, Category 2 or Category 3 Academy:
- 139.1. must participate fully in the Foundation Phase Games Programme; and
  - 139.2. may organise and participate in additional Authorised Games of the types listed in paragraphs c), d), f) and g) of that definition only (which shall be notified to the League (if the Club operates a Category 1 or Category 2 Academy) no later than 72 hours before they are scheduled to take place).





### **Guidance**

The Games Programme Schedule will incorporate free weeks (in addition to those referred to in Rule 178) during which no fixtures will be arranged by the League. This will allow Clubs to organise additional fixtures pursuant to Rule 139.2. In addition, Clubs will be able to rearrange fixtures in the Foundation Phase Games Programme in order to attend tournaments and Festivals provided suitable notice is given, the integrity of the Games Programme is maintained, and a suitable date for the rearrangement of the fixture is agreed.

140. Each Club shall ensure that each of its Academy Players in the Foundation Phase shall, subject to fitness, participate in at least half the playing time in any one Season of matches in the Foundation Phase Games Programme and any other matches organised by the Club pursuant to Rule 139.2 such playing time to be reasonably spread out over the season.

### **Guidance**

An Academy Player in the Foundation Phase may still play for his school team or school representative county side.

When assessing whether Rule 140 has been complied with, each Academy Player's playing time over the course of the season will be assessed and an average calculated (i.e. the Academy Player need not play in half the time of every match). In addition, Rule 140 requires that the playing time is spread relatively evenly over the course of the fixture programme. This is to ensure Clubs do not try to backload playing time at the end of the season simply to ensure the average is met.

### **Youth Development Phase Games Programme**

141. The League will organise a games programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme). The League will also organise a games programme for teams in the Under 15 age group of Clubs operating Category 1 Academies and of those Category 2 Academies wishing to participate.
142. The Football League will organise a games programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 3 Academies.
143. The games programme for Category 1 Clubs referred to in Rule 141 shall include the Under 13, Under 14 and Under 15 Premier League National Cups, participation in which shall not be mandatory.
144. Each Club must inform the League by 30 April in each year whether it wishes to compete in the Under 13, Under 14 and Under 15 Premier League National Cups the following season.

## Games Programme

145. The games programmes referred to in Rules 141 and 142 shall consist of matches which shall:
- 145.1. be competitive but whose results (save for matches in the Under 13, Under 14 and Under 15 Premier League National Cups) shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced);
  - 145.2. (in the case of the games programme referred to in Rule 141) be organised on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match save that longer travel times may be necessary:
    - 145.2.1. in order that each Club can participate meaningfully in the games programme; and
    - 145.2.2. for matches in the Under 13, Under 14 and Under 15 Premier League National Cups.
  - 145.3. (in the case of the games programme referred to in Rule 142) be organised on a local basis so that as far as reasonably possible no team has to travel more than one hour to an away match and/or regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that in both cases longer travel times may be necessary in order that each Club can participate meaningfully in the games programme);
  - 145.4. shall include one or more Festivals or Tournaments for each Club organised on a regional, national or international basis (which may include matches organised pursuant to Rule 150), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;
  - 145.5. take place during the Games Programme Schedule;
  - 145.6. be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of both January and February involving teams of Category 1 and Category 2 Academies, which shall be played indoors; and
  - 145.7. consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

Age group	Team size	Pitch size (yards)	Goal size (feet)	Ball size
Under 12	11v11 (or 9v9 if both Clubs so agree)	90x60 (11v11) 70x40 to 80x50 (9v9)	21x7 (11v11) 16x7 (9v9)	4
Under 13	11v11	90x60	21x7	4
Under 14	11v11	90x60 to 100x60	21x7 to 24x8	5
Under 15	11v11	110x70	24x8	5





## Games Programme

### Guidance

In order to deliver the Youth Development Phase Games Programme to all Clubs, the target travel time of two hours may be exceeded from time to time, particularly in order to accommodate those Clubs whose home geographical "region" is small.

- |      |  |
|------|--|
| 146. | The League shall organise a games programme for teams consisting of Academy Players in the Under 16 age group of Clubs operating Category 1 Academies, and another for teams of Academy Players in these age groups of Clubs operating Category 2 Academies.   |
| 147. | Save for any matches played abroad pursuant to Rule 150, the games programme for Category 1 Clubs referred to in Rule 146 shall:<br>147.1. be constituted either on a national basis or, if a majority of those Clubs (and Football League clubs) which operate Category 1 Academies so determine by no later than 31 March in the preceding Season, on a regional basis (as that term is defined in Rule 148; and<br>147.2. be competitive but whose results shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced). |
| 148. | The games programme for Category 2 Clubs referred to in Rule 146 shall be organised on a regional basis, that is to say so that as far as reasonably possible no team has to travel more than two hours to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).   |
| 149. | Matches in the games programmes for Category 1 and Category 2 Clubs referred to in Rule 146 shall, unless the Board otherwise permits, be played on Saturdays and arranged so that as far as possible a Club's fixtures in it mirror those of its teams in the Professional Development Phase Games Programme.   |
| 150. | As part of the Youth Development Phase Games Programme, the League shall organise matches (which may be organised as Tournaments) against teams from clubs in membership of a national association other than The Football Association or the Football Association of Wales. Such matches shall be organised regularly for Clubs operating Category 1 Academies and from time to time for Clubs operating Category 2 Academies.  |
| 151. | The Football League shall organise a games programme for teams consisting of players in the Under 15 and Under 16 age groups of Clubs operating Category 3 Academies, to be played on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).  |

## Games Programme

152. Matches played pursuant to Rules 146 to 151 shall, when played outdoors, be played in accordance with the following format:

Team size	Pitch size (yards)	Goal size (feet)	Ball size
11v11	110x70	24x8	5

153. Each Club which operates a Category 1, Category 2 or Category 3 Academy:
- 153.1. must participate fully in the Youth Development Phase Games Programme (save that participation in the Under 13 and Under 14 Premier League National Cups is voluntary); and
- 153.2. may organise and participate in additional Authorised Games of the types listed in paragraphs c), d), f) and g) of that definition only (which shall be notified to the League (in the case of a Club operating a Category 1 or Category 2 Academy) no later than 72 hours before they are scheduled to take place).

### Guidance

The Games Programme Schedule will incorporate free weeks (in addition to those referred to in Rule 178) during which no matches will be arranged by the Leagues. This will allow Clubs to organise additional matches pursuant to Rule 153.2.

154. Each Club shall ensure that each of its Academy Players in the Under 12 to Under 14 age groups shall, subject to fitness, participate in half the playing time of matches in the Youth Development Phase Games Programme and any other matches organised by his Club pursuant to Rule 153.2, the Academy Player's playing time to be reasonably spread over the season.
155. Each Club shall ensure that each of its Academy Players in the Under 15 to Under 16 age groups shall, subject to fitness, participate in at least 20 matches per season (being matches in the Youth Development Phase Games Programme or any other matches organised by his Club pursuant to Rule 153.2). Participation in a match shall for the purposes of this Rule mean playing at least 50% of the game time.

### Guidance

An Academy Player in the Youth Development Phase may still play for his school team or school representative county side.

When assessing whether Rule 154 has been complied with, each Academy Player's playing time over the course of the season will be assessed and an average calculated (i.e. the Academy Player need not play in half the time of every match). In addition, Rule 154 requires that the playing time is spread relatively evenly over the course of the fixture programme. This is to ensure clubs do not try to backload playing time at the end of the season simply to ensure the average is met.



## Games Programme

### Professional Development Phase Games Programme

156. The League will organise two games programmes, one for teams of Clubs operating Category 1 Academies and one for teams of Clubs operating Category 2 Academies.
157. The Football League will organise a games programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs in its absolute discretion what games programme(s) should be developed for those Clubs, Rules relating to the games programme and (subject to Rule 158.3) how that games programme should be delivered.
158. The games programmes organised by The League and The Football League pursuant to Rules 156 and 157 will be constituted on the following geographical bases:
- 158.1. Category 1: a regional league, with some matches played on a national basis and some international matches against teams representing clubs in membership of national associations other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad);
  - 158.2. Category 2:
    - 158.2.1. in two leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact constitution of each league to be determined by the Board in its absolute discretion having regard to those Clubs (and Football League clubs) which operate Category 2 Academies;
    - 158.2.2. where practical, international matches against teams representing clubs in membership of a national association other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad); and
  - 158.3. Categories 3 and 4:
    - 158.3.1. in two or more leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by The Football League in its absolute discretion and having regard to those Football League clubs (and Clubs) which operate Category 3 and 4 Academies.

## Games Programme

159.	Matches in the Professional Development Phase Games Programme organised under Rule 156: <ul style="list-style-type: none"><li>159.1. shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11v11 format);</li><li>159.2. shall be for Players in the Under 18 age group (and younger) only, save that a Club may name in its team sheet a goalkeeper in the Under 19 age group;</li><li>159.3. shall only have five substitutes named on the team sheet (and for the avoidance of doubt up to three substitutes may enter the field of play);</li><li>159.4. shall consist of competitive leagues and Tournaments; and</li><li>159.5. may include of an optional Futsal programme organised by the League (for Clubs operating Category 1 and Category 2 Academies) in the months of December, January and February.</li></ul>
160.	Matches in the Professional Development Phase Games Programme organised under Rule 157: <ul style="list-style-type: none"><li>160.1. shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11 v 11 format);</li><li>160.2. shall be for Players in the Under 18 age group (and younger) only, save that up to two Players in the Under 19 age group may be named on the team sheet for a match provided they are:<ul style="list-style-type: none"><li>160.2.1. a goalkeeper; or</li><li>160.2.2. registered as a Scholar and are only continuing as a Scholar beyond the age of 18 because of injury or other extenuating circumstances as approved by the League of which the Club is a member in accordance with that League's relevant procedures;</li></ul></li><li>160.3. shall only have five substitutes named on the team sheet (and for the avoidance of doubt all five substitutes may enter the field of play);</li><li>160.4. shall consist of competitive leagues and/or Tournaments; and</li><li>160.5. may include an optional Futsal programme organised by the League in the months of December, January and February.</li></ul>
161.	Further provisions binding on Clubs competing in the leagues referred to in Rule 159.4 shall be set out in the rules of those leagues.
162.	Each Club which operates an Academy: <ul style="list-style-type: none"><li>162.1. must participate fully in the Professional Development Phase Games Programme;</li><li>162.2. may organise and participate in additional Authorised Games (which shall be notified to the relevant League no later than 72 hours before they are scheduled to take place).</li></ul>





Professional Development League	
163.	Each Club which operates a Category 1 Academy shall compete in Professional Development League 1.
164.	Each Club which operates a Category 2 Academy shall compete in Professional Development League 2 unless it is able to demonstrate to the League that its starting 11s in its first team matches during the preceding season in those competitions set in Rule L.9.1 to Rule L.9.5 included on average at least five Players in the Under 21 age group or younger.
165.	Each Club which operates a Category 3 or Category 4 Academy may compete in the development league to be organised by The Football League.
166.	The League will organise Professional Development League 1, which shall consist of a national league competition played on a competitive basis.
167.	The League will organise Professional Development League 2, which shall consist of a league or leagues played on a competitive basis organised on a regional basis, the composition of such regional league(s) to be at the absolute discretion of the Board who shall so far as reasonably possible determine the composition of each such league to ensure that each Club has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in Professional Development League 2).

**Guidance**

Clubs who operate Category 2 Academies have expressed a desire to have some element of their Games Programme in the Professional Development Phase organised on a national basis, and not just on a regional basis as set out in Rule 167. The League will work to develop this proposal further.

168.	The Football League will, if required, organise (or procure the organisation of, for example, through the Football Combination or Central League) Professional Development League 3, which shall consist of a league or leagues played on a competitive basis and organised on a regional basis, the composition of such regional league(s) and the minimum number of matches to be played by each Club to be at the absolute discretion of The Football League who shall so far as reasonably possible determine the composition of each such league to ensure that each Club (or club) has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in Professional Development League 3). For the avoidance of doubt teams of Clubs operating Category 3 and Category 4 Academies shall compete together in Professional Development League 3.
169.	Eligibility in each of the Professional Development Leagues shall be limited to players in age group Under 21 or younger, save that each Club may nominate on its team sheet for any match in a Professional Development League no more than: <ul style="list-style-type: none"> <li>169.1. one older goalkeeper; and</li> <li>169.2. the number of older outfield players determined pursuant to Rule 170.</li> </ul>

## Games Programme

170. The number of older outfield players referred to in Rule 169 shall be determined in respect of each Professional Development League by such number as a majority of the Clubs (and Football League clubs) who compete in it so determine by no later than 31 March in the preceding Season (and in any case shall be no fewer than three and no greater than five).
171. At least three matches in the Professional Development League shall be played at the Club's Stadium, and other matches may be played at an alternative ground subject to the approval of the Board or The Football League (as appropriate). Such alternative grounds may include a pitch at the Club's Academy provided that it is floodlit, has a fenced off pitch and provides a spectator area.

### Guidance

The Board will need to be satisfied, prior to approving any alternative ground (including one at an Academy) that it provides satisfactory facilities for the playing of matches in the Professional Development League. Such facilities include the pitch, floodlight levels, changing rooms for the teams and Match Officials, and spectator areas. Further consultation on these issues will be undertaken in due course.

172. Unless otherwise authorised by the Board, and subject to any transitional arrangements authorised by the Board in respect of Season 2012/13 pursuant to which some midweek matches may be scheduled, matches in the Professional Development Leagues shall be played on Saturdays, save that the home Club shall, subject to the rules of the Professional Development Leagues, have discretion to change the date and kick-off time of a match to Friday evening, or any time on Sunday or Monday.
173. Further provisions binding on Clubs competing in the Professional Development League shall be set out in the rules of those leagues.
174. The League will in addition organise international matches (which may take place by way of Tournaments) for teams competing in Professional Development Leagues 1 and 2.

### Games Programme: Postponement etc. of Matches

175. A match in the games programme between Academy teams in age groups Under 9 to Under 16 inclusive shall not be cancelled, postponed or abandoned except with the written consent of the Board or on the instructions of the officiating referee (or if the officiating referee is a minor, the official of the county FA who has accompanied him to the match) who shall be empowered to instruct that such match be cancelled, postponed or abandoned only if he considers that the pitch is unfit for, or if adverse weather conditions preclude, the playing of the match in which event the Club at whose ground the match should have been played shall within seven days give to the Board notice in writing to that effect.
176. Except in the case of an Under 9 to Under 16 games programme match which, without either participating Club being at fault, is cancelled, postponed or abandoned under the provisions of Rule 175, any Club which causes the cancellation, postponement or abandonment of such a match will be in breach of these Rules.





## Games Programme

177. The Board shall have power to specify the equipment and facilities to be provided by Clubs for the playing of matches between Academies.
178. In consultation with The Football Association, a minimum of four weekends each Season will be identified by the League upon which there will be no fixtures for Academy teams, such weekends being devoted to international development, selected players' courses and in-service training of coaches and staff.

## Youth Development Rules

### Education and Welfare

#### General

179. Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by the Club to ensure that the education of its Academy Players and Players under the age of 21 is supported effectively and which:
- 179.1. is appropriate to the Category of its Academy;
  - 179.2. complies with all applicable requirements set out in this section of the Rules; and
  - 179.3. is evaluated by the Club within each Development Phase to ensure it is meeting its objectives as set out therein.
180. Each Club which operates an Academy shall ensure that each of its Academy Players receives a formal Education Programme which:
- 180.1. is appropriate to his age and Training Model;
  - 180.2. meets his specific academic needs;
  - 180.3. complies with all legal requirements;
  - 180.4. is structured to ensure that his academic development is not compromised as a result of his being coached by the Club's Academy;
  - 180.5. in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of either the advanced apprenticeship framework for sporting excellence (AASE) or any other programme of education approved in writing by the League; and
  - 180.6. shall continue notwithstanding that the Academy Player signs a professional contract and which shall comply with the requirements of the Education and Skills Act 2008 with regard to education and training.

#### Guidance

In relation to Rule 180.5 any other programme of education approved in writing by The Football League will be in conjunction with the PFA.

181. Each Academy Player's educational progression under his Education Programme shall be recorded on his Performance Clock.
182. Each Club which operates an Academy shall nominate a member of staff who shall be responsible for:
- 182.1. liaising with the school at which Academy Players are being educated;
  - 182.2. ensuring that any issues concerning an Academy Player's education arising from that liaison are addressed to the satisfaction of the school; and
  - 182.3. ensuring that for Academy Players on the Full Time and Hybrid Training Models (and where the League requests, for Academy Players on the Part Time Training Model) each Academy Player's school reports and educational data are obtained from his school and recorded on his Performance Clock.



## Education and Welfare

### Guidance

Clubs' attention is drawn to the Guidance note under Rule 1.57: the Education Management System is a function contained within the Performance Clock. It must be used for assisting the management of Academy Players' educational attainment data, and reference to the Performance Clock in these Rules, particularly in the context of education, should be read accordingly.

183.	Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players and Players under the age of 21 by offering support for his wellbeing and pastoral care generally.
184.	The provisions of Section S of the League's Rules (concerning the Safeguarding of Vulnerable Groups and Safe Recruitment) apply to Academies and Development Centres.
185.	Without prejudice to the generality of Rule 184 each Club shall appoint an Academy safeguarding officer who shall: 185.1. undertake the functions set out in Rule S.5.7 specifically with regard to the Academy; and 185.2. liaise with the Club's Head of Safeguarding.
186.	Clubs and Academy Staff shall observe and comply with the requirements of the Code of Practice entitled "The Health and Safety of Academy Players on Residential Tours, Festivals, Tournaments and Visits" set out in Appendix 12 and any breach thereof shall be treated as a breach of these Rules.
187.	Clubs shall ensure that their Academy Players are insured in accordance with advice circulated by the League from time to time.
188.	Clubs shall establish, maintain and, when necessary, implement a complaints procedure for Academy Players and Parents, a copy of which shall be submitted to the League.
189.	The Code of Conduct set out in Appendix 13 shall be binding on Academy Players of compulsory school age attending Academies and their Parents and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.

### Induction Events

190.	Each Club shall arrange a pre-season induction event for Academy Players and their Parents and there shall be at least one such induction event per Development Phase.
191.	The induction meeting referred to in Rule 190 shall provide such information to the Academy Players and their Parents as is necessary in order for them to understand the coaching and, if relevant, education that the Academy Player will receive from the Club.
192.	Each Club which operates an Academy shall permit a representative of the League to attend such induction meetings on request.

## Education and Welfare

### Reports on Educational Progression

193. Each Club which operates an Academy shall provide progress reports to the Parent of each Academy Player to whom it provides a Full Time Education Programme.
194. The progress reports shall:
- 194.1. detail the educational progression of the Academy Player; and
  - 194.2. be provided as and when necessary, but as a minimum at least once every 12 weeks.

### Guidance

With regard to Rule 194.2, Rule 42.2 states that Academy Players in the Under 12 to Under 18 age groups shall receive a Multi-disciplinary Review every six weeks. The educational progress report need only be undertaken once every 12 weeks (i.e. not for each Multi-disciplinary Review) but must be undertaken as part of a Multi-disciplinary Review.

### Delivery of the Education Programme

195. **Part Time Training Model**
- Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Part Time Training Model:
- 195.1. inform the Academy Player's school that he is being so trained;
  - 195.2. if the League so requests obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
  - 195.3. use the information obtained (if any) to monitor the Academy Player's academic progression by reference to his school reports and, where possible, educational attainment data, and record it on his Performance Clock; and
  - 195.4. liaise with the school on a regular basis in order to discuss and address any issues concerning the Academy Player's education which have risen or may arise as a consequence of his being trained at the Club's Academy.

### Guidance

The Part Time Training Model may be used by Category 1, 2 and 3 Academies in the Foundation Phase (Under 9 to Under 11), and by Category 2 and 3 Academies in the Youth Development Phase: see further Rule 116.

The Part Time Training Model envisages that coaching will take place outside the Core Coaching Time, but Clubs should nevertheless establish good communication with each Academy Player's school, obtain his school reports and, where possible, educational attainment data, monitor and record his academic progression on his Performance Clock, and address any relevant issues which arise as a result of the Academy Player being coached at the Academy (and in particular any conflict between the demands of his coaching and those of his education).

196. **Hybrid Training Model**
- Each Club which operates the Hybrid Training Model must appoint a sufficient number of appropriately qualified teaching staff to provide the educational support referred to in Rule 197.2.





## Education and Welfare

197. Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Hybrid Training Model:
- 197.1. undertake all necessary liaison and co-operation with the Academy Player's school to ensure that the required element of coaching can take place within the Core Coaching Time;
  - 197.2. provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 197.5 as shall be necessary to compensate for teaching he has missed, and to ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Team;
  - 197.3. obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
  - 197.4. monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 197.3) and record the information obtained pursuant to Rule 197.3 on his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);
  - 197.5. enter into a written agreement with the Academy Player's school and Parent which sets out details of the delivery of the Hybrid Training Model to the Academy Player, including weekly timetables, the likely impact on the Academy Player's education, and any additional educational support to be provided by the Club; and
  - 197.6. liaise with the school at least every six weeks in order to discuss and address any issues concerning the Academy Player's education which may arise or have arisen as a consequence of his being so trained.

### Guidance

The Hybrid Training Model may be used by Category 1 Academies in the Foundation Phase (Under 9 to Under 11), and by Category 1 and Category 2 Academies in the Youth Development Phase: see further Rule 116.

Clubs' attention is drawn to the following comments in section 7.3.1 of the EPPP. Although these comments refer to the Foundation Phase, they are relevant to the Hybrid Training Model generally.

*"It is assumed that the majority of the coaching will be delivered after school and at weekends. Flexing the season will also enable Academies to gain greater access to players. It is recommended that wherever possible and particularly in the case of Category 1 Academies where the contact time is highest, the after school sessions are established inside the Core Coaching Time and this may require some negotiation with schools and parents to establish the programme effectively. Close liaison with schools to ensure that players are managing the joint workloads is appropriate but no other specific education interventions are being proposed in this phase."*

198. **Full Time Training Model**
- Each Club which operates an Academy shall, in respect of each of its Academy Players in the Youth Development Phase being trained under the Full Time Training Model, ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 199 to 204 and which is approved in advance by the League.

## Education and Welfare

199. The education element of the Full Time Training Model must comply with these Rules and be structured in accordance with one of the four options set out below or in accordance with such other proposals as the League may approve.
200. Each Club which operates the Full Time Training Model must:
- 200.1. enter into an agreement with any school at which its Academy Players are being educated setting out the obligations of the Club and the school in respect of the education of those Academy Players;
  - 200.2. ensure that Academy Players in the Under 12, Under 13 and Under 14 age groups being educated at schools are fully integrated with other pupils of their age, which obligation shall include (without limitation) attending lessons with such other pupils according to the school's normal timetable (save where the Academy Players are being coached in the Core Coaching Time in accordance with these Rules);
  - 200.3. ensure that there is in place a written agreement between the Club, each Academy Player engaged on the Full Time Training Model, his Parent and his school which sets out full details of his education and Coaching Curriculum;
  - 200.4. ensure that the Education Programme of each such Academy Player provides him with a minimum of 20 hours' education during each week of the school term;
  - 200.5. ensure that appropriate staff/student ratios are utilised for all educational activity in which the Academy Player is engaged;
  - 200.6. ensure that each such Academy Player's education is tailored to his academic ability and attainment targets and meets national guidelines;
  - 200.7. obtain from the Academy Player's school his school reports and, where possible, educational attainment data; and
  - 200.8. monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 200.7) and record the information obtained pursuant to Rule 200.7 on his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews).

### Guidance

With regard to Rule 200.8 pursuant to Rule 42.2 Academy Players in the Under 12 to Under 18 age groups must receive a Multi-disciplinary Review every six weeks. The requirement in Rule 200.8 must be undertaken at every second such Multi-disciplinary Review.

201. Without prejudice to the generality of Rule 38, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:
- 201.1. not do so unless the PGB has pre-approved and annually certified its proposed delivery of the Training Model;
  - 201.2. permit the League and PGB to monitor and assess its delivery of the Training Model, including in respect of an individual Academy Player, in order to ensure that it complies with these Rules; and
  - 201.3. forthwith implement any changes to its delivery of the Training Model that the League or PGB may require.





## Education and Welfare

### Guidance

The League and PGB may take advice from the Education Advisory Group (and utilise the Education Ombudsmen) in connection with the assessment pursuant to Rule 201.

In the case of concerns over a Training Model which has been previously approved, it is anticipated that in the first instance an action plan to address any issues would be drafted, and the Club Support Manager or Education Ombudsman would work with the Club over a specific period to put the recommendations in place. Accordingly, Rule 202 below would be regarded as a last resort.

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| 202. | If the League is not satisfied that a Club's delivery of the Hybrid or Full Time Training Model complies with these Rules:<br>202.1. it may refuse to an application to register an Academy Player on it; and<br>202.2. the Board may exercise its powers set out in Rule 273.  |
| 203. | If a Club wishes to engage an Academy Player on the Full Time Training or Hybrid Model (whether or not the Academy Player is already registered with the Club), it shall complete and submit to the Board either PLYD Form 5A or PLYD Form 5B (as appropriate) signed on behalf of the Club by an Authorised Signatory.   |
| 204. | If the registration of an Academy Player on the Full Time Training Model is terminated by the Club or by the Board of its own volition, or if he changes to another Training Model, the Club shall, unless his Parent agrees otherwise, continue to provide to him until the end of the academic year in which he reaches the age of 16 education and accommodation in accordance with the arrangements made at the time of he was first engaged on the Full Time Training Model. |

### Guidance

The Full Time Training Model may be used by Category 1 Academies in the Youth Development Phase, and must be used by all Academies in the Professional Development Phase: see further Rule 116.

Form PLYD 5A must be used for all Academy Players whom the Club wishes to engage on the Full Time Training Model. If the Academy Player is not already registered with the Club, Form PLYD 5 (Academy Player Registration Application) must also be completed and submitted to the League (see Rule 257). If the Academy Player is already registered with the Club, Form PLYD 5 need not also be submitted. Clubs' attention is drawn to the undertakings that they must give under PLYD 5.

The four options referred to in Rule 199 are set out below. This list of options is not exhaustive, and Clubs are free to develop other models which deliver the same results as the options set out in the Elite Player Performance Plan.

Each Club's proposals for how it will deliver the Full Time Training Model must be approved in advance by the League. The League may also check each Club's delivery of the Full Time Training Model in order to verify that it is in accordance with these Rules and with the pre-approved proposals, and in order to verify that no Academy Player's education is being prejudiced as a result of his being prejudiced as a result of his being engaged on the Full Time Training Model. Clubs' attention is drawn to Rules 272 and 273 in this regard.

### Option 1

Clubs may enter into contractual relationships with an identified school or schools at which Academy Players receive their education.

The relationship will need to be flexed in terms of the amount of time that Academies would require Academy Players to be available for daily coaching. The school day will need to be flexed to accommodate

## Education and Welfare

the Coaching Curriculum whilst ensuring that boy's educational development does not suffer.

Specific tutor support for the Education Programme will be required for all Academy Players engaged in the Full Time Training Model over and above the normal curriculum. Additional tutor support will need to be individually tailored to the Academy Players' needs.

Clubs will need to decide how and where Academy Players will be coached. The optimum environment is at the Club's dedicated training facilities but this will require a school in Education Option 1 to be in close proximity to the Club's training facility so that the Academy Players can move easily between the school and the Club. With the Full Time Training Model, the school will need to be in close proximity to the training ground or else the training will need to be accommodated at the school.

The other major consideration for Clubs which operate Category 1 Academies will be the need to provide dedicated housing, house parents and a secure environment in which to live and work whilst staying with the Club. This will need to apply to all Academy Players who live outside a short commute from their Club's training ground.

### Option 2

In this option, Clubs may choose to develop and extend their own educational facilities at the training ground and, in effect, develop an onsite school facility. For Clubs which operate a Category 1 Academy, accommodation would still be required on or near the training ground to house the Academy Players and the associated social and welfare support would need to be factored into the delivery of this approach. Clubs may continue to contract an educational partner/provider but the schooling would take place at the Club.

### Option 3

Clubs may wish to establish their own schools. These schools may be general in their recruitment with specialist classes or groups of classes catering for the Academy Players' specialist needs. In this Education Option the same issues regarding the location of the school on or near the training ground remain relevant as does the need to provide appropriate housing and care.

### Option 4

Where two or three Academies are clustered together, especially in urban areas, it may be possible to identify a single school where each of the Clubs sends their Academy Players. This school would then become the hub for the Academies. The Coaching Curriculum may be split between the training ground and the school premises subject to the location of the school in relation to the Club.

Further guidance in respect of education in the Professional Development Phase, where all Clubs must utilise the Full Time Training Model, is set out in paragraph 7.3.3 of the Elite Player Performance Plan:

All Clubs in the Professional Development Phase will be required to deliver the Full Time Training Model. Academy Players will have access to training up to four hours a day in two separate sessions. The season will be developed increasingly to mirror the professional game so there will be less opportunity to flex the season for purposes of creating greater coaching contact time during the summer months.

Clubs which operate Category 1 and 2 Academies will have the necessary infrastructure at their training grounds to enable them to provide formal education provision for Academy Players in the Under 17 and Under 18 age groups which may be delivered principally at the training ground rather than offsite at a school or college.

This approach envisages the delivery of the formal education components at the training ground in purpose built facilities and as part of an integrated flexible weekly programme which compliments and supports the Coaching Curriculum. The delivery of the formal Education Programme may be either through fully qualified in house staff or through an outside provider who is able to meet the needs and demands of the integrated programme. Delivering the Education Programme in this way will provide maximum flexibility allowing coaches to flex and stretch the Coaching Curriculum to suit the particular needs of each Academy Player.



## Education and Welfare

Category 3 and 4 Academies will not necessarily be equipped to provide the formal education component at the training ground. Category 3 and 4 Academies may choose to deliver the formal education provision off site at a local education provider. This will require Heads of Education to ensure that as flexible an Education Programme as possible can be created in partnership with a school/college so that coaches can gain access to the required time for coaching.

205. Each Club which operates an Academy shall notify the League, in such a manner as the League shall from time to time specify, of the Training Model on which each of its Academy Players is engaged and, if an Academy Player changes to the Hybrid Training Model or Part Time Training Model, forthwith inform the League of the change and provide such evidence as the League may require to show that the Academy Player and his Parent consented to the change.

### Welfare, Social Development and Lifestyle Management

206. Each Club which operates an Academy shall establish a programme to educate each of its Academy Players in Lifestyle Management Skills.
207. The programme referred to in Rule 206 shall ensure that each Academy Player trained under the Full Time Training Model and/or in the Professional Development Phase has the opportunity to engage in activities outside the Academy which will encourage him to take an active part in the community and develop an understanding of good citizenship.
208. Each Academy Player shall engage in the activities referred to in Rule 207 unless he has good cause not to do so and each Club shall take all reasonable steps to ensure that each of its Academy Players does so engage.
209. Each Club which operates an Academy shall nominate a member of Academy Staff to manage and deliver the said programme.
210. Each Club shall nominate an Official to be responsible for the welfare and supervision of Academy Players engaged on the Part Time Training Model or Hybrid Training Model, while they are present at the Club's facilities.

### Player Exit/Release Strategy

211. Each Club which operates an Academy shall devise and implement a programme, to be managed by its Head of Education and Welfare or other appropriate Official to assist its Academy Players released from the Academy at completion of their Under 16, Under 17 or Under 18 year in circumstances where it appears they will not be joining another Club (or club).
212. Any such programme in respect of Academy Players being released at the completion of their Under 18 year shall be designed so that it dovetails with the support programme for such released Academy Players to be operated by the League.

## Youth Development Rules

### Sports Science and Medicine

Sports Science and Medicine Programme	
213.	Each Club which operates an Academy shall establish a Sports Science and Medicine Programme (in accordance with the criteria set out in these Rules which apply to the Category of its Academy) for the benefit of its Academy Players.
214.	Each Club's Sport Science and Medicine Programme shall be managed by its Head of Academy Sports Science and Medicine (in the case of a Club which operates a Category 1 or Category 2 Academy) or by an appropriately qualified Official (in the case of the Club which operates a Category 3 or Category 4 Academy).
215.	<p>The Sports Science and Medicine Programme of each Club should detail the planned provision to each of its Academy Players of at least the following areas:</p> <ul style="list-style-type: none"> <li>215.1. sports science (including physiology, biomechanics, physical testing and measurement);</li> <li>215.2. physiotherapy (including hydrotherapy and sports massage);</li> <li>215.3. medical services (including the prevention and treatment of injury and diet and nutrition);</li> <li>215.4. Performance Analysis; and</li> <li>215.5. psychology.</li> </ul>
216.	The progress and development of each Academy Player under the Sports Science and Medicine Programme (including without limitation the results of the tests set out in Rule 217, and full details of any injuries, the treatment thereof, and the length of any period of rehabilitation) shall be noted in his Multi-disciplinary Review and recorded in his Performance Clock.
217.	<p>Each Club which operates an Academy shall ensure that each of its Academy Players undergoes the following tests to measure physical and physiological fitness (as such tests are defined in the Audit Tool):</p> <ul style="list-style-type: none"> <li>217.1. age-appropriate medical and physical screening;</li> <li>217.2. anthropometric assessments;</li> <li>217.3. physiological/fitness testing;</li> <li>217.4. movement and posture/functional screening;</li> <li>217.5. predictive testing of size and shape/maturation measurement (save that a Club operating a Category 4 Academy shall not be obliged to conduct such tests);</li> <li>217.6. psychological profiling (Category 1 Academies only); and</li> <li>217.7. monitoring of physical exertion (Category 1 Academies only),</li> </ul> <p>and shall submit to the League such information as it may from time to time require in order to establish a national database of athletic development.</p>
218.	Subject to a Club complying with Rule 217, the League will make available to it (on an anonymised basis) benchmarked data derived from the information provided to it by all Clubs.





## Sports Science and Medicine

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| 219. | Each Club which operates an Academy shall ensure that each of its registered Academy Players on the Full Time Training Model is registered with an NHS general practitioner for the provision of general medical services, using the address at which he resides.             |
| 220. | Each Club which operates an Academy shall ensure that details of all injuries suffered by its Academy Players and of all rehabilitation are recorded and provided to the League and The FA in order that a national audit of injury and rehabilitation may be maintained.     |
| 221. | Subject to a Club complying with Rule 220, the League will make available to it benchmarked data derived from the national audit of injury and rehabilitation.  |
| 222. | Each Club which operates an Academy shall ensure that it has in place an Emergency Action Plan, and that all relevant Academy Staff are aware of its contents, and that it provides a copy of it in advance of all its home matches in the Games Programmes to its opponents. |

### Guidance

For the avoidance of doubt, the Emergency Action Plan should be produced in addition to the Club's Medical and Safety Action Plan (see Premier League Rule O.16). All members of the Academy's medical staff should be made aware of the contents of the Club's Medical and Safety Action Plan.

See Rule 103.5: the Academy Doctor shall be responsible for the preparation of his Club's Emergency Action Plan. The League will assist with the sharing of Emergency Action Plans.

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| 223.   | Each Club which operates an Academy shall ensure that there is available at all games involving Academy teams appropriate first aid or primary care provision and, without prejudice to the generality of the foregoing or to any Rules applicable to an Authorised Game, that:  |
| 223.1. | a doctor who holds a current Football Association Advanced Resuscitation and Emergency Aid certificate or an equivalent or higher qualification approved by the Board or paramedic (in the case of a Club which operates a Category 1 or Category 2 Academy) or a physiotherapist who holds the Intermediate First Aid for Sport qualification or an equivalent or higher qualification approved by the Board (in the case of a Club which operates a Category 3 or Category 4 Academy) is present at each game in the Professional Development Phase Games Programme; |
| 223.2. | a doctor or physiotherapist who holds the Intermediate First Aid for Sport qualification or an equivalent or higher qualification approved by the Board is present at each venue at which matches in the Foundation Phase and Youth Development Phase take place; and  |
| 223.3. | a defibrillator is maintained at each venue at which matches are played and at which coaching takes place.   |

## Sports Science and Medicine

### **Guidance**

Rule 81 requires each coach to hold a current Basic First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board. Thus, all coaches attending matches in all of the Development Phases should hold this qualification. Knowledge of how to use a defibrillator is a requirement of the Basic First Aid for Sport Qualification. Accordingly, the net effect of these Rules is that there must be somebody present at all games who knows how to use a defibrillator.

Each Club's Emergency Action Plan should include details of the members of Academy Staff required by Rules 223.1 and 223.2.

224. A physiotherapist qualified as set out in Rule 99.2 or Rule 100 or a coach who holds the Football Association's Diploma in the Treatment and Management of Injuries or an equivalent or higher qualification or a member of staff who holds a current emergency first aid qualification awarded by The FA, the British Red Cross, St John Ambulance (or by another entity provided it is approved by the Health and Safety Executive as an emergency first aid qualification) shall be present at all coaching taking place in Academies (without prejudice to the requirements of Rule 223).





## Youth Development Rules

### Talent Identification and Recruitment

#### Scouts: Qualifications

225. Each Club which operates an Academy shall ensure that each of its Scouts whose duties include the identification of Academy Players whose registration the Club may wish to secure (in addition to complying with the provisions of Section Q of the Premier League Rules):
- 225.1. is in possession of such qualification as the League may require from time to time;
  - 225.2. understands and complies in full with the Premier League Rules, these Rules and the Code of Conduct for Scouts; and
  - 225.3. undertakes Continued Professional Development each year.
226. Each Club shall ensure that, where the relevant Scout's duties include those referred to in Rule 225, in addition to complying with the Scout registration requirements of Section Q of the Premier League Rules, it provides evidence to the League within five days of employing or engaging the Scout that the Scout holds the qualification required by Rule 225.1, and the League shall register the Scout where it is satisfied that the registration requirements of Section Q have been complied with and the Scout holds the qualification required by Rule 225.1.

#### Scouts: Attendance at Matches

227. Each Club which operates an Academy shall permit the Scouts of other Clubs to attend at matches played in the Games Programmes provided that:
- 227.1. the Club which has employed or engaged the Scout notifies both Clubs involved in the match of the Scout's proposed attendance by no later than 12 noon on the last Working Day before the published date of the match; and
  - 227.2. the Scout is able to produce on demand to the home Club the identification card issued to him by his Club in accordance with the Premier League Rules.
228. Each Scout shall inform the home Club of his arrival at a match.
229. Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club should approach Academy Players (and other players) and the process thereafter. Such process should comply in full with the Premier League Rules, these Rules and the Code of Conduct for Scouts and should build upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 225.1.



## Talent Identification and Recruitment

### Registrations and Provision of Information by the League

230. Upon receiving an application by a Club to register an Academy Player, the League shall immediately provide to the Academy Player's Parent a copy of these Rules and of the Parent's Charter.
231. Subject to Rule 232, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:
- 231.1. seven days have elapsed from the date the League receives the application referred to above; and
  - 231.2. during that time, the League has not been contacted by the Academy Player or his Parent to inform the League that he no longer wishes to be registered as an Academy Player for that Club,
- and in such circumstances, the Academy Player may be coached by and play for the Club during the period of seven days referred to in Rule 231.1. The provisions of Rules 296 to 299 shall apply during the period referred to in Rule 231.1.
232. Without prejudice to its powers of inquiry under Section W of the Premier League Rules, prior to undertaking any registration of an Academy Player, the League may, in its absolute discretion, request:
- 232.1. any Official of the Club seeking to register the Academy Player, any Official of a Club with which the Academy Player has previously been registered, the Academy Player himself and/or his Parent(s) to appear before it to answer questions; and
  - 232.2. such Persons or any Club (or club) to produce documents, in each case, to ensure that there has been no breach of Rules 296 to 299.
233. Where a request is made by the League in accordance with Rule 232, the League may, in its absolute discretion, stay the registration of the Academy Player until it is satisfied that there has been no breach of Rules 296 to 299 (and, in such circumstances, the Academy Player may not be coached by or play for the Club seeking to register him until the League notifies the Academy Player and the Club that the registration has been undertaken).
234. If the Academy Player directly or indirectly contacts another Club, and such contact results in the Academy Player becoming registered with that other Club without the consent of the Club referred to in Rule 230, the other Club shall be presumed to have breached Rule 296.

### Guidance

#### Rule 230

The League will where possible send the Rules and Charter to Parents by email with a read-receipt, or by recorded delivery if no email address is provided.

#### Rule 234

The presumption set out in this Rule is rebuttable if the new Club can establish to the satisfaction of the Board that it did not in fact breach Rule 296.

## Talent Identification and Recruitment

### Time/Distance Rules

235. Subject to Rule 264, each Club which operates an Academy shall be permitted to register Academy Players who reside within the travel times measured from the location of the Club's principal venue for the provision of coaching and education set out in the following table.

	Permitted recruitment time/distance		
	Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	1 hour	No limit for Academy Players engaged in the Full Time Training Model; 1 ½ hours for all other Academy Players in the Youth Development Phase.	no limit
Category 2	1 hour	1 ½	no limit
Category 3	1 hour	1 ½	no limit
Category 4	N/A	N/A	no limit

Any question or dispute concerning the travelling time requirements in this Rule shall be determined by the Board.

### Trials

236. Subject to the conditions set out in Rules 237 and 243, a Trialist may attend an Academy for up to six consecutive weeks in any one season without being registered provided that:
- 236.1. at least seven days' prior written notice to that effect shall be given to any junior club of which such Trialist is a member; and
  - 236.2. before the trial commences his particulars shall be notified forthwith to the League by sending to the Board PLYD Form 2 duly completed, together with proof of his home address and date of birth in such form as is required by the Board.
237. In the case of the Trialist in one of the age groups Under 9 to Under 16, a Club may apply to the Board for permission to extend the period of six weeks referred to in Rule 236 for an initial additional period of six weeks, and then for a further period of six weeks thereafter.



## Talent Identification and Recruitment

238. An application to extend a trial period must be:
- 238.1. made by the Club at least two weeks before the Trialist's trial period is due to expire;
  - 238.2. accompanied by such information and assurances as the League may require; and
  - 238.3. consented to by the Trialist and his Parent.
239. An application to extend a trial period shall only be granted by the League if it is satisfied as to arrangements put in place by the Club for the welfare and education of the Trialist.
240. A Trialist may not register with another Club (or club) during the initial six week trial period but may at any time terminate an extended trial period to which he is subject.
241. Rule 41 (Performance Clocks) and Rule 42 (Multi-disciplinary Reviews) shall apply with regard to Trialists.
242. Each Club shall give the League all such access to information and Persons as it may require in order to monitor the welfare and progression of Trialists and to determine whether to grant an application to extend a trial period.

### **Guidance**

The Education Ombudsman may be asked to advise on the actual and proposed arrangements put in place by the Club to provide for the educational progression of any Trialist in respect of whom an application under Rule 242 is made.

243. The conditions referred to in Rule 236 are as follows:
- 243.1. a trial may be offered or given by a Club to anyone in age groups Under 9 to Under 11 inclusive who has his permanent residence within one hour's travelling time of the Club's Academy;
  - 243.2. a trial may be offered or given by a Club which is permitted to recruit nationally (because it operates a Category 1 Academy and is permitted to recruit nationally pursuant to Rule 235) to anyone in age groups Under 12 and Under 13;
  - 243.3. a trial may be offered or given by any Club to which Rule 243.2 does not apply to anyone in age groups Under 12 and Under 13 who has his permanent residence within one and a half hours' travelling time of the Club's Academy;
  - 243.4. a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;
  - 243.5. subject to Rule 243.6.2 a trial may be offered or given by one or more Clubs to an Academy Player in age group Under 16 who has been informed by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with him, any such trial or series of trials may not in the aggregate exceed six weeks;



## Talent Identification and Recruitment

243.6.	a trial may not be offered or given to anyone:
243.6.1.	who is on trial at another Academy; or
243.6.2.	whose registration is held by another Club (or club) except with the written consent of such Club (or club) or in the case of an Academy Player who is exercising his entitlement under either Rule 268, Rule 269 or Rule 270 to seek registration as an Academy Player at the Academy of another Club (or club).
	Any question or dispute concerning the travelling time requirements in this Rule shall be determined by the Board in its absolute discretion.
244.	If a Trialist attending an Academy is injured so that he cannot be coached or play football or if the period of his trial is interrupted by any other occurrence, application may be made to the Board in writing to extend the period of his trial, giving full reasons therefor, and the Board shall have power to extend such period in such terms as it may think fit.
245.	If before the date upon which a Trialist's trial period is due to end his trial is terminated, notice to that effect shall be given to the League by sending to the Board PLYD Form 3 duly completed.
246.	Upon a Trialist commencing a trial, the League may provide to him and his Parent a copy of these Rules and such other information as the League considers relevant.
247.	Where a Club makes an application to the League in PLYD Form 5 that an Academy Player who is a Trialist with that Club at the time of the application be registered as an Academy Player with that Club, the relevant trial will be immediately deemed cancelled by the League and the provisions of Rules 230 to 234 shall apply.

### Pre-Registration Agreements

248.	Subject to the provisions of Art. 19 of the FIFA Regulations on the Status and Transfer of Players, on or after 1st January in any season a Club may enter into a pre-registration agreement with a player who does not reside within one and a half hours' travelling time of its Academy provided that such a player is then: 248.1. in his Under 16, Under 17 or Under 18 year; and 248.2. in Full Time Education; and 248.3. not registered with another Club or Football League club.
249.	A pre-registration agreement shall be in PLYD Form 4 and shall include an undertaking by the Club to enter into a Scholarship Agreement with the player upon the Club having acquired the player's registration and 249.1. in the case of a player in his Under 16 year, on or after the last Friday in June in the academic year in which the Academy Player reaches the age of 16; or 249.2. in the case of a player in his Under 17 or Under 18 year, upon his ceasing Full Time Education. Unless authorised in writing by the Board, a breach of such an undertaking will constitute a breach of these Rules.





## Talent Identification and Recruitment

250. Clubs shall submit to the Board copies of all pre-registration agreements within five days of their being entered into.
251. A written Coaching Curriculum shall be annexed to each pre-registration agreement and the player shall not be coached by or at the Club's Academy or participate in its matches, tours, Festivals, Training Camps or Tournaments until the programme has been approved in writing by the Board and then only to the extent set out in the programme.

### Registrations

252. Except for Trialists attending trials in accordance with Rule 236, and players attending Development Centres and players with whom a Club has entered into a pre-registration agreement in accordance with Rule 248, no player shall be coached by or at an Academy or participate in matches, tours, Festivals, Training Camps or Tournaments in which the Club operating that Academy is involved unless that Club holds his registration.

### Guidance

The League may introduce a scheme of player identification for matches that form part of the Games Programme and Academy coaching sessions to monitor compliance with Rule 252 (among others).

253. Subject to Rule 254, players in age groups Under 9, Under 10, Under 11, Under 12, Under 14 and Under 16 shall be registered for one year and those in age groups Under 13 and Under 15 for two years.
254. The registration of an Academy Player shall endure until the last Friday in June in the academic year in which he reaches the age of 16 if:
- 254.1. he is engaged in the Full Time Training Model; or
  - 254.2. the Club has made an application to the Board to this end, having offered to engage the Academy player on the Full Time Training Model and the Academy Player having rejected this offer for sound educational reasons. In such a case the Board shall enquire into the circumstances and satisfy itself as to the bona fides of the application, and if so satisfied shall have the power to determine that the Academy Player's registration should so endure.
255. The registration of Academy Players will be undertaken by the League.
256. Registrations of Academy Players undertaken by The Football League which are held by Clubs promoted to the League shall be treated as having been undertaken by the League provided all circumstances surrounding that registration comply with these Rules, failing which the League shall be at liberty to reject that registration unless otherwise determined by the Board.
257. An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the Board PLYD Form 5 signed on behalf of the Club by an Authorised Signatory together with a copy of both the Code of Conduct referred to in Rule 189 and proof of both the Academy Player's home address and date of birth in such form as is required by the Board.

## Talent Identification and Recruitment

### Guidance

The League may introduce a scheme of player identification for matches that form part of the Games Programme and Academy coaching sessions to monitor compliance with Rule 252 (among others). Accordingly, the League may require that further information and/or documents be submitted at the same time as PLYD Form 5 to facilitate such a scheme. Such information/documents may include, by way of example, a current photograph of (and/or biometric data relating to) the Academy Player.

258.	A Club shall request each Academy Player (or if he is a minor his Parent) to complete PLYD Form 6 at the same time that he completes PLYD Form 5. If he does so the Club shall submit the completed PLYD Form 6 to the Board at the same time that it submits PLYD Form 5. If the Academy Player or his Parent (as applicable) elects not to complete PLYD Form 6, he should nevertheless submit PLYD Form 5 to the Board forthwith.
259.	An application in PLYD Form 5 shall be refused if it is made in respect of a player with whom a Club (or club), other than the applicant Club, has entered into a pre-registration agreement which remains current.
260.	Except in the case of a Scholar, a player shall not be registered as an Academy Player unless he is in Full Time Education.
261.	The Board may from time to time direct the minimum number of Academy Players to be registered by each Club in each age group, and each Club shall comply with any such direction.
262.	The maximum numbers of Academy Players registrable by a Club at any one time are as follows: Age groups Under 9 to Under 14 inclusive: 30 in each age group Age groups Under 15 and Under 16 inclusive: 20 in each age group Age groups Under 17 and Under 18: 30 across both age groups Age groups Under 19 to Under 21 inclusive: 15 in each age group
263.	No application to register any Academy Player in the Under 9 age group may be signed by the Academy Player before the third Saturday in May immediately preceding his Under 9 year.



## Talent Identification and Recruitment

264. A player in age groups Under 14 to Under 16 inclusive who resides more than one and a half hours' travelling time from the nearest Academy may be registered as an Academy Player at the nearest Club which operates an Academy of the appropriate Category subject to the following conditions:
- 264.1. an application for registration of an Academy Player under the provisions of this Rule shall be accompanied by a written Coaching Curriculum which shall include full particulars of any coaching the Academy Player will receive at or in the locality of his place of residence;
  - 264.2. the Coaching Curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school;
  - 264.3. in the case of an Academy Player registered under the provisions of this Rule at an Academy, the Head of Education shall make enquiries of the Academy Player's school at least four times each season during the currency of his registration so as to satisfy himself that the Academy Player's best interests are being served by the Coaching Curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Academy Manager who in the event of an adverse report shall apply to the Board for the cancellation of the Academy Player's registration; and
  - 264.4. unless any other travelling arrangements have been submitted to and approved in writing by or on behalf of the Board, on the occasion of each visit by the Academy Player to the Academy at which he is registered he shall be accompanied on both the outward and the return journey by his Parent.
265. An application to register an Academy Player shall be refused if:
- 265.1. the Academy Player is in age groups Under 10, Under 11 or Under 12; and
  - 265.2. the registration of that Academy Player was held by another Club or Football League club ("the former Club") within the period of 12 months prior to the making of the application; and
  - 265.3. the former Club had given notice to that Academy Player under the provisions of Rules 267.1 or 267.2 that it intended to retain his registration; and
  - 265.4. the Club making the application had within the said period of 12 months registered two Academy Players in age groups Under 10, Under 11 or Under 12 whose registrations had been held by the former Club,
- unless the Club making the application and the former Club agree otherwise.
266. On or before the third Saturday in May in every year each Club shall send to the Board a list in PLYD Form 7 containing the names of each of the Academy Players whose registration it then holds (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Rule U.32), indicating which it retains, which it intends to retain and which it intends to terminate with effect from the first Saturday in June.

## Talent Identification and Recruitment

### End of Season Procedure

267. Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 277:
- 267.1. on or before the third Saturday in May in every year in which his registration is held, each Club shall give or send to each of its Academy Players in age groups Under 9 to Under 11 PLYD Form 8 notifying him whether it intends to retain or to terminate his registration with effect from the first Saturday in June; and
  - 267.2. on or before the third Saturday in May, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 14 PLYD Form 9 notifying him whether it intends to retain his registration for the next two seasons or to terminate it with effect from the first Saturday in June.
268. An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club's intention to terminate his registration shall be at liberty following receipt of such notification to seek registration as an Academy Player at the Academy of any other Club (or club).
269. An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club's intention to retain his registration shall likewise be at liberty after the first Saturday in June to seek registration as an Academy Player at the Academy of any other Club (or club) provided that:
- 269.1. by the first Saturday in June he has given written notice to his Club and the Board terminating his registration; and
  - 269.2. he has received the Board's written acknowledgement of the same.
270. An Academy Player in age group Under 16 who has not received an offer to enter into a Scholarship Agreement by 1 March shall thereafter be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) and, in such circumstances (save where the Academy Player concerned remains in Full Time Education beyond his Under 16 year), the Club that holds his registration shall not be entitled to receive compensation from any Club (or club) that subsequently registers the Academy Player for its training and development of that Academy Player, in accordance with Rule 325.

### Termination of Registration

271. Subject to Rule 272, the registration of an Academy Player who has not entered into a Scholarship Agreement with a Club shall terminate upon the happening of the earliest of the following events:
- 271.1. the Academy Player completing his Full Time Education; or
  - 271.2. the receipt by the Board at any time of a mutual cancellation notification in PLYD Form 10 duly completed and signed by the Academy Player and his Parent and on behalf of the Club holding his registration; or
  - 271.3. the receipt by the Board of the Academy Player's notice duly given in accordance with the provisions of Rule 269.1; or





## Talent Identification and Recruitment

271.4.	the first Saturday in June following the receipt by the Board of PLYD Form 7 upon which his Club has indicated its intention to terminate the Academy Player's registration; or
271.5.	the expiry, surrender, suspension or revocation of the Academy licence of the Club holding the registration.
272.	The Board shall have power at any time to cancel the registration of an Academy Player: 272.1. upon the written application of either: 272.1.1. the Academy Player or, if the Academy Player is a Child, his Parent on his behalf (and one of the grounds, but not the only ground, on which such an application may be made is that the categorisation of the Club's Academy has been lowered pursuant to Rule 26.3); or 272.1.2. the Club holding his registration; or 272.2. of its own volition in the circumstances set out in Rule 273.
273.	If the Board is not satisfied that a Club is complying with any one or more of the Rules concerning the Hybrid or Full Time Training Model, or if it is of the view that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is being prejudiced as a result of his engagement thereon (regardless of whether the Club is in compliance with these Rules) it may, either of its own volition or on the written application of an Academy Player who is affected thereby (or of his Parent on his behalf if he is a Child): 273.1. cancel the registration of the Academy Player; or 273.2. order that the Academy Player be deemed to be engaged on one of the other Training Models.
274.	The Board will not exercise its powers set out in Rule 273 without having first given the Club, the Academy Player and his Parent the opportunity to make representations to it.
275.	The Board shall determine such an application in such manner as it shall think fit and, in particular, shall have power to appoint one or more suitably qualified Persons to enquire into all the circumstances of the application (adopting such procedures as are considered appropriate) and to report to the Board, recommending whether the application should be granted or refused. If the application is granted, the Board may impose conditions (e.g. as to compensation) on the cancellation of the registration.
276.	Upon an Academy Player's registration terminating by virtue of the provisions of Rule 271.2, the Board shall provide him with a copy of PLYD Form 10 as evidence thereof.

## Talent Identification and Recruitment

Scholarships	
277.	On or after 1 January in the year in which he attains the age of 14 years and in any event on or before 1 March in his Under 16 year, a Club may offer to enter into a Scholarship Agreement with an Academy Player whose registration it holds.
278.	Failure by a Club to honour any offer of a scholarship made pursuant to Rule 277 without reasonable cause shall render that Club liable to disciplinary action pursuant to Section W of the Premier League Rules.
279.	A Club may likewise offer to enter into a Scholarship Agreement with an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 270.
280.	A club which operates a Category 4 Academy may only offer to enter into a Scholarship Agreement with: <ul style="list-style-type: none"> <li>280.1. anyone who is not an Academy Player; or</li> <li>280.2. an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 270</li> </ul> but only on or after 1 January in his Under 16 Year.
281.	Any offer made under the provisions of Rules 277 or 279 shall be in PLYD Form 11, a copy of which shall be sent to the Board by the Club making the offer within five days of it being made.
282.	An Academy Player receiving an offer in PLYD Form 11 shall respond thereto within 28 days by completing and submitting to the Club making the offer PLYD Form 12, a copy of which shall be sent to the Board by the Club within five days of receipt. An Academy Player who does not accept the offer shall be at liberty after the first Saturday in June following his Under 16 year to seek registration at any other Club (or club).
283.	An Academy Player who fails to respond as required by Rule 282 shall be deemed to have not accepted the offer.
284.	A Club may enter into a Scholarship Agreement with an Academy Player if: <ul style="list-style-type: none"> <li>284.1. it holds his registration; or</li> <li>284.2. his registration is not held by another Club (or club); and</li> <li>284.3. (except in the case of an Academy Player who has entered into a Scholarship Agreement with another Club (or club) which has been cancelled by mutual agreement) he is under the age of 18 years; and</li> <li>284.4. the Scholarship Agreement commences no earlier than the last Friday in June in the academic year in which the Academy Player reaches the age of 16.</li> </ul>
285.	An Academy Player who enters into a Scholarship Agreement with a Club shall be: <ul style="list-style-type: none"> <li>285.1. entitled to receive such remuneration as shall be determined by the Board from time to time; and</li> <li>285.2. required to complete his Education Programme (as defined in PLYD Form 1).</li> </ul>





## Talent Identification and Recruitment

286.	The registration of an Academy Player who enters into a Scholarship Agreement with a Club shall be effected by completion of and submission to the Board of Football Association Form G(4), signed on behalf of the Club by an Authorised Signatory, together with copies of the Academy Player's Scholarship Agreement, the initial duration of which must not exceed two years, and birth certificate.
287.	If the parties to a Scholarship Agreement have agreed in writing that they will enter into a contract of employment in Form 20 prior to or immediately upon the termination of the Scholarship Agreement, and provided that the written agreement between them specifies the length of the contract and full details of all the remuneration and benefits payable under it, the Club shall not be obliged to complete and sign a mutual cancellation notification upon the Academy Player's application for cancellation of his registration pursuant to clause 13.1 of the Scholarship Agreement. If the Club chooses not to cancel the Academy Player's registration, the Academy Player shall remain registered with the Club and the Scholarship Agreement shall remain in full force and effect.
288.	<b>Appeal against Termination</b> An appeal by an Academy Player under the provisions of clause 10.3 or by a Club under the provisions of clause 12.3 of PLYD Form 1 shall be commenced by notice in writing addressed to the other party to the agreement and to the Board.
289.	<b>Appeal against Disciplinary Decision</b> An appeal by an Academy Player under the provisions of paragraph 3.3.2 of the Schedule to PLYD Form 1 shall be commenced by notice in writing addressed to the Club and to the Board.
290.	Appeals pursuant to Rule 288 or Rule 289 shall be conducted in such manner as the Board may determine.
291.	The Board may allow or dismiss any such appeal and make such other order as it thinks fit.
292.	<b>Order for Costs</b> The Board shall have power to make an order for costs: 292.1. in determining appeals under Rule 288 or Rule 289; and 292.2. if any such appeal, having been commenced, is withdrawn.
293.	The Board shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the League in the conduct of the appeal.
294.	Costs ordered to be paid as aforesaid shall be recoverable: 294.1. in the case of a Club, under the provisions of Rule E.27; or 294.2. in the case of an Academy Player, as a civil debt.

## Talent Identification and Recruitment

295. **Further Appeal**  
Within 14 days of a decision of the Board given under the provisions of Rule 291 either party may by notice in writing appeal against such decision to the Premier League Appeals Committee whose decision shall be final.

### Approaches by and to Clubs and Inducements

296. A Club shall not, either directly or indirectly, make any approach to or communicate with:
- 296.1. an Academy Player registered with another Club (or club); or
  - 296.2. a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.
297. A public statement made by an Official of or Intermediary for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) or a player with whom another Club (or club) has entered into a pre-registration agreement which remains current shall be deemed for the purpose of Rule 296 to be an indirect approach in breach of that Rule.
298. Except as permitted by Rules 268, 269 and 270, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).
299. Except that a Club may, not earlier than 1 January next following the commencement of his Under 16 year, offer an Academy Player a contract as a Contract Player upon his attaining the age of 17 years and subject to Rules 248 and 277:
- 299.1. no Club shall induce or attempt to induce a player to become registered as an Academy Player by that Club by offering him, or any Person connected with him, either directly or indirectly, a benefit or payment of any description whether in cash or in kind;
  - 299.2. no Club shall likewise induce or attempt to induce an Academy Player to enter into a Scholarship Agreement and in particular no Club shall pay or offer to pay to an Academy Player upon his entering into a Scholarship Agreement remuneration in excess of the remuneration referred to in Rule 285.1;
  - 299.3. no Academy Player shall, either directly or indirectly, accept any such inducement.

## Talent Identification and Recruitment



Youth Development Rules

## Youth Development Rules

### Facilities

Facilities							
300.	Each Club which operates an Academy shall ensure that: <ul style="list-style-type: none"> <li>300.1. it provides as a minimum the facilities and accommodation set out in Rules 302 to 313; and</li> <li>300.2. if it operates a Category 1 Academy, such facilities and accommodation are available for the exclusive use of its Academy at all times when it requires access to them in order to comply with these Rules.</li> </ul>						
301.	Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 302 to 313 shall be provided at the Club's principal venue for the coaching and education of Academy Players.						
302.	Grass pitches <table border="1" data-bbox="479 724 1161 1438"> <tbody> <tr> <td style="background-color: #2c3e50; color: white;"><b>Category 1</b></td> <td> <ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived);</li> <li>c) A designated area (on grass) for the coaching of goalkeepers.</li> </ul> </td> </tr> <tr> <td style="background-color: #2c3e50; color: white;"><b>Category 2 and 3</b></td> <td> <ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) A designated area for the coaching of goalkeepers.</li> </ul> </td> </tr> <tr> <td style="background-color: #2c3e50; color: white;"><b>Category 4</b></td> <td> <ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) A designated area (on grass) for the coaching of goalkeepers.</li> </ul> </td> </tr> </tbody> </table>	<b>Category 1</b>	<ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived);</li> <li>c) A designated area (on grass) for the coaching of goalkeepers.</li> </ul>	<b>Category 2 and 3</b>	<ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) A designated area for the coaching of goalkeepers.</li> </ul>	<b>Category 4</b>	<ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) A designated area (on grass) for the coaching of goalkeepers.</li> </ul>
<b>Category 1</b>	<ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived);</li> <li>c) A designated area (on grass) for the coaching of goalkeepers.</li> </ul>						
<b>Category 2 and 3</b>	<ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) A designated area for the coaching of goalkeepers.</li> </ul>						
<b>Category 4</b>	<ul style="list-style-type: none"> <li>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</li> <li>b) A designated area (on grass) for the coaching of goalkeepers.</li> </ul>						
303.	Each Club shall take all reasonable steps to maintain each grass pitch used by its Academy at all times when such pitches are required by the Academy for matches or coaching.						



## Facilities

- 304. The League shall inspect the Academy grass pitches of each Club which operates a Category 1 or Category 2 Academy at least twice a year, and of each Club which operates a Category 3 Academy from time to time.
- 305. Each Club shall take such steps as the Board may require if the Board is not satisfied that a pitch is being maintained to an adequate standard.
- 306. Without prejudice to the generality of Rule 303, each Club shall ensure that the quality of its pitches used for matches in the Games Programme is not adversely affected by coaching taking place on them.

### Guidance

Because of Rule 306, Clubs may need to have a greater number of pitches than the bare minimum necessary to fulfil matches in the Games Programme.

307.	Artificial Surface Pitch
<b>Categories 1 and 2</b>	One floodlit outdoor Artificial Surface pitch (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). It is recommended and mandatory with effect from 1 July 2016 that this pitch complies with Rule K.15.
<b>Categories 3 and 4</b>	Access to one floodlit outdoor Artificial Surface pitch (which need not be at the principal venue).

- 308. Indoor area for training and the playing of matches  
*Note: ideally a Club's indoor facility should be located at its principal venue for the coaching of Academy Players and any new facility must be located at the principal venue. It is accepted, however, that a number of Clubs have existing indoor facilities which are located elsewhere, or that it may be impossible for a Club's indoor facility to be located at its principal venue for planning reasons. In such cases, where the Board is satisfied that the Club's indoor facility may be located other than at its principal venue, there shall also be a requirement that the Rules relating to the maximum travel time from an Academy Player's residence to the coaching venue are complied with.*

<b>Categories 1 and 2</b>	One indoor Artificial Surface pitch measuring a minimum of 60 yards by 40 yards which shall be owned by the Club (or alternatively the Club must have a legally enforceable agreement with the owner of the facility for its use by the Club, expiring not earlier than the end of the current Season) and which shall be for the exclusive use of the Academy at all times. (Note: an indoor pitch which complies with the size requirements set out in Rule K.15 is recommended).
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## Facilities

<b>Categories 3 and 4</b>	<p>Access to one indoor Artificial Surface pitch measuring 60 yards by 40 yards during the months of November to April. Alternatively, the pitch may measure 30 yards by 20 yards but if so the Club shall only be permitted to coach the following maximum numbers of Academy Players at any one time:</p> <p>Age groups Under 9 to Under 14 inclusive: 18 in each age group</p> <p>Age groups Under 15 and Under 16 inclusive: 15 in each age group</p> <p>Age groups Under 17 to Under 21 inclusive: 12 in each age group</p>
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### Guidance

The Premier League and Football League are consulting on the requirements for Category 3 Clubs' indoor facilities to have an Artificial Surface.

#### 309. Changing rooms and washing facilities

<b>Categories 1 to 4</b>	<p>a) suitably-sized changing rooms equal in number to the number of teams (including visiting teams) playing at the Academy at any one time so that each such team has exclusive use of a changing room;</p> <p>b) a sufficient number of washing and toilet facilities, of a suitable quality, for the exclusive use of all registered Academy Players;</p> <p>c) a sufficient number of separate washing and toilet facilities, of a suitable quality, for the use of visiting teams;</p> <p>d) a sufficient number of separate changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of Match Officials (with separate male and female facilities); and</p> <p>e) (in the case of Category 1 and Category 2 Academies only) a sufficient number of changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of therapists and coaches employed at the Academy and other relevant Academy Staff.</p>
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### Guidance

Portacabins remain acceptable as dressing rooms until 1 December 2017. Any structural work required to achieve Category 1 status will need to be completed by no later than 1 December 2017.

Sufficient and suitable facilities must be provided at all venues. Thus, if a Category 3 or Category 4 Academy utilises an Artificial Surface pitch or an indoor pitch which is located away from its principal venue, it must ensure that there is substantial compliance with this Rule 309 with regard to changing room and washing facilities.

A changing room may not be used as any of the other rooms (e.g. team meeting room) required by these Rules.

#### 310. Team meeting room

<b>Categories 1 to 4</b>	A dedicated room large enough to hold 20 people and equipped with individual desks (one per Person), audio/visual projection equipment and a large screen, internet access and computers.
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### Guidance

In Category 3 and 4 Academies, this room:

- a) need not be located at the principal venue; but
- b) if it is so located (but not otherwise), may also be used as the guest lounge described in Rule 311.





## Facilities

311.	Guest lounge	<p><b>Categories 1 to 4</b></p> <p>A guest lounge for the use of Parents at each training session and match that is open to Parents. The guest lounge shall be large enough to hold 50 people and have access to refreshments and toilet facilities.</p> <p><i>Note: in Category 3 and 4 Academies, this room may also be used as the team meeting room described in Rule 310 provided that it is large enough.</i></p>
312.	Match analysis suite	<p><b>Categories 1 and 2</b></p> <p>A room large enough to hold 20 people and equipped with such appropriate video and IT technology as is necessary to undertake, and present the results of, Performance Analysis.</p> <p>If the facility is shared with the professional squad, access for the Academy sufficient for its purposes needs to be clearly demonstrated.</p> <p><b>Category 3</b></p> <p>A match analysis suite is recommended but not mandatory.</p>
313.	Medical facilities	Such medical facilities as the Club requires to deliver its Sports Science and Medicine Programme.

### Guidance

Each club should carefully consider provision of facilities suitable for the medical practice undertaken at each venue. In general, a medical consulting room should be not less than 16 square metres and should be larger if it includes a separate area for the examination couch.

There should be provision for:

- Privacy sufficient to ensure confidentiality of consultation;
- Desk, examination couch and equipment to facilitate medical examinations to include:
  - Thermometer;
  - Sphygmomanometer;
  - Otoscope and ophthalmoscope;
  - Stethoscope;
- Electronic or paper medical records in secure format;
- Secure/lockable filing system;
- Secure/lockable storage for any medicines;
- Sufficient provisions for all aspects of medical treatment to be undertaken including:
  - Protocols and equipment for the provision of Basic Life Support and if not provided elsewhere;
  - Protocols and equipment sufficient for Advanced Trauma and Life Support;
- Basin with hot and cold water, provision of hand cleansers, clinical taps, hand drying facilities and all necessary provision for effective infection control procedures;
- Provision of space and seating for person accompanying examinee;
- Flooring and fittings of materials which can be cleaned to meet infection control standards;
- Telephone.

## Facilities

### 314. Administration office space

<b>Categories 1 to 4</b>	<p>a) Such office space and access to IT, email and the internet as each member of Academy Staff requires in order to perform the responsibilities set out in his job description;</p> <p>b) A private meeting room.</p>
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#### **Guidance**

For Category 3 and Category 4 Academies, these can be provided at a place other than the principal venue (e.g. at the Club's Stadium).

### 315. Academy Player accommodation

<b>Categories 1 to 4</b>	<p>Sufficient and adequate accommodation for all registered Academy Players and Trialists under the age of 18 not residing with their Parents. Clubs shall comply with any guidelines about Academy Player accommodation published by the League from time to time and with all applicable legal requirements in relation to the provision of such accommodation.</p> <p>Such accommodation shall be located in as close proximity as is reasonably practicable to the Club's principal venue for the coaching and education of Academy Players and to the place at which Academy Players undertake their education (if this is not the principal venue).</p>
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#### **Guidance**

Clubs may provide such accommodation by lodging students with private households (subject to compliance with all applicable legal requirements including as to DBS checks) or by operating their own dedicated facilities (such as hostels).

### 316. Classrooms

<b>Category 1</b>	<p>A minimum of three classrooms which shall each:</p> <ul style="list-style-type: none"> <li>• contain sufficient desks for 20 students;</li> <li>• contain 20 computers with access to the internet; and</li> <li>• conform in all respects with any requirements for classrooms issued by the Department for Education.</li> </ul>
<b>Category 2</b>	<p>A minimum of two classrooms which shall each:</p> <ul style="list-style-type: none"> <li>• contain sufficient desks for 20 students; and</li> <li>• contain 20 computers with internet access.</li> </ul> <p>At least one of the classrooms must conform in all respects with any requirements for classrooms issued by the Department for Education.</p>
<b>Categories 3 and 4</b>	<p>Access for Academy Players and Trialists to a study area large enough to hold 20 people and which contains at least 20 computers with internet access.</p>



## Facilities

### **Guidance**

In Category 3 and 4 Academies, this may also be used as the team meeting room provided that the timetabling of lessons in the classrooms allows.

Flexibility will be accorded to a Club's provision of classrooms depending on the number of Academy Players that are engaged in each Training Model.

Clubs which operate a Category 3 or Category 4 Academy who have in place an artificial pitch which does not meet the requirements of such a pitch as defined in Rule 1.10 may continue to use such a pitch until the end of its natural life. Thereafter however, they must use a pitch which complies with the definition.

## **Youth Development Rules** Finance and Expenses

### **Finance**

317. Each Club which operates an Academy shall by 1 July in each year submit to the League its budgeted Academy Financial Information for its Academy for the following season.

318. Each Club which operates an Academy shall by 1 September in each year submit to the League its actual Academy Financial Information for its Academy for the previous season together with the budgeted Academy Financial Information for that season.
319. The Academy Financial Information required by Rule 317 shall be submitted in the format required by the League.
320. The League may, at its discretion, require (and the Club shall deliver), such further information and explanations as it deems fit in connection with the Academy Financial Information submitted by the Club pursuant to Rules 317 and 319.
321. The League shall have the power to obtain an independent audit of a Club's Academy Financial Information submitted pursuant to these Rules.
322. Each Club's Academy Financial Information shall be assessed by the Board in order to determine whether to award to the Club a grant from the Professional Youth Game Fund.

#### **Guidance**

The League will produce benchmarked Club by Club information (on an anonymised basis) with regards to expenditure on youth development on an annual basis.

The League will keep the Academy Financial Information provided to it pursuant to Rules 317 and 319 confidential save that:

1. the League may disclose the Information if properly required to do so by law or by any regulatory authority;
2. the League may disclose the Information to the ISO or the PGB (and if it does so, the League shall use all reasonable endeavours to ensure that the ISO or PGB keeps the Information confidential);
3. the League may disclose the Information to any Person or entity retained to undertake an audit of a Club's Academy Financial Information pursuant to Rule 321 (and if it does so, the League shall use all reasonable endeavours to ensure that the Person or entity so retained keeps the Information confidential); and
4. the League may use the Information to develop and publish benchmarked information on an anonymised basis.

#### **Expenses**

323. Without prejudice to Rules 296 to 299, each Club that operates an Academy shall be permitted to reimburse Academy Players and their Parents for actual expenses legitimately incurred as a direct result of the Academy Player's participation in the activities of the Academy, in accordance with such guidance as is issued by the Board to Clubs from time to time.

324. Without prejudice to Rules 296 to 299, no payment of any kind may be made by a Club to an Academy Player or his Parent (whether directly or indirectly) outside the terms of the guidance issued by the Board in accordance with Rule 323, without the express prior consent of the Board.

## Youth Development Rules

### Compensation

#### Compensation

325. The registration of an Academy Player at an Academy shall impose an obligation on the applicant Club or Football League club (“the Applicant Club”) to pay compensation for the training and development of that Academy Player to any Club or Football League club which previously held his registration (“the Training Club”) provided that:
- 325.1. the Training Club had indicated in PLYD Form 7 (or, in the case of a Football League club, the equivalent Football League form) its intention to retain the Academy Player’s registration; or
  - 325.2. the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 277 with the Academy Player; or
  - 325.3. the Academy Player sought registration at the Applicant Club because he had moved residence outside the permitted travelling time from his last Training Club; or
  - 325.4. save where Rule 270 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player’s registration pursuant to Rule 271.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club); or
  - 325.5. the Board has made a determination to that effect pursuant to Rule 275; and
  - 325.6. in all the above cases, the Training Club held a valid licence to operate an Academy in accordance with these Rules (or to operate a Football Academy or Centre of Excellence in accordance with the Rules pertaining to youth development which these Rules replaced).
326. The amount of compensation referred to in Rule 325 shall be:
- 326.1. such sum as shall be due pursuant to this section of the Rules; or
  - 326.2. as regards the compensation payable by the Applicant Club to the most recent Training Club, such sum as shall have been agreed between them.
327. Rules 329 to 339 govern the compensation due in respect of an Academy Player who is in, or about to enter, any age group between Under 9 and Under 16 at the time when he is first registered with the Applicant Club save for an Academy Player to whom Rule 328.2 applies.
328. In default of agreement between the Applicant Club and the Academy Player’s most recent Training Club, the Professional Football Compensation Committee shall (in accordance with the provisions of Appendix 11) determine the compensation payable to the latter in respect of an Academy Player:
- 328.1. who is in any age group between Under 17 and Under 21 when he is registered for the Applicant Club; or
  - 328.2. to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 277.



329. The compensation due in respect of an Academy Player to whom Rule 327 applies shall consist of an initial fee payable to the most recent Training Club (and to be paid within seven days of the Academy Player being registered for the Applicant Club) and, if the Academy Player is in age group Under 12 or older, contingent compensation is payable to all qualifying Training Clubs in accordance with these Rules.
330. The initial fee referred to in Rule 329 shall be calculated by:
- 330.1. multiplying the applicable annual fixed fee (or fees) calculated in accordance with Rule 331 by the applicable number of years; and
- 330.2. adding thereto any initial fee (capped at such sum as would have been payable when calculated in accordance with this section of the Rules) paid by the most recent Training Club when it acquired the registration of the Academy Player.
331. In Rule 330:
- 331.1. the “applicable annual fixed fee” means the fee set out in the table in Rule 332 referable to:
- 331.1.1. the age group of the Academy Player during any year that he was registered with the Training Club; and
- 331.1.2. the Category of the Training Club’s Academy during that year; and
- 331.2. the “applicable number of years” means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 338).

### **Guidance**

There may be two “applicable fixed fees”. For example, if an Academy Player was registered with a Category 2 Training Club from the age of Under 9 to Under 16, then the applicable fixed fee is £3,000 for each of his initial three years of development (totalling £9,000) and £25,000 for each of the five subsequent years (totalling £125,000) making a total initial fee of £134,000.

332. The applicable annual fixed fees by reference to the age group of the Academy Player and the Category of Academy are as follows:

<b>Age group of the Academy Player</b>	<b>Category of the Academy of the Training Club at the relevant time</b>		<b>Applicable Annual Fixed Fee</b>
<b>Under 9 to Under 11</b>	All Categories	£	3,000
<b>Under 12 to Under 16</b>	Category 1	£	40,000
<b>Under 12 to Under 16</b>	Category 2	£	25,000
<b>Under 12 to Under 16</b>	Category 3	£	12,500

## Guidance

In order to give effect to the compensation Rules under the EPPP, Clubs' previous Football Academies and Centres of Excellence will have a "deemed", retrospective categorisation to give effect to the provisions for fixed fee compensation in respect of the years up until the coming into force of the Rules. The following applies:

Status	Deemed retrospective Category for the purposes of calculating compensation (in respect of the period up until the end of Season 2011/12)
Club operated a licensed Football Academy which is placed into Category 1 under the new Rules (all Category 1 Clubs will be the subject of an ISO audit by no later than 31 May 2012)	Category 1
Club operated a licensed Football Academy which is not placed into Category 1 under the new Rules.	Category 2
Club operated a licensed Centre of Excellence	Category 3

333. The contingent compensation referred to in Rule 329 shall consist of:
- 333.1. appearance fees calculated by reference to the number of First Team Appearances (up to a maximum of 100) made by the Academy Player for the Applicant Club or any other Club or Football League club for whom the Academy Player subsequently becomes registered (including by way of a Temporary Transfer or other loan) and to the divisional status of the relevant Club as set out in the table in Rule 334;
  - 333.2. if the Academy Player's registration is transferred prior to his twenty-third birthday to a club affiliated to a national association other than The FA (save for any Welsh club which is a member of the League, The Football League or the National League), 20% of any Compensation Fee, Loan Fee and Contingent Sum that the Applicant Club receives which is in excess of:
    - 333.2.1. any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club pursuant to the FIFA Regulations for the Status and Transfer of Players; and
    - 333.2.2. the actual sum (if any) paid by the Applicant Club to the Training Club to acquire the Academy Player's registration;
  - 333.3. 5% of all Compensation Fees (and transfer fees, where applicable), Loan Fees and Contingent Sums paid in respect of:
    - 333.3.1. all future transfers of the Academy Player's registration to Clubs (or clubs) in membership of the League, The Football League or the National League; and
    - 333.3.2. all future transfers on loan to a club affiliated to a national association other than the Football Association (save for any Welsh club which is a member of the League, The Football League or the National League).

## **Guidance**

Clubs will be obliged to pay contingent compensation as it falls due in accordance with Rule V.36 (payment within seven days of the triggering event).

334. The appearance fees referred to in Rule 333.1 are as follows:

Number of First Team Appearances	Divisional Status of the Club			
	Premier League Club	Football League Championship Club	Football League 1 Club	Football League 2 Club
10	£ 150,000	£ 25,000	£ 10,000	£ 5,000
20	£ 150,000	£ 25,000	£ 10,000	£ 5,000
30	£ 150,000	£ 25,000	£ 10,000	£ 5,000
40	£ 150,000	£ 25,000	£ 10,000	£ 5,000
50	£ 150,000	£ 25,000	£ 10,000	£ 5,000
60	£ 150,000	£ 25,000	£ 10,000	£ 5,000
70	£ 100,000	£ 25,000	£ 10,000	£ 5,000
80	£ 100,000	£ 25,000	£ 10,000	£ 5,000
90	£ 100,000	£ 25,000	£ 10,000	£ 5,000
100	£ 100,000	£ 25,000	£ 10,000	£ 5,000

335. In Rule 333:

- 335.1. “First Team Appearance” means an appearance either in the starting eleven or as a playing substitute in a first team fixture in the Premier League, the Football League Championship and Football Leagues 1 and 2 (including play-offs), the Football League Cup, the FA Cup, the Football League Trophy, the UEFA Europa League or the UEFA Champions League;
- 335.2. in the event that the Academy Player’s registration at a Club (or Football League club) is terminated (whether by effluxion of time, cancellation, transfer or otherwise) prior to his having made sufficient appearances to trigger one of the payments set out in Rule 334, that Club (or Football League club) shall pay a pro rata amount to the relevant Training Club(s) and the obligation to pay future sums pursuant to that Rule shall transfer to any new Club (or Football League club) for whom the Academy Player subsequently becomes registered; and
- 335.3. “Compensation Fee”, “Loan Fee” and “Contingent Sum” shall be interpreted to exclude compensation payable pursuant to Rule 325.

336. Reference in Rules 333 and 335 to the transfer or termination of an Academy Player's registration shall be interpreted to include transfers or terminations of his registration after he has ceased to be an Academy Player and Clubs who subsequently sign the Academy Player shall be bound to comply with Rules 333.1 and 333.3 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:
- 336.1. any appearance fees payable pursuant to Rule 333.1 and due in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club; or
  - 336.2. sums payable pursuant to Rule 333.2 and 333.3 arising from transfers in respect of which the Applicant Club was not the Transferor Club.
337. Any agreement between a Club and another Club (or club) as to the compensation payable on the transfer of a registration, whether pursuant to Rule 326.2 or otherwise, may not take effect so as to vary the contingent compensation payable pursuant to this section of the Rules to any other Club (or Football League club).
338. If an Academy Player has spent part only of any year at the Training Club, the amount of compensation in respect of that year shall be calculated pro rata (taking into account whether or not the Training Club's Academy was operational or not during the Close Season or any part of it).
339. If the Academy Player has been registered for a Training Club for part only of the period between the start of his Under 12 year to the conclusion of his Under 16 year, the amount of contingent compensation payable to that Training Club calculated in accordance with these Rules shall be paid pro rata to the Training Club.

#### **Guidance**

Rule 339 covers the following situations:

1. Where an Academy Player has been registered for only one Training Club but not for the entirety of the period from the start of his Under 12 year to the conclusion of his Under 16 year; and
2. Where the Academy Player has been registered for more than one Training Club during the period.

In either case, the Training Club(s) receive(s) contingent compensation pro rata to the period that it/they held the Academy Player's registration.

340. The compensation set by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 328 applies shall be determined in accordance with the Committee's Regulations (set out at Appendix 11).

341. The new registration of a Contract Player under Premier League Rule U.17 shall impose an obligation on the Club next holding his registration to pay to the former Club (or club) compensation for the training and development of that Player if the Club (or club):
- 341.1. had held that Player's registration as an Academy Player;
  - 341.2. had offered to enter into a Scholarship Agreement with him which offer he had not accepted; or
  - 341.3. had entered into a Scholarship Agreement with him; and either
    - 341.3.1. the Scholarship Agreement had been terminated at the Player's request; or
    - 341.3.2. in accordance with the terms thereof the former Club (or club) had offered him a contract as a Contract Player which offer he had not accepted.
342. The amount of compensation payable pursuant to Rule 341 shall be:
- 342.1. such sum as shall have been agreed between the applicant Club (or club) and the former Club; or
  - 342.2. such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 340.
343. Any agreement between Clubs or between a Club and a Football League club as to the amount of compensation payable shall be in writing, and a copy provided to the League within five days of being entered into.
344. All compensation (including instalments thereof and contingent sums) payable to a Club or Football League club shall be paid by the Applicant Club into the Compensation Fee Account.

#### **Guidance**

The fees set out in Rules 332 and 334 are to be revised annually by the PGB.

The Regulations of the Professional Football Compensation Committee referred to in Rule 340 are in Appendix 11 to Premier League Rules. They remain unchanged as regards the calculation of compensation for:

- Academy Players in the Under 18 and older age groups;
- an Academy Player with whom the Training Club had agreed to enter into a Scholarship Agreement; and
- an Academy Player with whom the Applicant Club enters into a Scholarship Agreement.







  
**Youth  
Development  
Forms**

## Scholarship Agreement

AN AGREEMENT made the (day) day of (month and year) Between (club company name) whose registered office is at (address) (hereinafter called "the Club") of the one part and (Scholar's full name) of (address) (hereinafter called "the Scholar") of the other part

WHEREBY it is agreed as follows:

## 1. Definitions and Interpretation

1.1 The words and phrases below shall have the following meanings:

"**Authorised Games**" shall have the meaning set out in the League Rules;

"**the Board**" shall mean the board of directors of the Club for the time being or any duly authorised committee of such board of directors;

"**the Club Rules**" shall mean the rules or regulations affecting the Scholar from time to time in force and published by the Club;

"**Contract Player**" shall mean any player (other than a Academy Player or Scholar or Youth Player) who has entered into a written contract of employment with a Club as defined by the League Rules;

"**Education Programme**" shall mean the programme of education provided by the Club being either the advanced apprenticeship framework for sporting excellence (AASE) or any other programme of education approved in writing by the League in conjunction with the PFA;

"**the FA**" shall mean The Football Association Limited;

"**the FA Rules**" shall mean the rules and regulations from time to time in force of the FA;

"**Football Development Programme**" shall mean the programme of football training provided by the Club including the Scholar's participation in Authorised Games;

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"**Gross Misconduct**" shall mean serious or persistent conduct, behaviour, activity or omission by the Scholar involving one or more of the following:

- (a) theft or fraud;
- (b) deliberate and serious damage to the Club's property;
- (c) use or possession of or trafficking in a Prohibited Substance;
- (d) incapacity through alcohol affecting the Scholar's performance as a player;
- (e) breach of or failure to comply with any of the terms of this agreement;

or such other similar or equivalent serious or persistent conduct, behaviour, activity or omission by the Scholar which the Board reasonably considers to amount to gross misconduct;

"**the League**" shall mean the football league of which the Club is a member from time to time;

"**the League Rules**" shall mean the rules or regulations from time to time in force of the League;

"**National Minimum Wage**" means the National Minimum Wage as determined by the Low Pay Commission from time to time;

"**Parent**" means a person who has parental responsibility for the Scholar;

"**PFA**" shall mean the Professional Footballers Association;

"**Player**" shall have the meaning set out in the League Rules;

"**Prohibited Substance**" shall have the meaning set out in the FA Rules;

"**the Rules**" shall mean the FA Rules, the League Rules and the Club Rules.

1.2 For the purpose of this agreement and provided the context so permits, the singular shall include the plural and vice versa and any gender includes any other gender.

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## **2. Purpose**

- 2.1 The purpose of this agreement is to provide the Scholar with a period of work-based learning in preparation for a possible future career as a professional association football player.

## **3. Duration**

- 3.1 Subject as hereinafter provided, this agreement shall remain in force from the date set out in Schedule One for two years.  
3.2 If during the currency of this agreement the Club wishes to offer the Scholar a contract as a Contract Player it may only do so on the condition that the Scholar continues his Education Programme.

## **4. Extension of Agreement**

- 4.1 If by reason of illness or injury the Scholar is prevented from participating in the Football Development Programme for a period in excess of five weeks (hereafter “the excess period”):
- 4.1.1 the duration of this agreement shall be extended by the length of the excess period or, if earlier, until the Scholar’s nineteenth birthday; and
  - 4.1.2 within fourteen days of the end of the excess period the Club shall give written notice to the League and to the FA indicating the date to which the duration of the agreement is extended.
- 4.2 The Club shall be entitled to extend the duration of this agreement by one year by giving to the Scholar written notice to that effect on or before the third Saturday in May in the second year of the agreement and a copy of any such notice shall be sent to the League and to the FA within fourteen days of the date on which it was given.

## **5. Obligations of the Scholar**

- 5.1 The Scholar agrees:
- 5.1.1 to participate in the Football Development Programme and the Education Programme;

5.1.2 when directed by an authorised official of the Club to:

5.1.2.1 attend at any reasonable place for the purposes of and to participate in training and match preparation;

5.1.2.2 play in any Authorised Games in which he is selected to play for the Club;

5.1.2.3 attend other matches in which the Club is engaged;

5.1.3 to train and play to the best of his skill and ability at all times;

5.1.4 except to the extent prevented by injury or illness, to maintain a high standard of physical fitness at all times;

5.1.5 to observe the Laws of the Game when playing football;

5.1.6 to observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this agreement;

5.1.7 that he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of this agreement;

5.1.8 to submit promptly to such medical and dental examinations as the Club may reasonably require and undergo such treatment as may be prescribed by the medical or dental advisers of the Club and/or the Club's insurers;

5.1.9 to permit the Club to photograph him individually or as a member of a squad of players and staff of the Club provided that such photographs are for use as the official photographs of the Club;

5.1.10 to comply with and act in accordance with all lawful instructions of any authorised official of the Club; and

5.1.11 to sign the declaration set out at Schedule Three to this Agreement and to procure that his Parent signs the same.

5.2 Subject to Clause 5.3.4 below, the Scholar may contribute to the media in a responsible manner but whenever circumstances permit the Scholar shall give to the Club reasonable notice of his intention to make any contribution to the public media in order to allow representations to be made to him on behalf of the Club if it so desires.

5.3 The Scholar shall not:

- 5.3.1 reside at any place which the Club reasonably deems unsuitable for the performance of his obligations under this agreement;
- 5.3.2 undertake or be engaged in any employment or be engaged or involved in any trade, business or occupation;
- 5.3.3 indulge in any activity or practice which might endanger his fitness or inhibit his mental or physical ability to train or play or which might cause to be void or voidable any policy of insurance provided for the Scholar by the Club in compliance with the Rules; or
- 5.3.4 knowingly or recklessly do, write or say anything which is likely to bring the Club or the game of football into disrepute.

## 6. Obligations of the Club

The Club shall:

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

remain open and capable of acceptance by the Scholar for a period of one month from the date upon which the Club gave it to him.

**7. Illness and Injury**

- 7.1 Any injury to or illness of the Scholar shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such illness or injury.

**8. Permanent Incapacity**

- 8.1 In the event that the Scholar shall be permanently incapacitated the Club shall be entitled to serve a notice upon the Scholar terminating this agreement.
- 8.2 The minimum length of such notice shall be three months.
- 8.3 The notice may be served at any time after:
- 8.3.1 the Scholar is declared to suffer from Permanent Total Disablement as defined in the League's personal accident insurance scheme; or
  - 8.3.2 an appropriately qualified independent medical consultant (the identity of whom shall be agreed between the Club and the Scholar, each acting reasonably, save that in the event that the parties are unable to agree, such individual as shall be appointed by the President or next available officer of the Royal College of Surgeons) certifies that the Scholar has suffered permanent incapacity.

**9. Disciplinary Procedure**

- 9.1 The Club shall operate the disciplinary procedure set out in Schedule Two hereto in relation to any allegation that there has been a breach of or failure to observe the terms of this agreement or the Rules.

**10. Termination by the Club**

- 10.1 The Club shall be entitled to terminate this agreement by fourteen days' notice in writing to the Scholar if after due investigation and enquiry it is reasonably satisfied that he:
- 10.1.1 shall be guilty of Gross Misconduct; or
  - 10.1.2 has failed to heed any final written warning given under the provisions of Schedule Two hereto; or
  - 10.1.3 is convicted of any criminal offence where the punishment consists of an immediate custodial sentence of or exceeding three months.



- 10.2 There shall be included in any such notice full particulars of the Club's reasons for terminating the agreement and a copy of it shall be sent to the League, the FA and the PFA.
- 10.3 Within seven days of receiving a termination notice the Scholar by written notice served on the Club and the League may appeal against the decision of the Club to the League in accordance with the League Rules and the parties shall seek to ensure that such appeal shall be heard within a further 28 days.
- 10.4 If the Scholar exercises his right of appeal the termination of this agreement shall not become effective unless and until it shall have been determined that the Club was entitled to terminate the agreement pursuant to clause 10.1. Pending such determination the Club may suspend the Scholar.
- 10.5 Any such termination shall be subject to the rights of the parties provided for in the League Rules.

## **11. Grievance Procedure**

- 11.1 In the event of any grievance in connection with his education under this agreement and/or its operation the following procedures shall be available to the Scholar in the order set out:
  - 11.1.1 the grievance shall in the first instance be brought informally to the notice of such person as the Club identifies as the person dealing with grievances, failing which to any member of the Club's youth management;
  - 11.1.2 if the grievance is not settled to the Scholar's satisfaction within 14 days thereafter formal notice of the grievance may be given in writing to the Secretary of the Club requiring it to be considered by the Board. The matter shall thereupon be dealt with by the Board at its next convenient meeting and in any event within four weeks of receipt of the notice;
  - 11.1.3 if the grievance is not settled by the Club to the Scholar's satisfaction the Scholar shall have a right of appeal to the League exercisable within seven days of receipt by the Scholar of written notice of the decision of the Board by notice in writing to the Club and the League and such appeal shall be determined in accordance with the League Rules.

## 12. Termination by the Scholar

- 12.1 The Scholar shall be entitled to terminate this agreement by fourteen days' notice in writing to the Club if the Club shall be guilty of serious or persistent breach of the terms and conditions of this agreement.
- 12.2 There shall be included in any such notice full particulars of the Scholar's reasons for terminating the agreement and a copy of it shall be sent to the League, the FA and the PFA.
- 12.3 Within seven days of receiving a termination notice the Club by written notice served on the Scholar and the League may appeal against the termination and the appeal shall be determined in accordance with the League Rules and the parties shall seek to ensure that such appeal shall be heard within a further 28 days.
- 12.4 If the Club exercises its right of appeal the termination of this agreement shall not become effective unless and until it shall have been determined that the Scholar was entitled to terminate the agreement pursuant to clause 12.1.
- 12.5 Any such termination shall be subject to the rights of the parties provided for in the League Rules.

## 13. Cancellation of Registration

- 13.1 At any time during the currency of this agreement the Scholar without giving any reason therefore may apply to the Club for cancellation of his registration, whereupon the Club shall complete and sign a mutual cancellation notification in accordance with the League Rules whereupon this agreement shall terminate.
- 13.2 In consequence of such a termination, the Scholar shall not be permitted by the League to be registered as a Player until the expiry of two years from its effective date unless either:
  - 13.2.1 the Club gives its written consent; or
  - 13.2.2 the Club has received compensation for the training and development of the Scholar in accordance with the League Rules.

#### **14. Holidays**

14.1 The Scholar shall be entitled to five weeks holiday a year, to be taken at a time or times as shall be determined by the Club.

#### **15. Miscellaneous**

- 15.1 This agreement constitutes the entire agreement between the Club and the Scholar and supersedes any and all preceding agreements between the Club and the Scholar.
- 15.2 For the purposes of the Data Protection Act 1998 the Scholar consents to the Club processing Personal Data including Sensitive Personal Data (both as defined in the said Act) about the Scholar and using it for all relevant administrative and statistical purposes connected with the Scholar's education and potential future in professional football and sharing such Data with the League, the FA, the PFA and any relevant training body for the same purposes.

#### **16. Jurisdiction and Law**

16.1 This agreement shall be governed by and construed in accordance with English law and the parties submit to the non-exclusive jurisdiction of the English courts.

**Schedule One**

Scholarship Allowance

**PLYD Form 1**

**Supplemental Provisions and Employment Rights Act 1996**

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

£            per week from            to

£            per week from            to

If the agreement is extended pursuant to the exercise by the Club of the option set out in Clause 4.2, the rate of wage will be as follows:

£            per week from            to

Any other provisions:

## Disciplinary Procedure and Penalties

**1. Introduction**

The disciplinary procedure aims to ensure that the Club behaves fairly in investigating and dealing with allegations of unacceptable conduct with a view to helping and encouraging all Scholars to achieve and maintain appropriate standards of conduct and performance. The Club nevertheless reserves the right to depart from the precise requirements of its disciplinary procedure where the Club considers it expedient to do so and where the Scholar's resulting treatment is no less fair.

**2. Records**

All cases of disciplinary action under this procedure will be recorded and placed in the Club's records until deleted in accordance with paragraph 4.2. A copy of the Club's disciplinary records concerning the Scholar will be supplied to the Scholar at his request.

**3. The Procedure**

The following steps will be taken as appropriate in all cases of disciplinary action

**3.1 Investigation**

No action will be taken before a proper investigation has been undertaken by the Club into the matter complained of. If the Club determines the same to be appropriate the Club may by written notice suspend the Scholar for up to fourteen days while the investigation takes place. If the Scholar is so suspended this agreement will continue together with all the Scholar's rights under it except that during the period of suspension the Scholar will not be entitled to access to any of the Club's premises except at the prior request or with the prior consent of the Club and subject to such conditions as the Club may impose. The decision to suspend the Scholar will be notified in writing to the Scholar by the Club.

**3.2 Disciplinary Hearing**

3.2.1 If the Club decides to hold a disciplinary hearing about the matter complained of the Scholar will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Scholar will be given an opportunity to state his case either personally, through his representative or the PFA.

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3.2.2 Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Scholar the opportunity to state his case.

3.2.3 A disciplinary hearing may proceed in the Scholar's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.

**3.3 Appeals**

3.3.1 The Scholar shall have a right of appeal to the Board against any disciplinary decision. The Scholar should inform the Board in writing of his wish to appeal within seven days of the date of notification to him of the decision which forms the subject of such appeal. The Board will conduct an appeal hearing as soon as possible thereafter at which the Scholar will be given a further opportunity to state his case either personally or through his representative. The decision of the Board will be notified to the Scholar in writing within seven days and subject to paragraph 3.3.2 will be final and binding under this procedure.

3.3.2 In the event of any sanction being imposed or confirmed in excess of an oral warning the Scholar may by notice in writing served on the Club and the League within seven days of receipt by the Scholar of written notification of the decision of the Board appeal against it to the League and such appeal shall be determined in accordance with the League Rules.

3.3.3 If the Scholar exercises any right of appeal as aforesaid any sanction imposed by the Club upon the Scholar shall not take effect until the appeal has been determined and the sanction confirmed, varied or revoked as the case may be.

**4. Disciplinary Penalties and Termination**

4.1 At a disciplinary hearing or on an appeal to the Board against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:

4.1.1 give an oral warning, a formal written warning or after a previous warning or warnings a final written warning to the Scholar;

4.1.2 impose a fine not exceeding the amount of the basic wage for a period of up to two weeks;

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- 4.1.3 order the Scholar not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding two weeks; or
- 4.1.4 where the circumstances set out in Clause 10.1 of this agreement apply, terminate this agreement.

4.2 Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.

SIGNED by the Scholar \_\_\_\_\_  
in the presence of his Parent: \_\_\_\_\_

[Signature] \_\_\_\_\_

[Address] \_\_\_\_\_

[Occupation] \_\_\_\_\_

SIGNED by [insert name] \_\_\_\_\_  
for and on behalf of the Club in the presence of:

[Signature] \_\_\_\_\_

[Address] \_\_\_\_\_

[Occupation] \_\_\_\_\_



## Declaration by Scholar and Parent

**To be signed by the Scholar:**

I, *(full name)* \_\_\_\_\_ of *(address)* \_\_\_\_\_ Post Code \_\_\_\_\_ certify that the Club has not made an improper approach to me, nor has it induced or attempted to induce me to enter into the scholarship agreement dated \_\_\_\_\_ (the "Scholarship Agreement") by offering me or any person connected with me, either directly or indirectly, a benefit or payment of any description whether in cash or in kind, nor have I accepted any such inducement from anybody in connection with the Scholarship Agreement. I agree to be bound by the League Rules.

*Signed* \_\_\_\_\_

*Date* \_\_\_\_\_

**To be signed by the Parent:**

I, *(full name)* \_\_\_\_\_ of *(address)* \_\_\_\_\_ Post Code \_\_\_\_\_ and *(email address)* \_\_\_\_\_ being the person having parental responsibility for the above-named Scholar, certify that the Club has not:

- (a) induced or attempted to induce me or anyone connected with me, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to persuade or encourage my son to enter into the Scholarship Agreement; or
- (b) so far as I am aware, induced or attempted to induce my son or anyone connected with him, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to enter into the Scholarship Agreement.

I acknowledge that the acceptance of any inducement referred to at points (a) and (b), above, constitutes a breach of the League Rules by my son. I further acknowledge and agree that

- (c) the League may request that I attend a meeting in person to answer questions relating to the Scholarship Agreement and the payment of any such inducement and/or to produce relevant documents (including, for example, financial records and/or telecommunications records) within a reasonable deadline; and

(d) should I refuse or fail to comply with any request by the League in accordance with point (c), above, the League may refuse to register my son as a Scholar with the Club (or suspend or cancel any such registration already in place) and any tribunal appointed to consider an alleged breach of League Rules by my son will be entitled to draw an adverse inference against him in those proceedings.

*Signed* \_\_\_\_\_

*Date* \_\_\_\_\_

Notification of Trialist's Particulars (Youth Development Rule 236.2)

**To: The Board  
The Premier League**

We hereby give notice that the Trialist whose particulars appear below is attending the Academy of Football Club: Surname Other  
 name(s)  
 Address  
 Post Code  
 Parents' email address  
 Travelling time from this address to the Academy #  
 Date of birth Place of birth Nationality  
 Countries for which eligible to play (if known)  
 Date of commencement of trial period  
 Date trial period is due to end §  
 Other clubs (if any) at whose Academy the Trialist has attended for a trial during the current Season  
 Other clubs (if any) at which the Trialist has been registered:  

Club	From	To
Club	From	To

 (Continue separately if more than three such Clubs)

#### Certificate by Player

I hereby certify that the above particulars are correct and consent to this application, and, where I am over the age of 16, I further consent to:

- the conduct of drug testing on me in accordance with The FA's Memorandum on Drug Testing and to me receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authority present;
- pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to the Football Association Premier League Limited holding and processing any and all "personal data" and "sensitive personal data" relating to me contained within this Form for the purpose of discharging its sanction as a regulatory, administrative and governing body of football.

I further certify that I have provided to the Club giving this notice full written particulars of any medical condition from which I suffer and I undertake to inform the Club forthwith in writing if any such medical condition arises during the trial period. Finally, I confirm that I have read and agree to be bound by and comply with the Rules of the Premier League and the Youth Development Rules (copies of which can be found on the Premier League website — [www.premierleague.com](http://www.premierleague.com)).

**Endorsement by Parent+**

I, (full name) \_\_\_\_\_ of (address) \_\_\_\_\_  
Post Code \_\_\_\_\_ being the Parent (as defined in Premier League Rule A.1.118.) of the above-named Trialist, hereby certify that the above particulars are correct and consent to this application, to the conduct of drug testing on him in accordance with The FA's Memorandum on Drug Testing and to his receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authorities present. I further consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to The Football Association Premier League Limited holding and processing any and all "personal data" and "sensitive personal data" relating to the above-named Trialist contained within this Form for the purpose of discharging its functions as a regulatory and governing body of football. I further certify that I have provided to the above-named Club full written particulars of any medical condition from which the above-named Trialist suffers and I undertake to inform the Club forthwith in writing if any such medical condition arises during the trial period.

**Signed by the Parent** \_\_\_\_\_ **Date** \_\_\_\_\_

**Countersigned by the Trialist** \_\_\_\_\_ **Date** \_\_\_\_\_

**Signed on behalf of the Club** \_\_\_\_\_

**Position** \_\_\_\_\_

**Date** \_\_\_\_\_

# to be completed if the Trialist is in age groups Under 9 to Under 14 inclusive (subject to the exception in Youth Development Rule 243.2)  
§ not more than 6 consecutive weeks from the date of commencement  
+ to be completed if the Trialist is a minor

**Premier League**

Notice of Ending of Trial Period (Youth Development Rule 245)

To: **The Board**  
**The Premier League**

We hereby give notice that the trial period of [name of Trialist]  
who has been attending the Academy of \_\_\_\_\_ Football Club on trial ended on [date]

Signed \_\_\_\_\_

Position \_\_\_\_\_

Date \_\_\_\_\_

Pre-Registration Agreement (Youth Development Rule 249)

Date \_\_\_\_\_

**Parties**

(1) Football Club of (“the Club”)

(2) of (“the player”)

whose date of birth is

Place of birth Nationality

Countries for which eligible to play (if known)

**Undertakings by the Club**

Pursuant to Rule 249 of the Premier League Youth Development Rules (“the Rules”), the Club hereby undertakes that:

- 1. upon the player reaching the statutory school leaving age applicable in England/ceasing Full Time Education\* it will apply to register the player as an Academy Player at its Academy and having acquired the registration will enter into a Scholarship Agreement with the player in the form annexed to the Rules;
- 2. upon the player’s Coaching Curriculum (of which a copy is annexed hereto) or any variation of it being approved under the provisions of Rule 251 of the Rules, to coach the player in accordance therewith until the said Scholarship Agreement is entered into.

**Undertakings by the Player**

The player hereby undertakes that:

- 1. he is not registered with nor during the currency of this agreement will he consent to becoming registered with any Premier League or Football League club other than the Club;
- 2. upon his Coaching Curriculum or any variation of it being approved as aforesaid, he will participate in the same to the very best of his ability.

I consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to The Football Association Premier League Limited holding and processing the above "personal data" and any and all "sensitive personal data" which may be contained in and/or referred to in the annexed player's Coaching Curriculum for the purpose of discharging its functions as a regulatory and governing body of football.

Signed on behalf of the Club \_\_\_\_\_

*Position* \_\_\_\_\_  
Signed on behalf of the player

*Signed by his Parent* \_\_\_\_\_

\_\_\_\_\_  
\*delete as appropriate

Certificate

I certify that the Coaching Curriculum annexed to the Pre-Registration Agreement of which this is a copy has been approved/not approved\* by the Board.

*Signed* \_\_\_\_\_  
For and behalf of the Board of the Premier League

*Date* \_\_\_\_\_



Academy Player Registration Application (Youth Development Rule 257)

**Academy Player's Particulars**

Surname	Other name(s)	Address	Post code	Parent's email address:	Travelling time		
from the above address to the principal venues§	Date of birth	Place of birth	Nationality†	Countries for			
which eligible to play (if known)	Other clubs (if any) at which the Academy Player has been registered:						
Club	From	To	Club	From	To	School	

Training Model on which the Academy Player is to be engaged:

+

Length of registration:            year(s) [complete as appropriate]

Last day of registration:            20

**[Note :** *Youth Development Rules 271 to 276 set out the circumstances in which an Academy Player's registration can be terminated earlier than the date set out above, and the consequences of early termination. Further guidance can be obtained from the Premier League or from the PFA Independent Registration Advisory Service, both of whose contact details are set out in the Charter for Academy Players and Parents which the Premier League will send to the Academy Player's parent when it receives this form. ]*

**Application to Register**

We, \_\_\_\_\_ Football Club (“the Club”), apply for the Academy Player to be registered at our Academy for the period set out above.

We certify that we have not, either directly or indirectly, made an improper approach to him nor have we induced or attempted to induce him to become registered as an Academy Player with the Club by offering him, or any person connected with him, a benefit or payment of any description whether in cash or in kind.

*Signed* \_\_\_\_\_  
*Authorised Signatory*

*Date* \_\_\_\_\_

**Endorsement by Academy Player**

I consent to this application and consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to the Football Association Premier League Limited (“the Premier League”) holding and processing the above “personal data” and “sensitive personal data” (including Key Stage 2 and Key Stage 4 outcomes obtained from the Department for Education) for the purpose of discharging its functions as a regulatory and governing body of football. I certify that the above particulars are correct. I further certify that the Club has not made an improper approach to me, nor has it induced or attempted to induce me to become registered with it by offering me or any person connected with me, either directly or indirectly, a benefit or payment of any description whether in cash or in kind, nor have I accepted any such inducement from anybody in connection with my registration at the Club. I agree to be bound by the Rules of the Premier League.

*Signed* \_\_\_\_\_

*Date* \_\_\_\_\_

### Endorsement by Parent\*

I, *(full name)* of *(address)* Post Code (and of the above email address) being the person having parental responsibility for the above-named Academy Player, certify that the above details are correct and consent to:

- (a) this application;
- (b) the conduct of drug testing on the Academy Player in accordance with the Football Association's Anti-Doping Regulations;
- (c) his receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authorities present; and
- (d) the Club having access to the Academy Player's school reports and educational attainment data (including Key Stage 2 and Key Stage 4 outcomes obtained from the Department for Education).

Furthermore, I certify that the Club has not:

- (e) induced or attempted to induce me or anyone connected with me, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to register my son as an Academy Player with the Club or to encourage or facilitate that registration; or
- (f) so far as I am aware, induced or attempted to induce my son or anyone connected with him, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to register with the Club as an Academy Player.

I acknowledge that the acceptance of any inducement referred to at points (e) and (f), above, constitutes a breach of Youth Development Rule 299 by my son. I further acknowledge and agree that

- (g) the Premier League may request that I attend a meeting in person to answer questions relating to my son's proposed registration and the payment of any such inducement and/or to produce relevant documents (including, for example, financial records and/or telecommunications records) within a reasonable deadline; and

- (h) should I refuse or fail to comply with any request by the Premier League in accordance with point (g), above, the Premier League may refuse to register my son as an Academy Player with the Club (or suspend or cancel any such registration already in place) and any Commission appointed to consider an alleged breach of Youth Development Rule 299.3 by my son, in accordance with Section W (Disciplinary) of the Premier League Rules, will be entitled to draw an adverse inference against him in those proceedings.

Signed \_\_\_\_\_

Date \_\_\_\_\_

§ to be completed if the Academy Player is in age groups Under 9 to Under 16 inclusive and time restrictions apply to the Club's registration of Academy Players (see Youth Development Rule 235).

† if the Academy Player last played for a club affiliated to a national association other than the Football Association, unless the Academy Player is aged under 10 years, this Form must be accompanied by written confirmation from the Football Association that an international registration transfer certificate has been issued in respect of the Academy Player.

\* to be completed if the Academy Player is a minor.

+ Complete Form PLYD5A if the Academy Player is to be registered on the Full Time Training Model.

Full Time Training Model (Youth Development Rule 203)

Academy Player's Particulars

Surname	Other name(s)	Address	Post Code	Date of birth	Place of birth
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Application to Register the Academy Player on the Full Time Training Model

1. We, \_\_\_\_\_ Football Club, apply to register the above-named Academy Player on the Full Time Training Model until \_\_\_\_\_ 20\_\_\_\_, being the last Friday in June in the academic year in which he reaches the age of 16.

2. The residence arrangements for the Academy Player will be as follows:

3. We undertake to:

- 3.1 ensure the Academy Player's coaching and education are scheduled in accordance with the requirements of the Full Time Training Model as set out in the Youth Development Rules;
- 3.2 provide the Academy Player with education until the date set out in paragraph 1 (even if the Academy Player's registration is terminated by us or his training is switched to a different Training Model) as follows (being either one of the four options set out in the guidance to Youth Development Rule 195 or another model which has been approved by the League):
- 3.3 ensure that the Academy Player has the opportunity to engage in community and citizenship activities as set out in Youth Development Rule 207; and
- 3.4 advise the Academy Player's Parent(s), school and the League immediately if the Club changes or proposes to change any of the above arrangements.

*Signed* \_\_\_\_\_ *Date* \_\_\_\_\_  
*Authorised Signatory*

**Consent by Academy Player**

I consent to the above application and consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to The Football Association Premier League Limited (“the Premier League”) holding and processing the above “personal data” and “sensitive personal data” (including Key Stage 2 and Key Stage 4 outcomes obtained from the Department for Education) for the purpose of discharging its functions as a regulatory and governing body of football. I certify that the above particulars are correct. I agree to be bound by the Rules of the Premier League.

Signed \_\_\_\_\_

Date \_\_\_\_\_

**Consent by Parent to be completed if the Academy Player is a minor**

I, (full name) \_\_\_\_\_ of (address) \_\_\_\_\_ Post Code \_\_\_\_\_ (and of the above email address) being the person having parental responsibility for the above-named Academy Player, hereby certify that the above particulars are correct and consent to this application, to the access of Key Stage 2 and Key Stage 4 outcomes obtained from the Department for Education, to the conduct of drug testing on him in accordance with the Football Association’s Anti-Doping Regulations and to his receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authorities present.

Signed \_\_\_\_\_

Date \_\_\_\_\_

**Premier League**

Hybrid Training Model (Youth Development Rule 203)

**Academy Player’s Particulars**

Surname	Other name(s)	
Address.		Post Code
Date of birth	Place of birth	

**Application to Register the Academy Player on the Hybrid Training Model**

1. We, \_\_\_\_\_ Football Club, apply to register the above- named Academy Player on the Hybrid Training Model until \_\_\_\_\_ 20\_\_\_\_\_
2. We undertake to:
  - 2.1 ensure the Academy Player’s coaching and education are scheduled in accordance with the requirements of the Hybrid Training Model as set out in the Youth Development Rules and in accordance with the written agreement with his school and Parent entered into pursuant to Rule 197.5, a copy of which is annexed hereto;
  - 2.2 ensure that the Academy Player has the opportunity to engage in community and citizenship activities as set out in Youth Development Rule 207; and
  - 2.3 advise the Academy Player’s Parent(s), school and the League immediately if the Club changes or proposes to change any of the above arrangements.

Signed \_\_\_\_\_  
Authorised Signatory

Date \_\_\_\_\_



**Consent by Academy Player**

I consent to the above application and consent pursuant to Schedule 2 and Schedule 3 of the Data Protection Act 1998 to The Football Association Premier League Limited (“the Premier League”) holding and processing the above “personal data” and “sensitive personal data” (including Key Stage 2 and Key Stage 4 outcomes obtained from the Department for Education) for the purpose of discharging its functions as a regulatory and governing body of football. I certify that the above particulars are correct. I agree to be bound by the Rules of the Premier League.

*Signed* \_\_\_\_\_

*Date* \_\_\_\_\_

**Consent by Parent to be completed if the Academy Player is a minor**

I, (*full name*) \_\_\_\_\_ of (*address*) \_\_\_\_\_ Post Code \_\_\_\_\_ (and of the above email address) being the person having parental responsibility for the above-named Academy Player, hereby certify that the above particulars are correct and consent to this application, to the access of Key Stage 2 and Key Stage 4 outcomes obtained from the Department for Education, to the conduct of drug testing on him in accordance with the Football Association’s Anti-Doping Regulations and to his receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authorities present.

*Signed* \_\_\_\_\_

*Date* \_\_\_\_\_

Academy Ethnicity Monitoring Questionnaire  
(Youth Development Rule 258)

**USE OF INFORMATION**

Completion of this questionnaire is voluntary. If you provide the information it will be used as set out below and will not be used for selection or any other purposes.

The information provided on this ethnicity questionnaire will be recorded on a computer system shared by the Football Association Premier League Limited (**“Premier League”**) (and The Football League Limited should the Player ever compete in the Football League) against the Academy Player’s record and will be used:

- to help the Premier League gain insight as to who is playing the game at this level
- to help ensure compliance with the Premier League’s Inclusion and Anti-Discrimination Policy (a copy of which is in Appendix 2 of the Premier League’s Rules)
- to compile aggregate statistics and reports
  - on a club by club basis which we may wish to share with the relevant club only and The Football Association Limited
  - on a league basis which we may wish to publish for public interest and to share with other bodies that have a legitimate interest in equal opportunities such as the Professional Footballers Association and the Commission for Racial Equality

**What is your ethnic group?**

(Choose ONE section from A to E, then tick the appropriate box to indicate your cultural background)

**A White**

- British
- English
- Scottish
- Welsh
- Irish
- Gypsy or Irish Traveller
- Any other White Background, please write in

**B Mixed**

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed Background, please write in

**C Asian or Asian British**

- Indian
- British-Indian
- Pakistani
- British-Pakistani
- Bangladeshi
- British-Bangladeshi
- Chinese
- British-Chinese
- Any other Asian background, please write in

**D Black or Black British**

- Caribbean
- British-Caribbean
- African
- British-African
- Any other Black background, please write in

**E Other Background**

- Arab
- Other
- Prefer not to say

**F Undeclared**

- Prefer not to disclose my ethnic origin

Name of Academy Player

Signed

Date

(Parent / Guardian to sign if Academy Player is a minor)

**Premier League**

List of Academy Players (Youth Development Rule 266)

**To: The Board  
The Premier League**

The registrations of the following Academy Players (other than those who have signed a Scholarship Agreement) are held by Football  
Club as at the third Saturday in May (*year*)

Full Name	Current Age Group	Category

Signed \_\_\_\_\_

Position \_\_\_\_\_ Date \_\_\_\_\_

*[Note : The categories of Academy Players are :*

- 1. Academy Players whose registration has been retained (indicate "1 F" if on Full Time Training Model).*
- 2. Academy Players whose registration it is intended to retain (indicate "2F" if on Full Time Training Model).*
- 3. Academy Players whose registration it is intended to terminate.*

Retention/Termination Notification (Youth Development Rules 267.1)

**For Academy Players entering into age groups under 10, under 11 and under 12**

**To:** [name and address of Academy Player] We, \_\_\_\_\_ Football Club, hereby give you notice that it is our intention to retain/terminate\* your registration with effect from the first Saturday in June.

*Signed* \_\_\_\_\_

*Position* \_\_\_\_\_

*Date* \_\_\_\_\_

\_\_\_\_\_  
*\* delete as appropriate. If the registration is retained, it is for a period of 1 year pursuant to Rule 253 (subject to Rule 254).*

Retention/Termination Notification (Youth Development Rule 267.2)

**For Academy Players entering into age groups under 13 and under 15**

**To:** [name and address of Academy Player] We, \_\_\_\_\_ Football Club, hereby give you notice that it is our intention to retain/terminate\* your registration with effect from the first Saturday in June. [Your registration will be retained on the Full Time Training Model+.]

*Signed* \_\_\_\_\_

*Position* \_\_\_\_\_

*Date* \_\_\_\_\_

---

\* *delete as appropriate. If the registration is retained, it is for a period of two years pursuant to Youth Development Rule 253 (subject to Rule 254).*  
+ *delete if inapplicable*

Academy Player's Registration: Mutual Cancellation Notification  
(Youth Development Rule 271.2)

To: **The Board**  
**The Premier League**

The registration of [name of Academy Player] held by Football Club has today been cancelled by mutual agreement. Unless otherwise set out below the Club will retain rights to compensation in respect of the Academy Player pursuant to the Premier League Youth Development Rules and the FIFA regulations for the Status and Transfer of Players.

Signed by the Academy Player \_\_\_\_\_

Signed by the Parent\* \_\_\_\_\_

Signed on behalf of the Club \_\_\_\_\_

Position \_\_\_\_\_

Date \_\_\_\_\_

\* if the Academy Player is aged under 18 years

Scholarship Offer (Youth Development Rule 281)

To : [name and address of Academy Player]

We, \_\_\_\_\_ Football Club,  
hereby offer to enter into a Scholarship Agreement with you upon your reaching the statutory school leaving age applicable in England.

The Scholarship Agreement will be in PLYD Form 1.

Signed \_\_\_\_\_

Position \_\_\_\_\_

Date \_\_\_\_\_



Response to Scholarship Offer (Youth Development Rule 282)

To: Football Club ("the Club"). I, [name of Academy  
Player] hereby accept/refuse\* your offer in PLYD Form 11 dated

Signed by the Academy Player \_\_\_\_\_

Signed by his Parent \_\_\_\_\_

\_\_\_\_\_  
*\* delete as appropriate*

Where the offer in PLYD Form 11 has been accepted by the Academy Player, the following declarations must also be signed:

**Endorsement by Academy Player**

I certify that the Club has not made an improper approach to me, nor has it induced or attempted to induce me to accept its offer in PLYD Form 11 by offering me or any person connected with me, either directly or indirectly, a benefit or payment of any description whether in cash or in kind, nor have I accepted any such inducement from anybody in connection with my acceptance of the offer. I agree to be bound by the Rules of the Premier League.

Signed \_\_\_\_\_

Date \_\_\_\_\_

**Endorsement by Parent**

I, *(full name)* \_\_\_\_\_ of *(address)* \_\_\_\_\_ Post Code \_\_\_\_\_ being the person having parental responsibility for the above-named Academy Player, certify that the Club has not:

- (a) induced or attempted to induce me or anyone connected with me, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to encourage or facilitate the acceptance of the offer in PLYD Form 11; or
- (b) so far as I am aware, induced or attempted to induce my son or anyone connected with him, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to accept that offer.

I acknowledge that the acceptance of any inducement referred to at points (a) and (b), above, constitutes a breach of Youth Development Rule 299 by my son. I further acknowledge and agree that

- (c) the Premier League may request that I attend a meeting in person to answer questions relating to my son's acceptance of the offer in PLYD Form 11 and the payment of any such inducement and/or to produce relevant documents (including, for example, financial records and/or telecommunications records) within a reasonable deadline; and
- (d) should I refuse or fail to comply with any request by the Premier League in accordance with point (c), above, the Premier League may refuse to register my son as a Scholar with the Club (or suspend or cancel any such registration already in place) and any Commission appointed to consider an alleged breach of Youth Development Rule 299 by my son, in accordance with Section W (Disciplinary) of the Premier League Rules, will be entitled to draw an adverse inference against him in those proceedings.

Signed \_\_\_\_\_

Date \_\_\_\_\_





**Appendix 1**  
Schedule of Offences

(Rule F.1.4.3)

Offence	Contrary to
Dishonestly receiving a programme broadcast from within the UK with intent to avoid payment	Copyright, Designs and Patents Act 1988 s.297
Admitting spectators to watch a football match at unlicensed premises	Football Spectators Act 1989, s.9
Persons subject to a banning order (as defined)	Football Spectators Act 2000 Schedule 1
Ticket touting — football tickets	Criminal Justice and Public Order Act 1994 s.166

## Appendix 2

### Inclusion and Anti-Discrimination Policy

(Rule J.4)

1. The Premier League and Clubs, to achieve their commitment to inclusion and to removing discrimination, whether by reason of age, race, religion or belief, sexual orientation, disability, diversity, gender reassignment or sex, will act as follows:
  - be an equal opportunities employer;
  - encourage and promote similar commitment from every other organisation or individual acting within the game;
  - not tolerate discriminatory behaviour, whether physical or verbal, and take appropriate disciplinary or other action; and
  - support training and awareness raising activities.
2. Each Club shall:
  - hold the Preliminary Level of the Equality Standard by 30 June 2016 for Clubs in Membership in Season 2015/16 or 30 June in the Season following its promotion from The Football League for any other club; and
  - hold the Advanced Level of the Equality Standard by the end of 30 June in the Season two years after the obtaining of the Preliminary Level.

“**Equality Standard**” is the award and relevant criteria and standards agreed by Clubs from time to time and as published by the Board.

**Appendix 3**  
Camera Positions

(Rule K.62)

Each Club shall provide at each League Match played at its Stadium positions for television cameras in accordance with the requirements of this Appendix 3, and each such position shall be Hardwired.

1. Pursuant to Rule K.62, and subject to paragraph 2 below, Clubs must provide Hardwired camera positions in the locations shown on:
  - 1.1 Plan A in respect of League Matches to be broadcast live in the United Kingdom; and
  - 1.2 Plan B in respect of all other League Matches.
2. In each case, the key to the relevant Plan explains the type of camera required and provides further detail.
3. The Stadium lay-out shown in Plans A and B is indicative only. It is not intended to be an exact representation of a Stadium; rather it is intended to show:
  - 3.1 where cameras should be placed in relation to the pitch; and
  - 3.2 the relative height above the pitch of each camera.
4. The League will work with each Club to identify and agree the location of each camera illustrated on the Plans at the Club's Stadium. This will then be recorded on the Club's agreed Technical Specification.

**CAMERA PLANS: KEY**

Numbers in brackets refer to the designated Camera Number.

All camera positions must provide a full and clear view of the whole pitch.

All camera positions are manned, with the exception of camera 13 and cameras 16-21, which are remotely operated cameras.

**(1) Main Camera**

- Positioned on television gantry exactly on the halfway line facing away from the sun
- Ideal angle is 12-14 degrees from the gantry to the centre spot and 22-24 degrees from the gantry to the near-side touchline
- This camera will be used to provide the main wide-shot coverage of the game



**(2) Close-Up Camera**

- Positioned on television gantry. Normally located next to the camera 1, it is used to provide closer coverage of the action and player/referee close-ups
- A large lens must be used

**(3) Pitch-Side Halfway Camera**

- A fixed camera on the half-way line at pitch level on the same side as camera 1
- The position should enable an unobstructed view of the field of play and substitutes' benches for the 4th Official, and a clear view of the pitch for the Club representatives
- A large lens must be used

**(4) Close-Up Camera**

- Positioned on television gantry. Normally located next to cameras 1 and 2, it is used to provide closer coverage of the action and player/referee close-ups
- A large lens must be used

**(5+6) Steadicams**

- Up to two hand held portable "steadicams", each positioned either side of the half-way line on the same side as main camera may work the length of each half but concentrating on a zone extending between the goal-line and 18 yard line
- The cameras should not cause any viewing obstructions to the trainers' benches and sufficient space must be allowed for Players to warm up
- Host Broadcasters are permitted to use their "steadicams" on the pitch during the pre-match warm up for a short period of time, up until 30 seconds before kick-off and after the final whistle
- Positions and timings to be agreed with each Club at the start of each season

**(7+8) 18 Yard Cameras**

- Two cameras installed on the same side as camera 1 at the same level or higher than the main camera positions, facing each of the 18 yard lines. Often used to cover play in a wide angle, but also used for close up coverage
- Large lenses may be used
- (Cameras 5 & 6 on the UK Non-Live Camera Plan)

**(9+10) High-Behind Goal Camera**

- Two cameras installed in the stands behind either goal, at a height which permits an unobstructed view of the penalty spot from above the crossbar. Both

cameras need to be able to see the far side goal in its entirety and all four corner flags. Large lenses may be used

- (Camera 8 on the UK Non-Live Camera Plan, and only one of the two shown will be used)

**(11+12) Low-Behind Goal Cameras**

- Two cameras, one at each end, at pitch level in fixed positions behind each goal-line, on the side closest to camera 1. Ideally aligned where the six yard line meets the goal-line
- (Camera 7 on the UK Non-Live Camera Plan)

**(13) Beauty-Shot Camera**

- A fixed camera mounted high in the stadium to give a panoramic static shot of the pitch
- This camera is remotely operated
- (Camera 10 on the UK Non-Live Camera Plan)

**(14+15) Reverse Angle Camera**

- Two cameras located opposite camera 1 for “reverse-angle” coverage and usually for coverage of the trainers’ benches
- On or close to the centre line
- One of these cameras covers close up shots of the Managers, therefore if your gantry is opposite the trainers’ benches, camera 14 should be included as part of the TV gantry requirement
- Large lenses may be used
- (Camera 9 on the UK Non-Live Camera Plan)

**(16+17) Pole Cameras**

- A camera on a pole mount may be used behind goals in front of the advertising boards. These can be rigged at varying height, between the floor level and the top of the goal

**(18+19) Goal-Line Cameras**

- Two cameras located on the same side as the main camera, level with the goal-line and with an unobstructed view of the whole goal and the goal-line inside the penalty area

#### **(20+21) Mini-Cameras**

- Mini-cameras may be placed directly behind the goal net but cannot be attached to the net or the actual posts and crossbar. It can be as close to the net as desired as long as it does not touch the net. A mini-camera may therefore be attached to the poles which support the net or the cable connecting the back of the net to the vertical stanchions directly behind the goal

#### **(22, 23, 24 and 25) Corner Cameras**

- Options for cameras to be placed in all four corners approximately five metres above the pitch
- Large lenses may be used
- (Camera 9 on the UK Non-Live Camera Plan)

#### **(26, 27, 28 and 29) Electronic Newsgathering (ENG) Cameras**

- Four portable ENG cameras at pitch level, behind each goal-line
- These cameras must be positioned outside (nearer the touchline) the cabled Host Broadcaster cameras and would be required to be fixed during each half
- There may be a requirement for these cameras to change ends at half-time

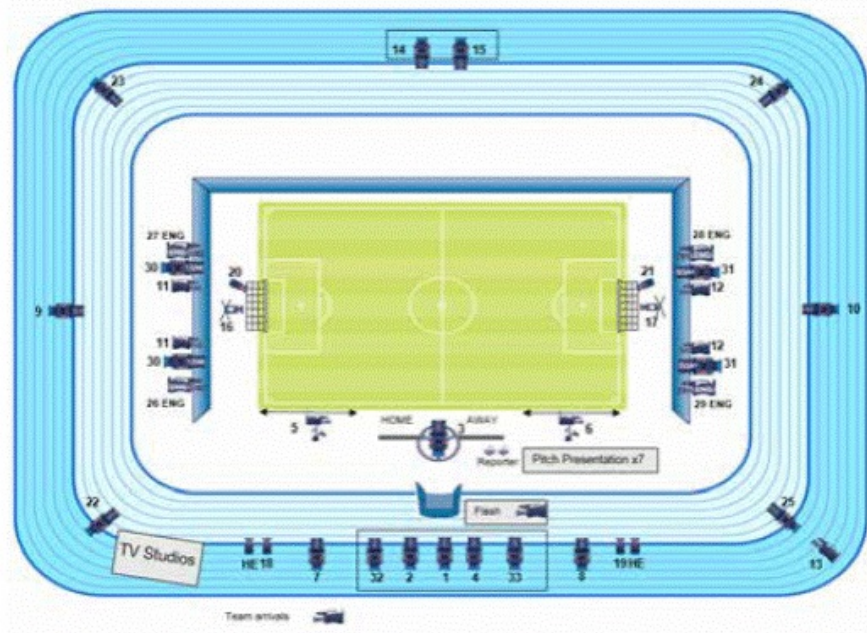
#### **(30 and 31) Hi Motion or Big Lens Close Up Cameras**

- Up to four big lens cameras, at pitch level, between the six yard and 18 yard line

#### **(32 and 33) ISO and Analysis Cameras**

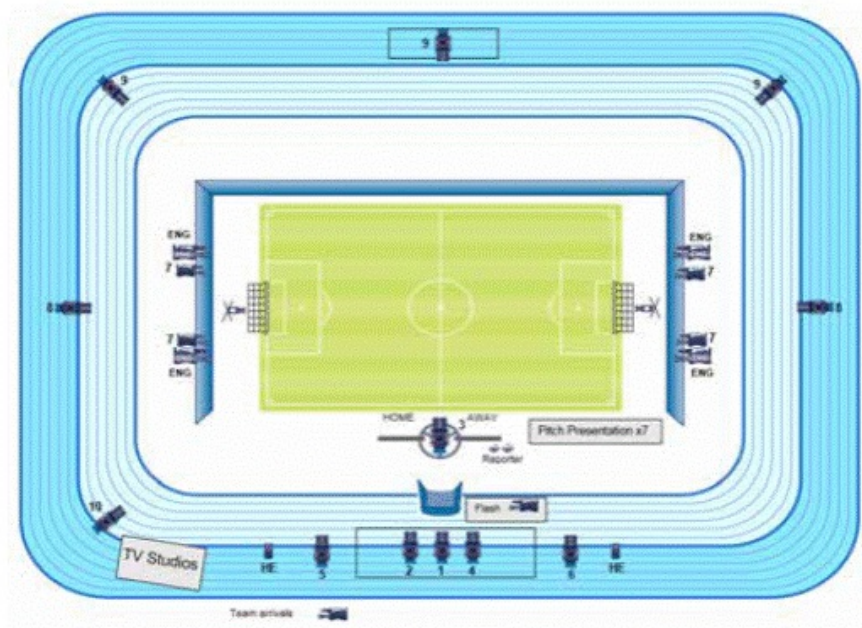
- Two cameras positioned on the television gantry. If space is not available on the main gantry then suitable positions must be made available near to, and at a similar level to, the main gantry and not more than 20 metres from the half-way line
- Large lenses may be used

Plan A  
UK Live Camera Plan



## Plan B

### UK Non-Live Camera Plan



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#### Appendix 4

Medical Examinations to be Carried Out on Contract Players and Students Registered on Scholarship Agreements

(Rule O.22)

#### A) Personal Football History

1. **Total number of matches played in previous season**  
(inc. friendly matches)
2. **Dominant leg**
3. **Position on the field**

**Annually  
(Recommended)**

#### B) Medical History and Heredity of the Player

##### 1. Family history (1<sup>st</sup> generation, i.e. parents, brothers and sisters)

- a) Hypertension, stroke;
- b) Heart conditions incl. sudden cardiac death;
- c) Vascular problems, varicose, deep venous thrombosis;
- d) Diabetes;
- e) Allergies, asthma;
- f) Cancer, blood disease;
- g) Chronic joint or muscle problems;
- h) Hormonal problems.

**To be updated  
annually  
(Mandatory)**

##### 2. Medical history of the player

- a) Heart problems, arrhythmias, syncope;
- b) Concussion: medical history to be reviewed (it is recommended that an annual baseline Sports Concussion Assessment Tool Test (third edition(1)) is undertaken prior to the start of each Season);
- c) Allergies, asthma;
- d) Recurrent infections;
- e) Major diseases;
- f) Major injuries causing surgery, hospitalisation, absence from football of more than 1 month.

**To be updated annually  
(Mandatory)**

##### 3. Present complaints

- a) Symptoms such as pain in general (muscle, articulation);
- b) Chest pain, dyspnoea, palpitations, arrhythmia;
- c) Dizziness, syncope;
- d) Flu-like symptoms, cough, expectoration;
- e) Loss of appetite, weight loss;
- f) Sleeplessness;
- g) Gastrointestinal upset.

**Annually  
(Mandatory)**



#### 4. Medication/supplements

- a) Current specific medication being taken by the player; Evidence that a TUE (Therapeutic Use Exemption) has been granted (if required);
- b) Nutritional supplements being taken by the player;
- c) Player educated about Anti-Doping Codes.

**Annually  
(Mandatory)**

#### 5. Vaccination

Record of status of vaccination (incl. date);

Strongly recommended:

Vaccination against Tetanus and Hepatitis A and B

**To be updated  
Annually  
(Mandatory)**

#### C) General Medical Examination

##### 1. Height

##### 2. Weight

3. **Blood pressure** (to ensure validity of continuous testing, it is recommended to always use the same arm and to specify it in the player's medical records)

4. **Head and neck (eyes with vision test, nose, ears, teeth, throat, thyroid gland)**

5. **Lymph nodes**

6. **Chest and lungs (inspection, auscultation, percussion, inspiratory and expiratory chest expansion)**

**Annually  
(Mandatory)**

7. **Heart (sounds, murmurs, pulse, arrhythmias)**

8. **Abdomen (incl. hernia, scars)**

9. **Blood vessels (e.g. peripheral pulses, vascular murmurs, varicoses)**

10. **Skin inspection**

11. **Nervous system** (e.g. reflexes, sensory abnormalities)

12. **Motor system** (e.g. weakness, atrophy)

#### D) Special Cardiological Examination

As a principal, a standard 12-lead electrocardiogram (ECG) and an echocardiography must be performed at the earliest opportunity during the career of a player and in particular if indicated by clinical examination. If indicated by anamnestic and clinical indication it is recommended to perform repeated testing including an Exercise — ECG and an echocardiography

It is obligatory:

- I) to perform one standard 12-lead ECG and one echocardiography on all Players:
  - a. when they are aged 16, and
  - b. if they are older than 21 years and have not yet had an ECG and echocardiography in their personal medical records;
- II) to perform one standard 12-lead ECG on and to ensure a cardiac history questionnaire is completed in respect of all Players when they are aged 18 and 20.

**The result of the performed examinations must be contained in the player's medical records.**

- |    |                                 |                  |
|----|---------------------------------|------------------|
| 1. | Electrocardiogram (12-lead ECG) | <b>Mandatory</b> |
| 2. | Echocardiography                |                  |

#### E) Laboratory Examination

All laboratory tests must be conducted with the informed consent of the player and be in accordance with national law (cf. confidentiality, discrimination issues etc.).

- |     |   |                                   |
|-----|---|-----------------------------------|
| 1.  | <b>Blood count (haemoglobin, haematocrit, erythrocytes, leukocytes, thrombocytes)</b> | <b>Annually<br/>(Mandatory)</b>   |
| 2.  | <b>Urine test</b> ('dipstick test' to determine level of protein and sugar)           |                                   |
| 3.  | <b>Sedimentation rate</b>   |                                   |
| 4.  | <b>CRP</b>  |                                   |
| 5.  | <b>Blood fats (cholesterol, HDL — and LDL cholesterol, triglycerides)</b>             |                                   |
| 6.  | <b>Glucose</b>  |                                   |
| 7.  | <b>Uric acid</b>  |                                   |
| 8.  | <b>Creatinine</b>   |                                   |
| 9.  | <b>Aspartate amino-transferase</b>  |                                   |
| 10. | <b>Alanine amino-transferase</b>  |                                   |
| 11. | <b>Gamma-glutamyl-transferase</b>   | <b>Annually<br/>(Recommended)</b> |
| 12. | <b>Creatine kinase</b>  |                                   |
| 13. | <b>Potassium</b>  |                                   |
| 14. | <b>Sodium</b>   |                                   |
| 15. | <b>Magnesium</b>  |                                   |
| 16. | <b>Iron</b>   |                                   |
| 17. | <b>Ferritin</b>   |                                   |
| 18. | <b>Blood group</b>  |                                   |
| 19. | <b>HIV test</b>   |                                   |
| 20. | <b>Hepatitis screening</b>  |                                   |

## F) Orthopaedic Examination and Functional Tests

The mandatory checks are common in a sports medical examination.

Points 7 to 9 are recommended to assist club doctors with preventive strategies and tests in the rehabilitation of injured players.

In addition, the club doctors are advised to consider the exclusion of the condition of spondylolysis and spondylolisthesis.

References to further assistance in respect of functional tests:

- Simple but reliable functional tests: Ekstrand J, Karlsson J, Hodson A. *Football Medicine*. London: Martin Dunitz (Taylor & Francis Group), 2003:562;
- Range of motion and tests for muscle tightness: Ekstrand J, Wiktorsson M, Öberg B et al. Lower extremity goniometric measurements: a study to determine their reliability. *Arch Phys Med Rehabil* 1982;63:171-5;
- One-leg hop test: Ageberg E, Zatterstrom R, Moritz U. Stabilometry and one-leg hop test have high test-retest reliability. *Scand J Med Sci Sports* 1998;8-4:198-202.

SOLEC test: Ageberg E, Zatterstrom R, Moritz U. Stabilometry and one-leg hop test have high test-retest reliability. *Scand J Med Sci Sports* 1998;8-4:198-202.

1. Spinal column: inspection and functional examination (tenderness, pain, range of movement)

2. Shoulder: pain, mobility and stability

3. Hip, groin and thigh: pain and mobility

**Annually  
(Mandatory)**

4. Knee: pain, mobility, stability and effusion

5. Lower leg: pain (shin splint syndrome, achilles tendon)

6. Ankle and foot: pain, mobility, stability and effusion

7. Range of motion (ROM) and test for muscle tightness

- a) Adductors
- b) Hamstrings
- c) Iliopsoas
- d) Quadriceps
- e) Gastrocnemius
- f) Soleus

**Recommended**

8. Muscle strength (one-leg hop test)

9. Muscle balance test (SOLEC-test: standing one leg eyes closed)

## G) Radiological Examination and Ultrasound Scan

If indicated by clinical and functional findings out of the medical examination performed, a radiological examination including ultrasound scan, X-ray and MRI may be appropriate.

Performed radiographies, particularly after injuries, must be part of the player's medical records.

### (Footnotes)

- (1) Available at <http://bjsm.bmj.com/content/47/5/259.full.pdf+html?sid=09f2fe20-f1ae-4ad8-9ebe-9afe6d453ceb>

## Appendix 4A

### Pocket Concussion Recognition Tool

(RULE O.20)

#### **Pocket CONCUSSION RECOGNITION TOOL™**

**To help identify concussion in children, youth and adults**



#### **RECOGNIZE & REMOVE**

Concussion should be suspected **if one or more** of the following visible clues, signs, symptoms or errors in memory questions are present.

##### **1. Visible clues of suspected concussion**

Any one or more of the following visual clues can indicate a possible concussion:

Loss of consciousness or responsiveness  
Lying motionless on ground/Slow to get up  
Unsteady on feet / Balance problems or falling over/Incoordination  
Grabbing/Clutching of head  
Dazed, blank, or vacant look  
Confused/Not aware of plays or events

##### **2. Signs and symptoms of suspected concussion**

Presence of any one or more of the following signs & symptoms may suggest a concussion:

- Loss of consciousness
- Seizure or convulsion
- Balance problems
- Nausea or vomiting
- Drowsiness
- More emotional
- Irritability
- Sadness
- Fatigue or low energy
- Nervous or anxious
- “Don’t feel right”
- Difficulty remembering
- Headache
- Dizziness
- Confusion
- Feeling slowed down
- “Pressure in head”
- Blurred vision
- Sensitivity to light
- Amnesia
- Feeling like “in a fog”
- Neck Pain
- Sensitivity to noise
- Difficulty concentrating

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### 3. Memory function

Failure to answer any of these questions correctly may suggest a concussion.

*“What venue are we at today?”*

*“Which half is it now?”*

*“Who scored last in this game?”*

*“What team did you play last week / game?”*

*“Did your team win the last game?”*

**Any athlete with a suspected concussion should be IMMEDIATELY REMOVED FROM PLAY, and should not be returned to activity until they are assessed medically. Athletes with a suspected concussion should not be left alone and should not drive a motor vehicle.**

It is recommended that, in all cases of suspected concussion, the player is referred to a medical professional for diagnosis and guidance as well as return to play decisions, even if the symptoms resolve.

#### RED FLAGS

**If ANY of the following are reported then the player should be safely and immediately removed from the field. If no qualified medical professional is available, consider transporting by ambulance for urgent medical assessment:**

- Athlete complains of neck pain
- Increasing confusion or irritability
- Repeated vomiting
- Seizure or convulsion
- Weakness or tingling/burning in arms or legs
- Deteriorating conscious state
- Severe or increasing headache
- Unusual behaviour change
- Double vision

#### Remember:

- In all cases, the basic principles of first aid (danger, response, airway, breathing, circulation) should be followed.
- Do not attempt to move the player (other than required for airway support) unless trained to do so
- Do not remove helmet (if present) unless trained to do so.

from McCrory et. al, Consensus Statement on Concussion in Sport. Br J Sports Med 47 (5), 2013

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## Appendix 5

### Code of Conduct for Managers

(Rule P.1)

1. A Manager shall strictly observe the terms of his contract with his Club and shall not (either by himself or through any third party) enter into negotiations with another Club (or club) relating to his employment without having first obtained the permission of his Club to do so.
2. A Manager shall not, either directly or indirectly (including by making any statement to the media):
  - 2.1 make an approach to a Contract Player with a view to the Manager's Club negotiating a contract with such Player except as permitted by either Rule T.1 or Rule T.2; or
  - 2.2 make an approach to an Academy Player registered at the Academy of another Club (or club) or a player with whom another Club (or club) has entered into a pre-registration agreement which remains current; or
  - 2.3 make an approach to any other employee of another Club (or club) with a view to inducing or attempting to induce such employee to terminate a contract of employment with that Club (or club), whether or not by breach of that contract, except with the written consent of the Club (or club) by which he is employed.
3. A Manager shall comply with the Laws of the Game, the Rules and Regulations of The Football Association (including, without limitation, The Football Association Regulations on Working with Intermediaries), the Rules of the Premier League, the rules of any competition in which his Club participates and his Club Rules (collectively "the Rules") and he shall not encourage or invite any person (including Players and other employees of his Club) to act in breach of the same but shall take all possible steps to ensure that they comply with them.
4. A Manager shall use his best endeavours to ensure that there is in force at his Club a fair and effective disciplinary policy applicable to Players and other employees under his control and that it is applied consistently.
5. A Manager shall not use racist or other discriminatory language. A Manager's behaviour should demonstrate to Players and other employees under

his control that discrimination in any form is unacceptable. A Manager shall use all possible steps to ensure that others in his control adopt the same standards of behaviour in this regard.



6. A Manager shall take all reasonable steps to ensure that Players and other employees under his control accept and observe the authority and decisions of Match Officials and to promote the highest standards on the field of play generally.
7. A Manager shall not make public any unfair criticism of any Match Official or any other Manager or any Player, Official or employee of his or another Club.
8. A Manager shall ensure that he understands and acts in accordance with his Club's written transfer policy (see Rule H.4).
9. In all discussions, negotiations, transactions and arrangements relating to the employment of Players by his Club ("Player Transactions") including, without limitation, the renewal or renegotiation of existing contracts or any related contracts or arrangements involving his Club and a Player and/or third party (for example, involving his Club's or a Player's intellectual property rights, including the exploitation of name or image), a Manager shall, in addition to his duty to act in accordance with the club's written transfer policy, act with the utmost good faith and in accordance with his primary duty to act in the best interests of his Club.
10. A Manager shall at all times observe the principles of honesty, transparency, accountability and personal impartiality (whether financial or otherwise) in his dealings involving Player Transactions.
11. A Manager shall forthwith disclose to his Club the nature and extent of any direct or indirect interest or any conflict or potential conflict of interest he may have in any transaction or arrangement involving his Club (including, without limitation, any Player Transaction), he shall not be involved in the same without the written consent of his Club, and, if such consent is granted, he shall account to his Club for any benefit which either directly or indirectly he derives therefrom.
12. If a Manager is in any doubt as to whether there exists any interest or conflict (actual or potential) to be disclosed as required by paragraph 11 above, he may consult with the League Managers Association for guidance and advice.
13. Upon becoming aware of any breach of the Rules, including by way of example only, any financial or other benefit or inducement offered in connection with a Player Transaction in breach of the Rules, a Manager shall immediately report such breach in writing to the League.

14. A Manager shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.
15. A Manager shall take all possible steps to promote the reputation of the game of association football and to prevent it being brought into disrepute.

## Appendix 6

### Code of Conduct for Clubs

(Rule P.2)

1. In all discussions, negotiations and transactions relating to the employment of Managers, each Club shall behave towards each other Club with the utmost good faith.
2. A Club shall not (either directly or through any third party) enter into negotiations relating to the employment of another Club's Manager without the prior permission of that Club.
3. A Club shall not take any steps (including the making of statements to the media) to induce another Club's Manager to act in breach of the terms of his contract with his Club.
4. A Club shall strictly observe the terms of its contract with its Manager and, in particular, if on the determination of the contract any sum is payable by the Club to the Manager, the Club shall ensure that prompt settlement is made.

**Appendix 7**  
Standard Clauses  
for inclusion in Managers' Contracts of Employment

(Rule P.8.1)

1. The Manager shall observe and comply with the rules and regulations for the time being in force of any organisation or body the rules and regulations of which the Club is bound to observe including those of The Football Association and the League and in particular he shall at all times act in accordance with the League's Code of Conduct for Managers.
2. The Manager shall comply with all reasonable instructions and requests
  - (a) given to Club Managers by the League or
  - (b) given to the Manager by the Club

which arise in the first case out of any commercial contract entered into by the League for the benefit of its members or in the second case out of any such contract entered into by the Club for its own benefit and the Manager shall not himself enter into any such contract which conflicts or competes or is reasonably likely to conflict or compete with those entered into by the League or by the Club as aforesaid.

3. Any dispute or difference arising between the parties hereto as to the construction of this Agreement or the rights duties or obligations of either party hereunder or any matter arising out of or concerning the same or the Manager's employment hereunder shall be referred to the Managers' Arbitration Tribunal in accordance with the Rules of the League for the time being in force. Notwithstanding the foregoing provisions of this clause [3] and without prejudice thereto, the parties shall use and until the conclusion of the arbitration shall continue to use their best endeavours to attempt to reach a settlement of their dispute by mediation.

[**Note :** *The names and addresses of organisations offering an appropriate mediation service are available upon application to the League.*]

## Appendix 8

### Code of Conduct for Scouts

(Rule Q.7)

1. The function of a Scout is to identify to his Club players with whom his Club may wish to enter into negotiations with a view to securing their registration. Scouts are not themselves entitled to enter into any such negotiations nor are they able to make promises to or offer inducements to any players whom they approach.
2. Scouts are employed by and represent their Clubs and are Officials within the meaning of the Rules of the Premier League (“the Rules”) by which they are bound.
3. Scouts must therefore be familiar with the Rules and in particular those relating to Academy Players set out in the Youth Development Rules. They must maintain an awareness of and at all times comply with the Rules setting out the circumstances in which their Club may make an approach to a Player or Academy Player (as defined in the Rules) whose registration is held by another Club.
4. When acting in the course of his duties a Scout shall at all times carry the formal means of identification issued to him by his Club and/or the League and shall produce the same upon demand.
5. Scouts are responsible for the conduct of their contacts and shall be liable for any act or omission by a contact which constitutes a breach of the Rules.
6. Scouts shall conduct themselves in a manner befitting their role as Officials of their Clubs and shall take all possible steps to promote the reputation of the game of association football and to prevent it being brought into disrepute.
7. A Scout shall forthwith disclose to his Club the nature and extent of any direct or indirect interest he may have in any transaction or arrangement involving his Club and he shall account to his Club for any benefit which either directly or indirectly he derives therefrom.
8. A Scout shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.

## Appendix 9

### Standard Clauses

for inclusion in replica Strip manufacturers' contracts

(Rule R.16)

1. [The manufacturer's name] ("the Company") will not itself or through any officer of the Company or any person authorised to act on behalf of the Company:-
  - 1.1 include in a contract for sale or agreement relating to the sale of replica football kit a term or condition which purports to establish or provide for the establishment of minimum prices to be charged on the resale of replica football kit in the United Kingdom ; or
  - 1.2 require, as a condition of supplying replica football kit to a dealer, the inclusion in a contract or agreement of any such term or condition, or the giving of any undertaking to the like effect ; or
  - 1.3 notify to dealers, or otherwise publish on or in relation to replica football kit, a price stated or calculated to be understood as the minimum price which may be charged on the resale of those goods the replica football kit in the United Kingdom ; or
  - 1.4 withhold supplies of replica football kit from a dealer seeking to obtain them for resale in the United Kingdom on the ground that the dealer:
    - 1.4.1 has sold in the United Kingdom at a price below the resale price replica football kit obtained, either directly or indirectly, from the Company, or has supplied such replica football kit, either directly or indirectly, to a third party who had done so ; or
    - 1.4.2 is likely, if the replica football kit is supplied to him, to sell it in the United Kingdom at a price below that price, or supply it, either directly or indirectly, to a third party who would be likely to do so.

In this subclause 1.4, "resale price" in relation to a sale of any description, means any price notified to the dealer or otherwise published by or on behalf of the Company as the price or minimum price which is to be charged on or is recommended as appropriate for a sale of that description, or any price prescribed or purporting to be prescribed for that purpose by a contract or agreement between the dealer and the Company.



2. For the avoidance of doubt, nothing shall prevent the Company from recommending resale prices to dealers provided no impression is given that, in doing so, the Company is notifying a minimum price.
3. The Company may, notwithstanding any of the foregoing, withhold supplies from a dealer, or cause or procure a supplier to do so, if it has reasonable cause to believe that within the previous 12 months the dealer, or any other dealer to whom the dealer supplies goods, has been using as a loss-leader any replica football kit whether or not obtained from the Club.

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#### Appendix 10

##### Notice to Manufacturer Licensed to Manufacture and Distribute Club Replica Strip

(Rule R.17)

1. You will not:
  - 1.1 include in a contract for sale or agreement relating to the sale of replica football kit a term or condition which purports to establish or provide for the establishment of minimum prices to be charged on the resale of replica football kit in the United Kingdom; or
  - 1.2 require, as a condition of supplying replica football kit to a dealer, the inclusion in a contract or agreement of any such term or condition, or the giving of any undertaking to the like effect; or
  - 1.3 notify to dealers, or otherwise publish on or in relation to replica football kit, a price stated or calculated to be understood as the minimum price which may be charged on the resale of replica football kit in the United Kingdom; or
  - 1.4 withhold supplies of replica football kit from a dealer seeking to obtain them for resale in the United Kingdom on the ground that the dealer:
    - 1.4.1 has sold in the United Kingdom at a price below the resale price\* replica football kit obtained, either directly or indirectly, from you, or has supplied such replica football kit, either directly or indirectly, to a third party who had done so; or
    - 1.4.2 is likely, if the replica football kit is supplied to him, to sell it in the United Kingdom at a price below that price, or supply it, either directly or indirectly, to a third party who would be likely to do so.
2. You shall not be prevented from recommending resale prices to dealers provided no impression is given that, in doing so, you are notifying a minimum price.
3. You may, notwithstanding any of the foregoing, withhold supplies from a dealer, or cause or procure a supplier to do so, if it has reasonable cause to believe that within the previous 12 months the dealer, or any other dealer to whom the dealer supplies goods has been using as a loss-leader any replica football kit whether or not obtained from the Club.

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*\*In this paragraph 1.4.1 "resale price" in relation to a sale of any description means any price notified to the dealer or otherwise published by you as the price or minimum price which is to be charged on or is recommended as appropriate for a sale of that description, or any price prescribed or purporting to be prescribed for that purpose by a contract or agreement between the dealer and you.*

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## Appendix 11

### Regulations of the Professional Football Compensation Committee

#### Definitions

1. In these Regulations:
  - 1.1 “**Club**” means a football club in membership of the Premier League or the Football League;
  - 1.2 “**Compensation Fee**” means any sum of money (exclusive of Value Added Tax) payable by a Transferee Club to a Transferor Club upon the transfer of the registration of a Player;
  - 1.3 “**the Football League**” means The Football League Limited;
  - 1.4 “**PFNCC**” means the Professional Football Negotiating and Consultative Committee;
  - 1.5 “**Player**” means a player who is the subject of an application to the Professional Football Compensation Committee (“**the Committee**”) pursuant to Regulation 2 of these Regulations;
  - 1.6 “**the Premier League**” means The Football Association Premier League Limited;
  - 1.7 “**Secretary**” means the person or body appointed by the PFNCC to administer these Regulations;
  - 1.8 “**Transferee Club**” means a Club to which the registration of a Player has been transferred; and
  - 1.9 “**Transferor Club**” means a Club from which the registration of a Player has been transferred.

#### Jurisdiction

2. The Committee shall determine applications made pursuant to:
  - 2.1 Premier League Rules T.38, V.27.2 and Youth Development Rules 328 and 342.2;
  - 2.2 Football League Regulations 60.20, 60.21, 60.22, 64.5 and Football League Youth Development Rules 294 and 308.2;
  - 2.3 appeals from a decision of the Board of the Football League made pursuant to Football League Regulation 63.1.
3. In making a determination as aforesaid, the Committee shall take into account the costs set out in Regulation 4 and any of the following criteria:
  - 3.1 the status of each of the Transferor Club and the Transferee Club;
  - 3.2 the age of the Player;
  - 3.3 the Training Model(s) (as that term is defined in Youth Development Rule 1.75) on which the Player was engaged with the Transferor Club.

- 3.4 the amount of any fee paid by the Transferor Club upon acquiring the registration of the Player;
- 3.5 the length of time during which the Transferor Club held the registration of the Player;
- 3.6 the terms of the new contract offered to him by both the Transferor Club and the Transferee Club;
- 3.7 his playing record including any international appearances;
- 3.8 substantiated interest shown by other clubs in acquiring the registration of the Player.

**4.** The costs to be taken into account under Regulation 3 shall be:

- 4.1 any cost incurred by either Club in operating an Academy, a Football Academy or Centre of Excellence including (without limitation) the cost of providing for players attending thereat:
  - 4.1.1 living accommodation
  - 4.1.2 training and playing facilities;
  - 4.1.3 scouting, coaching, administrative and other staff;
  - 4.1.4 education and welfare requirements;
  - 4.1.5 playing and training strip and other clothing;
  - 4.1.6 medical and first aid facilities; and
  - 4.1.7 friendly and competitive matches and overseas tours,;
- 4.2 any other cost incurred by either Club directly or indirectly attributable to the training and development of players including any fee referred to in Regulation 3.3.

**Composition of the Committee**

**5.** The Committee shall be composed of:

- 5.1 an independent chairman with an appropriate legal background who, subject to the prior written approval of the Premier League, the Football League and The Professional Footballers' Association, shall be appointed by the PFNCC in such terms as it thinks fit;
- 5.2 an appointee of each of the leagues of which the Transferor Club and the Transferee Club are members or, if the Transferor Club and the Transferee Club are both members of the same league, an appointee of that league;
- 5.3 an appointee of The Professional Footballers' Association;
- 5.4 an appointee of The League Managers' Association.

6. If the chairman of the Committee is unable to act or to continue acting as such in the determination of any application, the PFNCC shall appoint in his stead a person with an appropriate legal background.
7. If following his appointment any other member of the Committee is unable to act or to continue acting, his appointor may appoint a replacement so that the composition of the Committee is maintained as provided in Regulation 5.
8. If the members of the Committee fail to agree, they shall decide by a majority provided that, if the Committee is composed of an even number of members, the chairman shall have a second or casting vote.

#### **Committee Procedures**

9. The parties to proceedings before the Committee shall be the Transferor Club and the Transferee Club.
10. Proceedings shall be commenced by either party making a written application to the Secretary:
  - 10.1 identifying the respondent Club and the Player;
  - 10.2 setting out the facts surrounding the application including the criteria referred to in Regulation 3;
  - 10.3 identifying any documents relied upon, copies of which shall be annexed; and
  - 10.4 in the case of an application made by a Transferor Club, giving full particulars of the costs set out in Regulation 4.
11. Each Club which is a party in proceedings shall pay an administration fee to the Secretary the amount of which will be determined by the PFNCC from time to time.
12. Upon receipt of an application the Secretary shall:
  - 12.1 procure that for the purpose of determining the application the Committee is composed in accordance with Regulation 5;
  - 12.2 send a copy of the application and any documents annexed to it to the chairman;
  - 12.3 send a copy of the same by recorded delivery post to the respondent.
13. Within 14 days of receipt of the copy application the respondent shall send to the Secretary by recorded delivery post a written response to the application, annexing thereto copies of any documents relied upon, and, in the case of a response by a Transferor Club, giving full particulars of the costs set out in Regulation 4.

14. Upon receipt of the response the Secretary shall send a copy thereof together with a copy of any document annexed to:
  - 14.1 the chairman; and
  - 14.2 the party making the application.
15. The chairman of the Committee shall give directions as he thinks fit for the future conduct of the proceedings addressed in writing to the parties with which the parties shall comply without delay.
16. The Committee by its chairman shall have power to summon any person to attend the hearing of the proceedings to give evidence and to produce documents and any person who is bound by these Regulations and who, having been summoned, fails to attend or to give evidence or to produce documents shall be in breach of these Regulations.
17. Upon the Chairman's directions having been complied with or time for compliance having passed the Secretary shall make all necessary arrangements for the hearing of the proceedings (including supplying a full copy of all documents necessary for the hearing to each member of the Committee) and shall give written notice of the date, time and place thereof to the parties.
18. If a party to the proceedings fails to attend the hearing the Committee may either adjourn it or proceed in their absence.
19. The chairman of the Committee shall have an overriding discretion as to the manner in which the hearing of the proceedings shall be conducted.
20. The Committee shall not be bound by any enactment or rule of law relating to the admissibility of evidence in proceedings before a court of law.
21. The hearing shall be conducted in private.
22. Each party shall be entitled to be represented at the hearing by a solicitor or counsel provided that they shall have given to the other party and to the chairman of the Committee 14 days' prior written notice to that effect.
23. The Committee's decision shall be announced as soon as practicable and if possible at the end of the hearing and shall be confirmed in writing by the Secretary to the parties.

24. The Committee shall give reasons for its decision.
25. The decision of the Committee shall be final and binding.

#### **Fees and Expenses**

26. The chairman and members of the Committee shall be entitled to receive fees and expenses in such sum or sums as shall be determined by the PFNCC from time to time.

#### **Committee's Powers**

27. Upon determining an application made in accordance with the provisions of these Regulations, the Committee may make an order with regard to the amount and payment of a Compensation Fee and any other order as it thinks fit.

#### **Amendments**

28. No amendment to these Regulations shall be proposed or made without the prior written approval of the Premier League, the Football League and the Professional Footballers' Association.

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### **Appendix 12**

#### **Code Of Practice**

The Health and Safety of Academy Players on Residential Tours, Festivals, Tournaments and Visits (Youth Development Rule 186 and S.2.1)

#### **1. Introduction**

- 1.1 The health, safety and welfare of Academy Players is the prime consideration of Academies.
- 1.2 Academy Players may be particularly vulnerable on Tours. Academy Managers must therefore ensure detailed planning of Tours and careful supervision of Academy Players taking part in them. Special attention must be paid to safety. Safety must always override cost.
- 1.3 The Department for Education and Skills (DfES) has set out guidance and recommended practice relevant to the conduct of Tours. This advice is available on the DfES website. Academy Managers, Tours Co-ordinators and Tour Leaders should familiarise themselves with this advice, and it should also be drawn to the attention of all Staff who attend Tours.

#### **2. Definitions**

In this Code, definitions from Premier League Rules (including the Youth Development Rules) are adopted, together with following additional definitions:

“**Academy Player**” has the meaning set out in Youth Development Rule 1.7 save that in this Code it also includes a Trialist and all Contract Players under the age of 18;

“**Club Secretary**” is the Person appointed to that role by a Club (or who performs similar duties on behalf of the Club);

“**Home Contact Person**” is the Person designated by the Tour Leader to remain near the Academy for the duration of the Tour;

“**Scholar**” means an Academy Player registered with a Club on a Scholarship Agreement;

“**Tour**” includes any series of matches, Festival, Tournament or other visit arranged by the Academy involving its Academy Players that takes place away from the Academy's own facilities, either in the United Kingdom or abroad;

“**Tours Co-ordinator**” is the Person designated by the Academy Manager to undertake the duties set out in paragraph 3.3; and

“**Tour Leader**” is the Person in charge of planning and running a Tour.

#### **3. Roles and Responsibilities**

- 3.1 The Club is legally responsible for everything its Academy does. Both the Club Secretary and the Club's Head of Safeguarding must be given prior

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notice of any Tour and, in each case, the Head of Safeguarding must be given an opportunity to review and approve the plans for the Tour. The Club must ensure that only suitably qualified Staff that have provided the necessary level of Disclosure information are permitted to plan and attend Tours.

- 3.2 The Academy Manager is responsible to the Club for the safety of Academy Players at all times. The Academy Manager must:
- 3.2.1 designate at least one member of Staff as the Tours Co-ordinator;
  - 3.2.2 notify the League of the name of the Tours Co-ordinator in Form T1;
  - 3.2.3 in respect of each Tour, select as Tour Leader a Person (who must not be the Tour Co-ordinator) with the necessary qualifications, experience and competence;
  - 3.2.4 notify the Club Secretary and the Head of Safeguarding in Form T2 that the Tour is to take place; and
  - 3.2.5 be satisfied that the Tour has been planned and run properly and that a risk assessment has been carried out by the Tours Coordinator prior to each Tour.
- 3.3 Each Club shall nominate a Tours Co-ordinator who should not be a coach and must be competent in the organisation, planning and leadership of Tours. The Tours Co-ordinator shall be responsible to the Academy Manager for ensuring that:
- 3.3.1 he attends each Tour co-ordinated by him;
  - 3.3.2 he maintains the Club's Tours and tournaments records and sends all applicable notifications to the League;
  - 3.3.3 a risk assessment is carried out using Form T4 and all necessary measures identified as a result are put in place prior to each Tour;
  - 3.3.4 the competence of the Tour Leader and other Staff proposed to attend the Tour is assessed and deemed suitable;
  - 3.3.5 he procures the attendance of one of the Club's Safeguarding Officers on each Tour;
  - 3.3.6 appropriate training for the Tour Leader and other relevant Staff is provided;
  - 3.3.8 a Home Contact Person is designated for each Tour;
  - 3.3.9 records of individual Tours, including reports of accidents and near-accidents are kept; and
  - 3.3.10 systems are reviewed and practice is monitored.
- 3.4 In each case, the Tour Leader is responsible to the Academy Manager for every aspect of the Tour. The Tour Leader must:

- 3.4.1 have experience in supervising Academy Players of the age group(s) participating in the Tour;
  - 3.4.2 be capable of effectively organising the Tour, the accompanying Staff and the Academy Players;
  - 3.4.3 read and always act in accordance with the principles of this Code of Practice; and
  - 3.4.4 ensure that Staff who accompany Tours are aware of their responsibilities.
- 3.5 The Staff who accompany Tours are responsible to the Tour Leader. As employees of or as volunteers well known to the Club, they must declare in Form T3 (Reply) that they:
- 3.5.1 accept the invitation to accompany the Tour as a member of Staff;
  - 3.5.2 understand that their participation in the Tour is not a holiday or reward;
  - 3.5.3 are aware of their responsibilities on the Tour, which include (without limitation):
    - 3.5.3.1 familiarising themselves with all relevant information in advance of the Tour;
    - 3.5.3.2 refraining from the ingestion of alcohol throughout the duration of the Tour;
    - 3.5.3.3 ensuring the safety, welfare and effective supervision of all Academy Players in attendance on the Tour; and
    - 3.5.3.4 reporting any concerns regarding safeguarding issues to the relevant Safeguarding Officer in attendance on the Tour; and
  - 3.5.4 they have read and understood the Premier League Rules and this Code of Practice.
- 3.6 The Home Contact Person is the contact at any time of emergency between those on the Tour and those at the Club or at home. The Home Contact Person must:
- 3.6.1 have sufficient authority from the Club to make significant decisions;
  - 3.6.2 be contactable and available at all times for the full duration of the Tour, either in person or through the back-up Person referred to below;
  - 3.6.3 in liaison with the Club Secretary and Tours Co-ordinator, have responsibility for contacts with the media and the Health and Safety Executive, if appropriate, in the event of death or serious accident, injury or emergency on the Tour; and
  - 3.6.4 have appointed a back-up Person and telephone number.

#### 4. Risk Assessment

- 4.1 In respect of each Tour, each Club must produce a risk assessment in Form T4, prepared by a suitably qualified and experienced member of Staff, and both it and all other records must be filed at the Academy.
- 4.2 If Academy Players are to be allowed to swim or be involved in any water-based activity whilst on the Tour, the Tour Leader must establish the swimming competence of each Academy Player planned to be in attendance and arrange lifeguard supervision.
- 4.3 If the Tour is to involve experience of adventure or other high risk activity the Tour Leader must act in accordance with the guidance in the DfES supplement Part 2 — Standards for Adventure. If a specialist provider is engaged, the Tour Leader must obtain written confirmation from that provider that a current licence issued by the Adventure Activities Licensing Authority is held for the activity in question.

#### 5. Advance Visit

Unless previously visited by or otherwise known to the Tour Leader, the Tour Leader must visit the Tour venue(s) in advance. The Tour Leader must check arrangements for travel, accommodation (including food and drink), playing and training and medical facilities, communications, laundry and opportunities for recreation.

#### 6. The Tour Plans

The Tour Leader's plans must include consideration of the:

- age of Academy Players;
- nature of the Tour, particularly if non-football activities are involved;
- ratio of Staff to Academy Players;
- qualifications and experience of Staff;
- description and rota of Staff duties, including designation of Staff to carry and use first-aid equipment;
- medical or other special needs of individual Academy Players planned to be in attendance;
- travel arrangements;
- contingency measures for a change of plan or late return, including arrangements for sending an Academy Player home early;
- insurance;
- communication arrangements;
- safeguarding and emergency procedures; and
- designation and briefing of the Home Contact Person.

## **7. Medical Support and Equipment**

- 7.1 Ideally (and in every case where the Tour will involve training and/or matches), one member of the Staff in attendance at each Tour should be a physiotherapist who meets the requirements for physiotherapists' qualifications set out in the Youth Development Rules. The physiotherapist should be responsible for taking first aid equipment and treating Academy Players on the Tour.
- 7.2 If a qualified physiotherapist does not accompany the Tour, one or more members of Staff must hold a current recognised First Aid at Work qualification. In this case, the Tour Leader must arrange for a qualified physiotherapist to provide the first aid equipment to be taken on the Tour and for first aid to be administered by these Staff.
- 7.3 All Staff attending the Tour must know how to contact emergency services.
- 7.4 A smart phone capable of receiving email must be carried with the group at all times.

## **8. Supervision Arrangements**

- 8.1 The minimum number of Staff attending the Tour must be one to every eight Academy Players in attendance.
- 8.2 The Tour Leader must tell Staff what their supervisory responsibilities are. All Staff must carry at all times a list of the names of Academy Players on the Tour.
- 8.3 No single member of Staff should be left alone with an Academy Player, particularly in bedrooms and changing/shower areas.
- 8.4 The Tour Leader should tell Staff about Academy Players who need closer supervision, whether due to special medical, behaviour or other reasons.
- 8.5 Roll calls should take place frequently and must be made before the group leaves a venue. Academy Players must be given rendezvous points and told what to do if they become separated from the group. Academy Players should carry the address and telephone number of their accommodation.
- 8.6 During Academy Players' free time, Staff must continue to supervise them. This should be explained to the Academy Players.
- 8.7 Academy Players on the Tour should be easily identifiable and should wear Club kit unless the Tour Leader is advised otherwise. Academy Players should not wear name badges unless these are required by a tournament or festival organiser.

## 9. Travel

- 9.1 Only vehicles fitted with appropriate seat restraints shall be used for transporting Academy Players and Clubs shall comply with all legal requirements concerning the use of seat restraints and seatbelts by children.
- 9.2 Drivers should not travel alone with an Academy Player. If this is unavoidable, the Academy Player should sit in a rear seat.
- 9.3 A driver of a vehicle carrying a group of Academy Players (who would otherwise not be a member of Staff) should not be given responsibility for their supervision. A member of Staff should travel in the vehicle for this purpose.
- 9.4 In the case of vehicles owned by the Club or hired without a driver, the Tour Leader must be satisfied that the vehicle is insured appropriately and that the driver is competent to drive the particular vehicle and holds the correct driving licence.
- Note:** Academy Managers should consider requiring all Staff drivers of minibuses owned or hired by the Club to pass a Passenger Carrying Vehicle test.
- 9.5 In the case of vehicles hired with a driver, the hire contract must be in writing with a reputable operator. It must require that the appropriate insurance applies and that the driver is competent to drive the particular vehicle and holds the correct driving licence.

## 10. Insurance for the Tour

- 10.1 The Tours Co-ordinator should establish with the Club Secretary what insurance cover the Club has in place for Academy Players (as defined in this Code) and Staff on Tours.

The following are examples

- *employer's liability*
- *public liability*
- *personal accident cover for Staff and Academy Players*
- *cost of medical treatment and the cost of evacuation for medical reasons when abroad*
- *programmed and non-programmed activities*
- *transport and accommodation expenses in case of emergency*
- *compensation for cancellation or delay*
- *compensation for loss of baggage and personal effects including money*
- *legal assistance in the recovery of claims*

The Club Secretary's advice should include information about conditions, limitation of cover and exclusion of certain people or activities from the insurance policies and should be filed at the Academy.

- 10.2 If the Tour is to involve experience of adventure or other high risk activity (for instance mountaineering and other sports and adventure experiences), particular care should be taken to ensure that Academy Players and Staff are covered.
- 10.3 Additional insurance may be necessary for Staff or Academy Players with known medical conditions. The Tours Co-ordinator should check this, well before the departure date.

**Notes:**

- *Tours Co-ordinators should ensure that Parents are advised that whilst insurance compensation for serious disabling accidental injuries to Academy Players may be substantial, compensation for accidental death of children is usually limited.*
- *For foreign Tours and for Tours involving experience of adventure or other high risk activity the advice of insurance companies and travel firms on suitable insurance should also be sought.*

**11. Accommodation**

- 11.1 Where Academy Players are to stay with host families, the Tour Leader must seek to ensure that the suitability of family members has been checked. To this end:
- 11.1.1 the Tour Leader must send a written request to the organiser of the host accommodation for written assurance that a suitability check has been carried out; and
- 11.1.2 the request and reply must be kept on file at the Academy.
- 11.2 If an appropriate assurance is not given, the Tour Leader must reconsider whether the Tour should take place.
- 11.3 If group accommodation is used, the Tour Leader must be satisfied that buildings meet health and safety standards.
- 11.4 In such accommodation, rooms occupied by Staff should be close to Academy Players' rooms. On arrival, Academy Players should be shown the accommodation plan including the location of Staff rooms and fire exits. A fire drill must be carried out as soon as possible.
- 11.5 Staff must use changing, shower and cloakroom facilities separately from Academy Players.

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**12. School Age Academy Players Considered for Selection for a Tour**

**Communications with Parents**

- 12.1 The Tour Leader must obtain the consent in Form T5 of the Parents of all Academy Players to be considered for the Tour.
- 12.2 When Form T5 is sent to Parents, preliminary details of the Tour, including pick up and set down arrangements for Academy Players at the beginning and end of the Tour, must be attached.
- 12.3 If his Parents do not complete and return Form T5 to the Academy, the Academy Player must not be selected for the Tour.

**Communications with schools**

- 12.4 Tours for school age Academy Players should normally be arranged in school holidays.
- 12.5 If the Tour is in school time, then, for Academy Players being considered for the Tour, the Tour Leader must:
- 12.5.1 obtain in Form T5 permission from the Academy Player's Parents to approach the school attended by the Academy Player; and
- 12.5.2 request in Form T6 the headteacher of the Academy Player's school to give consent to the Academy Player's release from school.

**13. School Age Academy Players Selected for the Tour**

**Communications with Parents**

- 13.1 The Tour Leader should invite Parents to a briefing meeting about the Tour. This is particularly important in the case of younger Academy Players or those Academy Players going on a Tour for the first time.
- 13.2 The Tour Leader must give to Parents written details of the Tour including the
- dates of the Tour;
  - times of the departure and return;



- pick up and set down points for Academy Players at the beginning and at the end of the Tour;
- names of the Tour Leader and accompanying Staff;
- details of football and non-football activities (adventure or other potentially hazardous
- activities on the Tour must be emphasised);
- addresses and telephone numbers of the accommodation at which Academy Players will stay;

- security arrangements;
- telephone numbers of the Home Contact Person;
- insurances;
- standards of behaviour and dress;
- clothing and playing equipment to be taken; and
- maximum amount of pocket money allowed.

#### **Communications with schools**

13.3 If the Tour is in school time, the Tour Leader:

- 13.3.1 must ensure that the Academy Player's Parents send confirmation to the headteacher of the school attended by the Academy Player that the Academy Player will be absent; and
- 13.3.2 should liaise with the Head of Education of the Academy in order to facilitate and support the completion by the Academy Player of any work set by the school.

### **14. Scholars and Contract Players Under 18 Years of Age**

#### **Communications with Parents**

14.1 The Parents of Scholars and Contract Players under 18 years of age must be informed in writing by the Academy Manager that the Academy Player may go on Tours from time to time. The Parents must be asked to give their general consent in Form T7. If the parents do not give that general consent, the Academy Player must not go on Tours.

14.2 When the Academy Player is selected for a Tour, the Parents must be notified by the Tour Leader in writing of:

- the Tour dates;
- details of football and non-football activities (adventure or other potentially hazardous activities on the Tour must be emphasised);
- venues;
- accommodation addresses; and
- details of the Home Contact Person for the Tour.

### **15. Preparing Academy Players for the Tour**

The Tour Leader must tell Academy Players:

- the standards of behaviour and dress expected of them, both on and off the football field;

- the safety precautions, including supervision arrangements, to be taken;
- to wear seatbelts, when fitted, whilst travelling in cars, minibuses or coaches; and
- which expenses will be their own responsibility and which will be met by the Academy.

#### **16. Documentation on the Tour**

The Tour Leader must carry the following documentation on the Tour:

- a list of all group members (Staff and Academy Players) and their personal details;
- addresses and telephone numbers of Academy Players' Parents;
- Parents' consent Forms (these are necessary for dental, medical and surgical purposes);
- day and night phone numbers of the Home Contact Person;
- name(s), address(es) and phone number(s) of the group's accommodation;
- the Academy's accident forms; and
- Emergency Procedure Card — Form T8.

#### **17. Documentation at Home**

17.1 The Home Contact Person and back-up Person must keep:

- the itinerary;
- names, addresses and telephone number of Parents;
- contact addresses and telephone numbers for Staff; and
- a copy of the Emergency Procedure Card carried by the Tour Leader.

17.2 The Academy must keep copies of the documentation carried on the Tour by the Tour Leader.

#### **18. Emergency and Accident Procedures**

18.1 The Academy Manager, Tours Co-ordinator, Home Contact Person and back-up Person and Tour Leader must make themselves familiar with the procedures listed in Form T8 — the Emergency Procedures Card.

18.2 The Tour Leader must carry the Emergency Procedures Card at all times on the Tour.

18.3 If the Tour Leader is not with the group, a member of Staff with the group must carry the Emergency Procedures Card.

## 19. After the Tour

The Tours Co-ordinator must notify the Premier League in Form T9 no later than seven days after a Tour of the names of all registered Academy Players and Staff who went on the Tour.

## 20. Foreign Tours — Additional Requirements

### Tour matches played against foreign clubs

- 20.1 Except in the case of matches against clubs in membership of the Scottish, Welsh or Irish Football Associations, Clubs wishing to play a match or series of matches against members of another national association must comply with Football Association Rule B4(b). This requires them to apply on the prescribed forms to the Association at least 28 days before the intended match or the first of a series of matches.
- 20.2 So that the Premier League may be aware of Tours that Clubs intend to undertake, on making a Rule B4(b) application to the Football Association Clubs must send a copy of the prescribed application form to the League.

### Risk Assessment

- 20.3 In addition to the risk assessment carried out in Form T2, the Tour Leader should obtain the advice of the Premier League Youth Department who may have relevant information on foreign clubs and venues. Foreign Tour organisers should be asked whether and if so to what extent adults having direct contact with children on the Tour have been screened in respect of their suitability for that purpose.

### European Health Insurance Card — Free or reduced cost medical treatment

- 20.4 The European Health Insurance Card (“EHIC”) is the certificate of entitlement to free or reduced cost emergency medical treatment for EU nationals in most European countries. It replaced Form E111 with effect from 1 January 2006. For Tours to those countries, an EHIC for each Academy Player should be carried by the Tour Leader.
- 20.5 Each member of Staff should also carry his/her own EHIC.

**Note:**

- Further information about EHICs (including as to each country's different rules about state medical provision) and application forms can be obtained from
- [www.dh.gov.uk/policyandguidance/healthadvicefortravellers](http://www.dh.gov.uk/policyandguidance/healthadvicefortravellers).
- Application forms can also be obtained from Post Offices and applications can also be made by phone (tel. no. 0845 606 2030). EHICs will be delivered within 7 days (if the application is made on line), 10 days (if the application is made by phone) or 21 days (if the application is made by post).
- Parents or guardians must apply on behalf of any children aged 15 or younger.
- For ease of administration, Academy Managers should ask Parents of all Academy Players likely to travel on a foreign Tour to obtain and return an EHIC for the Academy to issue to the Tour Leader for the duration of the particular Tour.

**Passports, Visas and Vaccinations**

20.6 The Tour Leader must check:

- 20.6.1 whether the state(s) to be visited will allow in travellers whose passport will expire within a few months of entry; and
- 20.6.2 the validity of passports of all members of the Tour.

**Notes:**

- Academy Players who are not British nationals and are not eligible for inclusion in a Collective Passport may need a visa to travel to another EU member state.
  - Some tournaments require passports with photographs for player identification purposes. Collective Passports do not contain photographs.
- 20.7 If any Academy Player is subject to a care order or is a ward of court, the social services department of the local authority or the court must be consulted well in advance.
- 20.8 In the case of a Tour to (a) country(ies) which require(s) a visa and/or vaccinations, the Tour Leader must ensure that the Home Contact Person or some other responsible member of staff of the Club is also in possession of a valid visa for the country(ies) and has had the necessary vaccinations.

**Money and Valuables**

- 20.9 The Tour Leader must tell Academy Players how to carry money and valuables discreetly. The group's money, including Academy Players' own pocket money should be held at a secure central location and distributed on a regular basis by a member of Staff.

## **Home Contacts**

20.10 The Tour Leader should tell Academy Players how to use local phones and give them the code(s) for phoning home.

## **Documentation**

20.11 In addition to the documentation carried on Tours in the United Kingdom, the Tour Leader must also carry

- travel tickets;
- passports, visas and vaccination certificates; and
- if a Collective Passport is being used, a head and shoulders photograph of each Academy Player.

### **Note:**

Sight of these photographs may be required by the Tour organiser for identification purposes.

The following may also be of value in case of emergency:

- *EHICs (if the Tour is to a European country) and significant medical histories;*
- *insurance arrangements and contact telephone numbers;*
- *address and phone number of the British Embassy or Consulate;*
- *location of hospital(s) and medical services and how to contact them; and*
- *a separate list of the numbers of any documents and passports.*

20.12 The Home Contact Person must be provided with appropriate matching documentation.

## **Mobile Phone**

20.13 The mobile phone carried with the group must be capable of use in the country concerned.

## **Contingency Funds**

20.14 Contingency funds (or access to them) must be taken.



**Academy Tours**

**Form T1**

Tours Co-Ordinator Notification (Appx.12 paragraph 3.2.2)

**To:** The Board  
The Premier League

**From:** \_\_\_\_\_  
Football Club

Please note that I have appointed (name) \_\_\_\_\_  
to be Tours Co-ordinator.

Signed \_\_\_\_\_  
Academy Manager

Date \_\_\_\_\_

**Academy Tours**

**Form T2**

Tour Notification (Appx.12 paragraph 3.2.4)

The Academy Manager must complete this form and return it to the Club Secretary in advance of the Tour. Copies should be retained by the Academy Manager, the Tours Co-ordinator and the Tour Leader. The Club Secretary should be informed of any subsequent material changes in the Tour arrangements.

**1. Tour Leader**

Name \_\_\_\_\_

Mobile Phone Number when on Tour \_\_\_\_\_

Email address\* when on Tour \_\_\_\_\_

*\*email address to be accessible via a smart phone which must be taken on the Tour*

**2. Purpose of Tour**

\_\_\_\_\_

**3. Places to be visited**

\_\_\_\_\_

**4. Dates and times**

\_\_\_\_\_

**5. Transport arrangements**

Staff drivers Names \_\_\_\_\_

Vehicle registration number(s) \_\_\_\_\_

Name of transport company (if any) \_\_\_\_\_

**6. Tour Operator (if any)**

\_\_\_\_\_

**7. Insurance**

Club Insurance Policies (*list those which apply*)

\_\_\_\_\_

Additional Policies (*specify*) \_\_\_\_\_

**8. Accommodation to be used (addresses and phone numbers)**

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**9. Details of the programme of activities (attach Tour itinerary)**

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**10. Details of any potentially hazardous activities**

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Licence reference number if a provider is registered with the Adventure Activities Licensing Authority \_\_\_\_\_

**11. Names and any special responsibilities (e.g. medical) of Staff**

Name	Responsibility
------	----------------

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

**12. Name, address and telephone numbers of the Home Contact Person**

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**13. Existing knowledge of places to be visited and whether an exploratory visit is intended**

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**14. Size and composition of the group**

Age Group(s): \_\_\_\_\_

Number of Academy Players:  
\_\_\_\_\_

Staff to Academy Player ratio:  
\_\_\_\_\_

**15. Parents' Consent**

- (a) Attach a copy of information sent to Parents.
- (b) Either  
I certify that Parents' consents have been obtained  
Or  
I certify that Parents' consents will be obtained before the Tour.

**16. Names of Academy Players with special or medical needs:**

\_\_\_\_\_  
\_\_\_\_\_

**17. CERTIFICATION**

I certify that the Tour Leader has read the DfES document "Health and Safety of Pupils on Educational Visits: A Good Practice Guide" and the accompanying supplement and that a risk assessment for the Tour has been carried out and has been filed in the Academy.

Signed \_\_\_\_\_  
Academy Manager

Date \_\_\_\_\_

Staff Declaration (Appx.12 paragraph 3.5)

*A copy of the Premier League Code of Practice on the Health and Safety of Academy Players on Residential Tours, Festivals, Tournaments and Visits must be attached to this Form.*

\_\_\_\_\_ **Football Club**

**To All Staff Accompanying The Tour To**

\_\_\_\_\_

**On**

\_\_\_\_\_

**Health And Safety Of Academy Players**

This confirms the invitation to you to accompany the above Tour as a member of Staff. All employees of the Academy and volunteers accompanying the Tour on behalf of the Academy are regarded as members of Staff. The safety of Academy Players on the Tour is paramount. I strongly advise you to read the Department for Education and Skills booklet "Health and Safety of Pupils on Educational Visits: A Good Practice Guide" and the accompanying supplement. A copy is available in the Academy office. You must read the Premier League Code of Practice referred to above, which is attached, and you must complete and return to me the attached Form T3 Reply.

Signed \_\_\_\_\_  
Tour Leader

Date \_\_\_\_\_

To: **The Tour Leader**

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**Football Club**I accept the invitation to accompany the proposed Tour to  
the Premier League Code of Practice.

on

I have received and have read

I declare that:

- I understand that my participation in the Tour is not a holiday or reward
- I am aware of my responsibilities on the Tour
- I have read and understood the Premier League Rules, Policy and Code of Practice on the Health and Safety of Academy Players on Residential Tours, Festivals, Tournaments and Visits
- I hold an enhanced DBS disclosure certificate

Signed \_\_\_\_\_

Date \_\_\_\_\_

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**Academy Tours****Form T4**

Risk Assessment Form (Appx.12 paragraph 4.1)

*For Tours in the United Kingdom, this Form must be completed and returned to the Tours Co-ordinator at least two weeks before the Tour. For Tours abroad, this Form must be completed and returned to the Tours Co-ordinator at least six weeks before the Tour. For Tours involving adventure or other potentially hazardous activities, this Form must be completed and returned to the Tours Co-ordinator at least six weeks before the Tour. Copies of this Form should be given to all Staff accompanying the Tour.*

**Risk Assessment for****Assessment Undertaken**

On \_\_\_\_\_

By (Signature) \_\_\_\_\_

Print Name \_\_\_\_\_

Tour Leader

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**Risk Assessment for Tour to**

What are the hazards?

*(e.g. setting, travel, (This could be specific accommodation, weather behaviour)*

Who is at risk?

*(e.g. Academy Players, Staff)*

What safety measures are needed?

*List existing controls. Identify extra action needed for risks for which these controls are not adequate (e.g. administering medicines, accident procedures)*

Who is responsible?

*(This could be specific members of Staff)*



Parents' Consent: School Age Academy Players

(Appx.12 paragraph 12.1)

Dear Parents

I attach some information regarding a Tour [name of Club] proposes to arrange.

If you wish your child to be considered for selection for the Tour, please complete and sign this Form and return it to the Club by complete the Form, your child cannot be considered. If you do not

I shall let you know as soon as possible if your child has been selected for the Tour.

Signed \_\_\_\_\_

\_\_\_\_\_ Academy Manager

\_\_\_\_\_ Football Club

Date \_\_\_\_\_

- 1. **Child's Full Name** \_\_\_\_\_
- 2. **Date of Birth** \_\_\_\_\_
- 3. **Home Address** \_\_\_\_\_
- 4. **Phone Number** \_\_\_\_\_
- 5. **Child's NHS Number** \_\_\_\_\_

6. **How can you be contacted in an emergency** \_\_\_\_\_

*(a) In the day time*

Address \_\_\_\_\_

Phone number \_\_\_\_\_

*(b) At night*

Address \_\_\_\_\_

Phone number \_\_\_\_\_

*(c) Mobile Phone* \_\_\_\_\_

7. **Is there an alternative person to contact if you can't be reached?**

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone number \_\_\_\_\_

8. **Is your child receiving any medical treatment? If so, please give details:**

\_\_\_\_\_

\_\_\_\_\_

9. **Is your child taking any medicine? If so, please give details:**

\_\_\_\_\_

\_\_\_\_\_

10. **Does your child have any particular diet requirements or any other special needs? If so, please give details:**

\_\_\_\_\_

\_\_\_\_\_

11. When did your child last have a tetanus injection?

---

12. Please give your child's Doctor's name, address and telephone number:

---

I acknowledge receipt of the information regarding the proposed Academy Tour to \_\_\_\_\_ on \_\_\_\_\_ and consent to my child taking part, if selected.

I agree to your asking my child's school for time off if the Tour is in Term time.

I agree to staff on the Tour giving permission for my child to have dental, medical or surgical treatment.

I agree to inform the Club of any changes in my child's health before departure.

I will bring my child to \_\_\_\_\_ and collect him from \_\_\_\_\_ at the beginning and end of the Tour.

My child understands that it is important, for safety reasons, to obey any rules and instructions given by the staff in charge of the party.

Signed \_\_\_\_\_

Date \_\_\_\_\_

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## Academy Tours

Form T6

School Consent Form (Appx.12 paragraph 12.5.2)

*(This form must be reproduced on the Club's headed notepaper.)*

Dear *(Insert name of headteacher)*

*(Insert name of Academy Player)*

As you know, *(First name)* is a Academy Player at our Academy.

As part of his Academy experience, *(First name)* is being considered for selection for a Tour to *(Venue)*. I am leading the Tour and am currently making the arrangements for it.

The Tour will leave on \_\_\_\_\_

and return on \_\_\_\_\_

We always try to run our Tours in school holidays but on this occasion, the dates are in term time.

*(First name)*'s parents have agreed that I should write to you to ask if *(First name)* could be released from school. It will be very helpful if you can let me have your reply as soon as possible.

If there are school assignments he would miss but must complete, could you send me the details? I shall then ask our Head of Education, *(Name)*, to do his best to see that *(First name)* does his work satisfactorily, if he is selected.

If *(First name)* is selected for the tour, his parents will tell you.

Yours sincerely

Tour Leader

*(Copy to Academy Head of Education)*

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Parents' Consent: Scholars & Contract Players

Under Age 18 (Appx.12 paragraph 14.1)

\_\_\_\_\_ **Football Club**

**Tours, Festivals and Tournaments**

Academy Players and Contract Players under the age of 18 may be selected to represent the Club in residential Tours festivals and tournaments, other matches and visits both in the United Kingdom and abroad.

We shall give you details of particular events that your son is to attend.

We require your general consent to your son's taking part in these events and to our giving permission for him to have dental, medical or surgical treatment if necessary.

Signed \_\_\_\_\_ Date \_\_\_\_\_  
Academy Manager

I give consent for *(enter name)* to take part in residential Tours, festivals, tournaments and other matches in the United Kingdom and abroad and agree to staff giving permission for dental, medical or surgical treatment.

His Doctor's name, address and telephone number is

\_\_\_\_\_  
\_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_

Emergency Procedures Card (Appx.12 paragraph 16)

**(Form To Be Printed On Yellow Card)**

*Fill in the details on the back of the card before the Tour starts. Carry the card and the information and means to use it, at all times. Use it following a serious accident or incident, that is*

- an accident leading to death, serious or multiple fractures, amputation or other serious injury
- any circumstances in which a party member might be at serious risk or serious illness
- any unusual circumstance in which the press or media are involved or might become involved.

**1. First Steps — Care Of The Group**

- ensure their safety from further danger
- arrange search, rescue, medical care or hospitalisation of casualties as necessary

**2. Next Steps — What Happened?**

- Listen carefully. Using the Academy accident form if possible, write down:
  - What happened?
  - To whom?
  - Where?
  - When?
  - What has happened since?
  - Who witnessed it? (Get witnesses to sign and give their addresses)

**3. Telling People About The Incident**

As soon as possible

- inform the Home Contact Person or, if not available, the Academy office or the Club Secretary
- (for Tours outside the United Kingdom) notify the British Embassy or Consulate
- Whoever you contact will need to know
  - what happened
  - to whom
  - where
  - when
  - what has happened since
- a telephone number where you can be contacted

**4. Do**

- keep a written record of all that happens

**5. Don't**

- speak to the press or media. Refer them to the Home Contact Person
- admit any liability
- let anyone talk to any Academy Players involved in the incident without a member of Staff being present

**6. Remember**

- nobody, unless they have an official capacity (e.g. the police), has a right to see anyone who does not want to see them
- if anyone tries to force a confrontation, do not do anything but call the police
- try your best to be compassionate with everyone involved



**(Reverse of Card)**

**The** \_\_\_\_\_ Football Club

**Tour to** \_\_\_\_\_

**Dates** \_\_\_\_\_

**Name of Tour Leader** \_\_\_\_\_

**Home Contact Person**

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone No 1 \_\_\_\_\_

Phone No 2 \_\_\_\_\_

Email address \_\_\_\_\_

**Academy Office**

Address \_\_\_\_\_

Phone No 1 \_\_\_\_\_

Phone No 2 \_\_\_\_\_

Email address \_\_\_\_\_

**Club Secretary**

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone No \_\_\_\_\_

Email address \_\_\_\_\_

**(For Tours Outside the United Kingdom)  
British Embassy(ies) or Consulate(s)**

Address \_\_\_\_\_

Phone No \_\_\_\_\_

**Names of group members**

Staff:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Academy Players:  
\_\_\_\_\_  
\_\_\_\_\_  
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**Academy Tours**

**Form T9**

Tour Report (Appx.12 paragraph 19)

*This Form is to be returned to the Premier League not later than 7 days after the return of the group.*

Football Club

**Tour To**

**Playing Dates**

From \_\_\_\_\_

To \_\_\_\_\_

**Travelling Dates**

Out \_\_\_\_\_

Return \_\_\_\_\_

**Method of Travel**

**Travel Time**

Time of leaving home base \_\_\_\_\_

Arrival time at accommodation \_\_\_\_\_

Time of leaving accommodation \_\_\_\_\_

Arrival time at home base \_\_\_\_\_

**Tour Leader and Position Held at Football Club**

**Names of All Accompanying Staff (Including Volunteers) & Positions Held on Tour (E.g. Physiotherapist)**

\_\_\_\_\_  
\_\_\_\_\_



**List of Players** - Please indicate whether Contract (C), Scholar (Sc), Academy Player (S) or Trialist (T)

**Names of Any Other Accompanying Person(S)**

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**Details of Any Accidents or Near Accidents**

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Signed \_\_\_\_\_

Date \_\_\_\_\_

Tours Co-ordinator

For the Youth Team Tours Co-Ordinator's Database

Tours Co-ordinators are requested to complete and attach the Youth Team Tours Co-ordinator's Questionnaire on quality aspects of the Tour.

Questionnaire

Club \_\_\_\_\_

Name of Tour \_\_\_\_\_

Final position obtained (if any) \_\_\_\_\_

What time of year does the Tour usually Take place?     Easter             Whitsun             Summer

Approximate cost to the Club, if any \_\_\_\_\_

Mode of travel                             Air                     Coach                     Train                     Other

For Tournaments: how would you rate the overall organisation?     Poor                     Fair                     Good                     Very Good

Number of Games \_\_\_\_\_

Arrangement and planning of games     Poor                     Fair                     Good                     Very Good

Opposition \_\_\_\_\_

Quality of pitches                             Poor                     Fair                     Good                     Very Good

**Tour Report**

**Form T9**

Was an English speaking person present?  Yes  No

Accommodation  Hotel  Hostel  Home stay  Other

Food: did you have the ability to arrange meal times to suit your games?  Yes  No

What was the standard of the changing facilities?  Poor  Fair  Good  Very Good

Was there adequate medical provision?  Yes  No

Was security good?  Yes  No

Was there provision for kit storage?  Yes  No

What arrangements were made for training, planning and debriefing?

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What was the standard of the referees?  Poor  Fair  Good  Very Good

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For Tournaments: what pre-tournament information was provided?

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Do they produce a programme?  Yes  No

Are any facilities available for any other activities?  Yes  No

If YES, please specify

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Any other comments

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### Appendix 13

#### Code of Conduct for Academy Players of Compulsory School Age

(Youth Development Rule 189)

Prior to signing this Code of Conduct and registering the Academy Player at its Academy, full discussion has taken place and agreement has been reached between the Academy, the Academy Player and the parents as to the educational, technical and match programme to be provided by the Academy to the Academy Player.

("the Academy Player") has the potential to become a footballer at the highest level and will be registered as an Academy Player at the FC ("the Club").

Both the Academy Player and the Academy Player's parents understand that the Club is committed to the Academy Player's well being, future development and realisation of potential, but that the level of achievement ultimately reached cannot be guaranteed.

In registering the Academy Player at its Football Academy, the Club, the parents and the Academy Player agree to the following Code of Conduct.

#### **The Club agrees to provide**

- a safe environment in which the Academy Player can learn and develop without fear of abuse
- medical screening, monitoring and support for the Academy Player
- a structured football learning programme, appropriate to the age, ability and growth of the Academy Player
- participation in football matches arranged or approved by the Premier League
- trained, screened and qualified coaching and other staff and facilities as determined by the rules governing Academies
- guidelines to the Academy Player and parents on the best ways for them to contribute to the Academy Player's football and personal development
- educational support (in consultation with the Academy Player's school) for the continued academic and personal development of the Academy Player
- regular communication and reports to the Academy Player and parents on the Student's progress
- a Code of Conduct and Rules for its Academy

**The Academy Player agrees to**

- attend the Academy regularly and punctually, behave with self-discipline and give notice of and reasons for any absence
- practise the techniques and skills taught by the Academy and attempt to apply them in matches
- participate in football matches outside normal school hours only as specified by the Academy
- attend school regularly and punctually, complete school assignments and behave at school as at the Academy
- follow a lifestyle appropriate to development — spending leisure time positively; eating, drinking, relaxing and sleeping sensibly
- adhere to the Club's Code of Conduct and Rules for its Academy

**The Parents agree to**

- encourage and help the Academy Player meet targets, including this Code of Conduct and the Club's Code of Conduct and Rules for its Academy
- support the Academy Player without pressure, praise good work and refrain from criticising lapses
- set a good example to the Academy Player
- respect the opportunity given to the Academy Player and not approach or permit any other person to approach any other club during the currency of this registration except as allowed under the Rules governing Academies
- communicate with the Academy staff, keeping them informed about matters affecting the Academy Player
- permit the Academy Player to play only football matches outside normal school hours as specified by the Academy
- adhere to the Club's Code of Conduct and Rules for its Academy

We, the undersigned, agree to the Academy Code of Conduct

Name \_\_\_\_\_ Football Club

Signature \_\_\_\_\_

Name \_\_\_\_\_ Academy Player

Signature \_\_\_\_\_

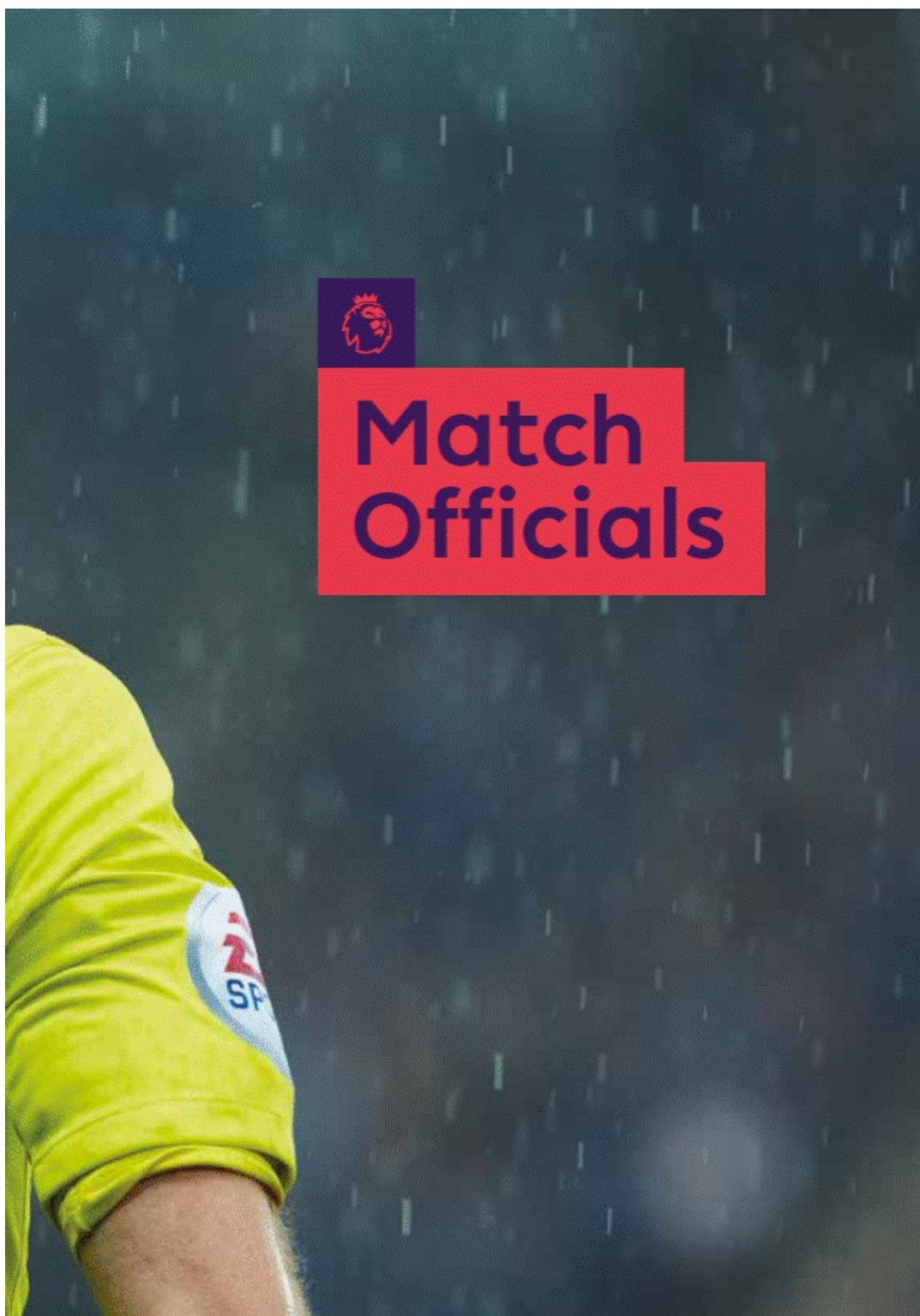
Name \_\_\_\_\_ Parents

Signature \_\_\_\_\_

**Note:** *This Code of Conduct should be signed in quadruplicate, one copy being provided to the Academy Player, one to his parents, one being submitted to the League in accordance with Youth Development Rule 257 and the fourth being retained by the Club.*







## National List Of Referees

Season 2016/17

ADCOCK, JG (James) Nottinghamshire  
ATKINSON, M (Martin) West Yorkshire  
ATTWELL, SB (Stuart) Warwickshire  
BANKES, P (Peter) Merseyside  
BOND, D (Darren) Lancashire  
BOYESON, C (Carl) East Yorkshire  
BROOKS, J (John) Leicestershire

KINSELEY, N (Nick) Essex  
LANGFORD, O (Oliver) West Midlands  
LEWIS, RL (Rob) Shropshire  
LININGTON, JJ (James) Isle of Wight  
MADLEY, AJ (Andy) West Yorkshire  
MADLEY, RJ (Bobby) West Yorkshire  
MALONE, BJ (Brendan) Wiltshire

BREAKSPEAR, C (Charles) Surrey  
BROWN, M (Mark) East Yorkshire  
BUSBY, (John) Oxfordshire  
CLARK, R (Richard) Northumberland  
CLATTENBURG, M (Mark) County Durham  
COLLINS, LM (Lee) Surrey  
COOTE, D (David) Nottinghamshire  
DAVIES, A (Andy) Hampshire  
DEADMAN, D (Darren) Cambridgeshire  
DEAN, ML (Mike) Wirral  
DRYSDALE, D (Darren) Lincolnshire  
DUNCAN, S (Scott) Northumberland  
EAST, R (Roger) Wiltshire  
ELTRINGHAM, G (Geoff) County Durham  
ENGLAND, DJH (Darren) South Yorkshire  
FRIEND, KA (Kevin) Leicestershire  
HAINES, A (Andy) Tyne & Wear  
HARRINGTON, T (Tony) Cleveland  
HANDLEY, D (Darren), Lancashire  
HAYWOOD, M (Mark) West Yorkshire  
HEYWOOD, M (Mark) Cheshire  
HILL, K (Keith) Hertfordshire  
HOOPER, SA (Simon) Wiltshire  
HORWOOD, G (Graham) Bedfordshire  
HUXTABLE, B (Brett) Devon  
ILDERTON, EL (Eddie) Tyne & Wear  
JOHNSON, KA (Kevin), Somerset  
JOYCE, R (Ross) Cleveland  
JONES, MJ (Michael) Cheshire  
JONES, R (Rob) Merseyside  
KAVANAGH, C (Chris) Lancashire  
KETTLE, TM (Trevor) Rutland

MARRINER, AM (André) West Midlands  
MARTIN, S (Stephen) Staffordshire  
MASON, LS (Lee) Lancashire  
MILLER, NS (Nigel) County Durham  
MOSS, J (Jon) West Yorkshire  
OLIVER, M (Michael) Northumberland  
PAWSON, CL (Craig) South Yorkshire  
PROBERT, LW (Lee) Wiltshire  
ROBINSON, T (Tim) West Sussex  
RUSSELL, MP (Mick) Hertfordshire  
SALISBURY, G (Graham) Lancashire  
SALISBURY, M (Michael) Lancashire  
SARGINSON, CD (Chris) Staffordshire  
SCOTT, GD (Graham) Oxfordshire  
SIMPSON, J (Jeremy) Lancashire  
STOCKBRIDGE, S (Seb) Tyne & Wear  
STROUD, KP (Keith) Hampshire  
SUTTON, GJ (Gary) Lincolnshire  
SWABEY, L (Lee) Devon  
SWARBRICK, ND (Neil) Lancashire  
TAYLOR, A (Anthony) Cheshire  
TIERNEY, P Paul) Lancashire  
TONER, B (Ben) Lancashire  
WARD, GL (Gavin) Surrey  
WEBB, D (David) County Durham  
WHITESTONE, D (Dean) Northamptonshire  
WOOLMER, KA (Andy) Northamptonshire  
WRIGHT, KK (Kevin) Cambridgeshire  
YATES, O (Oliver) Staffordshire



## National List Of Assistant Referees

Season 2016/17

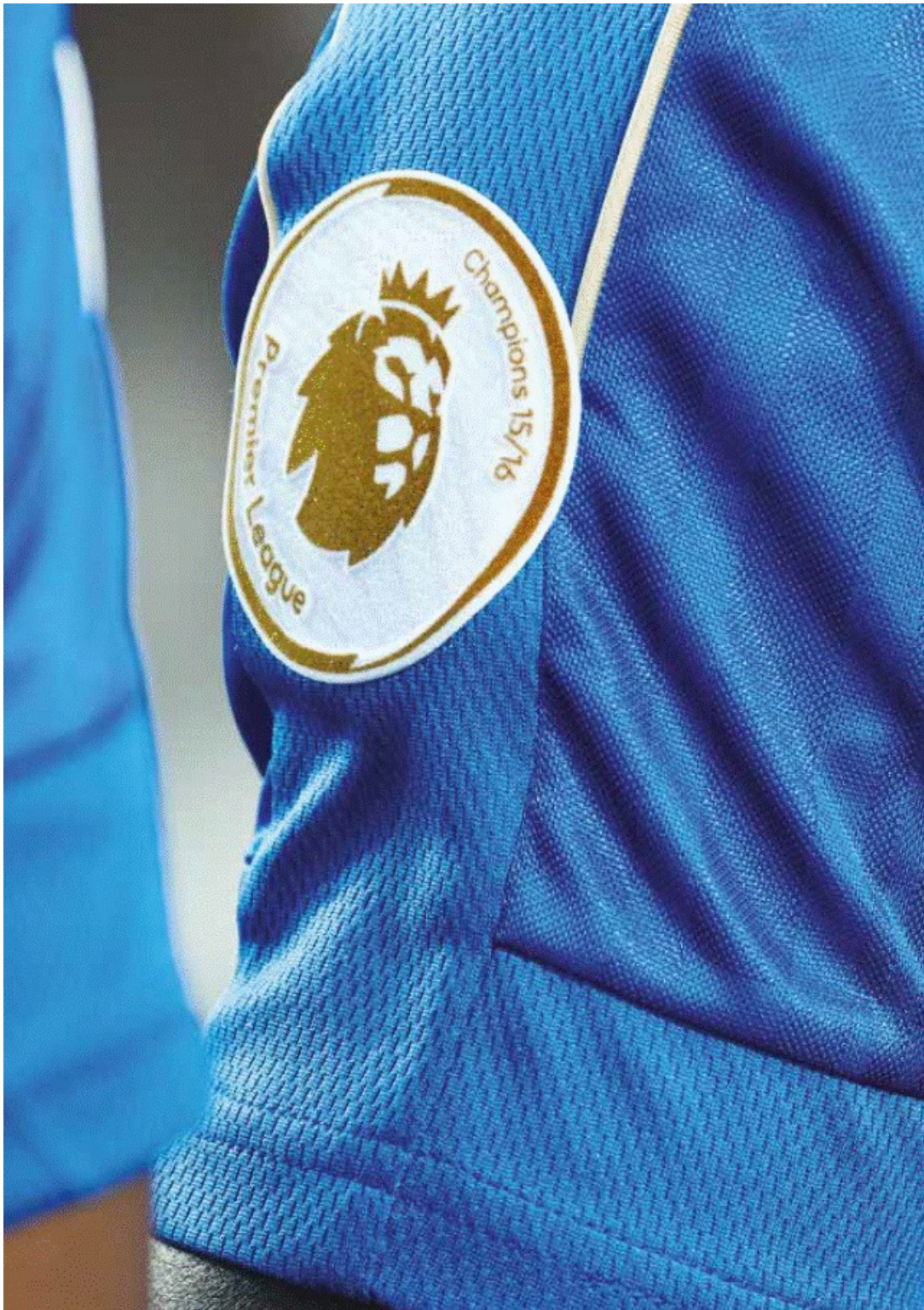
AKERS, C (Chris) South Yorkshire  
AMEY, JR (Justin) Dorset  
AMPHLETT, MJ (Marvyn) Worcestershire  
ASPINALL, N (Natalie) Lancashire  
ATKIN, R (Robert) Lincolnshire  
AVENT, D (David) Northamptonshire  
AYLOTT, A (Andrew) Bedfordshire  
BARNARD, N (Nicholas) Cheshire  
BARRATT, W (Wayne) Worcestershire  
BARTLETT, R (Richard) Cheshire  
BECK, SP (Simon) Bedfordshire  
BELL, J (James) Sheffield  
BENNETT, A (Andrew) Devon  
BENNETT, SP (Simon) Staffordshire  
BENTON, DK (David) South Yorkshire  
BESWICK, G (Gary) County Durham  
BETTS, L (Lee) Norfolk  
BLUNDEN, D (Darren) Kent  
BRISTOW, M (Matthew) Manchester  
BROMLEY, A (Adam) Devon  
BRYAN, DS (Dave) Lincolnshire  
BULL, W (William) Hampshire  
BURT, S (Stuart) Northamptonshire  
BUSHELL, DD (David) London  
BUTLER, S (Stuart) Kent  
BYRNE, H (Helen) Liverpool  
CANN, DJ (Darren) Norfolk  
CHEOSIAUA, R (Ravel) Worcestershire  
CHILD, SA (Stephen) Kent  
CLARK, J (Joseph) West Midlands  
CLAYTON, A (Alan) Cheshire  
CLAYTON, S (Simon) County Durham  
COLLIN, J (Jake) Liverpool  
COOK, D (Daniel) Essex  
COOK, D (Daniel) Hampshire  
COOKE, B (Ben) Warwickshire  
COOPER, IJ (Ian) Kent  
COOPER, N (Nicholas) Suffolk  
CROPP, B (Barry) Lancashire  
CRYSELL, A (Adam) Essex  
D'AGUILAR, M (Michael) Staffordshire  
DA COSTA, A (Anthony) Cambridge  
DABBS, R (Robert) Dorset  
DALY, SDJ (Stephen) Middlesex  
DAVIES, N (Neil) Merseyside  
DEGNARAIN, A (Ashvin) London  
DENTON, MJ (Michael) Lancashire  
DERMOTT, P (Philip) Lancashire  
DERRIEN, M (Mark) Dorset  
DUDLEY, IA (Ian) Nottinghamshire  
DUNCAN, M (Mark) Cheshire  
DURIE, B (Brian) Gloucestershire  
DWYER, M (Mark) West Yorkshire  
EATON, D (Derek) Gloucestershire  
EDWARDS, M (Marc) Durham  
EVA, M (Matt) Surrey  
FARRIES, J (John) Oxfordshire  
FEARN, AE (Amy) Leicestershire  
FINCH, S (Steven) Southampton  
FISSENDEN, I (Ian) Kent  
FITCH-JACKSON, C (Carl) Suffolk  
FLYNN, J (John) Wiltshire  
FOLEY, MJ (Matt) London  
FORD, D (Declan) Lincolnshire  
FOX, A (Andrew) Warwickshire  
FYVIE, G (Graham) Tyne & Wear  
GANFIELD, RS (Ron) Somerset  
GARRATT, AM (Andy) West Midlands  
GEORGE, M (Mike) Norfolk  
GIBBONS, P (Peter) Cheshire  
GOOCH, P (Peter) Lancashire  
GORDON, B (Barry) County Durham  
GRAHAM, P (Paul) Manchester  
GRATTON, D (Danny) Staffordshire  
GREENHALGH, N (Nick) Lancashire  
GREENWOOD, AH (Alf) North Yorkshire  
GRIFFITHS, M (Mark) South Yorkshire  
GRUNNILL, W (Wayne) East Yorkshire

HALLIDAY, A (Andy) North Yorkshire  
HANLEY, M (Michael) Liverpool  
HARRIS, P (Paul) Kent  
HART, G (Glen) County Durham  
HARTY, T (Thomas) West Midlands  
HATZIDAKIS, C (Constantine) Kent  
HAYCOCK, KW (Ken) West Yorkshire  
HENDLEY, AR (Andy) West Midlands  
HICKS, C (Craig) Surrey  
HILTON, G (Gary) Lancashire  
HOBBIS, N (Nick) West Midlands  
HOBDDAY, P (Paul) West Midlands  
HODSKINSON, P (Paul) Lancashire  
HOLMES, AR (Adrian) West Yorkshire  
HOPKINS, AJ (Adam) Devon  
HOPTON, N (Nicholas) Derbyshire  
HOWICK, K (Kevin) Oxfordshire  
HOWSON, A (Akil) Leicestershire  
HUDSON, S (Shaun) Tyne & Wear  
HULME, R (Richard) Somerset  
HUNT, J (Jonathan) Liverpool  
HUSBAND, C (Christopher) Worcestershire  
HUSSIN, (Ian) Liverpool  
HYDE, RA (Robert) London  
ISHERWOOD, C (Chris) Lancashire  
JOHNSON, R (Ryan) Manchester  
JONES, M (Matthew) Staffordshire  
JONES, MT (Mark) Nottinghamshire  
KANE, G (Graham) East Sussex  
KELLY, P (Paul) Kent  
KENDALL, R (Richard) Bedfordshire  
KETTLEWELL, PT (Paul) Lancashire  
KHATIB, B (Billy) County Durham  
KIDD, C (Christopher) Oxfordshire  
KIRKUP, PJ (Peter) Northamptonshire  
KNAPP, SC (Simon) Bristol  
LAVER, AA (Andrew) Hampshire  
LAW, J (John) Worcestershire  
LEACH, D (Daniel) Oxfordshire

LEDGER, S (Scott) South Yorkshire  
LEE, M (Matthew) West Sussex  
LENNARD, HW (Harry) East Sussex  
LIDDLE, G (Geof) County Durham  
LONG, SJ (Simon) Devon  
LUGG, N (Nigel) Surrey  
LYMER, C (Colin) Hampshire  
MACKAY, R (Rob) Bedfordshire  
MAINWARING, J (James) Lancashire  
MARKHAM, DR (Danny) Tyne & Wear  
MARKS, L (Louis) Hampshire  
MARSDEN, PR (Paul) Lancashire  
MASKELL, G (Garry) London  
MASSEY-ELLIS, R (Robert) West Midlands  
MASSEY-ELLIS, SL (Sian) West Midlands  
MATTHEWS, A (Adam) Gloucestershire  
MATTOCKS, KJ (Kevin) Lancashire  
McDONOUGH, M (Mick) Tyne & Wear  
McGRATH, M (Matt) East Yorkshire  
MEESON, DP (Daniel) Staffordshire  
MELLOR, G (Gareth) West Yorkshire  
MELLOR, JM (Mark) Hertfordshire  
MERCHANT, R (Rob) Staffordshire  
MEREDITH, S (Steven) Nottinghamshire  
METCALFE, RL (Lee) Lancashire  
MOORE, A (Anthony) Cheshire  
MORRIS, K (Kevin) Herefordshire  
MUGE, G (Gavin) Bedfordshire  
MULLARKEY, M (Mike) Devon  
MULRAINE, K (Kevin) Cumbria  
NEWBOLD, AM (Andy) Leicestershire  
NEWHOUSE, P (Paul) County Durham  
NUNN, AJ (Adam) Wiltshire  
O'BRIEN, J (John) London  
PARRY, MJ (Matthew) Liverpool  
PASHLEY, A (Alix) Derbyshire  
PEART, T (Tony) North Yorkshire  
PERRY, MS (Marc) West Midlands  
PLANE, S (Steven) Worcestershire

PLOWRIGHT, DP (David) Nottinghamshire  
POTTAGE, M (Mark) Dorset  
POWELL, CI (Chris) Dorset  
PURKISS, S (Sam) London  
QUIN, A (Andrew) Devon  
RADFORD, N (Neil) Worcestershire  
RAMSEY, T (Thomas) Essex  
RASHID, L (Lisa) Birmingham  
RATHBONE, I (Ian) Northamptonshire  
REES, P (Paul) Somerset  
RICHARDSON, D (David) West Yorkshire  
ROBATHAN, DM (Daniel) Surrey  
ROBERTS, B (Bob) Lancashire  
ROSS, SJ (Stephen) Lincolnshire  
RUSSELL, GR (Geoff) Northamptonshire  
RUSSELL, M (Mark) Somerset  
SANNERUDE, A (Adrian) Suffolk  
SCHOLES, MS (Mark) Buckinghamshire  
SHARP, N (Neil) Cleveland  
SIMPSON, J (Joe) Manchester  
SLAUGHTER, A (Ashley) West Sussex  
SMALLWOOD, W (William) Cheshire  
SMART, E (Edward) West Midlands  
SMEDLEY, I (Ian) Derbyshire  
SMITH, J (Josh) Lincolnshire  
SMITH, M (Michael) Essex  
SMITH, N (Nigel) Derbyshire  
SMITH, R (Rob) Hertfordshire  
SMITH, W (Wade) Cheshire  
STRAIN, D (Darren) Cheshire  
STREET, DR (Duncan) West Yorkshire  
TAYLOR, C (Craig) Staffordshire  
TRANter, A (Adrian) Dorset  
TRELEAVEN, D (Dean) West Sussex  
TURNER, A (Andrew) Devon  
TYAS, J (Jason) West Yorkshire  
VENAMORE, L (Lee) Kent  
WADE, C (Christopher) Hampshire  
WADE, S (Stephen) East Yorkshire

WARD, C (Christopher) Nottinghamshire  
WARREN, G (George) London  
WATERS, A (Adrian) Kent  
WEBB, MP (Michael) Surrey  
WEST, RJ (Richard) East Yorkshire  
WIGGLESWORTH, RJ (Richard) South Yorkshire  
WILD, R (Richard) Lancashire  
WILKES, MJ (Matthew) West Midlands  
WILSON, J (James) Cheshire  
WILSON, M (Marc) Cambridgeshire  
WOOD, T (Tim) Gloucestershire  
WOOTTON, R (Ricky) West Yorkshire  
YOUNG, A (Alan) Cambridgeshire







# Memorandum & Articles of Association

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## Memorandum of Association

No. 2719699

THE COMPANIES ACT 1985  
COMPANY LIMITED BY SHARES  
MEMORANDUM OF ASSOCIATION  
of

**THE FOOTBALL ASSOCIATION PREMIER LEAGUE LIMITED**

Source: Manchester United plc, 20-F, September 15, 2016

The information contained herein may not be copied, adapted or distributed and is not warranted to be accurate, complete or timely. The user assumes all risks for any damages or losses arising from any use of this information, except to the extent such damages or losses cannot be limited or excluded by applicable law. Past financial performance is no guarantee of future results.

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1. The name of the Company is "THE FOOTBALL ASSOCIATION PREMIER LEAGUE LIMITED".
  2. The registered office of the Company will be situated in England.
  3. The objects for which the Company is established are:
    - (a) to organise and manage under the jurisdiction of The Football Association a league of association football clubs to be known as "The Football Association Premier League" or such other name as the Company may from time to time adopt ("the Premier League");
    - (b) to make, adopt, vary and publish rules, regulations and conditions for the management of the Premier League and matters relating thereto, and to take all such steps as shall be deemed necessary or advisable for enforcing such rules, regulations and conditions;
    - (c) to promote, provide for, regulate and manage all or any details or arrangements or other things as may be considered necessary or desirable for, or ancillary to, the comfort, conduct, convenience or benefit of football players and of the public or of any other persons concerned or engaged in or associated with the Premier League;
    - (d) to enter into television, broadcasting, sponsorship, commercial or other transactions of any kind in connection with the Premier League;
    - (e) to co-operate with The Football Association and the International Football Association Board in all matters relating to international competitions or relating to the laws of the game of association football and generally to adhere to and comply with the applicable rules and regulations of The Football Association;
    - (f) to carry out operations and to produce or deal with goods and to purchase or otherwise acquire, construct, lease, hold or deal with property, rights or privileges;
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- (g) to carry out any other transactions or things as can be advantageously carried on in connection with or ancillary to the Premier League or as may be calculated directly or indirectly to enhance the value of or render profitable any of the property or rights of the Company;
- (h) to invest and deal with the monies of the Company not immediately required in any manner and hold and deal with any investment so made;
- (i) to pay or to provide or to make arrangements for providing gratuities, pensions, benefits, loans and other matters and to establish, support, subsidise and subscribe to any institution, association, club, scheme, fund or trust;
- (j) to raise or borrow money and to give security over the Company's assets;
- (k) to lend or advance money and to give credit and to enter (whether gratuitously or otherwise) into guarantees or indemnities of all kinds, whether secured or unsecured, and whether in respect of its own obligations or those of some other person or company;
- (l) to pay or agree to pay all or any of the promotion, formation and registration expenses of the Company;
- (m) to contribute to or support any charitable, benevolent or useful object relating to association football, or participants therein;
- (n) to do all other things to further the objects of the Company or as may be deemed incidental or conducive to the attainment of such objects or any of them.

It is hereby declared that (except where the context expressly so requires) none of the several paragraphs of this clause, or the objects therein specified, or the powers thereby conferred shall be limited by, or be deemed merely subsidiary or auxiliary to, any other paragraph of this clause, or the objects in such other paragraph specified, or the powers thereby conferred.

- 4. The liability of the members is limited.
- 5. The share capital of the Company is £100 divided into 99 Ordinary Shares of £1 each and 1 Special Rights Preference Share of £1.

We, the several persons whose names, addresses and descriptions are subscribed, are desirous of being formed into a Company in pursuance of this Memorandum of Association and we respectively agree to take the number of shares in the capital of the Company set opposite our respective names.

Names, Addresses and Descriptions of Subscribers	Number and class of shares taken by each subscriber
Rick N. Parry Chief Executive — F.A. Premier League 14 Dorner Close Rowton Chester CH3 7SA	22 Ordinary Shares
R.H.G. Kelly Chief Executive — Football Association 16 Lancaster Gate London W2 3LW Dated the 22nd day of May 1992	1 Special Rights Preference Share
Witness to the above signatures: I.L. Hewitt Solicitor 65 Fleet Street London EC4Y 1HS	Graeme E.C. Sloan Solicitor 65 Fleet Street London EC4Y 1HS

THE COMPANIES ACT 1985  
PRIVATE COMPANY LIMITED BY SHARES  
ARTICLES OF ASSOCIATION of  
**THE FOOTBALL ASSOCIATION PREMIER LEAGUE LIMITED**  
(As amended by Special Resolution passed on 4 June 2015)

**Interpretation**

- 1.1** The regulations contained in Table A (as prescribed pursuant to Section 8 of the Companies Act 1985) in force at the date of adoption of these Articles shall not apply to the Company but the regulations contained in the following clauses (as originally adopted or as from time to time altered by Special Resolution) shall be the Articles of Association of the Company.
- 1.2** In these Articles:
- “**the Act**” means the Companies Act 1985 including any statutory modification or re enactment thereof for the time being in force;
- “**the Articles**” means the Articles of Association of the Company and reference to a number following the word “Article” is a reference to an article so numbered in the Articles;
- “**Association Football**” means the game of football as played in accordance with the rules and regulations of, or adopted by, the Football Association;
- “**the Board**” means the board of directors for the time being of the Company;
- “**Chairman**” means the person appointed as the Chairman pursuant to Article 42 or any acting Chairman appointed pursuant to Article 56.1;
- “**Club**” means an Association Football club which is for the time being a Member;
- “**the Company**” means the The Football Association Premier League Limited;
- “**clear days**” in relation to the period of a notice means that period excluding the day for which the notice is given or on which it is to take effect but including the day when the notice is given or deemed to be given;
- “**Director**” means a director of the Company;
- “**the Football Association**” means The Football Association Limited;

“**the Football Association Rules**” means the rules and regulations for the time being of the Football Association;

“**F.A Cup**” means the Football Association Challenge Cup competition;

“**the Football League**” means The Football League Limited;

“**Former Companies Acts**” has the meaning set out in section 735(1) of the Act.

“**General Meeting**” means any meeting of the Members and shall include for the purpose of the Articles (except where expressly stated) the annual general meeting and a separate class meeting of the holders of Ordinary Shares in the Company;

“**the League**” means the Association Football league managed by the Company and consisting of Association Football clubs which are from time to time Members;

“**League Office**” means the registered office for the time being of the Company;

“**Member**” means an Association Football club the name of which is entered in the register of Members as the holder of an Ordinary Share;

“**the Memorandum**” means the Memorandum of Association of the Company;

“**Ordinary Share**” means an ordinary share of £1 in the capital of the Company;

“**Representative**” means any director or the secretary of a Club or any person who has been authorised to act as the representative of a Club as referred to in Article 36.1;

“**Resolution**” means a resolution of the Company which has been passed at a General Meeting by a majority of Members as specified in Article 27 or a resolution of the Members passed pursuant to the provisions of Article 33;

“**the Rules**” means the rules of the League as made, adopted or amended from time to time pursuant to the provisions of Article 16;

“**the Seal**” means the common seal of the Company;

“**Secretary**” means the secretary of the Company or any other person appointed to perform the duties of the secretary of the Company, including a joint, assistant or deputy secretary;

“**Special Share**” means the one special rights preference share of £1 referred to in Article 3;

“**Successor**” means any manager, receiver, administrative receiver or liquidator appointed in any of the circumstances referred to in Article 10.1;

“**the Special Shareholder**” means the holder of the Special Share;

“**the United Kingdom**” means Great Britain and Northern Ireland;

“**written**” or “**in writing**” shall include without limitation telex telegram cable facsimile transmission or other means of telecommunication in permanent written form.

A reference to a person includes a body corporate and an unincorporated body of persons.

Unless the context otherwise requires, words or expressions contained in the Articles bear the same meaning as in the Act but excluding any statutory modification or re-enactment thereof not in force when the Articles or the relevant parts thereof are adopted.

## Headings

2. The headings in the Articles are for the convenience only and shall not affect the interpretation of the Articles.

## Share Capital

3. The authorised share capital of the Company at the date of adoption of the Articles is £100 divided into 99 Ordinary Shares and one special rights preference share of £1.
4. Subject as provided in Article 12, an Ordinary Share shall only be issued, allotted or transferred to an Association Football club entitled, pursuant to the Articles and the Rules, to be a Member and such club shall, on issue, allotment or transfer to it of an Ordinary Share, become a Member.
5. No person shall be entitled to be a Member unless that person is:
  - 5.1 a company limited by shares formed and registered in England and Wales under the Act; or
  - 5.2 a company limited by shares formed and registered in England and Wales under any of the Former Companies Acts; or
  - 5.3 any other person which the Board may determine, in its discretion, shall be entitled to be a Member.

6. No member shall be entitled to own, or have a beneficial interest in, more than one Ordinary Share.

### The Special Share

7.1 The Special Share may only be issued to and held by the Football Association.

7.2 Notwithstanding any provision in the Articles or the Rules to the contrary, each of the following matters shall be deemed to be a variation of the rights attaching to the Special Share and shall accordingly be effective only with the consent in writing of the Special Shareholder and without such consent shall not be done or caused to be done:

7.2.1 the amendment, or removal, or the alteration of the effect of (which, for the avoidance of doubt, shall be taken to include the ratification of any breach of) all or any of the following:

- (a) the objects of the Company set out in clause 3 of the Memorandum;
- (b) in Article 1 the definition of ‘Special Share’ or ‘the Special Shareholder’;
- (c) Article 4 (issue of Ordinary Shares);
- (d) this Article 7 (rights attaching to the Special Share);
- (e) Article 42 (number of Directors);
- (f) Article 44 (appointment and re-appointment of Directors);
- (g) Article 79 (adherence to the Football Association Rules); and
- (h) Articles 80 and 81 (winding-up);

7.2.2 any change of the name of the Company;

7.2.3 the variation of any voting rights attaching to any shares in the Company;

7.2.4 the making and adoption of or any amendment to, removal of or waiver of any of the provisions of the Rules which relate to:

- (a) the name of the League;
- (b) the number of Members and promotion to and relegation from the League;
- (c) the criteria for membership of the League;
- (d) the arranging of fixtures on or prior to specified international match dates and commitment to support the Football Association in relation to international matches;
- (e) the obligation of each Club to enter the F.A. Cup;
- (f) the ownership of more than one club;
- (g) any rules common to the League and the Football League.

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7.3 The Special Shareholder shall have all the rights of a Member in relation to receiving notice of, and attending and speaking at General Meetings and to receiving minutes of General Meetings. The Special Shareholder shall have no right to vote at General Meetings.

7.4 On any distribution of capital on a winding up of the Company, the Special Shareholder shall be entitled to repayment of the capital paid up or treated for the purposes of the Act or the Insolvency Act 1986 as paid up on the Special Share in priority to any repayment of capital to any Member. The Special Share shall carry no other right to participate in the capital, and no right to participate in the profits, of the Company.

### Share Certificates

8.1 Every Club, upon being registered as the holder of an Ordinary Share, shall be entitled without payment to one certificate for the Ordinary Share so held. Every certificate shall be sealed with the Seal and shall specify the distinguishing number of the Ordinary Share to which it relates and the amount paid up thereon.

8.2 If a share certificate is defaced, worn-out, lost or destroyed, it may be renewed on such terms (if any) as to evidence and indemnity and payment of the expenses reasonably incurred by the Company in investigating such evidence as the Board may determine but otherwise free of charge, and (in the case of defacement or wearing-out of the share certificate) subject to delivery up of the old certificate.

### Transfer of Shares

9.1 The instrument of transfer of an Ordinary Share may be in any usual form or in any other form which the Board may approve and shall be executed



by or on behalf of the transferor and, unless the share is fully paid, by or on behalf of the transferee.

**9.2** The Board shall refuse to register the transfer of an Ordinary Share to a person who is not entitled, pursuant to the Articles or the Rules, to be a Member.

**9.3** The Board may also refuse to register the transfer of an Ordinary Share unless:

9.3.1 the instrument of transfer relating thereto is lodged at the League Office or at such other place as the Board may appoint and is accompanied by the certificate for the Ordinary Share to which it relates and such other evidence as the Board may reasonably require to show the right of the transferor to make the transfer; and

9.3.2 it is in respect of only one Ordinary Share.

**10.1** If a Member

- 10.1.1 enters into a Company Voluntary Arrangement pursuant to Part 1 of the Insolvency Act 1986 ("the 1986 Act" which expression shall include any statutory modification or re-enactment thereof for the time being in force) or a compromise or arrangement with its creditors under Part 26 of the Act, or it enters into any compromise agreement with its creditors as a whole; or
- 10.1.2 lodges, or its shareholders or directors lodge, a Notice of Intention to Appoint an Administrator or a Notice of Appointment of an Administrator at the Court in accordance with paragraphs 26 and 29 of Schedule B1 to the 1986 Act or it or its shareholders or directors make an application to the Court for an Administration Order under paragraph 12 of Schedule B1 to the 1986 Act or where an Administrator is appointed or an Administration Order is made in respect of it ("Administrator" and "Administration Order" having the meanings attributed to them respectively by paragraphs 1 and 10 of Schedule B1 to the 1986 Act); or
- 10.1.3 has an Administrative Receiver (as defined by section 251 of the 1986 Act) or a Law of Property Act Receiver (appointed under section 109 of the Law of Property Act 1925) or any Receiver appointed by the Court under the Supreme Court Act 1981 or any court appointed Receiver or any other Receiver appointed over any of its assets which, in the opinion of the Board, are material to the Club's ability to fulfill its obligations as a Member; or
- 10.1.4 has its shareholders pass a resolution pursuant to section 84(1) of the 1986 Act to voluntarily wind it up; or
- 10.1.5 has a meeting of its creditors convened pursuant to section 95 or section 98 of the 1986 Act; or
- 10.1.6 has a winding up order made against it by the Court under section 122 of the 1986 Act or a provisional liquidator is appointed over it under section 135 of the 1986 Act; or
- 10.1.7 ceases or forms an intention to cease wholly or substantially to carry on its business save for the purpose of reconstruction or amalgamation otherwise in accordance with a scheme of proposals which have previously been submitted to and approved in writing by the Board; or
- 10.1.8 enters into or is placed into any insolvency regime in any jurisdiction outside England and Wales which is analogous with the insolvency regimes detailed in Articles 10.1.1 to Articles 10.1.6 hereof;

then the Board may at any time thereafter by notice in writing call upon the relevant Successor to transfer the Ordinary Share held by such Member to such person as the Board shall direct at a price of £1 and on receipt of such notice the Member shall thereupon cease to be entitled to be a Member of the League.

- 10.2** If any Member shall cease to be entitled to be a member of the League pursuant to the provisions of the Rules, then that Member, shall, on receiving notice in writing from the Board to that effect, transfer its Ordinary Share to such person as the Board shall direct at a price of £1.
- 10.3** Any Member ceasing to be entitled to be a member of the League as referred to in Article 10.1 or 10.2 shall, as from the date of receiving the notice therein referred to, have no rights in relation to the Ordinary Share held by it save in relation to Articles 80 and 81.
- 10.4** If any Member or its Successor (as the case may be) shall fail to transfer such Member's Ordinary Share in accordance with and within seven days of the notice in writing by the Board calling for the transfer of the same, the Board may authorise either Director to execute a transfer thereof in favour of a person entitled to be a member of the League and a transfer so executed shall be as valid and effective as if the same had been executed by the Member or its Successor (as the case may be) and the transferee shall be entered into the register of Members as the holder of such Ordinary Share accordingly.
- 10.5** On registration of the transfer of an Ordinary Share held by a Member, executed by such Member, its Successor or either Director (as the case may be) pursuant to the provisions of this Article 10, the Member shall cease to be a Member.
- 11.1** No fee shall be charged for the registration of any instrument of transfer or other document relating to or affecting the title to any Ordinary Share.
- 11.2** If the Board refuses to register a transfer of an Ordinary Share, the Board shall, within two months after the date on which the instrument of transfer was lodged with the Company, send to the transferee notice of the refusal.
- 11.3** The Company shall be entitled to retain any instrument of transfer which is registered, but any instrument of transfer which the Board refuses to register shall be returned to the person lodging it when notice of the refusal is given.

### **Excess Shares**

- 12.1** In the event that the maximum number of Association Football clubs entitled to be members of the League in accordance with the Articles or the Rules is less than the number of Ordinary Shares then in issue then, unless the excess of such Ordinary Shares shall be purchased by the Company or otherwise redeemed in accordance with the provisions of the Act, such excess Ordinary Shares shall be transferred to and be registered in the name of the Secretary and, whilst so registered, such Ordinary Shares shall carry no voting, dividend or other rights, including on any winding up of the Company.
- 12.2** On any change of the Secretary, any Ordinary Shares so registered in the name of the Secretary shall forthwith be transferred into the name of the person holding such office following such change and in the event that such shares shall not be so transferred within fourteen days of the change of the Secretary, the Board may authorise either the Director to execute a transfer of such shares in favour of the Secretary for the time being of the Company and a transfer so executed shall be as valid and effective as if the same had been executed by the holder of such shares and the transferee Secretary shall be entered in the register as the holder of such Ordinary Shares accordingly.

### **Alteration of Share Capital**

- 13.** The Company may by Resolution cancel Ordinary Shares which, at the date of the passing of the Resolution, have not been issued and allotted or agreed to be issued and allotted to any Association Football club entitled thereto and diminish the amount of its share capital by the amount of the shares so cancelled.
- 14.** Subject to the provisions of the Act, the Company may by special resolution reduce its share capital, any capital redemption reserve and any share premium account.

### **Purchase of Own Shares**

- 15.** Subject to the provisions of the Act, the Company may purchase its own shares (including any redeemable shares) and make a payment in respect of the redemption or purchase of its own shares otherwise than out of distributable profits of the Company or the proceeds of a fresh issue of shares.

## Rules

- 16.1** The Company may by Resolution make and adopt and from time to time amend the Rules for the purpose of regulating all matters affecting the organisation and management of the League to the extent not provided for in, and so far as the same do not conflict with, the provisions of the Articles.
- 16.2** Unless otherwise stated in the Articles or the Rules, the provisions of the Articles shall prevail in the event of any conflict with any of the provisions of the Rules.

## General Meetings

- 17.1** A General Meeting may be convened by the Board at any time.
- 17.2** If there are at any time less than two Directors then a continuing Director or the Secretary may convene a General Meeting for the purposes referred to in Article 56.1.
- 17.3** The Board shall convene each year at approximately quarterly intervals not less than four General Meetings (to include an annual general meeting) to be held at such time and at such place as the Board shall determine.
- 17.4** The Board (and if there are less than two Directors, a continuing Director or the Secretary) shall on receipt by the Company of the requisition to that effect from two or more Members forthwith proceed to convene a General Meeting (other than an annual general meeting) for a date not later than:
- 17.4.1 twenty eight clear days after the receipt of such requisition if it is signed by less than two thirds in number of the Members; or
  - 17.4.2 fourteen clear days after the receipt of such requisition if it is signed by two thirds or more in number of the Members; or
  - 17.4.3 twenty one clear days after receipt of such requisition if the meeting is for any of the purposes referred to in Articles 18.1.2, 18.1.3, or 18.1.4

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## Notice of General Meetings(1)

- 18.1** At least twenty one clear days' notice in writing shall be given for:
- 18.1.1 any annual general meeting;
  - 18.1.2 any meeting at which it is proposed to pass a special resolution or an elective resolution;
  - 18.1.3 any meeting at which it is proposed to pass a Resolution appointing a person as a Director;
  - 18.1.4 any meeting at which it is proposed to make, adopt or amend the Rules.
- 18.2** At least fourteen clear days' notice in writing shall be given for any other General Meeting.
- 19.** The notice of a General Meeting shall specify the time and place of the meeting, the general nature of the business to be transacted and shall include a statement that a Member entitled to attend and vote is entitled to appoint one or two proxies to attend and vote instead of that Member and that a proxy need not also be a Member and, in the case of an annual general meeting, shall specify the meeting as such.
- 20.** Notice of any General Meeting shall be given to the Special Shareholder, all the Members, any Successor of a Member and to each Director and the auditors.
- 21.** The accidental omission to give notice of a meeting to, or the non-receipt of notice of a meeting by, any member or person entitled to receive notice shall not invalidate the proceedings at that meeting.

## Proceedings at General Meetings

- 22.** No business shall be transacted at any General Meeting unless a quorum is present. Save as otherwise provided in these Articles, two thirds in number of the Members who are present by a Representative or by proxy shall constitute a quorum for all purposes.

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*(1) By elective resolution passed at a General Meeting of Shareholders held on 3rd December 1998 it was resolved that the provisions of Section 369(4) and Section 378(3) of the Companies Act 1985 (as amended by the Companies Act 1989) are to have effect in relation to the Company as if, for the references, in those sections, to 95%, there were substituted references to 90%.*

*Accordingly any agreement of the members to the calling of a general meeting on short notice (Section 369) or to consider a special resolution at a General Meeting on short notice, requires the agreement of a majority of 90% (rather than 95%) in number, of the members having the right to attend and vote at a meeting.*

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23. If such a quorum is not present within half an hour from the time appointed for the meeting, or if during a meeting such a quorum ceases to be present, the meeting shall stand adjourned to the same day in the next week at the same time and place or to such time and place as the Board may determine. If at the adjourned meeting a quorum is not present within half an hour from the time appointed for the meeting the notice of the meeting shall be deemed to be, and the meeting shall be, cancelled.
24. The Chairman, or, in his absence, a Director shall preside as chairman of the meeting. If none is willing to act as chairman, or if not present within fifteen minutes after the time appointed for holding the meeting, the Members present shall elect another Director or one of the Representatives of a Member who is present to be the chairman of the meeting.
25. Notwithstanding that he is not a Member, a Director shall be entitled to attend and speak at any General Meeting.
26. The chairman of the meeting may, with the consent of a General Meeting at which a quorum is present (and shall, if so directed by the meeting), adjourn the meeting from time to time and from place to place but no business shall be transacted at an adjourned meeting other than business which might properly have been transacted at the meeting had the adjournment not taken place. When a meeting is adjourned for thirty days or more notice shall be given in accordance with Article 18 specifying the time and place of the adjourned meeting and the general nature of the business to be transacted. Otherwise it shall not be necessary to give any such notice.
27. Except where the Act specifies that a particular resolution of the Company requires a greater majority, two-thirds of such Members who are present and who vote by their Representative or by proxy at a General Meeting of which notice has been duly given shall be required for the passing of all resolutions of the Company.
28. A resolution put to the vote of a General Meeting shall be decided on a show of hands unless before, or on the declaration of the result of, the show of hands, a poll is duly demanded. Subject to the provisions of the Act, a poll may be demanded:
- 28.1 by the chairman of the meeting; or
- 28.2 by at least two Members; and a demand by a person as Representative of or proxy for a Member shall be the same as a demand by the Member.



29. Unless a poll is duly demanded, a declaration by the chairman of the meeting that a resolution has been carried or carried unanimously or by a particular majority or lost, or not carried by a particular majority, and an entry to that effect in the minutes of the General Meeting shall be conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution.
30. The demand for a poll may, before the poll is taken, be withdrawn, but only with the consent of the chairman of the meeting and a demand so withdrawn shall not be taken to have invalidated the result of a show of hands declared before the demand was made.
31. A poll shall be taken as the chairman of the meeting directs and he may fix a time and place for declaring the result of the poll. The result of the poll shall be deemed to be the resolution of the meeting at which the poll was demanded.
- 32.1 A poll demanded on the election of a chairman of the meeting or on a question of adjournment shall be taken forthwith. A poll demanded on any other question shall be taken either forthwith or at such time and place as the chairman of the meeting directs not being more than thirty days after the poll is demanded. The demand for a poll shall not prevent the continuance of a meeting for the transaction of any business other than the question on which the poll was demanded. If a poll is demanded before the declaration of the result of a show of hands and the demand is duly withdrawn, the meeting shall continue as if the demand had not been made.
- 32.2 No notice need be given of a poll not taken immediately if the time and place at which it is to be taken are announced at the meeting at which it is demanded. In any other case at least seven clear days' notice shall be given specifying the time and place at which the poll is to be taken.
33. A resolution in writing signed on behalf of all the Members by a Representative of each of them shall be as valid and effective as if it had been passed at a General Meeting duly convened by notice appropriate thereto and held. Any such resolution may consist of several documents in the like form each signed on behalf of one or more of the Members by a Representative of each of them.

### **Votes of Members**

34. Every Member present at a General Meeting by a Representative or proxy shall have one vote whether on a show of hands or on a poll.
35. No objection shall be raised to the qualification of any Representative or proxy except at the General Meeting or adjourned meeting at which the vote objected to is tendered, and every vote not disallowed at the meeting shall be valid. Any objection made in due time shall be referred to the chairman of the meeting whose decision shall be final and conclusive.

### **Representatives**

- 36.1 Any director or the secretary of a Club shall be entitled to act as the Representative of the Club at, and for all the purposes of business at, any General Meeting. A Club may separately or additionally, by resolution of its directors, authorise any other person as it thinks fit (not being a director or the secretary as aforesaid) to act as the Representative of the Club at any General Meeting. The Board may require reasonable evidence of any such authorisation.
- 36.2 A Representative shall be entitled to exercise all the powers of a Member for whom he acts as Representative.
- 36.3 Each Club shall, on becoming a Member, or when so requested by the Secretary, give notice to the Secretary, setting out, in such order or priority as the Club shall determine, details of each of its directors, secretary and any other individual who has been authorised by the Club to act as its Representative at General Meetings and shall from time to time send to the Secretary details of any changes in such persons.
- 36.4 A Representative shall be entitled to attend and where appropriate vote at a General Meeting notwithstanding that the member of which he is the Representative has appointed a proxy to attend the same.

### **Proxies**

- 37.1 An instrument appointing a proxy shall be in writing, signed on behalf of the Member by one of its directors or its secretary or any person authorised by the Member to sign the same and shall be in the usual common form or in such form as the Board shall approve.

- 37.2** Unless otherwise indicated on the instrument appointing the proxy, the proxy may vote or abstain from voting as such proxy shall think fit.
- 38.** The instrument appointing a proxy and (where such instrument is not signed by a director or the secretary of a Member) a copy of the authority under which it is signed shall be in writing and may:
- 38.1 be deposited at the League Office or with the Secretary at any time before the time of the General Meeting which the person or persons named in the instrument propose to attend unless otherwise specified in the notice convening such General Meeting; or
  - 38.2 in the case of a poll taken more than forty eight hours after it is demanded, be deposited as aforesaid after the poll has been demanded and before the time appointed for the taking of the poll; or
  - 38.3 where the poll is not taken forthwith but is taken not more than forty eight hours after it was demanded, be delivered at the General Meeting at which the poll was demanded to the chairman of the meeting or to the Secretary.
- 39.** The chairman of the meeting may in his discretion permit the appointment of a proxy other than as provided herein if the circumstances arise which prevent a Member attending a General Meeting.

#### **Voting**

- 40.1** A maximum of two Representatives or proxies of a Club shall be entitled to attend General Meetings but, in the event that more than one of such Representatives or proxies shall attend then, whilst such Representatives or proxies shall be entitled to speak, only the Representative present who is senior in order of priority in the notice referred to in Article 36.3 or, (if no Representative but more than one proxy is present), only the first named proxy shall be entitled to vote at such General Meeting on behalf of the Club.
- 40.2** Unless otherwise agreed by the Board or by a majority of the Members present at any General Meeting, no other Representative, proxy or any other person representing a Club shall be entitled to attend General Meetings and in any event such person, shall not be entitled to speak thereat unless invited to do so by the chairman of the meeting.
- 41.** A vote given or poll demanded by the Representative or proxy of a Member shall be valid notwithstanding the previous termination of the authority of the person

voting or demanding a poll unless notice of such termination was received by the Company at the League Office (or at such other place at which the instrument of proxy was duly deposited) before the commencement of the General Meeting or adjourned meeting at which the vote is given or the poll demanded or (in the case of a poll taken otherwise than on the same day as the General Meeting or adjourned meeting) the time appointed for taking the poll.

#### **Number and Appointment of Directors**

42. The Board shall consist of not less than two and no more than three Directors one of whom shall be the Chairman (who shall be the chief executive officer). A Director who is not the Chairman shall be non-executive.
43. A Director need not hold any shares of the Company to qualify him as a Director but he shall be entitled to attend and speak at all General Meetings.
44. No person shall be appointed or re-appointed as Chairman or as a Director except pursuant to a Resolution and unless:
  - 44.1 such person is proposed by the Board and notice of intention to propose such person is included in the notice of the General Meeting at which the Resolution is to be proposed; or
  - 44.2 where the General Meeting has already been convened, not less than fourteen and, where the General Meeting has not already been convened, not less than twenty two and, in any case not, more than thirty five clear days before the date appointed for a General Meeting, a notice signed by a Member has been given to the Company of the intention to propose that person for appointment or re-appointment; and
  - 44.3 in each case, appointment or re-appointment has been or is endorsed by the Special Shareholder (such endorsement not to be unreasonably withheld, refused or delayed).
45. The terms and conditions relating to the appointment or re-appointment of, and the remuneration and other terms and other conditions of service of, the Chairman or any other Director, shall be determined or confirmed by Resolution.
46. Subject to the requirements of the Act, and without prejudice to any claim or rights in respect of any breach of contract between the Company and such person, the Members may by Resolution terminate the appointment of the Chairman or of any Director (as the case may be).

## **Powers of the Board**

47. Subject to the Memorandum and the Articles the affairs of the Company shall be managed by the Board subject always to any directions from time to time given and any policy resolved upon by the Members in General Meeting.
48. **The Board shall:**
- 48.1 manage the affairs of the Company including the operation of the League and the operation and implementation of the Rules;
  - 48.2 exercise all powers of the Company but subject always to such powers of supervision and policy direction as the Members in General Meeting may from time to time exercise or give;
  - 48.3 take such executive steps as it considers necessary to give effect to any policy resolved upon by the Members in General Meeting;
  - 48.4 make such recommendations to the Members on such matters of importance to the Company as it considers appropriate; and
  - 48.5 subject to the provisions of the Articles and the Act, determine any and all matters of procedure to be followed by the Company.
49. The Board shall not in relation to any dealings relating to television, broadcasting, sponsorship or like transactions or other matters materially affecting the commercial interests of the Members enter into any contract or agreement or conduct themselves in any way as would bind the Company to any contract or agreement without the prior authority or approval by Resolution of the Members.
50. No alteration of the Memorandum or the Articles nor any direction of the Members shall invalidate any prior act of the Board which would have been valid if that alteration had not been made or that direction had not been given.

## **Delegation of the Board's Powers**

51. The Board may delegate to the Chairman as the chief executive officer such of its powers as the Board considers desirable.
52. Any such delegate under Article 51 may be made subject to any conditions the Board or the Members by Resolution may impose, and either collaterally with or to the exclusion of the Board's own powers and any such delegation may be revoked or altered.

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53. The Board may appoint any person or group of persons (including any person who is a Representative of a Club) to carry out or undertake such specific duties for the Company with such powers and authority as it shall determine and, in relation thereto, the Board shall be entitled to remunerate or pay such fees to such person for such duties on such basis and on such terms and conditions, as the Board shall determine.

## **Borrowing Powers**

54. The Board may with the prior approval or authority of a Resolution exercise all the powers of the Company to borrow or raise money and to mortgage or charge its assets and, subject to Section 80 of the Act, to issue debenture stock and other debt securities as security for any debt, liability or obligation of the Company or of any third party.

## **Disqualification and Removal of Directors**

55. The office of a Director shall be vacated upon the happening of any of the following events:
- 55.1 if he resigns his office by notice in writing under his hand to the Secretary sent to or left at the League Office;
  - 55.2 if he becomes bankrupt or makes any arrangement or composition with his creditors generally;
  - 55.3 if he is, or may be, suffering from mental disorder and either:
    - 55.3.1 he is admitted to hospital in pursuance of an application for admission for treatment under the Mental Health Act 1983 or, in Scotland, an application for admission under the Mental Health (Scotland) Act 1984, or
    - 55.3.2 an order is made by a court having jurisdiction (whether in the United Kingdom or elsewhere) in matters concerning mental disorder for his detention or for the appointment of a receiver, curator bonis or other person to exercise powers with respect to his property or affairs;
  - 55.4 if he dies;
  - 55.5 if he ceases for any cause to hold office as Chairman
  - 55.6 if he ceases to be a Director by virtue of any provision of the Act or becomes prohibited bylaw from being a director;
  - 55.7 if he attains the age of 70.

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- 56.1(2)** In the event of a vacancy occurring on the Board, the continuing Director(s) shall forthwith convene a General Meeting for the purpose of appointing a Director to fill that vacancy and may appoint as a Director a person who is willing to act including as acting Chairman. An acting Director so appointed shall hold office until the General Meeting convened as aforesaid shall be held and if not reappointed thereat shall vacate office at the conclusion thereof.
- 56.2** Pending such General Meeting an acting Chairman or other Director (as the case may be) appointed as aforesaid shall be treated as and shall have all the powers and duties of the Chairman or Director (as the case may be) for all the purposes of the Articles.

#### **Directors' Expenses**

- 57.** A Director and any person appointed by the Board under Article 53 may be paid all reasonable travelling, hotel, and other expenses properly incurred by them in connection with their attendance at meetings of the Board or otherwise in connection with the discharge of their duties.

#### **Directors' Interests**

- 58.** Subject to the provisions of the Act and provided that he has disclosed to the Members the nature and extent of any material interest which he has, and obtained the consent of the Members by Resolution, a Director notwithstanding his office:
- 58.1 may be a party to, or otherwise interested in, any transaction or arrangement with the Company or in which the Company is otherwise interested;
  - 58.2 may be a director or other officer of, or employed by, or a party to any transaction or arrangement with, or otherwise interested in, any body corporate promoted by the Company or in which the Company is otherwise interested; and
  - 58.3 shall not, by reason of his office, be accountable to the Company for any benefit which he derives from any such office or employment or from any such transaction or arrangement and no such transaction or arrangement shall be liable to be avoided on the ground of any such interest or benefit.

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*(2) By Resolution signed by all the Members on 11th March 1999 the words "(not then being an officer of a Club)" were deleted from this Article.*



59. For the purpose of Article 58:

- 59.1 a general notice given to the Members that a Director is to be regarded as having an interest of the nature and extent specified in the notice in any transaction or arrangement in which a specified person or class of persons is interested shall be deemed to be a disclosure that the Director has an interest in any such transaction of the nature and extent so specified; and
- 59.2 an interest of which a Director has no knowledge and of which it is unreasonable to expect him to have knowledge shall not be treated as an interest of his.

**Proceedings of the Board**

- 60. Subject to the provisions of the Articles and the Rules, the Board may regulate its proceedings as it thinks fit. A Director may, and the Secretary at the request of a Director shall, call a meeting of the Board. Any question arising at a meeting of the Board on which the Directors are not unanimous shall be referred to the Members at the next General Meeting.
- 61. The quorum for the transaction of the business of the Board shall be two Directors, one of which shall be the Chairman.
- 62. If the number of Directors is less than two, the continuing Director may act only for the purpose of calling a General Meeting or for the purposes referred to in Article 56.1.
- 63. The Chairman shall be the chairman of all meetings of the Board or in his absence one of the Directors present.
- 64. All acts done by a meeting of the Board, or by a person acting as a Director (as provided by the Articles) shall, notwithstanding that it be afterwards discovered that there was a defect in the appointment of the Director or such other person or that any of them was disqualified from holding office, or if a Director, had vacated office, or was not entitled to vote, be as valid as if every such person had been duly appointed and was qualified and, if a Director, had continued to be a Director and had been entitled to vote.
- 65. A resolution in writing signed by the Directors shall be as valid and effective as if it had been passed at a meeting of the Board and may consist of several documents in the like form each signed by one of the Directors.

66. Without prejudice to Article 65, a meeting of the Board may consist of a conference between the Directors who are not in one place, but where each is able (directly or by telephonic communication) to speak to the other, and to be heard by the other simultaneously. A Director taking part in such a conference shall be deemed to be present in person at the meeting and shall be entitled to vote or be counted in a quorum accordingly. In relation to any meeting of the Board reference to the word "meeting" in the Articles shall be construed accordingly.
67. Unless authorised by a Resolution to do so, a Director shall not vote at any meeting of the Board or on any resolution concerning a matter in which he has, directly or indirectly, an interest or duty which is material and which conflicts or may conflict with the interests of the Company but shall nevertheless be counted in the quorum of Directors present at that meeting.

#### **Secretary**

68. Subject to the provisions of the Act, the Secretary shall be appointed by the Board subject to ratification by the Members in General Meeting for such term, at such remuneration and upon such terms and conditions as the Board thinks fit and any Secretary so appointed may be removed by the Board or by Resolution of the Members.

#### **Minutes**

69. The Board shall cause minutes to be made in books kept for the purpose of all proceedings at General Meetings, of all Resolutions passed by the Members and of all meetings of the Board, including the names of the Directors present at each of such Board meetings. The Board shall cause all such minutes to be circulated to Members within fourteen days of the date of any such meeting.

#### **Execution of Documents**

70. The Seal shall only be used pursuant to the authority of the Board. The Board may determine who shall sign any instrument to which the Seal is affixed and unless otherwise so determined it shall be signed by the two Directors or one Director and the Secretary. Any document signed by two Directors or one Director and the Secretary and expressed (in whatever form of words) to be executed by the Company has the same effect as if executed under the Seal.

## **Dividends**

- 71.1** No dividend shall be declared or paid in respect of any share except pursuant to a Resolution in General Meeting.
- 71.2** For the avoidance of doubt, Article 71.1 shall not affect the provisions relating to payments to Members in respect of broadcasting or sponsorship or other income received by the Company which shall be as laid down from time to time in the Rules and which shall be implemented by the Board in accordance with the Rules.

## **Accounts**

- 72.** No member or other person has any right to inspect any accounting record or book or document of the Company unless:
- 72.1 he is entitled by law;
  - 72.2 he is authorised to do so by the Board; or
  - 72.3 he is authorised to do so by a Resolution.

## **Notices**

- 73.1** A notice calling a meeting of the Board need not be in writing.
- 73.2** Any other notice to be given to or by any person pursuant to the Articles shall be in writing.
- 74.** Any notice or other document may be served or delivered by the Company on or to any Member or any Director either personally, or by sending it by post addressed to the Member or Director at his registered address or by facsimile transmission or electronic mail or other instantaneous means of transmission to the number or other transmission address or identification provided by the Member or the Director for this purpose, or by leaving it at its registered address addressed to the Member or the Director, or by any other means authorised in writing by the Member or Director concerned.

75. Any notice or other document, which is sent by post, shall be deemed to have been served or delivered twenty four hours after posting and, in proving such service or delivery, it shall be sufficient to prove that the notice or document was properly addressed, stamped and put in the post. Any notice or other document left at a registered address otherwise than by post, or sent by facsimile transmission or electronic mail or other instantaneous means of transmission, shall be deemed to have been served or delivered when it was left or sent.
76. Without prejudice to the provisions of Article 75 relating to service or delivery of any notice or document any notice or document not posted or delivered personally shall also be confirmed by sending or delivering a copy thereof by post or personally as provided in Article 74 but so that, in any such case, the accidental omission to so post or serve the same or non receipt of the same shall not invalidate the due service or delivery of the notice or other document in question.
77. A Member present, either by Representative or by proxy, at any General Meeting shall be deemed to have received notice of the meeting and, where requisite, of the purposes for which it was called.
78. A notice may be given by the Company to a Successor of a Member in consequence of the insolvency, administration or receivership of a Member, by sending or delivering it, in any manner authorised by the Articles for the giving of notice to a Member, addressed to the Member by name or to the Successor at the address, if any, within the United Kingdom supplied for that purpose by the Successor. Until such an address has been supplied, a notice may be given in any manner in which it might have been given if the insolvency, administration or receivership had not occurred.

#### **Rules of The Football Association**

79. The Company shall adhere to and comply with the Football Association Rules.

## **Winding Up**

- 80.** On the winding-up of the Company the surplus assets shall be applied first, in repaying to the Members the amount paid on their shares respectively and, if such assets shall be insufficient to repay the said amount in full, they shall be applied rateably.
- 81.** If the surplus assets shall be more than sufficient to pay to the Members the whole amount paid upon their shares, the balance shall be paid over to The Football Association Benevolent Fund or to such other charitable or benevolent object connected with Association Football as shall be determined by Resolution at or before the time of winding-up and approved by The Football Association.

## **Indemnity**

- 82.** Subject to the provisions of the Act, but without prejudice to any indemnity to which a Director may otherwise be entitled, every Director or other officer or auditor of the Company shall be indemnified out of the assets of the Company against any liability incurred by him in defending any proceedings, whether civil or criminal, in which judgment is given in his favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Company.







## Points Based System

Governing Body Endorsement Requirements for Players  
2016/2017 Season

### Introduction

The purpose of this document is to explain how football clubs in England seek to obtain Governing Body Endorsements (where necessary) from The FA for individual players under Tiers 2 (Sportsperson) and 5 (Temporary Worker — Creative and Sporting) of the Home Office Points Based System (“PBS”) for the 2016/2017 season.

Unless otherwise defined, capitalised terms are given the meanings set out in the Glossary on pages 2 to 5.

### **Consultation**

The criteria set out in this document have been agreed by the Home Office following consultation between the Stakeholders.

### **Duration**

The criteria set out in this document will apply for the 2016/2017 season and will be effective from 1 May 2016 through to 30 April 2017. The criteria will be reviewed in early 2017 in order that revised criteria may be issued by 1 May 2017 to operate for season 2017/2018

### **Glossary**

**Aggregated FIFA World Rankings** means the aggregated rankings list for senior men's international teams over the Reference Period that are published by The FA on a monthly basis following publication of the FIFA World Rankings. This list is available on [www.thefa.com](http://www.thefa.com).

**Available Minutes** means the total number of minutes (excluding any periods(s) of injury or added time) played by the player's club in its domestic league competition. For the avoidance of doubt, all minutes played by a club in competitions other than its domestic league competition are to be excluded.

**Certificate of Sponsorship** means a certificate assigned to a non-EU/EEA player by a club following the granting of a GBE for that player by The FA. Such a certificate will quote a unique reference number that links to information held by the Home Office about the individual's job and personal details.

**Competitive International Match** means any match played in the following tournaments:

- FIFA World Cup Finals;
- FIFA World Cup Qualifying Groups;
- FIFA Confederations Cup; and
- Continental Cup Qualifiers and Finals, including but not limited to:
  - UEFA European Championships and Qualifiers;
  - CAF African Cup of Nations and Qualifiers;
  - AFC Asia Nations Cup and Qualifiers;
  - CONCACAF Gold Cup;
  - CONCACAF Copa Caribe;
  - UNCAF Nations Cup;
  - CONMEBOL Copa America; and
  - OFC Nations Cup.

**Continental Competition** means any of the following tournaments:

- the UEFA Champions League;
- the UEFA Europa League; and
- the Copa Libertadores de América.

**Cumulative Total Score** means the cumulative total of any points that a player may score under the Part A objective criteria added to the points that a player may score under the Part B objective criteria (as set out in Appendix 1). For the avoidance of doubt, Cumulative Total Score shall not include any points that have been duplicated across Part A and Part B.

**FIFA** means the Fédération Internationale de Football Association.

**FIFA World Rankings** means the rankings for senior international men's teams published on the FIFA website (these rankings can currently be found at <http://www.fifa.com/fifa-world-ranking/ranking-table/men/>).

**Governing Body Endorsement or GBE** means an endorsement issued by The FA to a club for a non- EU/EEA elite player who is internationally established at the highest level, whose employment will make a significant contribution to the development of football at the highest level in the UK and who intends to base himself in the UK.

**Home Associations** means The Scottish Football Association, the Football Association of Wales and The Irish Football Association.

**Home Office** means the department of the UK government responsible for immigration, counter- terrorism, police, drugs policy, and related science and research.

**National Association** means a football association that is a member of and recognised by FIFA.

**Qualifying Transfers** means all transfers to Premier League clubs in the previous season in respect of players submitted on Premier League squad lists. The Qualifying Transfers value will be provided by The FA directly to The Premier League and The Football League prior to each season and will remain in force for the duration of that season.

**Qualifying Wages** means the basic wages paid to the top 30 earners in each Premier League club at the end of the season prior to the date of the application. The value of Qualifying Wages will be provided by The FA directly to The Premier League and The Football League prior to each season and will remain in force for the duration of that season.

**Reference Period** means the twenty four (24) month period immediately preceding the date of the application for a Governing Body Endorsement unless the player is twenty one (21) or under at the time of the application for a Governing Body Endorsement when the reference period is reduced to the immediately preceding twelve (12) month period.

**Relevant Interested Parties** means an appropriate representative of the either The Premier League or The Football League (depending on the league in which the player plays) and the Professional Footballers' Association.

**Required Percentage** means:

- for National Associations ranked between 1 and 10 of the Aggregated FIFA World Rankings, 30% and above;
- for National Associations ranked between 11 and 20 of the Aggregated FIFA World Rankings, 45% and above;
- for National Associations ranked between 21 and 30 of the Aggregated FIFA World Rankings, 60% and above; and
- for National Associations ranked between 31 and 50 of the Aggregated FIFA World Rankings, 75% and above.

**Secondary League** means:

- the 2 European leagues which are not Top Leagues but provide the next most players to the top twenty (20) squads in the Aggregated FIFA World Rankings at the relevant point in time; and
- the Central and South American league which is not a Top League but which provides the third most players to the top twenty (20) squads in the Aggregated FIFA World Rankings at the relevant point in time.

A list setting out the Secondary Leagues will be published on The FA website prior to each season and this list will remain in place for the duration of the season.

**Secondary Percentage** means:

- for National Associations ranked between 1 and 10 of the Aggregated FIFA World Rankings, 25% and above;
- for National Associations ranked between 11 and 15 of the Aggregated FIFA World Rankings, 30% and above;
- for National Associations ranked between 16 and 20 of the Aggregated FIFA World Rankings, 40% and above;
- for National Associations ranked between 21 and 25 of the Aggregated FIFA World Rankings, 45% and above;
- for National Associations ranked between 26 and 30 of the Aggregated FIFA World Rankings, 55% and above;
- for National Associations ranked between 31 and 50 of the Aggregated FIFA World Rankings, 60% and above; and
- for National Associations ranked between 51 and 60 of the Aggregated FIFA World Rankings, 75% and above.

**Sponsor** means a Premier League or Football League club which has satisfied the Home Office criteria to assign Certificates of Sponsorship.

**Stakeholders** means The FA, The Premier League, The Football League, The Professional Footballers' Association and the Home Associations.

**The FA** means The Football Association Limited, a company incorporated in England and Wales with registered number 00077797 and whose registered office is at Wembley Stadium, Wembley, London HA9 0WS, designated for these purposes as the "recognised governing body" which shall be represented by the Head of Player Status and Competitions or their nominee.

**The Football League** means The English Football League Limited, a company incorporated in England and Wales with registered number 00080612 and whose registered office is at 5B Edward VII Quay, Navigation Way, Ashton on Ribble, Preston, PR2 2YF.

**The Premier League** means The Football Association Premier League Limited, a company incorporated in England and Wales with registered company number 02719699 and whose registered office is at 30 Gloucester Place, London W1U 8PL.

**The Professional Footballers' Association** means The PFA, a company incorporated in England and Wales with registered company number 01088411 and whose registered office is at 20 Oxford Court, Manchester M2 3WQ.

**Top League** means:

- the six (6) European leagues which provide the most players to the top 20 squads in the Aggregated FIFA World Rankings at the relevant point in time; and
- the two (2) Central and South American leagues which provide the most players to the top twenty (20) squads in the Aggregated FIFA World Rankings at the relevant point in time.

A list setting out the Top Leagues will be published on The FA website [www.thefa.com](http://www.thefa.com) prior to each season and this list will remain in place for the duration of the season.

**Transfer Fee** means the fixed, guaranteed element of a transfer fee (if applicable) and is taken from the transfer fee submitted by the club to The FA. For the avoidance of doubt, free transfers, players for whom the transfer fee consists of only training compensation and swap or multi-player deals are to be disregarded when calculating the transfer fee.

**Unavailable for Selection** means the player was not available to play due to injury or suspension and written evidence supporting this, setting out the games missed and the reason(s), has been provided by the player's National Association or club doctor to The FA. For the avoidance of doubt, a player may not be classed as injured (and therefore Unavailable for Selection) if he was listed as a substitute in a match and was not used. Such matches may be counted as non-appearances when calculating the Required Percentage.

**Wages** means the fixed, guaranteed element of the wages payable to the player and the figure is taken from the contract submitted by the applicant club to The FA. In the case of loan players, only the player's wages for which the applicant club is liable will be assessed. Any element of the player's full contractual wage which is to be met by his parent club is to be disregarded.

## 1. GENERAL CONSIDERATIONS

### 1.1. Eligibility to become a Sponsor

In order to apply for a Governing Body Endorsement from The FA, an applicant club must hold a Sponsor's licence under Tier 2 and/or Tier 5 of the PBS and thereby be eligible to assign Certificates of Sponsorship.

To be eligible to become a Sponsor and assign Certificates of Sponsorship a club must be a member of The Premier League or The Football League. A Sponsor's licence issued under Tier 2 or Tier 5 is valid for a period of 4 years, after which time it may be renewed. Clubs should note that a Sponsor's licence may be revoked by the Home Office at any time if the Sponsor is seen to be failing in its compliance with its duties. Where a Sponsor's licence is revoked, a player's leave may be curtailed. This means that a player must make a change of employment application if he wishes to remain in the UK.

### 1.2. Certificates of Sponsorship

A Certificate of Sponsorship will be assigned to a player by the club once The FA has confirmed that the application on behalf of the player has satisfied the requirements for a GBE. Any Certificate of Sponsorship assigned to a player must be submitted to The FA by the applicant club.

### 1.3. Length of Season

For the purposes of the PBS, the playing season for this sport is from August to May. This may vary slightly from season to season depending on the arrangement of the first and last matches.

### 1.4. Period of Validity

A club can apply for a Governing Body Endorsement at any time during the season and any application will be considered against the criteria set out below. Clubs should take into consideration the fact that a Governing Body Endorsement for a player, once issued, must be presented to the Home Office as part of an application for entry clearance or leave within three months of a Certificate of Sponsorship being assigned to a player. A new Governing Body Endorsement will be required if the previous Governing Body Endorsement has expired.

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## 2. OBTAINING A GOVERNING BODY ENDORSEMENT UNDER THE PBS

### 2.1. Criteria under which a Governing Body Endorsement will automatically be granted

The FA will automatically grant a player a GBE under either Tier 2 or Tier 5 if the applicant club is able to show(1) that that player has participated in the Required Percentage(2) of senior Competitive International Matches(3) played by that player's National Association during the Reference Period.

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#### Notes:

(1) The applicant club must provide written confirmation setting out all matches (including Competitive International Matches, friendlies and any other international matches that the player was involved in) in which the player:

- took part;
- was Unavailable for Selection; and
- did not take part but was not Unavailable for Selection.

An applicant club should obtain such confirmation from the player's National Association. If the relevant National Association is not able to confirm this, this fact should be confirmed by the applicant club to The FA. At which stage, The FA will seek to independently verify this information through its own sources. The responsibility lies with the applicant club to provide this information where it is able to do so. A decision will not be made until this process has been completed and any relevant supporting evidence is submitted.

(2) In calculating the Required Percentage, any Competitive International Matches for which the player was Unavailable for Selection are to be excluded.

(3) If less than 30% of a National Association's matches during the Reference Period are Competitive International Matches, friendly matches will be included in the calculation.

### 2.2. Discretionary criteria under which a Governing Body Endorsement may be granted

If a player does not meet the automatic criteria set out above, an applicant club can request that an Exceptions Panel consider the player's experience and value in order to determine whether a Governing Body Endorsement should nevertheless be granted.

The applicant club must make the request for an Exceptions Panel to the Player Status Department at The FA which will then appoint an Exceptions Panel in accordance with the below. Clubs should ensure that all evidence





that they want to be considered in respect of the player is submitted in writing ahead of the determination by the Exceptions Panel.

- 2.2.1. The Exceptions Panel will be made up of three (3) members who will be appointed by The FA.
- 2.2.2. The three (3) member Exceptions Panel will be constituted as follows:
  - 2.2.2.1. an independent, legally qualified Chair (“**Chair**”); and
  - 2.2.2.2. two (2) additional independent panel members having relevant experience at the top level of the game (“**Independent Members**”), (who shall together be referred to as the “**Panel Members**”).
- 2.2.3. No individual who would objectively be considered to have a current association with the applicant club will be appointed to the Exceptions Panel.
- 2.2.4. In the event that a Panel Member(s) considers there to be an actual or perceived conflict of interest (whether or not an objection is raised by the applicant club) on the part of a Panel Member(s) (which for the avoidance of doubt can include themselves) where:
  - 2.2.4.1. this relates to an Independent Member(s), the Panel Member(s) must declare this to the Chair; and
  - 2.2.4.2. this relates to the Chair, this must be declared to The FA.

In either case, this must be declared at the earliest opportunity and, in any event, in advance of determination of the case.

- 2.2.5. The applicant club will be informed of the membership of the Exceptions Panel at the earliest opportunity in advance of the Exceptions Panel sitting to decide the case. An applicant club may challenge the appointment of any Panel Member if circumstances exist which give rise to an actual or perceived conflict of interest on the part of that Panel Member. If a club intends to challenge the appointment of a Panel Member, the club must declare this at the earliest opportunity and, in any event, before the Exceptions Panel sits to determine the player’s application.
- 2.2.6. Where the actual or perceived conflict under either 2.2.4 or 2.2.5 above relates to an Independent Member(s), the Chair will determine in his absolute discretion whether the relevant Independent Member(s) should be excluded from participating in the panel hearing and voting on the application. If the Chair decides in his absolute discretion that the Independent Member(s) cannot participate, the Chair will notify The FA of this and The FA

will appoint a replacement Independent Member(s) who may also be challenged if there is a perceived or actual conflict of interest.

- 2.2.7. Where the actual or perceived conflict under either 2.2.4 or 2.2.5 above relates to the Chair, The FA will determine whether the Chair is eligible to participate and vote. If The FA determines that the Chair cannot participate, The FA will appoint a replacement Chair.
- 2.2.8. The FA will provide appropriate secretariat support.
- 2.2.9. The Exceptions Panel will consider the case following the procedures and guidance set out in Appendix 1 to this document.
- 2.2.10. Written submissions may be made by The FA or the Relevant Interested Parties in advance of the Exceptions Panel's determination.
- 2.2.11. The Exceptions Panel can request any further information from the secretariat or the applicant club that it deems necessary in its absolute discretion in order to make its decision. If an Exceptions Panel meeting has been convened or is in progress when a request for further information is made, the Chair may adjourn the meeting to allow the information to be gathered. Where it is able to do so, the applicant club or the secretariat will supply the further information to the Exceptions Panel within a reasonable timescale.
- 2.2.12. The Exceptions Panel will make its decision based on the papers submitted to it. An oral hearing may be requested but clubs should be aware that the Exceptions Panel is likely to grant an application for an oral hearing in only the most exceptional circumstances and for those cases in respect of which it is persuaded are complex and which rely on elements falling for consideration at the subjective review stage (Appendix 1, Section 4). Requests for an oral hearing must be made at the same time as a club submits its application on behalf of the player to The FA and be accompanied by evidence which sets out why the club asserts an oral hearing is required.
- 2.2.13. The Exceptions Panel will make its decision by a simple majority with the Chair having a casting vote. All Exceptions Panel members must vote.
- 2.2.14. Written reasons for the decision will be supplied by the Exceptions Panel to the applicant club. An anonymised summary of each decision (in the format set out at Appendix 2) will be made available on a confidential basis to all Stakeholders. The Stakeholders may make these summaries available to assist applicant clubs.

If a club has made an application that was unsuccessful following a decision of the Exceptions Panel, a further Exceptions Panel cannot be requested for the same player by the same club within four (4) months of the original Exceptions Panel date.

### 2.3 Other requirements of the PBS

Please note that, in order to secure leave to remain under Tiers 2 and 5 of the PBS, in addition to securing a GBE and being assigned with a Certificate of Sponsorship, an individual will also have to meet any other criteria as set by the Home Office. For example, applications under Tier 2 will have to be supported by evidence that the player has met the English language requirement set by the Home Office.

## 3 Considerations once a Governing Body Endorsement has been granted

### 3.1 Length of issue

Governing Body Endorsements can only be issued for the following periods:

	Tier 2 (Sportsperson)	Tier 5 (Temporary Worker - Creative and Sporting)
<b>Initial Application</b>	The shorter of: <ul style="list-style-type: none"> <li>• three (3) years; <b>OR</b></li> <li>• the length of the player's contract.</li> </ul>	The shorter of: <ul style="list-style-type: none"> <li>• twelve (12) months; <b>OR</b></li> <li>• the length of the player's contract</li> </ul>
<b>Extension</b>	The shorter of: <ul style="list-style-type: none"> <li>• three (3) years; <b>OR</b></li> <li>• the length of the player's contract.</li> </ul>	If the initial application was granted for less than twelve (12) months, an in country extension can be granted to top up the period to twelve (12) months in total. For example, a player granted a six (6) month approval can apply for an extension in country of up to another six (6) months. If a club wishes to employ a player for a period of longer than twelve (12) months, the player has to return overseas to make a new application and obtain entry clearance for a further twelve (12) month period under Tier 5.

### 3.2 Extension Applications

If a club wishes to retain the services of a player beyond the period of his GBE, the club must submit a new application before the player's leave to remain expires. If the player satisfies the automatic criteria for endorsement (as set out at 2.1 above), a GBE will be granted. If the automatic criteria (at 2.1) are not satisfied, the club must submit a summary of the player's

domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FA will then consult with Relevant Interested Parties by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, The FA and the Relevant Interested Parties shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the player remains of sufficient quality to be awarded a GBE. If a majority of The FA and the Relevant Interested Parties recommend that a GBE should be granted, a GBE will be issued. If a majority recommendation for approval is not given, a GBE will not be granted and the club will have no further recourse to an Exceptions Panel under the discretionary criteria (at 2.2 above).

### **3.3 Switching from Tier 5 to Tier 2 of the PBS**

A player can enter under Tier 5 (if he is unable to meet the English language requirement set by the Home Office) and then apply in country (provided this is within the first 12 months) to switch to Tier 2 once he has passed the English language test. To do this, the club will need to submit a new application for a GBE so that a new Certificate of Sponsorship under Tier 2 can be assigned by the club. The new application will need to be supported by a notification of pass or pass certificate at the agreed level from an accredited English Language Test Centre.

Where a player wishes to switch from Tier 5 to Tier 2 and satisfies the automatic criteria for endorsement (as set out at 2.1 above) at the time at which the application to switch is made, a GBE will be granted. Where the player does not meet the automatic criteria (at 2.1), the club must submit a summary of the player's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FA will then consult with Relevant Interested Parties by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, The FA and the Relevant Interested Parties shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the player remains of sufficient quality to be awarded a GBE. If a majority of The FA and the Relevant Interested Parties recommend that a GBE should be granted, a

GBE will be issued. If a majority recommendation for approval is not given, a GBE will not be granted and the club will have no further recourse to an Exceptions Panel under the discretionary criteria (at 2.2 above).

### **3.4 Change of club**

A club wishing to sign a player who has been granted a Governing Body Endorsement through another club must submit a new application for a GBE to The FA. If the player meets the automatic criteria (as set out at 2.1 above), a GBE will be granted. Where the player does not meet the automatic criteria (at 2.1), the club must submit a summary of the player's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FA will at that stage consult with Relevant Interested Parties by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, The FA and the Relevant Interested Parties shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the player remains of sufficient quality to be awarded a GBE. If a majority of The FA and the Relevant Interested Parties recommend that a GBE should be granted, a GBE will be issued. If a majority recommendation for approval is not given, a GBE will not be granted and the club will have no further recourse to an Exceptions Panel under the discretionary criteria (at 2.2 above).

### **3.5 Temporary transfer of player's registration (loans)**

For the purpose of a Governing Body Endorsement, loans are defined as temporary transfers which do not extend beyond the end of the season in which the registration is temporarily transferred. Loans are only permissible within the player's current period of approval and should not be used to avoid making extension or change of employment applications.

#### **3.5.13 Temporary transfer to another club**

If a player on a Certificate of Sponsorship is moving to another club either in the UK or abroad on a loan basis, the player's parent club must notify the Home Office of the temporary transfer and change of location via the Sponsor Management System.

For the duration of the loan period, the loaning club retains overall responsibility for the player as his employer and Sponsor and the player is granted permission to move temporarily under the

provisions of his current leave, provided that the Certificate of Sponsorship assigned by the loaning club is valid for the duration of the loan period. This means that where the loan is to another club within England, neither the parent club nor the loanee club has to submit a new application for a GBE to The FA. Where the loan is to a club within another Home Association, the player will have to satisfy that Home Association's governing body endorsement process.

When the player returns to his parent club after the loan period, the player does not need to be assessed again against the entry criteria and may simply resume his employment with his original club (provided that his Governing Body Endorsement remains valid beyond the date of his return), on the basis that the player has an existing Certificate of Sponsorship and has already met the entry requirements at the beginning of his employment with that club.

#### **3.5.14 Making a temporary transfers permanent**

Where the temporary transfer is to another club within England, if the loan is later made permanent, the new club will, at that time, have to make a fresh application for a GBE on behalf of the player. Clubs should note that the new application for a GBE and Certificate of Sponsorship must be fully completed before the player can play as a permanent employee of the new club.

#### **3.5.15 Temporary transfer from a club outside England to a club within England**

Any player joining an English club on loan from a club outside of England (including the Home Associations) must meet the requirements for either automatic or discretionary endorsement (as set out 2.1 and 2.2 above) and therefore an application must be submitted to The FA.

### **3.6 Discrepancies between the evidence submitted in support of a GBE application and the information contained within the contract documentation subsequently submitted to The FA**

Where a club obtains a GBE for a player but subsequently submits to The FA as part of the registration process documentation which contains different information (for example different wages and/or transfer fee) from that submitted as part of the GBE application process, The FA reserves the right to refer the case back to an Exceptions Panel and ultimately to inform the



Home Office who may curtail the player's right to work in the UK. For cases that are referred back to an Exceptions Panel, the Exceptions Panel will conduct a fresh determination of the club's application taking into account the new information. The club will be entitled to submit new evidence to this panel and will be required to pay a further fee.

### **3.7 Contract changes or re-negotiation during the period of approval**

Where a club wishes to make significant changes to the terms and conditions of the player's contract, for instance to improve his salary or length of contract part-way through his period of endorsement, the club must notify the Home Office of this via the Sponsor Management System.

If the Home Office confirms that a new application is required and the player satisfies the automatic criteria for endorsement (as set out at 2.1 above), a GBE will be granted. If the automatic criteria (at 2.1) are not satisfied, the club must submit a summary of the player's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FA will at that stage consult with Relevant Interested Parties by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, The FA and the Relevant Interested Parties shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the player remains of sufficient quality to be awarded a GBE. If a majority of The FA and the Relevant Interested Parties recommend that a GBE should be granted, a GBE will be issued. If a majority recommendation for approval is not given, a GBE will not be granted and the club will have no further recourse to an Exceptions Panel under the discretionary criteria (at 2.2 above).

### **3.8 Ceasing the employment of a player**

If a club prematurely ceases to employ a player who has a Certificate of Sponsorship, the club must inform the Home Office.

### **3.9 Trial arrangements**

Governing Body Endorsements will not be issued to clubs for the purpose of having players to trial with them. Clubs may wish to approach the UK Visas and Immigration (UKVI) contact centre on 0300 123 2241 for further information should they wish to consider taking a non-European Economic Area (EEA) player on trial.

#### **4 FEES**

An administration fee of £500 plus VAT will be charged for each application for a GBE. The cost of referring an application to an Exceptions Panel will be £5,000 plus VAT to cover the costs of the Exceptions Panel. Payment of any sums due to The FA in connection with a GBE application must be made no later than 14 days after the date on which a decision is communicated to the club. Each club is to meet its own costs.

#### **5 STATUS OF GUIDANCE**

This guidance should be used in conjunction with the relevant advice issued by the Home Office. The FA is not registered to give advice on immigration routes or processes or to advise on an individual's immigration status. Information on aspects of immigration policy and law can be found on the Home Office website at [www.gov.uk/browse/visas-immigration](http://www.gov.uk/browse/visas-immigration) or you may wish to seek advice from an Office of the Immigration Services Commissioner (OISC) registered advisor or someone who is otherwise exempt from such a registration requirement, for example, a qualified solicitor.

Clubs are advised to allow sufficient time for entry clearance or leave to remain to be granted. The time taken may vary depending upon where the player is making his application from. A guide to visa processing times is available on the Home Office website at: [www.gov.uk/visa-processing-times](http://www.gov.uk/visa-processing-times). Please note that an individual's personal and immigration history may be taken into account when their application is being considered.

#### **6 FURTHER INFORMATION**

This guidance is available on The FA website at the following link: <http://www.thefa.com/football-rules-governance/more/player-registrations>.

## 7 CONTACTS

For any queries regarding the Governing Body Endorsement criteria or to discuss the application process for football, please contact:

### **John Stanley**

Player Status Department  
The Football Association Wembley Stadium  
PO Box 1966  
London  
SW1P 9EQ  
**Tel:** 0844 980 8200 # 6947  
**Mob:** 07773 187 547  
**Email:** John.Stanley@thefa.com

Please note that if your query extends beyond football and into immigration, you will be directed to the Home Office.

## 8 HOME OFFICE HELP

If you are an employer or Sponsor and have a general query about the Sponsor application process or for specific enquiries regarding individual applications or about the migrant application process, please contact UK Visas and Immigration (UKVI) on 0300 123 2241.

For any technical problems with the Sponsor Management System (SMS), please call the SMS helpline on 0114 207 2900.

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### **Appendix 1:** Exceptions Panel Procedures

#### 1. INTRODUCTION

The Exceptions Panel will review the information submitted in respect of the player by the club to The FA and any other information which it considers to be relevant in its absolute discretion in accordance with the below review criteria. For the avoidance of doubt, the Exceptions Panel is under no obligation (in any circumstances, including cases where the points threshold is exceeded) to recommend that a Governing Body Endorsement be issued. The Exceptions Panel may take into account any circumstances or facts which it determines, in its absolute discretion, are relevant to its decision in respect of whether to recommend that a GBE is granted. The final decision regarding whether to recommend that a GBE be granted rests with the Exceptions Panel.

#### 2. REVIEW PROCESS

In determining whether a GBE should be awarded, the Exceptions Panel will carry out a mixed objective and subjective review in accordance with the below review process.

Other than in exceptional cases, the Exceptions Panel will consider each application on the basis of the papers presented to it. An applicant club is permitted to request that the Exceptions Panel hear oral submissions but the Exceptions Panel is under no obligation to do so. Clubs should be aware that the Exceptions Panel is likely to grant an application for an oral hearing in only the most exceptional circumstances and for those cases in respect of which it is persuaded are complex and which rely on elements falling for consideration at the subjective review stage (Appendix 1, Section 4).

The review process to be undertaken by the Exceptions Panel is as follows:

1. The player is considered against the objective criteria set out at Part A below.
2. If the player scores 4 points or more against the objective Part A criteria, the Exceptions Panel shall immediately move on to conduct a subjective review of the information presented by the club and any other information which it considers to be relevant in its absolute discretion in respect of the player.

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3. If the player scores fewer than 4 points against the objective Part A criteria, the Exceptions Panel shall consider the player against the objective criteria set out at Part B below.
4. Once the club's application has been considered against the objective Part B criteria, the Exceptions Panel shall move on to conduct a subjective review of the information presented by the club and any other information which it considers to be relevant in its absolute discretion in respect of the player.

### 3. OBJECTIVE CRITERIA

If a player meets any of the criteria set out in the first column, he will be awarded the number of points set out in the second column. Points will only be awarded in the circumstances identified and the Exceptions Panel will not duplicate points across Part A and Part B. For example, a player who scores points in respect of his Transfer Fee at Part A will be not be permitted to also score points in respect of his Transfer Fee at Part B (if necessary).

#### Part A Objective Criteria

Criteria	Points
The value of the Transfer Fee being paid for the player is above the 75th percentile of Qualifying Transfers(1).	3 points
The value of the Transfer Fee being paid for the player is between the 50th and 75th percentile (inclusive) of Qualifying Transfers(1).	2 points
The Wages being paid to the player by the applicant club are above the 75th percentile of Qualifying Wages.	3 points
The Wages being paid to the player by the applicant club are between the 50th and 75th percentile (inclusive) of Qualifying Wages.	2 points
The player's current club is in a Top League and the player has played in 30% or more of the Available Minutes.	1 point
The player's current club has played in the group stages or onwards of a Continental Competition within the last 12 months and the player has played in 30% or more of the Available Minutes.	1 point

## Part B Objective Criteria

Criteria	Points
The value of the Transfer Fee being paid for the player is within 20% of the 50th percentile of Qualifying Transfers(1).	1 point
Players(2) for whom no transfer fee is payable who have been ascribed a virtual transfer value (on such basis and in such amount as the Exceptions Panel deems to be appropriate in its absolute discretion) which exceeds the value which is 20% below the 50th percentile of Qualifying Transfers	1 point
The Wages being paid to the player by the applicant club are within 20% of the 50th percentile of Qualifying Wages.	1 point
The player's current club is in a Secondary League and the player has played in at least 30% of the Available Minutes.	1 point
The player's current club has played in the final qualification rounds of a Continental Competition within the last 12 months and the player has played in at least 30% of the Available Minutes.	1 point
The applicant club is able to show(3) that the player has participated in the Secondary Percentage(4) of senior Competitive International Matches(5) played by that player's National Association during the Reference Period.	1 point

**OR**

The player's National Association was a semi-finalist in the Asian Cup or African Cup of Nations in the immediately preceding 12 months of the date of the application for a GBE.

If the National Association is ranked outside the top 60 in the FIFA Aggregated World Rankings at the time of the application, the club must be able to show(3) that the player participated in 75% or more(4) of the Competitive International Matches(5) played by the National Association during the Reference Period.

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**Notes:**

- (1) No points will be awarded for players for whom no transfer fee is payable at the time an application for a GBE is made for that player. This includes (but is not limited to) players transferring on a free transfer and players for whom a transfer fee has previously been paid but that player has been sent out on loan and is returning to their parent club.
- (2) Players registering with a club on loan or for whom a transfer has previously been completed (regardless of whether a transfer fee was paid or not) but that player has been sent out on loan and is returning to their parent club cannot be ascribed a virtual transfer fee.

(3) The applicant club must provide written confirmation setting out all matches (including Competitive International Matches, friendlies and any other international matches that the player was involved in) in which the player:

- took part;
- was Unavailable for Selection; and
- did not take part but was not Unavailable for Selection.

An applicant club should obtain such confirmation from the player's National Association. If the relevant National Association is not able to confirm this, this fact should be confirmed by the applicant club to The FA. At this stage, The FA will seek to independently verify this information through its own sources. The responsibility lies with the applicant club to provide this information where it is able to do so. A decision will not be made until this process has been completed and any relevant supporting evidence is submitted.

(4) In calculating the Secondary Percentage (or other relevant percentage), any Competitive International Matches for which the player was Unavailable for Selection are to be excluded.

(5) If fewer than 30% of a National Association's matches during the Reference Period are Competitive International Matches, friendly matches will be included in the calculation.

#### **4. SUBJECTIVE REVIEW**

Where a player scores 4 points or more by reference to the Part A objective criteria; or following any consideration of a club's application under the Part B objective criteria (regardless of points scored), the Exceptions Panel will then conduct a subjective review of the information presented by the club and any other information which it considers to be relevant in its absolute discretion in respect of the player in order to determine whether the player is of sufficient quality to justify it recommending that a GBE be awarded. As has been set out above at paragraph 2.2, clubs should ensure that all evidence that they want to be considered in respect of the player is submitted in writing ahead of the determination by the Exceptions Panel.

Examples of matters which the Exceptions Panel may take into account when conducting the subjective review include but are not limited to:

- If applicable, the fact that the player satisfies or partially satisfies some of the automatic criteria for a Governing Body Endorsement (as set out under 2.1 (Criteria under which a Governing Body Endorsement will automatically be granted)), as well as the extent to which the player exceeds or falls short of these criteria.
- The reasons why the automatic criteria (as set out under paragraph 2.1 (Criteria under which a Governing Body Endorsement will automatically be granted) above) were not met.
- Against which objective criteria (whether Part A or Part B objective criteria) points have been scored and how many points have been scored.
- The extent to which the player exceeds either the Part A or Part B objective criteria that he has met or falls short of either the Part A or Part B objective criteria he does not meet.

## 5. OUTCOME

If a player scores 4 points or more by reference to the Part A objective criteria or a Cumulative Total Score of 5 points or more under the Part A and Part B objective criteria, the Exceptions Panel may grant a GBE, but is under no obligation to do so. The Panel is entitled to consider, as part of its subjective review, any other circumstances or facts which it deems to be relevant in its absolute discretion in deciding whether to recommend that a GBE is awarded.

If a player scores fewer than 4 points by reference to the Part A objective criteria and a Cumulative Total Score of fewer than 5 points under the Part A and Part B objective criteria, the Exceptions Panel is guided to refuse a GBE unless it is satisfied, following its subjective review, that the player is internationally established at the highest level and that his employment will make a significant contribution to the development of football at the highest level in the UK. In determining this, the Exceptions Panel may consider any other circumstances or facts which it deems to be relevant in its absolute discretion in deciding whether to recommend that a GBE is awarded.

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## Appendix 2:

Form in which decision summaries will be provided to Stakeholders

Criteria	Points
League in which the Applicant Club plays	
League in which the Player currently plays	
Age of the Player	
Ranking of the Player's National Association	
Objective Criteria	
Subjective Criteria	
Any other information which was deemed relevant	

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# Statistics



## Premier League Table

Season 2015/2016

Pos	Club	Home			Away									GD	Pts
		P	W	D	L	F	A	W	D	L	F	A			
1	Leicester City	38	12	6	1	35	18	11	6	2	33	18	32	81	
2	Arsenal	38	12	4	3	31	11	8	7	4	34	25	29	71	
3	Tottenham Hotspur	38	10	6	3	35	15	9	7	3	34	20	34	70	
4	Manchester City	38	12	2	5	47	21	7	7	5	24	20	30	66	
5	Manchester United	38	12	5	2	27	9	7	4	8	22	26	14	66	
6	Southampton	38	11	3	5	39	22	7	6	6	20	19	18	63	
7	West Ham United	38	9	7	3	34	26	7	7	5	31	25	14	62	
8	Liverpool	38	8	8	3	33	22	8	4	7	30	28	13	60	
9	Stoke City	38	8	4	7	22	24	6	5	8	19	31	-14	51	
10	Chelsea	38	5	9	5	32	30	7	5	7	27	23	6	50	
11	Everton	38	6	5	8	35	30	5	9	5	24	25	4	47	
12	Swansea City	38	8	6	5	20	20	4	5	10	22	32	-10	47	
13	Watford	38	6	6	7	20	19	6	3	10	20	31	-10	45	
14	West Bromwich Albion	38	6	5	8	20	26	4	8	7	14	22	-14	43	
15	Crystal Palace	38	6	3	10	19	23	5	6	8	20	28	-12	42	
16	AFC Bournemouth	38	5	5	9	23	34	6	4	9	22	33	-22	42	
17	Sunderland	38	6	6	7	23	20	3	6	10	25	42	-14	39	
18	Newcastle United	38	7	7	5	32	24	2	3	14	12	41	-21	37	
19	Norwich City	38	6	5	8	26	30	3	2	14	13	37	-28	34	
20	Aston Villa	38	2	5	12	14	35	1	3	15	13	41	-49	17	

## Premier League Attendances

Season 2015/2016

Club	Pld	Average	Aggregate	Utilisation	Max	Opposition
AFC Bournemouth	19	11,366	215,947	99.1%	11,459	v Liverpool
Arsenal	19	59,980	1,139,618	99.5%	60,084	v Manchester United
Aston Villa	19	33,732	640,912	79.1%	42,200	v Manchester United
Chelsea	19	41,500	788,501	99.3%	41,633	v Southampton
Crystal Palace	19	24,649	468,324	98.3%	25,295	v Aston Villa
Everton	19	38,132	724,506	96.4%	39,598	v Liverpool
Leicester City	19	32,024	608,453	99.1%	32,242	v Sunderland
Liverpool	19	44,212	840,025	98.8%	44,548	v Swansea City
Manchester City	19	54,013	1,026,238	98.0%	54,693	v Leicester City
Manchester United	19	75,279	1,430,299	99.5%	75,415	v Swansea City
Newcastle United	19	49,929	948,656	95.4%	52,311	v Sunderland
Norwich City	19	26,973	512,492	99.9%	27,137	v Newcastle United
Southampton	19	30,782	584,862	94.7%	31,688	v Chelsea
Stoke City	19	27,534	523,148	99.3%	27,833	v Southampton
Sunderland	19	43,071	818,351	88.4%	47,653	v Newcastle United
Swansea City	19	20,711	393,508	99.1%	20,972	v Liverpool
Tottenham Hotspur	19	35,859	681,329	98.8%	36,239	v West Bromwich Albion
Watford	19	20,589	391,195	95.8%	21,015	v Sunderland
West Bromwich Albion	19	24,589	467,194	91.6%	26,293	v Newcastle United
West Ham United	19	34,871	662,547	98.7%	34,972	v Chelsea
<b>TOTAL</b>	<b>380</b>	<b>36,490</b>	<b>13,866,105</b>	<b>96.3%</b>		

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## Premier League Results

	AFC Bournemouth	Arsenal	Aston Villa	Chelsea	Crystal Palace	Everton	Leicester City	Liverpool	Manchester City	Manchester United	Newcastle United	Norwich City	Southampton	Stoke City	Sunderland	Swansea City	Tottenham Hotspur	Watford	West Bromwich Albion	West Ham United
AFC Bournemouth		0-2	0-1	1-4	0-0	3-3	1-1	1-2	0-4	2-1	0-1	3-0	2-0	1-3	2-0	3-2	1-5	1-1	1-1	1-3
Arsenal	2-0		4-0	0-1	1-1	2-1	2-1	0-0	2-1	3-0	1-0	1-0	0-0	2-0	3-1	1-2	1-1	4-0	2-0	0-2
Aston Villa	1-2	0-2		0-4	1-0	1-3	1-1	0-6	0-0	0-1	0-0	2-0	2-4	0-1	2-2	1-2	0-2	2-3	0-1	1-1
Chelsea	0-1	2-0	2-0		1-2	3-3	1-1	1-3	0-3	1-1	5-1	1-0	1-3	1-1	3-1	2-2	2-2	2-2	2-2	2-2
Crystal Palace	1-2	1-2	2-1	0-3		0-0	0-1	1-2	0-1	0-0	5-1	1-0	1-0	2-1	0-1	0-0	1-3	1-2	2-0	1-3
Everton	2-1	0-2	4-0	3-1	1-1		2-3	1-1	0-2	0-3	3-0	3-0	1-1	3-4	6-2	1-2	1-1	2-2	0-1	2-3
Leicester City	0-0	2-5	3-2	2-1	1-0	3-1		2-0	0-0	1-1	1-0	1-0	1-0	3-0	4-2	4-0	1-1	2-1	2-2	2-2
Liverpool	1-0	3-3	3-2	1-1	1-2	4-0	1-0		3-0	0-1	2-2	1-1	1-1	4-1	2-2	1-0	1-1	2-0	2-2	0-3
Manchester City	5-1	2-2	4-0	3-0	4-0	0-0	1-3	1-4		0-1	6-1	2-1	3-1	4-0	4-1	2-1	1-2	2-0	2-1	1-2
Manchester United	3-1	3-2	1-0	0-0	2-0	1-0	1-1	3-1	0-0		0-0	1-2	0-1	3-0	3-0	2-1	1-0	1-0	2-0	0-0
Newcastle United	1-3	0-1	1-1	2-2	1-0	0-1	0-3	2-0	1-1	3-3		6-2	2-2	0-0	1-1	3-0	5-1	1-2	1-0	2-1
Norwich City	3-1	1-1	2-0	1-2	1-3	1-1	1-2	4-5	0-0	0-1	3-2		1-0	1-1	0-3	1-0	0-3	4-2	0-1	2-2
Southampton	2-0	4-0	1-1	1-2	4-1	0-3	2-2	3-2	4-2	2-3	3-1	3-0		0-1	1-1	3-1	2-2	2-0	3-0	1-0
Stoke City	2-1	0-0	2-1	1-0	1-2	0-3	2-2	0-1	2-0	2-0	1-0	3-1	1-2		1-1	2-2	0-4	0-2	0-1	2-1
Sunderland	1-1	0-0	3-1	3-2	2-2	3-0	0-2	0-1	0-1	2-1	3-0	1-3	0-1	2-0		1-1	0-1	0-1	0-0	2-2
Swansea City	2-2	0-3	1-0	1-0	1-1	0-0	0-3	3-1	1-1	2-1	2-0	1-0	0-1	0-1	2-4		2-2	1-0	1-0	0-0
Tottenham Hotspur	3-0	2-2	3-1	0-0	1-0	0-0	0-1	0-0	4-1	3-0	1-2	3-0	1-2	2-2	4-1	2-1		1-0	1-1	4-1
Watford	0-0	0-3	3-2	0-0	0-1	1-1	0-1	3-0	1-2	1-2	2-1	2-0	0-0	1-2	2-2	1-0	1-2		0-0	2-0
West Bromwich Albion	1-2	2-1	0-0	2-3	3-2	2-3	2-3	1-1	0-3	1-0	1-0	0-1	0-0	2-1	1-0	1-1	1-1	0-1		0-3
West Ham United	3-4	3-3	2-0	2-1	2-2	1-1	1-2	2-0	2-2	3-2	2-0	2-2	2-1	0-0	1-0	1-4	1-0	3-1	1-1	

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## Premier League Appearances and Goals

Season 2015/2016

AFC Bournemouth	Sub Sub			
	P	P	NP	GS
Murray, Glenn	6	13	4	3
Stanislas, Felix Junior	17	4	3	3
Ritchie, Matthew Thomas	33	4	0	4
Wiggins, Rhys Barry	0	0	4	0
MacDonald, Shaun Benjamin	0	3	11	0
Elphick, Tommy	11	1	5	1
Pugh, Marc Anthony	15	11	6	3
Francis, Simon Charles	38	0	0	0
Arter, Harry Nicholas	21	0	0	1
Gosling, Daniel	28	6	3	3
Cook, Steve Anthony	36	0	1	4
Grabban, Lewis James	4	11	1	0

Distin, Sylvain	9	3	19	0
Tomlin, Lee Marc	3	3	4	0
Surman, Andrew Ronald Edward	38	0	0	0
Allsop, Ryan	0	1	3	0
Federici, Adam Jay	6	0	31	0
Cargill, Bailly James	0	0	7	0
Smith, Adam James	22	9	1	2
Daniels, Charlie	37	0	0	3
Bennett, Joseph	0	0	7	0
Afobe, Benik	12	3	0	4
Mings, Tyrone Deon	0	1	3	0
Wilson, Callum Eddie Graham	9	4	0	5
Gradel, Max Alain	11	3	0	1
Jordan, Corey	0	0	1	0
O'Kane, Eunan Charles	6	10	16	0
King, Joshua Christian Kojo	24	7	0	6
Kermorgant, Yann Alain	0	7	10	0
Butcher, Matthew David	0	0	1	0
Boruc, Artur	32	0	1	0
Rantie, Tokelo Anthony	0	3	5	0
Holmes, Jordan Thomas	0	0	1	0
Iturbe Arevalos, Juan Manuel	0	2	9	0

Arsenal	Sub Sub			
	P	P	NP	GS
Walcott, Theo James	15	13	5	5
Ramsey, Aaron James	29	2	1	5
Wilshere, Jack Andrew	1	2	1	0
Gibbs, Kieran James Ricardo	3	12	17	1
Welbeck, Daniel	7	4	1	4
Oxlade-Chamberlain, Alexander Mark David	9	13	1	1
Chambers, Calum	2	10	17	0
Iwobi, Alex	8	5	8	2
Cech, Petr	34	0	2	0
Flamini, Mathieu	12	4	4	0
Arteta Amatriain, Mikel	0	9	4	0
Coquelin, Francis	21	5	1	0
Macey, Matthew Ryan	0	0	6	0
Koscielny, Laurent	33	0	1	4
Campbell, Joel	11	8	11	3
Mertesacker, Per	24	0	7	0
Bellerin, Hector	36	0	0	1
Giroud, Olivier	26	12	0	16
Cazorla, Santiago	15	0	2	0
Debuchy Mathieu	2	0	15	0
Monreal, Ignacio	36	1	1	0
Ozil, Mesut	35	0	0	6
Ospina, David	4	0	30	0
Sanchez, Alexis	28	2	0	13
Armando De Abreu, Gabriel	18	3	14	1
Reine-Adelaide, Jeff	0	0	6	0
Elneny, Mohamed Naser Elsayed	9	2	4	0

Key: P = Played Sub P = Sub Played Sub NP = Sub Not Played GS = Goals Scored

Aston Villa	Sub Sub			
	P	P	NP	GS
Cole, Joseph John	0	0	3	0
Westwood, Ashley Roy	31	1	3	2
Sinclair, Scott Andrew	19	8	10	2
Lescott, Joleon Patrick	30	0	4	1
Richards, Micah	23	1	8	1
Bunn, Mark John	10	0	28	0
Richardson, Kieran Edward	8	3	11	0
Baker, Nathan Luke	0	0	3	0
Agbonlahor, Gabriel	13	2	0	1
Bennett, Joseph	0	0	1	0
Clark, Ciaran	16	2	13	1
Grealish, Jack	9	7	9	1
N'Zogbia, Charles	0	2	0	0
Green, Andre	0	2	1	0
Hepburn-Murphy, Rushian	0	1	1	0
Hutton, Alan	26	2	3	0
Lyden, Jordan	2	2	14	0
Guzan, Bradley Edwin	28	0	10	0
Mason, Niall Aadya	0	0	1	0
Davis, Keinan Vincent Joseph	0	0	2	0
Gestede, Rudy Philippe Michel Camille	14	18	2	5
Toner, Kevin Stephen	3	1	1	0
Bacuna, Leandro Jones Johan	27	4	7	1
Okore, Tetchi Jores Charlemagne U	12	0	6	0
Cissokho, Aly	18	0	0	0
Ilori, Tiago	0	0	1	0
Kozak, Libor	3	1	2	0
Sanchez Moreno, Carlos Alberto	16	4	6	0
Gil de Pareja Vicent, Carles	17	6	11	2
Gueye, Idrissa Gana	35	0	0	0
Amavi, Jordan Kevin	9	1	2	0
Ayew, Jordan	27	3	4	7
Crespo Rincon, Jose Angel	1	0	3	0
Veretout, Jordan Marcel Gilbert	21	4	7	0
Traore Diarra, Adama	0	10	4	0

Chelsea	Sub Sub			
	P	P	NP	GS
Terry, John George	24	0	2	1
Cahill, Gary James	21	2	10	2
Mikel, John Obi	19	6	10	0
Begovic, Asmir	15	2	21	0
Fabregas Soler, Francesc	33	4	0	5
Moses, Victor	0	0	1	0
Loftus Cheek, Ruben	4	9	17	1
Palmer, Kasey Remel	0	0	2	0
Colkett, Charlie	0	0	1	0
Abraham, Tammy	0	2	0	0
Tomori, Fikayo	0	1	1	0
Blackman, Jamal Clint-Ross	0	0	7	0
Aina, Temitayo Olufisayo Olaoluwa	0	0	1	0
Clarke-Salter, Jake-Liam	0	1	1	0
Ivanovic, Branislav	33	0	0	2
Matic, Nemanja	28	5	4	2
Traore, Bertrand	4	6	13	2
Santos Do Nascimento, Ramires	7	5	4	2
Courtois, Thibaut	23	0	1	0
Hazard, Eden	25	6	0	4
Dos Santos Emboaba Junior, Oscar	20	7	3	3
Azpilicueta Tanco, Cesar	36	1	1	2
Remy, Loic	3	10	12	1
Borges da Silva, Willian	32	3	0	5
Zouma, Kurt Happy	21	2	2	1
Da Silva Costa, Diego	27	1	1	12
Garcia Zarate, Radamel Falcao	1	9	4	1
Cuadrado Bello, Juan Guillermo	0	1	0	0
Rodriguez Ledesma, Pedro Eliezer	24	5	0	7
Baba, Abdul Rahman	11	4	14	0
Nunes Nascimento, Robert Kenedy	4	10	10	1
Djilobodji, El Hadji Papy Mison	0	0	2	0
Amelia, Marco	0	0	7	0
Miazga, Matthew	2	0	3	0





Crystal Palace	Sub Sub			
	P	P	NP	GS
Murray, Glenn	2	0	1	0
Mariappa, Adrian Joseph	3	0	13	0
Ward, Joel Edward Philip	30	0	1	2
Ledley, Joseph Christopher	11	8	8	1
Puncheon, Jason David Ian	31	0	2	2
Delaney, Damien Finbarr	32	0	2	2
Wickham, Connor Neil Ralph	15	6	0	5
Hennessey, Wayne Robert	29	0	6	0
McCarthy, Alex Simon	7	0	13	0
Bamford, Patrick James	0	6	8	0
Williams, Jonathan Peter	0	1	0	0
Mutch, Jordon James Edward Sydney	7	13	8	0
Gayle, Dwight Devon Boyd	8	8	3	3
Kelly, Martin Ronald	11	2	23	0
Campbell, Fraizer Lee	4	7	12	0
Dann, Scott	35	0	1	5
Speroni, Julian Maria	2	0	19	0
Gray, Jake Stephen	0	0	3	0
Boateng, Hiram Kojo Kwarteng	0	1	2	0
Croll, Luke Alan	0	0	1	0
Adebayor, Emmanuel	7	5	1	1
Zaha, Dazet Wilfried Armel	30	4	0	2
Dreher, Luke Garry	0	0	1	0
Hangeland, Brede Paulsen	7	0	6	0
Bolasie, Yannick	23	3	0	5
Dymond, Connor William	0	0	1	0
Lee, Chung Yong	4	9	12	1
Kaikai, Sulaiman Borbor	0	1	1	0
Chamakh, Marouane	1	9	6	0
McArthur, James	26	2	0	2
Cabaye, Yohan	32	1	0	5
Jedinak, Michael John	16	11	3	0
Sako, Bakary	11	9	3	2
Souare, Pape N'Diaye	34	0	0	0

Everton	Sub Sub			
	P	P	NP	GS
Hibbert, Anthony James	0	1	0	0
Osman, Leon	2	7	25	0
Jagielka, Philip Nikodem	21	0	1	0
Barry, Gareth	32	1	0	0
Cleverley, Thomas William	17	5	4	2
Baines, Leighton John	16	2	5	2
McAleny, Conor Michael	0	0	1	0
Stones, John	31	2	0	0
Gibson, Darron Thomas Daniel	2	5	10	0
Lennon, Aaron	17	8	7	5
Howard, Timothy Matthew	25	0	11	0
Barkley, Ross	36	2	0	8
Browning, Tyias	3	2	3	0
Holgate, Mason Anthony	0	0	2	0
Pennington, Matthew	4	0	1	0
Connolly, Callum Alexander	0	1	2	0
Dowell, Kieran O'neil	1	1	1	0
Kenny, Jonjoe	0	1	0	0
Pienaar, Steven	0	4	5	0
Galloway, Brendan Joel Zibusiso	14	1	6	0
Davies, Thomas	1	1	0	0
Coleman, Seamus	27	1	0	1
McCarthy, James	29	0	0	2
Lukaku, Romelu Menama	36	1	1	18
Naismith, Steven John	4	6	7	3
Kone, Arouna	16	9	7	5
Mirallas Y Castillo, Kevin Antonio Joel Gislain	10	13	10	4
Oviedo Jimenez, Bryan Josue	12	2	7	0
Robles Blazquez, Joel	13	0	25	0
Deulofeu Lazaro, Gerard	16	10	7	2
McGeady, Aiden John	0	0	1	0
Stanek, Jindrich	0	0	2	0
Besic, Muhamed	7	5	8	0
Funes Mori, Jose Ramiro	24	4	3	4



Leicester City	Sub Sub			
	P	P	NP	GS
Schwarzer, Mark	0	0	37	0
Hammond, Dean John	0	0	2	0
Morgan, Westley Nathan	38	0	0	2
Vardy, Jamie	36	0	0	24
Huth, Robert	35	0	0	3
Simpson, Daniel Peter	30	0	3	0
Dyer, Nathan Antone Jonah	0	12	8	1
King, Andrew	9	16	11	2
Albrighton, Marc Kevin	34	4	0	2
Drinkwater, Daniel Noel	35	0	0	2
Schmeichel, Kasper Peter	38	0	0	0
Maddison, Jonathan	0	0	1	0
Schlupp, Jeffrey	14	10	1	1
Chilwell, Benjamin James	0	0	9	0
Gray, Demarai Remelle	1	11	6	0
De Laet, Ritchie Ria Alfons	7	5	6	1
Dodoo, Joseph	0	1	1	0
Ulloa Fernandez, Jose Leonardo	7	22	7	6
Wasilewski, Marcin	3	1	19	0
Mahrez, Riyad	36	1	1	17
Kramaric, Andrej	0	2	7	0
Fuchs, Christian	30	2	2	0
Okazaki, Shinji	28	8	2	5
Benalouane, Yohan	0	4	7	0
Kante, Ngolo	33	4	0	1
Inler, Gokhan	3	2	20	0
Amartey, Daniel	1	4	7	0

Liverpool	Sub Sub			
	P	P	NP	GS
Henderson, Jordan Brian	15	2	2	2
Lallana, Adam David	23	7	2	4
Allen, Joseph Michael	8	11	10	2
Sturridge, Daniel	11	3	4	8
Toure, Kolo Abib	9	5	16	1
Milner, James Philip	28	0	1	5
Ings, Daniel William John	3	3	3	2
Ward, Daniel	2	0	13	0
Clyne, Nathaniel Edwin	33	0	1	1
Brannagan, Cameron	1	2	2	0
Randall, Connor Steven	2	1	11	0
Flanagan, Jonathan	5	0	5	0
Ibe, Jordon Femi Ashley	12	15	6	1
Rossiter, Jordan	0	1	3	0
Sinclair, Jerome Terence	0	0	1	0
Fulton, Ryan	0	0	1	0
Gomez, Joseph David	5	0	3	0
Stewart, Kevin Linford	6	1	1	0
Ojo, Oluwaseyi	5	3	0	0
Caulker, Steven Roy	0	3	1	0
Pezzini Leiva, Lucas	21	6	3	0
Bogdan, Adam	2	0	21	0
Skrテル, Martin	21	1	4	1
Smith, Bradley Shaun	3	1	9	0
Mignolet, Simon	34	0	3	0
Teixeira, Joao Carlos	0	1	9	0
Benteke, Christian	14	15	1	9
Coutinho Correia, Philippe	24	2	3	8
Lovren, Dejan	22	2	2	0
Sakho, Mamadou	21	1	3	1
Ilori, Tiago	0	0	1	0
Chirivella Burgos, Pedro	1	0	2	0
Canos Tenes, Sergi	0	1	0	0
Can, Emre	28	2	0	1
Origi, Divock Okoth	7	9	7	5
Moreno Perez, Alberto	28	4	2	1
Barbosa de Oliveira, Roberto Firmino	24	7	0	10

Manchester City	Sub Sub			
	P	P	NP	GS
Wright, Richard Ian	0	0	2	0
Delph, Fabian	8	9	2	2
Evans, George	0	0	1	0
Clichy, Gael	12	2	11	0
Horsfield, James	0	0	1	0
Hart, Charles Joseph John	35	0	1	0
Sterling, Raheem Shaquille	23	8	3	6
Barker, Brandon Lee	0	0	2	0
Sagna, Bacary	27	1	6	0
Humphreys-Grant, Cameron	0	0	3	0
Roberts, Patrick John Joseph	0	1	7	0
Nasri, Samir	4	8	0	2
Kompany, Vincent	13	1	1	2
Zabaleta Girod, Pablo Javier	12	1	12	0
Toure, Gnegneri Yaya	28	4	0	6
Jimenez Silva, David Josue	22	2	0	2
Kolarov, Aleksandar	25	4	6	3
Celina, Bersant	0	1	2	0
Aguero Del Castillo, Sergio	29	1	2	24
De Bruyne, Kevin	22	3	1	7
Esmoris Tasende, Jose Angel	0	0	2	0
Navas, Jesus	24	10	2	0
Luiz Roza, Fernando	31	2	2	2
Bony, Wilfried Guemiand	13	13	3	4
Denayer, Jason	0	0	2	0
Maffeo Becerra, Pablo	0	0	2	0
Demichelis, Martin Gaston	10	10	17	0
Garcia Alonso, Manuel	0	1	7	0
Reges, Fernando Francisco	17	7	4	2
Caballero Lazcano, Wilfredo Daniel	3	1	34	0
Mangala, Eliaquim	23	0	5	0
Iheanacho, Kelechi	7	19	9	8
Garcia Serrano, Aleix	0	0	2	0
Otamendi, Nicolas	30	0	3	1
Manchester United	Sub Sub			
	P	P	NP	GS
Carrick, Michael	22	6	3	0
Young, Ashley Simon	11	7	7	1
Smalling, Christopher	35	0	0	0
Powell, Nicholas Edward	0	1	0	0
Rooney, Wayne Mark	27	1	0	8
Lingard, Jesse Ellis	19	6	0	4
Jones, Philip Anthony	6	4	3	0
Johnstone, Samuel Luke	0	0	5	0
Rothwell, Joseph Matthew	0	0	1	0
Love, Donald Alistair	0	1	0	0
Keane, William David	0	1	0	0
Shaw, Luke Paul Hoare	5	0	0	0
Wilson, James Antony	0	1	0	0
Goss, Sean Richard	0	0	1	0
Riley, Joe	0	0	2	0
Borthwick-Jackson, Cameron Jake	6	4	6	0
Weir, James Michael	0	1	4	0
Rashford, Marcus	11	0	2	5
Valencia Mosquera, Luis Antonio	8	6	4	0
Tuanzebe, Axel	0	0	2	0
Schneiderlin, Morgan	25	4	8	1
Fellaini-Bakkoui, Marouane	12	6	9	1
Hernandez Balcazar, Javier	0	1	3	0
Januzaj, Adnan	2	3	2	1
McNair, Patrick James Coleman	3	5	15	0
De Gea Quintana, David	34	0	0	0
Mata Garcia, Juan Manuel	34	4	0	6
Hoelgebaum Pereira, Andreas Hugo	0	4	17	0
Varela Olivera, Guillermo	3	1	8	0
Herrera Aguera, Ander	17	10	5	3
Blind, Daley	35	0	2	1
Rojo, Faustino Marcos Alberto	15	1	2	0
Fosu-Mensah, Evans Timothy Fosu	2	6	2	0
Depay, Memphis	16	13	8	2
Darmian, Matteo	24	4	3	1
Schweinsteiger, Bastian	13	5	0	1

Romero, Sergio German	4	0	33	0
Martial, Anthony Joran	29	2	0	11
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Newcastle United	Sub Sub			
	P	P	NP	GS
Williamson, Michael James	0	0	5	0
Taylor, Steven Vincent	9	1	7	0
Elliot, Robert	21	0	4	0
Lascelles, Jamaal	10	8	10	2
Colback, Jack Raymond	28	1	0	1
Darlow, Karl	9	0	21	0
Shelvey, Jonjo	11	4	2	0
Dummett, Paul	23	0	1	1
Townsend, Andros	12	1	0	4
Williams, Callum Dylan	0	0	1	0
Krul, Timothy Michael	8	0	0	0
Serry, Jamie Michael	0	1	8	0
Woodman, Frederick John	0	0	13	0
Barlaser, Daniel Tan	0	0	1	0
Aarons, Rolando	3	7	6	1
Coloccini, Fabricio	26	0	0	1
Gibson, Liam Steven	0	0	1	0
Toney, Ivan Benjamin Elijah	0	2	3	0
Obertan, Gabriel Antoine	3	2	4	0
Tiote, Cheik Ismael	16	4	5	0
Marveaux, Sylvain	0	0	2	0
Cisse, Papiss Demba	14	7	4	3
Anita, Vumon San Benito	24	4	1	1
Gouffran, Yoan	2	6	10	0
Sissoko, Moussa	37	0	0	1
Haidara, Massadio	6	1	2	0
Mbabu, Melingo Kevin	2	1	8	0
Gutierrez, Ayoze Perez	22	12	4	6
De Jong, Siem	3	15	12	0
Janmaat, Daryl	32	0	1	2
Riviere, Emmanuel	1	2	5	0
Wijnaldum, Georginio	36	2	0	11
Mitrovic, Aleksander	22	12	2	9
mbemba, Chancel Mangulu	33	0	0	0
Thauvin, Florian	3	10	6	0
Saivet, Henri	2	2	6	0
Doumbia, Seydou	0	3	3	0

Norwich City	Sub Sub			
	P	P	NP	GS
O'Neil, Gary Paul	19	8	7	0
Jarvis, Matthew Thomas	13	6	5	1
Bennett, Ryan	20	2	10	0
Rudd, Declan	11	0	27	0
Grabban, Lewis James	3	3	4	1
Ruddy, John Thomas Gordon	27	0	11	0
Bamford, Patrick James	2	5	2	0
Johnson, Bradley Paul	1	3	0	0
Howson, Jonathan Mark	33	3	0	3
Hooper, Gary	0	2	2	0
Rana-Jerome, Cameron Zishan	19	15	4	3
Martin, Russell Kenneth Alexander	30	0	3	3
Redmond, Nathan Daniel Jerome	24	11	1	6
Lafferty, Kyle	0	1	5	0
Olsson, Martin Tony Waikwa	20	4	9	1
Hoolahan, Wesley	25	5	6	4
Brady, Robert	34	2	0	3
Wisdom, Andre	9	1	7	0
Dorrans, Graham	14	7	12	0
Bassong Nguena, Sebastian Aymar	30	2	3	1
Mulumbu, Youssouf	5	2	15	0
Naismith, Steven John	11	2	1	1
Whittaker, Steven	8	0	11	1
Tetty, Alexander	23	0	0	2
Van Wolfswinkel, Ricky	0	0	1	0
Odjidja Ofoe, Vadis	3	7	5	0
Andreu, Anthony	0	0	1	0
Mbokani Bezua, Dieudonne	15	14	3	7
Ferreira Mendonca Pinto, Ivo Daniel	9	1	4	0
Klose, Timm	10	0	1	1

Southampton	Sub Sub			
	P	P	NP	GS
Davis, Kelvin Geoffery	1	0	16	0
Austin, Charlie	2	5	3	1
Bertrand, Ryan	32	0	0	1
Rodriguez, Jay Enriqus	3	9	2	0
Davis, Steven	31	3	0	5
Ward-Prowse, James Michael Edward	14	19	5	2
Reed, Harrison James	0	1	6	0
Forster, Fraser Gerard	18	0	0	0
Targett, Matthew Robert	13	1	3	0
Seager, Ryan Paul	0	0	2	0
Long, Shane Patrick	23	5	4	10
Olomola, Olufela	0	0	1	0
Caulker, Steven Roy	1	2	10	0
Fonte, Jose Miguel	37	0	0	2
Gazzaniga, Paulo Dino	2	0	6	0
Vidal, Oriol Romeu	17	12	7	1
Yoshida, Maya	10	10	17	1
Ramirez Pereyra, Gaston Exequiel	0	3	3	0
Stekelenburg, Maarten	17	0	16	0
Wanyama, Victor	29	1	0	1
Pelle, Graziano	23	7	2	11
Tadic, Dusan	27	7	4	7
Mane, Sadio	30	7	1	11
Alves Soares, Cedric Ricardo	23	1	10	0
Martina, Rhu-endly Aurelio Jean-Carlo	11	4	15	1
Jimenez Lopez, Juan Miguel	0	12	16	0
Clasie, Jordy	20	2	6	0
Van Dijk, Virgil	34	0	0	3

Stoke City	Sub Sub			
	P	P	NP	GS
Given, Shay John James	3	0	11	0
Crouch, Peter James	4	7	22	0
Sidwell, Steven James	0	1	2	0
Whelan, Glenn David	37	0	0	0
Walters, Jonathan Ronald	18	9	2	5
Johnson, Glen McLeod Cooper	25	0	0	0
Bardsley, Phillip Anthony	9	2	4	0
Ireland, Stephen James	0	13	11	0
Shawcross, Ryan James	20	0	0	0
Wilson, Marc David	1	3	14	0
Shenton, Oliver	0	0	1	0
Butland, Jack	31	0	0	0
Adam, Charles Graham	12	10	7	1
Diouf, Mame Biram	12	14	8	5
Odemwingie, Peter	0	5	3	0
Bachmann, Daniel	0	0	2	0
Cameron, Geoff Scott	27	3	0	0
Muniesa Martinez, Marc	12	3	8	0
Pieters, Erik	35	0	0	0
Van Ginkel, Wulfert Cornelius	8	9	4	0
Amautovic, Marko	33	1	0	11
Do Nascimento Teixeira, Dionatan	0	1	5	0
Krkic Perez, Bojan	22	5	8	7
Wollscheid, Philipp	30	1	6	0
Haugaard, Jakob	4	1	24	0
Mato Sanmartin, Jose Luis	10	12	12	4
El Ouariachi, Mohamed	0	0	2	0
Afellay, Ibrahim	24	7	1	2
Shaqiri, Xherdan	27	0	2	3
Imbula Wanga, Gilbert	14	0	0	2



Sunderland	Sub Sub			
	P	P	NP	GS
Brown, Wesley Michael	6	0	9	0
Defoe, Jermain Colin	28	5	4	15
Jones, Billy	23	1	11	1
O'Shea, John Francis	23	5	6	0
Matthews, Adam James	0	1	5	0
Larsson, Sebastian Bengt Ulf	6	12	6	0
Bridcutt, Liam Robert	0	0	3	0
Johnson, Adam	11	8	1	2
Rodwell, Jack	9	13	7	1
Cattermole, Lee Barry	27	4	1	0
Graham, Daniel Anthony William	4	6	6	0
Pickford, Jordan Lee	2	0	16	0
Watmore, Duncan Ian	7	16	3	3
Honeyman, George Christopher	0	1	1	0
Beadling, Thomas	0	0	1	0
Mannone, Vito	19	0	19	0
Greenwood, Rees	1	0	0	0
Kaboul, Younes	22	1	1	0
Van Aanholt, Patrick John Miguel	33	0	4	4
Borini, Fabio	22	4	3	5
Robson, Thomas	1	0	0	0
Gomez Garcia-Penche, Jordi	5	1	5	0
Fletcher, Steven Kenneth	11	5	5	4
Mandron, Mikael	0	0	1	0
Gooch, Lynden Jack	0	0	1	0
Pantilimon, Costel Fane	17	0	3	0
Coates Nion, Sebastian	14	2	6	0
Giaccherini, Emanuele	0	0	2	0
Yedlin, DeAndre	21	2	8	0
N'Doye, Dame	5	6	5	1
Lens, Jeremain	14	6	6	3
M'Vila, Yann Gerard	36	1	0	1
Toivonen, Nils Ola	9	3	11	0
Kirchhoff, Jan Tilman	14	1	0	0
Kone, Lamine-Gueye	15	0	0	2
Khazri, Wahbi	13	1	1	2

Swansea City	Sub Sub			
	P	P	NP	GS
Britton, Leon James	19	6	5	0
Naughton, Kyle	19	8	10	0
Williams, Ashley Errol	36	0	0	2
Taylor, Neil John	33	1	0	0
Routledge, Wayne Neville Anthony	22	6	5	2
Cork, Jack Frank Porteous	28	7	3	1
Dyer, Nathan Antone Jonah	0	1	2	0
Shelvey, Jonjo	14	2	0	1
Bartley, Kyle	3	2	12	0
Gorre, Kenji Joel	0	0	2	0
Vickers, Josh	0	0	1	0
Sigurdsson, Gylfi Thor	32	4	0	11
Grimes, Matthew Jacob	1	0	3	0
Fabianski, Lukasz	37	0	0	0
Zaragoza, Angel Rangel	20	3	14	0
Emnes, Marvin	1	1	9	0
Tremmel, Gerhard	0	0	1	0
Ki, Sung Yueng	21	7	4	2
Amat Maas, Jordi	5	3	14	0
Fer, Leroy	9	2	2	0
Fulton, Jay	0	2	2	0
Gomis, Bafetimbi	18	15	3	6
Kingsley, Stephen	4	0	1	0
Montero Vite, Jefferson Antonio	14	9	9	0
Fernandez, Federico	32	0	5	1
Barrow, Moduo	6	16	6	1
Tabanou, Franck Pascal Paul	0	0	3	0
Nordfeldt, Bo Kristoffer	1	0	36	0
Ayew, Andre Morgan Rami	34	0	1	12
Macedo Lopes, Ederzito Antonio	2	11	2	0
Paloschi, Alberto	7	3	2	2



Tottenham Hotspur	Sub Sub			
	P	P	NP	GS
Walker, Kyle Andrew	33	0	3	1
Trippier, Kieran John	5	1	28	1
Davies, Benjamin Thomas	14	3	16	0
Mason, Ryan Glen	8	14	3	1
Rose, Daniel Lee	24	0	10	1
Carroll, Thomas James	4	15	13	1
Townsend, Andros	0	3	5	0
Kane, Harry	38	0	0	25
Pritchard, Alex David	0	1	0	0
Winks, Harry	0	0	5	0
Onomah, Joshua	0	8	7	0
Alli, Bamidele Jermaine	28	5	1	10
Walker-Peters, Kyle	0	0	1	0
Dembele, Mousa	27	2	0	3
Dier, Eric Jeremy Edgar	37	0	0	3
Vorn, Michel	1	0	37	0
Bentaleb, Nabil	2	3	6	0
Vertonghen, Jan	29	0	0	0
Lloris, Hugo	37	0	1	0
Chadli, Nacer	10	19	2	3
Lamela, Erik	28	6	2	5
Eriksen, Christian	33	2	0	6
Fazio, Federico	0	0	2	0
Alderweireld, Toby Albertine	38	0	0	4
Wimmer, Kevin	9	1	14	0
N'Jie, Clinton	0	8	2	0
Heung-Min, Son	13	15	2	4

Watford	Sub Sub			
	P	P	NP	GS
Anyu, Ikechi	17	11	9	0
Dyer, Lloyd Richard	0	0	2	0
Watson, Ben	31	4	3	2
Hoban, Thomas Michael	0	0	2	0
Cathcart, Craig George	34	1	1	1
Gilmartin, Rene	0	0	3	0
Deeney, Troy Matthew	36	2	0	13
Behrami, Valon	14	7	5	0
Gomes, Heurelho da Silva	38	0	0	0
Diamanti, Alessandro	0	3	13	0
Guedioura, Adlene	3	15	11	0
Pantilimon, Costel Fane	0	0	16	0
Ake, Nathan Benjamin	20	4	3	1
Abdi, Almen	25	7	4	2
Pudil, Daniel	0	0	1	0
Vydra, Matej	0	0	3	0
Forestieri, Fernando Martin	0	0	1	0
Angella, Gabriele	0	0	2	0
Capoue, Etienne	33	0	0	0
Ighalo, Odion	36	1	0	15
Paredes Reasco, Juan Carlos	7	10	9	0
Layun Prado, Miguel Arturo	2	1	1	1
Arlauskis, Giedrius	0	1	18	0
Cholevas, Chose Loint	11	0	10	0
Britos Cabrera, Miguel Angel	24	0	5	0
Jurado Marin, Jose Manuel	27	0	2	0
Berghuis, Steven	0	9	7	0
Prodl, Sebastian	19	2	12	2
Nyom, Allan	29	3	6	0
Ibarbo, Victor	0	4	6	0
Oulare, Mamadou Obbi	0	2	5	0
Amrabat, Noureddine	4	8	4	0
Suarez Mata, Mario	8	7	0	0

West Bromwich Albion	Sub Sub			
	P	P	NP	GS
Lambert, Rickie Lee	5	14	14	1
Myhill, Glyn Oliver	23	0	15	0
Lescott, Joleon Patrick	2	0	2	0
Dawson, Craig	38	0	0	4
Fletcher, Darren Barr	38	0	0	1
Foster, Ben	15	0	2	0
Brunt, Christopher	20	2	0	0
Morrison, James Clark	17	1	1	3
Chester, James Grant	9	4	24	0
McManaman, Callum Henry	2	10	14	0
Anichebe, Victor Chinedu	3	7	20	0
Pritchard, Alex David	0	2	6	0
Gardner, Craig	20	14	4	3
Evans, Jonathan Grant	30	0	0	1
McAuley, Gareth Gerald	34	0	0	1
Berahino, Saido	17	14	4	4
Rose, Jack Joseph	0	0	4	0
Field, Samuel	0	1	1	0
Roberts, Tyler	0	1	4	0
Olsson, Jonas	25	3	8	1
Leko, Jonathan Kisolokele	3	2	3	0
Cordiero, Sandro Raniere Guimaraes	5	7	3	0
Palmer, Alexander	0	0	1	0
Lindegaard, Anders Rozenkrantz	0	0	16	0
Sessegnon, Stephane	21	4	2	2
McClellan, James Joseph	28	7	0	2
Gnabry, Serge David	0	1	5	0
Yacob, Claudio	33	1	1	0
Ideye, Aide Brown	0	0	2	0
Pocognoli, Sebastien	0	1	4	0
Gamboa, Christian	0	1	5	0
Rondon, Jose Solomon	30	4	0	9

West Ham United	Sub Sub			
	P	P	NP	GS
Jarvis, Matthew Thomas	0	3	1	0
Nolan, Kevin Anthony Jance	1	1	1	0
Collins, James Michael	16	3	10	0
Noble, Mark James	37	0	0	7
Tomkins, James Oliver Charles	23	2	7	0
Carroll, Andrew Thomas	13	14	1	9
Cresswell, Aaron	37	0	0	2
O'Brien, Joseph Martin	0	0	4	0
Jenkinson, Carl Daniel	13	7	1	2
Byram, Samuel Mark	2	2	4	0
Randolph, Darren Edward Andrew	6	0	30	0
Lee, Elliot Robert	0	0	1	0
Moses, Victor	13	8	3	1
Song Bilong, Alexandre Dimitri	8	4	7	0
Cullen, Joshua Jon	0	1	10	0
Dobson, George David	0	0	2	0
Browne, Marcus Alexander	0	0	1	0
Poyet Gonzalez, Diego	0	0	1	0
Zarate, Mauro Matias	9	6	2	3
Antonio, Michail Gregory	23	3	7	8
Oxford, Reece Joel	3	4	15	0
Reid, Winston Wiremu	24	0	2	1
Knogle, Kyle	0	0	1	0
Samuelsen, Martin	0	0	1	0
Jelavic, Nikica	1	12	5	1
Maiga, Modibo	0	3	0	1
Spiegel, Raphael Simon	0	0	8	0
Parfitt-Williams, Djair Terraii Carl	0	0	2	0
San Miguel Del Castillo, Adrian	32	0	0	0
Kouyate, Cheikhou	34	0	0	5
Valencia Lastra, Enner Remberto	10	9	3	4
Sakho, Diafra	18	3	0	5
Henry, Doneil Jor-Dee Ashley	0	0	3	0
Obiang Avomo, Pedro Mba	11	13	9	0
Payet, Dimitri	29	1	0	9
Ogbonna, Obinze Angelo	27	1	5	0

Hendrie, Stephen	0	0	5	0
Lanzini, Manuel	23	3	2	6
Emenike, Emmanuel Chinenye	5	8	1	0

## Premier League Tables

Premier League 1992/93		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	42	24	12	6	67	31	36	84
2	Aston Villa	42	21	11	10	57	40	17	74
3	Norwich City	42	21	9	12	61	65	-4	72
4	Blackburn Rovers	42	20	11	11	68	46	22	71
5	Queens Park Rangers	42	17	12	13	63	55	8	63
6	Liverpool	42	16	11	15	62	55	7	59
7	Sheffield Wednesday	42	15	14	13	55	51	4	59
8	Tottenham Hotspur	42	16	11	15	60	66	-6	59
9	Manchester City	42	15	12	15	56	51	5	57
10	Arsenal	42	15	11	16	40	38	2	56
11	Chelsea	42	14	14	14	51	54	-3	56
12	Wimbledon	42	14	12	16	56	55	1	54
13	Everton	42	15	8	19	53	55	-2	53
14	Sheffield United	42	14	10	18	54	53	1	52
15	Coventry City	42	13	13	16	52	57	-5	52
16	Ipswich Town	42	12	16	14	50	55	-5	52
17	Leeds United	42	12	15	15	57	62	-5	51
18	Southampton	42	13	11	18	54	61	-7	50
19	Oldham Athletic	42	13	10	19	63	74	-11	49
20	Crystal Palace	42	11	16	15	48	61	-13	49
21	Middlesbrough	42	11	11	20	54	75	-21	44
22	Nottingham Forest	42	10	10	22	41	62	-21	40

Premier League 1993/94		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	42	27	11	4	80	38	42	92
2	Blackburn Rovers	42	25	9	8	63	36	27	84
3	Newcastle United	42	23	8	11	82	41	41	77
4	Arsenal	42	18	17	7	53	28	25	71
5	Leeds United	42	18	16	8	65	39	26	70
6	Wimbledon	42	18	11	13	56	53	3	65
7	Sheffield Wednesday	42	16	16	10	76	54	22	64
8	Liverpool	42	17	9	16	59	55	4	60
9	Queens Park Rangers	42	16	12	14	62	61	1	60
10	Aston Villa	42	15	12	15	46	50	-4	57
11	Coventry City	42	14	14	14	43	45	-2	56
12	Norwich City	42	12	17	13	65	61	4	53
13	West Ham United	42	13	13	16	47	58	-11	52
14	Chelsea	42	13	12	17	49	53	-4	51
15	Tottenham Hotspur	42	11	12	19	54	59	-5	45
16	Manchester City	42	9	18	15	38	49	-11	45
17	Everton	42	12	8	22	42	63	-21	44
18	Southampton	42	12	7	23	49	66	-17	43
19	Ipswich Town	42	9	16	17	35	58	-23	43
20	Sheffield United	42	8	18	16	42	60	-18	42
21	Oldham Athletic	42	9	13	20	42	68	-26	40
22	Swindon Town	42	5	15	22	47	100	-53	30

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Premier League 1994/95		P	W	D	L	GF	GA	GD	PTS
1	Blackburn Rovers	42	27	8	7	80	39	41	89
2	Manchester United	42	26	10	6	77	28	49	88
3	Nottingham Forest	42	22	11	9	72	43	29	77
4	Liverpool	42	21	11	10	65	37	28	74
5	Leeds United	42	20	13	9	59	38	21	73
6	Newcastle United	42	20	12	10	67	47	20	72
7	Tottenham Hotspur	42	16	14	12	66	58	8	62
8	Queens Park Rangers	42	17	9	16	61	59	2	60
9	Wimbledon	42	15	11	16	48	65	-17	56
10	Southampton	42	12	18	12	61	63	-2	54
11	Chelsea	42	13	15	14	50	55	-5	54
12	Arsenal	42	13	12	17	52	49	3	51
13	Sheffield Wednesday	42	13	12	17	49	57	-8	51
14	West Ham United	42	13	11	18	44	48	-4	50
15	Everton	42	11	17	14	44	51	-7	50
16	Coventry City	42	12	14	16	44	62	-18	50
17	Manchester City	42	12	13	17	53	64	-11	49
18	Aston Villa	42	11	15	16	51	56	-5	48
19	Crystal Palace	42	11	12	19	34	49	-15	45

20	Norwich City	42	10	13	19	37	54	-17	43
21	Leicester City	42	6	11	25	45	80	-35	29
22	Ipswich Town	42	7	6	29	36	93	-57	27

Premier League 1995/96		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	25	7	6	73	35	38	82
2	Newcastle United	38	24	6	8	66	37	29	78
3	Liverpool	38	20	11	7	70	34	36	71
4	Aston Villa	38	18	9	11	52	35	17	63
5	Arsenal	38	17	12	9	49	32	17	63
6	Everton	38	17	10	11	64	44	20	61
7	Blackburn Rovers	38	18	7	13	61	47	14	61
8	Tottenham Hotspur	38	16	13	9	50	38	12	61
9	Nottingham Forest	38	15	13	10	50	54	-4	58
10	West Ham United	38	14	9	15	43	52	-9	51
11	Chelsea	38	12	14	12	46	44	2	50
12	Middlesbrough	38	11	10	17	35	50	-15	43
13	Leeds United	38	12	7	19	40	57	-17	43
14	Wimbledon	38	10	11	17	55	70	-15	41
15	Sheffield Wednesday	38	10	10	18	48	61	-13	40
16	Coventry City	38	8	14	16	42	60	-18	38
17	Southampton	38	9	11	18	34	52	-18	38
18	Manchester City	38	9	11	18	33	58	-25	38
19	Queens Park Rangers	38	9	6	23	38	57	-19	33
20	Bolton Wanderers	38	8	5	25	39	71	-32	29



Premier League 1996/97		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	21	12	5	76	44	32	75
2	Newcastle United	38	19	11	8	73	40	33	68
3	Arsenal	38	19	11	8	62	32	30	68
4	Liverpool	38	19	11	8	62	37	25	68
5	Aston Villa	38	17	10	11	47	34	13	61
6	Chelsea	38	16	11	11	58	55	3	59
7	Sheffield Wednesday	38	14	15	9	50	51	-1	57
8	Wimbledon	38	15	11	12	49	46	3	56
9	Leicester City	38	12	11	15	46	54	-8	47
10	Tottenham Hotspur	38	13	7	18	44	51	-7	46
11	Leeds United	38	11	13	14	28	38	-10	46
12	Derby County	38	11	13	14	45	58	-13	46
13	Blackburn Rovers	38	9	15	14	42	43	-1	42
14	West Ham United	38	10	12	16	39	48	-9	42
15	Everton	38	10	12	16	44	57	-13	42
16	Southampton	38	10	11	17	50	56	-6	41
17	Coventry City	38	9	14	15	38	54	-16	41
18	Sunderland	38	10	10	18	35	53	-18	40
19	Middlesbrough	38	10	12	16	51	60	-9	39*
20	Nottingham Forest	38	6	16	16	31	59	-28	34

\*Middlesbrough deducted 3 points

Premier League 1997/98		P	W	D	L	GF	GA	GD	PTS
1	Arsenal	38	23	9	6	68	33	35	78
2	Manchester United	38	23	8	7	73	26	47	77
3	Liverpool	38	18	11	9	68	42	26	65
4	Chelsea	38	20	3	15	71	43	28	63
5	Leeds United	38	17	8	13	57	46	11	59
6	Blackburn Rovers	38	16	10	12	57	52	5	58
7	Aston Villa	38	17	6	15	49	48	1	57
8	West Ham United	38	16	8	14	56	57	-1	56
9	Derby County	38	16	7	15	52	49	3	55
10	Leicester City	38	13	14	11	51	41	10	53
11	Coventry City	38	12	16	10	46	44	2	52
12	Southampton	38	14	6	18	50	55	-5	48
13	Newcastle United	38	11	11	16	35	44	-9	44
14	Tottenham Hotspur	38	11	11	16	44	56	-12	44
15	Wimbledon	38	10	14	14	34	46	-12	44
16	Sheffield Wednesday	38	12	8	18	52	67	-15	44
17	Everton	38	9	13	16	41	56	-15	40
18	Bolton Wanderers	38	9	13	16	41	61	-20	40
19	Barnsley	38	10	5	23	37	82	-45	35
20	Crystal Palace	38	8	9	21	37	71	-34	33

Premier League 1998/99		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	22	13	3	80	37	43	79
2	Arsenal	38	22	12	4	59	17	42	78
3	Chelsea	38	20	15	3	57	30	27	75
4	Leeds United	38	18	13	7	62	34	28	67
5	West Ham United	38	16	9	13	46	53	-7	57
6	Aston Villa	38	15	10	13	51	46	5	55
7	Liverpool	38	15	9	14	68	49	19	54
8	Derby County	38	13	13	12	40	45	-5	52
9	Middlesbrough	38	12	15	11	48	54	-6	51
10	Leicester City	38	12	13	13	40	46	-6	49
11	Tottenham Hotspur	38	11	14	13	47	50	-3	47
12	Sheffield Wednesday	38	13	7	18	41	42	-1	46
13	Newcastle United	38	11	13	14	48	54	-6	46
14	Everton	38	11	10	17	42	47	-5	43
15	Coventry City	38	11	9	18	39	51	-12	42
16	Wimbledon	38	10	12	16	40	63	-23	42
17	Southampton	38	11	8	19	37	64	-27	41
18	Charlton Athletic	38	8	12	18	41	56	-15	36
19	Blackburn Rovers	38	7	14	17	38	52	-14	35
20	Nottingham Forest	38	7	9	22	35	69	-34	30

Premier League 1999/00		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	28	7	3	97	45	52	91
2	Arsenal	38	22	7	9	73	43	30	73
3	Leeds United	38	21	6	11	58	43	15	69
4	Liverpool	38	19	10	9	51	30	21	67
5	Chelsea	38	18	11	9	53	34	19	65
6	Aston Villa	38	15	13	10	46	35	11	58
7	Sunderland	38	16	10	12	57	56	1	58
8	Leicester City	38	16	7	15	55	55	0	55
9	West Ham United	38	15	10	13	52	53	-1	55
10	Tottenham Hotspur	38	15	8	15	57	49	8	53
11	Newcastle United	38	14	10	14	63	54	9	52
12	Middlesbrough	38	14	10	14	46	52	-6	52
13	Everton	38	12	14	12	59	49	10	50
14	Coventry City	38	12	8	18	47	54	-7	44
15	Southampton	38	12	8	18	45	62	-17	44
16	Derby County	38	9	11	18	44	57	-13	38
17	Bradford City	38	9	9	20	38	68	-30	36
18	Wimbledon	38	7	12	19	46	74	-28	33
19	Sheffield Wednesday	38	8	7	23	38	70	-32	31
20	Watford	38	6	6	26	35	77	-42	24

Premier League 2000/01		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	24	8	6	79	31	48	80
2	Arsenal	38	20	10	8	63	38	25	70
3	Liverpool	38	20	9	9	71	39	32	69
4	Leeds United	38	20	8	10	64	43	21	68
5	Ipswich Town	38	20	6	12	57	42	15	66
6	Chelsea	38	17	10	11	68	45	23	61
7	Sunderland	38	15	12	11	46	41	5	57
8	Aston Villa	38	13	15	10	46	43	3	54
9	Charlton Athletic	38	14	10	14	50	57	-7	52
10	Southampton	38	14	10	14	40	48	-8	52
11	Newcastle United	38	14	9	15	44	50	-6	51
12	Tottenham Hotspur	38	13	10	15	47	54	-7	49
13	Leicester City	38	14	6	18	39	51	-12	48
14	Middlesbrough	38	9	15	14	44	44	0	42
15	West Ham United	38	10	12	16	45	50	-5	42
16	Everton	38	11	9	18	45	59	-14	42
17	Derby County	38	10	12	16	37	59	-22	42
18	Manchester City	38	8	10	20	41	65	-24	34
19	Coventry City	38	8	10	20	36	63	-27	34
20	Bradford City	38	5	11	22	30	70	-40	26

Premier League 2001/02		P	W	D	L	GF	GA	GD	PTS
1	Arsenal	38	26	9	3	79	36	43	87
2	Liverpool	38	24	8	6	67	30	37	80
3	Manchester United	38	24	5	9	87	45	42	77
4	Newcastle United	38	21	8	9	74	52	22	71
5	Leeds United	38	18	12	8	53	37	16	66
6	Chelsea	38	17	13	8	66	38	28	64
7	West Ham United	38	15	8	15	48	57	-9	53
8	Aston Villa	38	12	14	12	46	47	-1	50
9	Tottenham Hotspur	38	14	8	16	49	53	-4	50
10	Blackburn Rovers	38	12	10	16	55	51	4	46
11	Southampton	38	12	9	17	46	54	-8	45
12	Middlesbrough	38	12	9	17	35	47	-12	45
13	Fulham	38	10	14	14	36	44	-8	44
14	Charlton Athletic	38	10	14	14	38	49	-11	44
15	Everton	38	11	10	17	45	57	-12	43
16	Bolton Wanderers	38	9	13	16	44	62	-18	40
17	Sunderland	38	10	10	18	29	51	-22	40
18	Ipswich Town	38	9	9	20	41	64	-23	36
19	Derby County	38	8	6	24	33	63	-30	30
20	Leicester City	38	5	13	20	30	64	-34	28

Premier League 2002/03		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	25	8	5	74	34	40	83
2	Arsenal	38	23	9	6	85	42	43	78
3	Newcastle United	38	21	6	11	63	48	15	69
4	Chelsea	38	19	10	9	68	38	30	67
5	Liverpool	38	18	10	10	61	41	20	64
6	Blackburn Rovers	38	16	12	10	52	43	9	60
7	Everton	38	17	8	13	48	49	-1	59
8	Southampton	38	13	13	12	43	46	-3	52
9	Manchester City	38	15	6	17	47	54	-7	51
10	Tottenham Hotspur	38	14	8	16	51	62	-11	50
11	Middlesbrough	38	13	10	15	48	44	4	49
12	Charlton Athletic	38	14	7	17	45	56	-11	49
13	Birmingham City	38	13	9	16	41	49	-8	48
14	Fulham	38	13	9	16	41	50	-9	48
15	Leeds United	38	14	5	19	58	57	1	47
16	Aston Villa	38	12	9	17	42	47	-5	45
17	Bolton Wanderers	38	10	14	14	41	51	-10	44
18	West Ham United	38	10	12	16	42	59	-17	42
19	West Bromwich Albion	38	6	8	24	29	65	-36	26
20	Sunderland	38	4	7	27	21	65	-44	19

Premier League 2003/04		P	W	D	L	GF	GA	GD	PTS
1	Arsenal	38	26	12	0	73	26	47	90
2	Chelsea	38	24	7	7	67	30	37	79
3	Manchester United	38	23	6	9	64	35	29	75
4	Liverpool	38	16	12	10	55	37	18	60
5	Newcastle United	38	13	17	8	52	40	12	56
6	Aston Villa	38	15	11	12	48	44	4	56
7	Charlton Athletic	38	14	11	13	51	51	0	53
8	Bolton Wanderers	38	14	11	13	48	56	-8	53
9	Fulham	38	14	10	14	52	46	6	52
10	Birmingham City	38	12	14	12	43	48	-5	50
11	Middlesbrough	38	13	9	16	44	52	-8	48
12	Southampton	38	12	11	15	44	45	-1	47
13	Portsmouth	38	12	9	17	47	54	-7	45
14	Tottenham Hotspur	38	13	6	19	47	57	-10	45
15	Blackburn Rovers	38	12	8	18	51	59	-8	44
16	Manchester City	38	9	14	15	55	54	1	41
17	Everton	38	9	12	17	45	57	-12	39
18	Leicester City	38	6	15	17	48	65	-17	33
19	Leeds United	38	8	9	21	40	79	-39	33
20	Wolverhampton Wanderers	38	7	12	19	38	77	-39	33

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Premier League 2004/05		P	W	D	L	GF	GA	GD	PTS
1	Chelsea	38	29	8	1	72	15	57	95
2	Arsenal	38	25	8	5	87	36	51	83
3	Manchester United	38	22	11	5	58	26	32	77
4	Everton	38	18	7	13	45	46	-1	61
5	Liverpool	38	17	7	14	52	41	11	58
6	Bolton Wanderers	38	16	10	12	49	44	5	58
7	Middlesbrough	38	14	13	11	53	46	7	55
8	Manchester City	38	13	13	12	47	39	8	52
9	Tottenham Hotspur	38	14	10	14	47	41	6	52
10	Aston Villa	38	12	11	15	45	52	-7	47
11	Charlton Athletic	38	12	10	16	42	58	-16	46
12	Birmingham City	38	11	12	15	40	46	-6	45
13	Fulham	38	12	8	18	52	60	-8	44
14	Newcastle United	38	10	14	14	47	57	-10	44
15	Blackburn Rovers	38	9	15	14	32	43	-11	42
16	Portsmouth	38	10	9	19	43	59	-16	39
17	West Bromwich Albion	38	6	16	16	36	61	-25	34
18	Crystal Palace	38	7	12	19	41	62	-21	33
19	Norwich City	38	7	12	19	42	77	-35	33
20	Southampton	38	6	14	18	45	66	-21	32

Premier League 2005/06		P	W	D	L	GF	GA	GD	PTS
1	Chelsea	38	29	4	5	72	22	50	91
2	Manchester United	38	25	8	5	72	34	38	83
3	Liverpool	38	25	7	6	57	25	32	82

4	Arsenal	38	20	7	11	68	31	37	67
5	Tottenham Hotspur	38	18	11	9	53	38	15	65
6	Blackburn Rovers	38	19	6	13	51	42	9	63
7	Newcastle United	38	17	7	14	47	42	5	58
8	Bolton Wanderers	38	15	11	12	49	41	8	56
9	West Ham United	38	16	7	15	52	55	-3	55
10	Wigan Athletic	38	15	6	17	45	52	-7	51
11	Everton	38	14	8	16	34	49	-15	50
12	Fulham	38	14	6	18	48	58	-10	48
13	Charlton Athletic	38	13	8	17	41	55	-14	47
14	Middlesbrough	38	12	9	17	48	58	-10	45
15	Manchester City	38	13	4	21	43	48	-5	43
16	Aston Villa	38	10	12	16	42	55	-13	42
17	Portsmouth	38	10	8	20	37	62	-25	38
18	Birmingham City	38	8	10	20	28	50	-22	34
19	West Bromwich Albion	38	7	9	22	31	58	-27	30
20	Sunderland	38	3	6	29	26	69	-43	15

Premier League 2006/07		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	28	5	5	83	27	56	89
2	Chelsea	38	24	11	3	64	24	40	83
3	Liverpool	38	20	8	10	57	27	30	68
4	Arsenal	38	19	11	8	63	35	28	68
5	Tottenham Hotspur	38	17	9	12	57	54	3	60
6	Everton	38	15	13	10	52	36	16	58
7	Bolton Wanderers	38	16	8	14	47	52	-5	56
8	Reading	38	16	7	15	52	47	5	55
9	Portsmouth	38	14	12	12	45	42	3	54
10	Blackburn Rovers	38	15	7	16	52	54	-2	52
11	Aston Villa	38	11	17	10	43	41	2	50
12	Middlesbrough	38	12	10	16	44	49	-5	46
13	Newcastle United	38	11	10	17	38	47	-9	43
14	Manchester City	38	11	9	18	29	44	-15	42
15	West Ham United	38	12	5	21	35	59	-24	41
16	Fulham	38	8	15	15	38	60	-22	39
17	Wigan Athletic	38	10	8	20	37	59	-22	38
18	Sheffield United	38	10	8	20	32	55	-23	38
19	Charlton Athletic	38	8	10	20	34	60	-26	34
20	Watford	38	5	13	20	29	59	-30	28

Premier League 2007/08		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	27	6	5	80	22	58	87
2	Chelsea	38	25	10	3	65	26	39	85
3	Arsenal	38	24	11	3	74	31	43	83
4	Liverpool	38	21	13	4	67	28	39	76
5	Everton	38	19	8	11	55	33	22	65
6	Aston Villa	38	16	12	10	71	51	20	60
7	Blackburn Rovers	38	15	13	10	50	48	2	58
8	Portsmouth	38	16	9	13	48	40	8	57
9	Manchester City	38	15	10	13	45	53	-8	55
10	West Ham United	38	13	10	15	42	50	-8	49
11	Tottenham Hotspur	38	11	13	14	66	61	5	46
12	Newcastle United	38	11	10	17	45	65	-20	43
13	Middlesbrough	38	10	12	16	43	53	-10	42
14	Wigan Athletic	38	10	10	18	34	51	-17	40
15	Sunderland	38	11	6	21	36	59	-23	39
16	Bolton Wanderers	38	9	10	19	36	54	-18	37
17	Fulham	38	8	12	18	38	60	-22	36
18	Reading	38	10	6	22	41	66	-25	36
19	Birmingham City	38	8	11	19	46	62	-16	35
20	Derby County	38	1	8	29	20	89	-69	11

Premier League 2008/09		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	28	6	4	68	24	44	90
2	Liverpool	38	25	11	2	77	27	50	86
3	Chelsea	38	25	8	5	68	24	44	83
4	Arsenal	38	20	12	6	68	37	31	72
5	Everton	38	17	12	9	55	37	18	63
6	Aston Villa	38	17	11	10	54	48	6	62
7	Fulham	38	14	11	13	39	34	5	53
8	Tottenham Hotspur	38	14	9	15	45	45	0	51
9	West Ham United	38	14	9	15	42	45	-3	51
10	Manchester City	38	15	5	18	58	50	8	50
11	Wigan Athletic	38	12	9	17	34	45	-11	45
12	Stoke City	38	12	9	17	38	55	-17	45
13	Bolton Wanderers	38	11	8	19	41	53	-12	41
14	Portsmouth	38	10	11	17	38	57	-19	41
15	Blackburn Rovers	38	10	11	17	40	60	-20	41
16	Sunderland	38	9	9	20	34	54	-20	36
17	Hull City	38	8	11	19	39	64	-25	35
18	Newcastle United	38	7	13	18	40	59	-19	34
19	Middlesbrough	38	7	11	20	28	57	-29	32
20	West Bromwich Albion	38	8	8	22	36	67	-31	32

Premier League 2009/10		P	W	D	L	GF	GA	GD	PTS
1	Chelsea	38	27	5	6	103	32	71	86
2	Manchester United	38	27	4	7	86	28	58	85
3	Arsenal	38	23	6	9	83	41	42	75
4	Tottenham Hotspur	38	21	7	10	67	41	26	70
5	Manchester City	38	18	13	7	73	45	28	67
6	Aston Villa	38	17	13	8	52	39	13	64
7	Liverpool	38	18	9	11	61	35	26	63
8	Everton	38	16	13	9	60	49	11	61
9	Birmingham City	38	13	11	14	38	47	-9	50
10	Blackburn Rovers	38	13	11	14	41	55	-14	50
11	Stoke City	38	11	14	13	34	48	-14	47
12	Fulham	38	12	10	16	39	46	-7	46
13	Sunderland	38	11	11	16	48	56	-8	44
14	Bolton Wanderers	38	10	9	19	42	67	-25	39
15	Wolverhampton Wanderers	38	9	11	18	32	56	-24	38
16	Wigan Athletic	38	9	9	20	37	79	-42	36
17	West Ham United	38	8	11	19	47	66	-19	35
18	Burnley	38	8	6	24	42	82	-40	30
19	Hull City	38	6	12	20	34	75	-41	30
20	Portsmouth	38	7	7	24	34	66	-32	19*

\*Portsmouth deducted 9 points

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Premier League 2010/11		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	23	11	4	78	37	41	80
2	Chelsea	38	21	8	9	69	33	36	71
3	Manchester City	38	21	8	9	60	33	27	71
4	Arsenal	38	19	11	8	72	43	29	68
5	Tottenham Hotspur	38	16	14	8	55	46	9	62
6	Liverpool	38	17	7	14	59	44	15	58
7	Everton	38	13	15	10	51	45	6	54
8	Fulham	38	11	16	11	49	43	6	49
9	Aston Villa	38	12	12	14	48	59	-11	48
10	Sunderland	38	12	11	15	45	56	-11	47
11	West Bromwich Albion	38	12	11	15	56	71	-15	47
12	Newcastle United	38	11	13	14	56	57	-1	46
13	Stoke City	38	13	7	18	46	48	-2	46
14	Bolton Wanderers	38	12	10	16	52	56	-4	46
15	Blackburn Rovers	38	11	10	17	46	59	-13	43
16	Wigan Athletic	38	9	15	14	40	61	-21	42
17	Wolverhampton Wanderers	38	11	7	20	46	66	-20	40
18	Birmingham City	38	8	15	15	37	58	-21	39
19	Blackpool	38	10	9	19	55	78	-23	39
20	West Ham United	38	7	12	19	43	70	-27	33

Premier League 2011/12		P	W	D	L	GF	GA	GD	PTS
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1	Manchester City	38	28	5	5	93	29	64	89
2	Manchester United	38	28	5	5	89	33	56	89
3	Arsenal	38	21	7	10	74	49	25	70
4	Tottenham Hotspur	38	20	9	9	66	41	25	69
5	Newcastle United	38	19	8	11	56	51	5	65
6	Chelsea	38	18	10	10	65	46	19	64
7	Everton	38	15	11	12	50	40	10	56
8	Liverpool	38	14	10	14	47	40	7	52
9	Fulham	38	14	10	14	48	51	-3	52
10	West Bromwich Albion	38	13	8	17	45	52	-7	47
11	Swansea City	38	12	11	15	44	51	-7	47
12	Norwich City	38	12	11	15	52	66	-14	47
13	Sunderland	38	11	12	15	45	46	-1	45
14	Stoke City	38	11	12	15	36	53	-17	45
15	Wigan Athletic	38	11	10	17	42	62	-20	43
16	Aston Villa	38	7	17	14	37	53	-16	38
17	Queens Park Rangers	38	10	7	21	43	66	-23	37
18	Bolton Wanderers	38	10	6	22	46	77	-31	36
19	Blackburn Rovers	38	8	7	23	48	78	-30	31
20	Wolverhampton Wanderers	38	5	10	23	40	82	-42	25

Premier League 2012/13		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	28	5	5	86	43	43	89
2	Manchester City	38	23	9	6	66	34	32	78
3	Chelsea	38	22	9	7	75	39	36	75
4	Arsenal	38	21	10	7	72	37	35	73
5	Tottenham Hotspur	38	21	9	8	66	46	20	72
6	Everton	38	16	15	7	55	40	15	63
7	Liverpool	38	16	13	9	71	43	28	61
8	West Bromwich Albion	38	14	7	17	53	57	-4	49
9	Swansea City	38	11	13	14	47	51	-4	46
10	West Ham United	38	12	10	16	45	53	-8	46
11	Norwich City	38	10	14	14	41	58	-17	44
12	Fulham	38	11	10	17	50	60	-10	43
13	Stoke City	38	9	15	14	34	45	-11	42
14	Southampton	38	9	14	15	49	60	-11	41
15	Aston Villa	38	10	11	17	47	69	-22	41
16	Newcastle United	38	11	8	19	45	68	-23	41
17	Sunderland	38	9	12	17	41	54	-13	39
18	Wigan Athletic	38	9	9	20	47	73	-26	36
19	Reading	38	6	10	22	43	73	-30	28
20	Queens Park Rangers	38	4	13	21	30	60	-30	25

Premier League 2013/14		P	W	D	L	GF	GA	GD	PTS
1	Manchester City	38	27	5	6	102	37	65	86
2	Liverpool	38	26	6	6	101	50	51	84
3	Chelsea	38	25	7	6	71	27	44	82
4	Arsenal	38	24	7	7	68	41	27	79
5	Everton	38	21	9	8	61	39	22	72
6	Tottenham Hotspur	38	21	6	11	55	51	4	69
7	Manchester United	38	19	7	12	64	43	21	64
8	Southampton	38	15	11	12	54	46	8	56
9	Stoke City	38	13	11	14	45	52	-7	50
10	Newcastle United	38	15	4	19	43	59	-16	49
11	Crystal Palace	38	13	6	19	33	48	-15	45
12	Swansea City	38	11	9	18	54	54	0	42
13	West Ham United	38	11	7	20	40	51	-11	40
14	Sunderland	38	10	8	20	41	60	-19	38
15	Aston Villa	38	10	8	20	39	61	-22	38
16	Hull City	38	10	7	21	38	53	-15	37
17	West Bromwich Albion	38	7	15	16	43	59	-16	36
18	Norwich City	38	8	9	21	28	62	-34	33
19	Fulham	38	9	5	24	40	85	-45	32
20	Cardif City	38	7	9	22	32	74	-42	30

Premier League 2014/15		P	W	D	L	GF	GA	GD	PTS
1	Chelsea	38	26	9	3	73	32	41	87
2	Manchester City	38	24	7	7	83	38	45	79
3	Arsenal	38	22	9	7	71	36	35	75
4	Manchester United	38	20	10	8	62	37	25	70
5	Tottenham Hotspur	38	19	7	12	58	53	5	64
6	Liverpool	38	18	8	12	52	48	4	62
7	Southampton	38	18	6	14	54	33	21	60
8	Swansea City	38	16	8	14	46	49	-3	56
9	Stoke City	38	15	9	14	48	45	3	54
10	Crystal Palace	38	13	9	16	47	51	-4	48
11	Everton	38	12	11	15	48	50	-2	47
12	West Ham United	38	12	11	15	44	47	-3	47
13	West Bromwich Albion	38	11	11	16	38	51	-13	44
14	Leicester City	38	11	8	19	46	55	-9	41
15	Newcastle United	38	10	9	19	40	63	-23	39
16	Sunderland	38	7	17	14	31	53	-22	38
17	Aston Villa	38	10	8	20	31	57	-26	38
18	Hull City	38	8	11	19	33	51	-18	35
19	Burnley	38	7	12	19	28	53	-25	33
20	Queens Park Rangers	38	8	6	24	42	73	-31	30



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Registered Office: 30 Gloucester Place, London, W1U 8PL. No. 2719699 England

**CERTIFICATION**

I, Joel Glazer, certify that:

1. I have reviewed this annual report on Form 20-F of Manchester United plc;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this annual report, fairly present in all material respects the financial condition, results of operations and cash flows of the Company as of, and for, the periods presented in this report;
4. The Company's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) for the Company and have:
  - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the Company, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - c) Evaluated the effectiveness of the Company's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d) Disclosed in this report any change in the Company's internal control over financial reporting that occurred during the period covered by the annual report that has materially affected, or is reasonably likely to materially affect, the Company's internal control over financial reporting; and
5. The Company's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the Company's auditors and the audit committee of the Company's board of directors (or persons performing the equivalent function):
  - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the Company's ability to record, process, summarise and report financial information; and
  - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the Company's internal control over financial reporting.

Date: 15 September 2016

By: /s/ JOEL GLAZER

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Joel Glazer  
*Executive Co-Chairman*  
*(Principal Executive Officer)*

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[Exhibit 12.1](#)

[CERTIFICATION](#)

**CERTIFICATION**

I, Cliff Baty, certify that:

1. I have reviewed this annual report on Form 20-F of Manchester United plc;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this annual report, fairly present in all material respects the financial condition, results of operations and cash flows of the Company as of, and for, the periods presented in this report;
4. The Company's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) for the Company and have:
  - a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the Company, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - c. Evaluated the effectiveness of the Company's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d. Disclosed in this report any change in the Company's internal control over financial reporting that occurred during the period covered by the annual report that has materially affected, or is reasonably likely to materially affect, the Company's internal control over financial reporting; and
5. The Company's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the Company's auditors and the audit committee of the Company's board of directors (or persons performing the equivalent function):
  - a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the Company's ability to record, process, summarise and report financial information; and
  - b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the Company's internal control over financial reporting.

Date: 15 September 2016

By: /s/ CLIFF BATY

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Cliff Baty  
Chief Financial Officer  
(Principal Financial Officer)

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[Exhibit 12.2](#)

[CERTIFICATION](#)

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Exhibit 13.1

**CERTIFICATION PURSUANT TO 18 U.S.C SECTION 1350, AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with this annual report on Form 20-F of Manchester United plc (the "Company") for the fiscal year ended 30 June 2016 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Joel Glazer, Executive Co-Chairman of the Company and Principal Executive Officer, hereby certify pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that, to my knowledge:

- (i) The Report fully complies with the requirements of Section 13(a) or Section 15(d) of the Securities Exchange Act of 1934, as amended; and
- (ii) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: 15 September 2016

By: /s/ JOEL GLAZER

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Joel Glazer  
*Executive Co-Chairman*  
*(Principal Executive Officer)*

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[Exhibit 13.1](#)

[CERTIFICATION PURSUANT TO 18 U.S.C SECTION 1350, AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002](#)

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Exhibit 13.2

**CERTIFICATION PURSUANT TO 18 U.S.C SECTION 1350, AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with this annual report on Form 20-F of Manchester United plc (the "Company") for the fiscal year ended 30 June 2016 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Cliff Baty, Chief Financial Officer of the Company and Principal Financial Officer of the Company, hereby certify pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that, to my knowledge:

- (i) The Report fully complies with the requirements of Section 13(a) or Section 15(d) of the Securities Exchange Act of 1934, as amended; and
- (ii) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: 15 September 2016

By: /s/ CLIFF BATY

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Cliff Baty  
*Chief Financial Officer*  
*(Principal Financial Officer)*

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[Exhibit 13.2](#)

[CERTIFICATION PURSUANT TO 18 U.S.C SECTION 1350, AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002](#)

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**Exhibit 15.1**

**CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM**

We hereby consent to the incorporation by reference in the Registration Statement on Form S-8 (No. 333-183277) and F-3 (No. 333-206985) of Manchester United plc of our report dated 15 September 2016 relating to the financial statements, which appears in this Form 20-F.

/s/ PricewaterhouseCoopers LLP

Manchester, United Kingdom  
15 September 2016

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[Exhibit 15.1](#)

[CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM](#)