

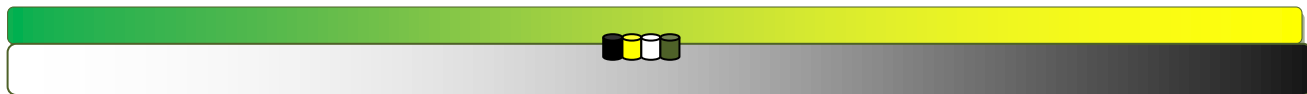


**SOUTH AFRICAN
FOOTBALL ASSOCIATION**

SAFA REGULATIONS

FOOTBALL ACADEMIES

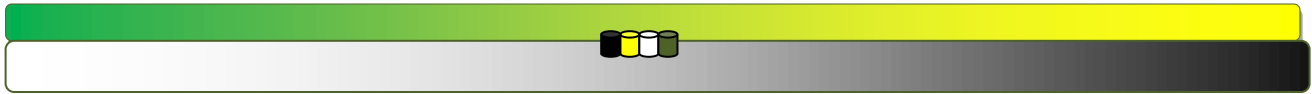
Approved by
the SAFA National Executive
Committee
26 August 2011



Regulations for the establishment, management and monitoring of:

- Football Academies;
- Centres of Excellence;
- Development Centres, and Satellites in South Africa:

AUGUST 2011, JOHANNESBURG, SOUTH AFRICA



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PREFACE

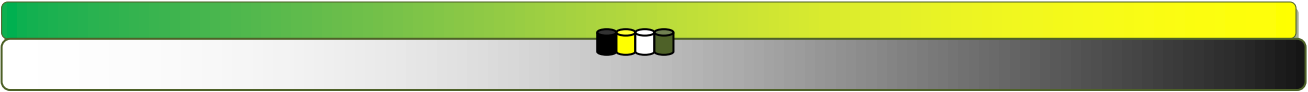
The youth section policy guidelines on the establishment, management and monitoring of football academies, centres or schools of excellence, development centres and satellites, or any establishment under whatever name, for the purposes of teaching children and/youth, football, is a detailed roadmap which clearly defines the processes to be followed by all and sundry within the borders of the Republic of South Africa and all its provinces, districts and local municipalities, to qualify for a SAFA license and to be in good standing with the youth policy framework.

This policy framework is a product of extensive consultations with stakeholders in all 9 provinces, national role-players, clubs and many interested members of the public and private sectors. All inputs by different structures, individuals and groups are built into the framework, thereby making this product a highly integrated youth development policy framework.

Further, this guide incorporates critical ethical requirements for any person or persons and/or groups who wish to qualify for licenses and/or sustenance of their licenses once approval has been granted. The transparent and inclusive nature of the processes undertaken to arrive at this product is certainly going to be of benefit to the many people who've been concerned about the laissez faire that existed before this document was born, and make all to identify with the stringent rules set herein for maximum national benefit.

Beyond 2010, South Africa has arrived at the realization that proper development of the sport begins with appropriate governance systems as will be witnessed with this guide. The manner in which the South African Football Association is so serious about its youth development systems, one will understand why all parties and structures are called to embrace this framework. Failure to comply with these rules and regulations will result in the forfeiture of one's license where it's been granted and non-licensing where licensing is pending.

We have also ensured that applicants for a SAFA Football Academy/Centre of Excellence/ Development Centre license fulfill national requirements anent for example Child Safety Requirements among other things, thereby ensuring full recognition and compliance with the national and international bill of rights on the Rights of Children.



Finally, a clear distinction is made between academies, centres of excellence and development centres, as these are not the same. One cannot begin to talk about an academy where there is no educational activity taking place to satisfy the academic requirements of learners or students. Equally, a centre of excellence is not equivalent to a development centre, nor is it at the same level as an academy. The hierarchy is clear, Academy - Centre of Excellence/School of Excellence – Development Centre.



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DEFINITIONS AND INTERPRETATIONS, RULES AND REGULATIONS:

‘Academy Director’ means the person responsible for the operation of the Football Club Academy and ‘Assistant Academy Director’ means the person assisting him/her.

‘Authorised Games’ means:

- International games arranged by the National Association including preparation and trials therefore; or
 - Games in which the learner/student plays for the Football Club:
 - In its first or reserve teams; or
 - Which are comprised in the game’s programme organized and administered in line with the Football Association’s rules; or
 - Which are comprised in youth tournaments of which the Football Club approves.
 - Coaching and training games organized by the Football Club and played at its Football Academy participation in which is limited to learners/students registered at the Football Academy or Trialists; or
 - Friendly games against any opposition played outside of the season in which the student plays for the Football Club; or
 - Games organized by the South African Schools Football Association (SASFA) or South African Student Sports Union (SASSU) or an Association affiliated to either of such Associations in which the student plays with the prior agreement of her/his parents (in the case of a student under 18 years of age) and the Football Club; or
 - Trial games for other clubs or football league clubs in which the student plays with the prior written permission of the Football Club in which he/she is registered; or
 - Any other game authorized by the Youth Development Committee of the football association.
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‘Development Centre’ means any training establishment operated by the Football Club and according to its coaching philosophy which is not a Football Academy and includes any such establishment by whatever name or title it is known

‘Football Academy’ means a training establishment operated by the Football Club in accordance with this section of these rules which is inclusive of the academic and/or educational needs of students above the sporting development.

'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 or tertiary institutions.

'Scholarship Agreement' means an agreement made between the Football Club and a student in form CM01.

'Student' means a player other than a Trialist playing in age groups Under 9 to Under 21 who is coached by or at or playing football for or at the Football Club Academy and duly registered with the football club.

'Trialist' means a player playing in age groups Under 9 to Under 21 who is attending the Football Academy on trial under the provisions of Rule 37.

Age Groups

For the purpose of this section of these rules:

- a) A student shall be placed in one of 13 age groups, commencing with age group Under 9 and ending with the age group Under 21, and
- b) The age group into which each student shall be placed shall be determined by his age on the 1st of January in the year in question.

Parental References

Reference of a parent of a student shall include reference to the father, mother, guardian or any other person having parental responsibility for that student.

SECTION 1 LIMITATIONS, LICENSING AND MONITORING

Rule 1 Limitation on the Number of Academies

1. Subject to the requirements of this section of these Rules, the Football Club may operate no more than four fully-fledged Football Academies.

2. Subject to Rule 12, the Football Club can operate as many Development Centres in accordance with its philosophy.

3. With the prior written consent of the Youth Development Committee:
 - a) A Professional, Semi-professional, Amateur or Development Club can apply to operate an Academy, Centre of Excellence and/or Development Centre in line with its development concept; and
 - b) The Club Football Academy may operate no more than 4 Development Centres and up to two Centres of Excellence in a province or in a 450km radius;
 - c) The Football Club may also operate one Satellite Football Academy in one province where it runs its main Academy provided that such Satellite Football Academy may be attended only by students in age groups Under 9 to Under 16 inclusive and that at least once in each week of operation they are coached or play with students attending the main Football Academy.

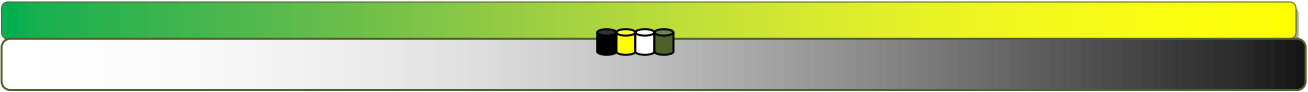
Rule 2 Licensing

1. A club or organization shall not operate a Football Academy, Centre of Excellence, Development Centre or Satellite unless it holds a current license authorized by the Youth Development Committee of SAFA permitting it to do so.

2. An application form for a Football Academy license shall be made by completing and submitting to the Development Manager Form CM02.

3. An application form for a Centre of Excellence or for a Development Centre license shall be made by completing and submitting to the Development Manager Form CM03, clearly marking the type of license being applied for.

4. The Board shall issue a license upon being reasonably satisfied that the applicant is able to comply with the requirements of this Section of these Rules.

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5. A license shall be valid for 4 years, the SAFA Youth Development Committee shall have the power to suspend the license for such period as it deems fit, or to revoke the same if it is no longer satisfied that the structure holding the license is able to comply with this Section of these Rules or if an official employed by the structure at its Football Academy, Centre of Excellence, Development Centre or Satellite is in breach of them.
 6. A structure to which the Football Academy license or Development Centre license or Centre of Excellence license or Satellite license has been issued may during its currency surrender the same and shall do so, in the case of a structure operating a Football Academy wishes to apply for a Development Centre license or in the case of a structure operating a Development Centre or Centre of Excellence, it wishes to apply for an upgrade to a Football Academy license.

Rule 3 Monitoring

1. The SAFA Youth Development Committee and Technical Committee of SAFA will monitor the Football Club Academies, Centres of Excellence, Development Centres and Satellites operated by Clubs and/or organizations to ensure compliance with this Section of these Rules and will, in particular, procure that each is visited at least 4 times each season by a person appointed for that purpose by the Board. Such person shall be entitled to have access to all records kept in accordance with the requirements of these Rules.
2. Each visit will be reported in writing by such person to the Board, and at its request, to the Academy, Centre of Excellence, Development Centre and Satellite concerned.
3. As soon as practicable after the end of each season, such person will present to the Youth Development Committee of SAFA a written annual report on each Academy, Centre for Excellence, Development Centre and Satellites operated by the Football Clubs and/or registered organizations.

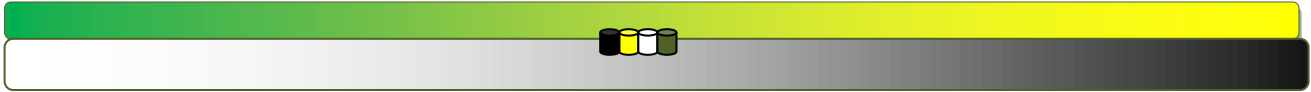
SECTION 2 PLAYING FACILITIES, ACCOMMODATION AND AMENITIES

Rule 4 Playing Facilities

1. The minimum playing facilities to be provided at a Football Academy shall be:
 - a) 1 suitable playing area measuring 80 metres by 55 metres for each 40 students registered in age groups Under 9 to Under 12;
 - b) 1 suitable playing area measuring 90 metres by 65 metres for each 30 students registered in age groups Under 13 to Under 14;
 - c) 1 suitable playing area measuring 90 metres by 65 metres for each 26 students registered in age groups Under 15 to Under 16;
 - d) 1 outdoor full size pitch suitable for use by age groups Under 17 to Under 21;
 - e) 1 outdoor artificial surface pitch;
 - f) 1 outdoor standard soft soil surface pitch;
 - g) 1 indoor playing area measuring 70 metres by 50 metres;

Rule 5 Amenities

1. The minimum amenities to be provided at a Football Academy shall be:
 - a) adequate medical treatment and examination areas;
 - b) adequate changing, washing and toilet facilities for the number of students registered there;
 - c) adequate homework and study area for 40 students;
 - d) parents' lounge;
 - e) computerized registration and student records;
 - f) 'eMail' and Internet links to the Club.
2. Except for the indoor playing area referred to in Rule 22.7, the minimum facilities and accommodation to be provided at a Satellite Football Academy shall be all those required under the provisions of Rule 22.
3. The minimum facilities and accommodation to be provided at a Centre of Excellence and a Satellite Centre of Excellence shall be:
 - a) a coaching area of a size considered by the Committee to be appropriate for the number of students registered there;
 - b) adequate changing, washing and toilet facilities for such number



- of students;
- c) a separate treatment room;
- d) speedy access to qualified medical assistance.

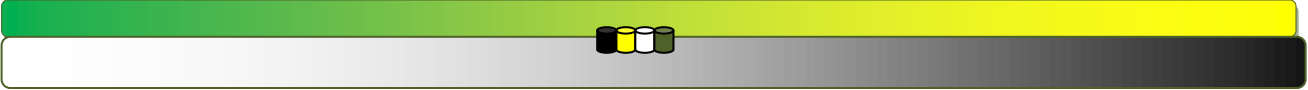
SECTION 3 STAFF REQUIREMENTS

Rule 6 Staffing

1. No person shall be employed in any capacity whatsoever at a Football Club Academy, a Centre of Excellence, a Satellite Football Academy, Development Centre or a Satellite Centre of Excellence unless:
 - a) That person has completed and submitted to the Director of the Football Academy or Centre of Excellence at whose satellite he/she seeks to be employed a self-certification form CM04; and
 - b) Copies of Form CM04 duly completed by that person have been by the Academy or Centre of Excellence Director to the police and to the Local authority for verification; and
 - c) His particulars are entered in a staff register in Form CM05 kept and maintained at the Football Club Academy or Centre of Excellence at which or at whose satellite he is employed.

2. There shall be made available for inspection by a duly appointed officer of the Football Association at all reasonable times:
 - a) Forms CM04 in respect of all members of staff currently employed at the Football Club Academy or Centre for Excellence; and
 - b) Written evidence that each Form CM04 has been sent to the police and to the Local authority and any response received from either, and
 - c) The staff register.

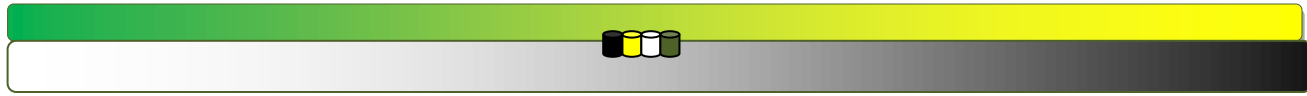
3. At each Football Club Academy and Centre of Excellence operated by the Club or organization, a member of staff trained in child protection issues shall be given specific responsibility for the same and in particular shall:
 - a) Prepare and ensure strict compliance with a written child protection policy based on and incorporating the principles set out in national Child Protection Policy Framework;
 - b) Maintain the staff register, making it available for inspection as required;
 - c) Liase with Students, parents, staff, the police, the Social Services and Welfare Department of the Local Authority, the Youth Development Committee, and other relevant persons and bodies in relation to child protection issues;
 - d) Promote awareness of child protection issues generally and



encourage and monitor the adoption of best practice procedures in that regard.

The minimum qualification for such member of staff shall be the satisfactory completion of a Child Protection Awareness Training Programme approved by the Youth Development Committee of SAFA.

4. All staff employed at the Football Club Academy and Centres of Excellence and their Satellites shall each calendar year undertake a minimum of 40 hours continuing professional development training provided and/or approved by SAFA and shall maintain a record thereof and produce same for inspection by an officer of the SAFA Technical Committee on demand.
5. The minimum staffing levels of the Football Club/Organizations' Academies shall be:
 - a) 1 Academy Director (full-time) who shall hold a current Football Academy Director License;
 - b) 1 Assistant Academy Director for age groups Under 9 to Under 16 inclusive (full-time) who shall hold a SAFA Level 2 Coaching License (Youth) or equivalent qualification duly approved by the SAFA Youth Development Committee;
 - c) 1 Assistant Academy Director for age groups Under 17 to Under 21 inclusive (full-time) who shall hold a SAFA Level 2 Coaching License (Youth) or any equivalent qualification duly approved by the SAFA Youth Development Committee;
 - d) 1 Chartered Physiotherapist (to be available at all training sessions and matches) for age groups Under 17 to Under 21 inclusive, and be on call for age groups Under 9 to Under 16;
 - e) 2 First Aid Assistants (full-time) for age groups Under 17 to Under 21 inclusive another for age groups Under 9 to Under 16 whose minimum qualification shall be the successful completion of a nationally recognized Certificate or Diploma in Treatment of Injury Course and who shall be in attendance at all times when students in those age groups are present;
 - f) 1 Head of Education and Welfare who shall be a qualified teacher who has taught at primary or secondary school or college of further education;
 - g) 1 Qualified Medical Practitioner (on call);
 - h) A sufficient number of coaches (full or part-time) to provide a minimum of one coach to every 10 students for each coaching session, the minimum qualification for such coaches shall be a



SAFA Level 1 Coaching License or equivalent duly approved by the SAFA Youth Development Committee;

- i) 1 Specialist goalkeeping coach (full or part-time);
- j) 1 Specialist physical trainer-coach (full or part-time).

6. The minimum staffing levels of Centres of Excellence shall be:

- a) 1 Centre of Excellence Director (full-time);
- b) A sufficient number of coaches (full or part-time) to provide a minimum of one coach to every 12 students for each coaching session, the minimum qualification for such coaches shall be a SAFA Level 1 Coaching License or equivalent duly approved by the SAFA Youth Development Committee;
- c) A First-Aid Specialist (Physiotherapist) whose minimum qualification shall be the successful completion of a nationally recognised Certificate or Diploma in Treatment of Injury Course;
- d) 1 Specialist goalkeeping coach (full or part-time);
- e) 1 Specialist Physical trainer (full or part-time).

7. The minimum staffing levels of Satellite Academies and Satellite Centres of Excellence shall be determined by the Board from time to time.

8. All Football Club/Organizations' Academies and Centres of Excellence staff engaging in coaching students shall further successfully complete a nationally recognized course in Emergency Aid.

SECTION 4 CRITERIA FOR ADMISSION

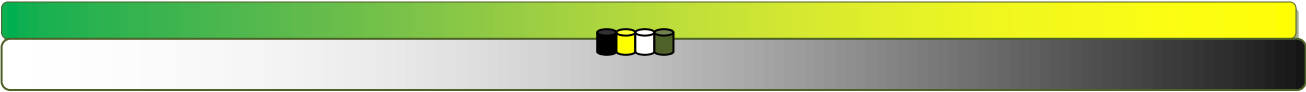
Rule 7 Trials

1. Subject to the conditions set out in Rule 34, a Trialist may attend a Football Club Academy or Centre of Excellence for up to 8 consecutive weeks without being registered and at least 10 day's prior written notice to that effect shall be given to any junior club of which such Trialist is a member.
2. The conditions referred to in Rule 33 are as follows:
 - a) A trial may be offered or given to anyone in age groups Under 9 to Under 12 inclusive who has his permanent residence within one hour's travelling time of the Football Academy or Centre of Excellence at which the trial is undertaken;
 - b) A trial may be offered or given to anyone in age groups Under 13 and Under 14 who has his permanent residence within one and a half hour's travelling time of the Football Academy or Centre of Excellence at which the trial is undertaken except that this condition shall not apply to a student in age groups Under 14 who is exercising his entitlement under either Rule 49 or Rule 53 to seek registration as a Student at another Academy or Centre of Excellence;
 - c) A trial may not be offered or given to anyone:
 - i. who is on trial at another Football Academy or Centre of Excellence; or
 - ii. whose registration is held by another Club or organization except with the written consent of such Club or organization.
3. Upon a Trialist attending the Football Club/organization's Academy or Centre of Excellence, his particulars shall be sent forthwith to the SAFA Youth Development Committee by sending to the Development Manager Form CM06 duly completed.
4. If a Trialist attending the Football Club/organization Academy or Centre of Excellence is injured so that he cannot be coached or play football, application may be made to the Board to extend the period of his trial and the Board shall have the power to extend such period in such terms as it may think fit.
5. Upon a Trialist's trial period ending, notice to that effect shall be given to the Board by sending to the Development Manager Form CM07 duly completed.

SECTION 5 REGISTRATION

Rule 8 [only]

1. Except for Trialists attending trials in accordance with Rule 33, no player or student shall be coached by or at the Football Club or organization's Academy or Centre of Excellence or participate in its games tours or tournaments unless the Football Club or organization operating same holds his registration.
2. The registration of students will be undertaken by the SAFA Youth Development Committee.
3. Student registrations undertaken by the Football League which are held by the Football Club and promoted to the League shall be treated as having been undertaken by the SAFA Development Committee where it is proven the student has been registered and promoted by such a club.
4. An application for the registration of a student at the Football Club Academy shall be made by completing and submitting to the Development Manager Form CM08 signed on behalf of the Football Club by an authorized signatory.
5. An application for the registration of a student at the Football Club Centre of Excellence or Development Centre shall be made by completing and submitting to the Development Manager Form CM09 signed on behalf of the Club by an authorized signatory.
6. The maximum numbers of students that can be registered by the Football Club at any one time are as follows:
 - a) Age groups Under 9 to Under 12 inclusive: 40 in each age group;
 - b) Age groups Under 13 to Under 14 inclusive: 30 in each age group;
 - c) Age groups Under 15 and Under 16 inclusive: 26 in each age group;
 - d) Age groups Under 17 to Under 21 inclusive: 22 in each age group.
7. No Football Club Academy or Centre of Excellence shall be permitted to register any student in the Under 9 age group before the third Saturday in April immediately preceding the student's 9th year.
8. Students in age groups Under 9 to Under 12 inclusive must reside within



one hour's travelling and those in age groups Under 13 to Under 16 inclusive within one and a half hour's travelling time of the Academy or Centre of Excellence at which they are registered. Any question or dispute concerning the travelling time requirement in this Rule shall be determined by the Youth Development Committee in its absolute discretion.

9. An application to register a student shall be refused if:
- a) The student the subject of the application is in age groups Under 10, Under 11 or Under 12; and
 - b) The registration of that student was held by another Club ('the former Club') within the period of 12 months prior to the making of the application; and
 - c) The former Club had given notice to that student that it intended to retain his registration; and
 - d) The Football Club or its Academy or Centre of Excellence making the application to register the student had within the said period of 12 months registered two students in age groups Under 10, Under 11 or Under 12 whose registration had been held by the former Club;
 - e) The applicant is linked to a player's agent whose dealings appear to be selfish and only concerned with selling of the student applicant for monetary gain.

Rule 9 Reporting Guidelines

10. On or before the third Saturday in April in every year each Football Club Academy or Centre of Excellence shall send to the Development Manager for the attention of the Youth Development Committee a list in Form CM10 containing the names of each of the students whose registration it then holds (other than those who have entered into a Scholarship Agreement) whose names are included in the Form required by Form CM14.

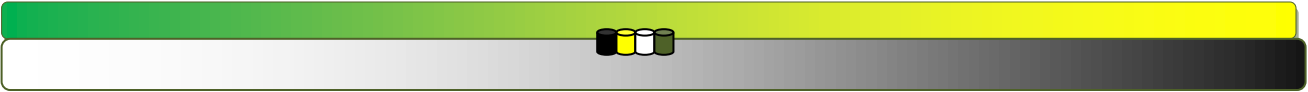
Rule 10 Retention and Release

1. Except in the case of a student who has been offered and has accepted a Scholarship Agreement with the Football Club or a student whose registration has been extended under the provisions of Rule 52:
 - b) On or before the third Saturday in April in every year in which his registration is held, each Football Club Academy or Centre of Excellence shall give or send to each of its students in age groups Under 9 to Under 11 Form CM11 notifying them individually whether it intends to retain or to terminate their registration with effect from the Second Saturday in May next following;
 - c) On or before the third Saturday in April in every year in which his registration is held, each Academy or Centre of Excellence shall give or send to each of its students in age groups Under 12 and Under 14 Form CM11 notifying him whether it intends to retain or to terminate his registration with effect from the second Saturday in May next following.

2. A student who receives notification under Rule 48.1 or Rule 48.2 of the Football Club's intention to terminate his registration shall be at liberty following receipt of such notification to seek registration at any other club or structure of his choice.

3. A student who receives notification under Rule 48.1 or Rule 48.2 of the Football Club's intention to retain his registration shall be at liberty after the second Saturday in May next following receipt of such notification to seek registration as a student or player at any other club or organization provided that:
 - a) By the 30th April next following receipt of the notification he has given written notice to the Football Club and the Development Manager terminating his registration; and
 - b) He has received the Development Manager's written acknowledgement of the same.

4. A student in age groups Under 16 who has not received an offer to enter into a Scholarship Agreement by the 1st March shall thereafter be at liberty to seek registration as a student or player at any other Club or organization.

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5. With his and his parent's consent, at any time after a student's twelfth birthday his registration may be extended until such time he completes his full time education by completing and submitting to the Development Manager Form CM12.

Rule 11 Termination

1. The registration of a student who has not entered into a Scholarship Agreement with the Football Club shall terminate upon the happening of the earliest of the following events:
- b) The student completing his full-time education; or
 - c) The receipt by the Development Manager at any time of a mutual cancellation notification in Form CM13 duly completed and signed by the student and his parent and on behalf of the Football Club holding his registration; or
 - d) The receipt by the Development Manager of the student's notice duly given in accordance with the provisions of Rule 50.1; or
 - e) The second Saturday in May next following the receipt by the Development Manager of Form CM10 upon which the Football Club has indicated its intention to terminate the student's registration with effect from that date; or
 - f) The expiry, surrender, suspension or revocation of the Football Club Academy or Centre of Excellence license holding the registration; or
 - g) The cancellation of the registration by the SAFA Youth Development Committee for any other reason.
6. The registration of a student who has entered into a Scholarship Agreement with the Football Club shall terminate on the termination of that agreement or, if earlier, upon such student becoming a contract player.

SECTION 6 SCHOLARSHIPS

Rule 12 [only]

1. On or after the 1st January in the year in which he attains the age of 14 years and in any event on or before the 1st March in his Under 16 year, the Football Club may offer to enter into a scholarship agreement with a student whose registration it holds. Any such offer shall be in Form CM14.
2. The Football Club may enter into a scholarship agreement with a student:
 - b) Whose registration it holds; or
 - c) Whose registration is not held by another Club or club; and
 - d) Who has reached the statutory school leaving age applicable in South Africa.
3. A student who enters into a Scholarship Agreement with the Football Club:
 - d) Shall be entitled to receive a standard basic allowance determined by the SAFA Youth Development Committee from time to time; and
 - e) Shall be required to complete a programme of education suitable to his particular needs which shall be designed by the Club and tertiary institutions in its surround, submitted to and approved in writing by the SAFA Youth Development Committee in consultation with a credible Education Authority.
4. Upon entering into a Scholarship Agreement with a student the Football Club shall within 7 days submit a copy of the same to the Development Manager.

SECTION 7 RECRUITMENT

Rule 13 [only]

1. The Football Club shall not, either directly or indirectly, make any approach to or communicate with a student registered by another Club or organization at its Football Academy or Centre of Excellence.
2. A public statement made by an official of or agent for the Football Club or any other interested party expressing interest in a student whose registration is held by another club or organization shall be deemed for the purpose of Rule 59 to be an indirect approach in breach thereof.
3. Except as permitted by Rules 49 and 50, a student whose registration is held by the one Football Club shall not, either directly or indirectly, make any approach to another Club or organization.

Rule 14 Inducements

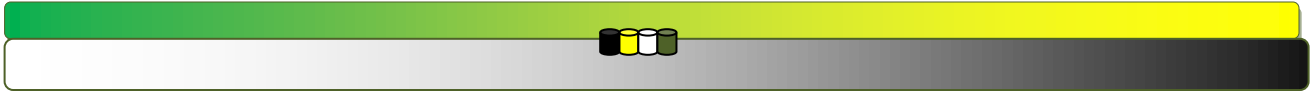
- 1 Except that the Football Club may not earlier than the 1st January in his Under 16 year, offer a student a contract as a contract player upon his attaining the age of 17 years and subject to Rule 55:
 - a) No club or person(s) shall induce or attempt to induce a player within the registration of another Football Club/organization to become registered as a student or player by that Club or individual(s) by offering him or his Associate a benefit or payment of any description whether in cash or in kind;
 - b) No club or person(s) shall likewise induce or attempt to induce a student to enter into a Scholarship Agreement or any agreement for that matter, and in particular no Club or individual(s) shall pay or offer to pay to a student upon his entering into a Scholarship Agreement an allowance in excess of the standard basic allowance referred to in Rule 57.1;
 - c) No Football Club student shall accept or cause or permit his Associate to accept any such inducement.



SECTION 8 COMPENSATION

Rule 15 [only]

1. The registration of a student at a Football Club/organization Academy under Rule 41 or at its Centre of Excellence under Rule 42 shall impose an obligation on the applicant Club to pay to the Football Club/organization compensation for the training and development of that student if in the year preceding the date of the application for registration at another club:
 - a) The registration of that student was held by the Football Club and
 - i. The Football Club indicated in its list sent to the Development Manager (for the attention of the SAFA Youth Development Committee) under Rule 47 its intention to retain the registration of that student; or
 - ii. The Football Club had offered to enter into a Scholarship Agreement with the student, which offer the student had not accepted.
 - b) This Rule shall impose an obligation on the club next holding the former Football Club contract player or contract player-elect's registration to pay to the Football Club compensation for the training and development of that player if the Football Club:
 - i. Had held that player's registration as a student; and
 - ii. Had offered to enter into a Scholarship Agreement with him which offer he had not accepted; or
 - iii. Had entered into a Scholarship Agreement with him, and either;
 - iv. The Scholarship Agreement had been terminated at the player's request; or
 - v. In accordance with the terms thereof the Football Club had offered him a contract as a contract player, which offer he had not accepted.
 - c) The amount of compensation shall be:
 - i. Such sum as shall have been agreed between the applicant club and the Football Club or in default of agreement;
 - ii. Such sum as the SAFA Player Status Committee on the application of either club shall determine by applying



principles set out in the applicable player transfer rules, as if the out-of-contract player was the student in question, the compensation fee was compensation paid under the applicable transfer rules and the transfer or club was the applicant Football Club.

SECTION 9 LEARNING PROGRAMME

Rule 16 Accredited Learning Programme

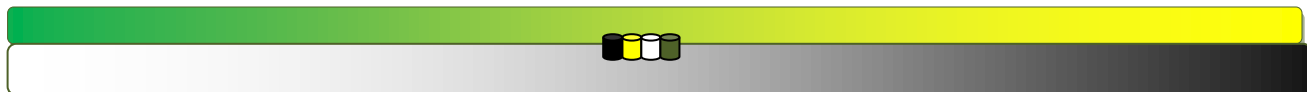
1. Each Football Club/organization Academy shall prepare and maintain a learning programme for students encompassing technical training and educational development. The programme, which shall identify objectives and the extent to which they are achieved, shall be based on the advice and strategies given and implemented constantly and conscientiously in line with the National Qualifications Framework (NQF) and the National Skills Act.

Rule 17 Educational Requirements

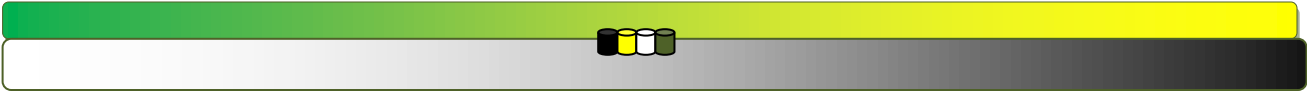
1. Each Football Club Academy shall provide appropriate and adequate educational support for its registered students at primary or secondary and tertiary levels.
 - d) It may do so by means of an arrangement with one or more schools or other educational establishments in which event:
 - a. Such arrangement shall be notified to and approved by the Youth Development Committee of SAFA; and
 - b. Upon the arrangement being approved it shall be the duty of the Head of Education and Welfare to liaise with establishments concerned so as to procure that the best interests of students attending them are served.
 - e) Any offer made by a Club to a student to register him, as a contract player shall be conditional upon such student continuing and completing an appropriate programme of education.

Rule 18 Relationship With Students' Schools

1. With the approval of the student's parents, each Head of Education and Welfare shall consult the school at which each student attending the Football Club Academy is a pupil in the best interest of the student's technical, educational, academic and social welfare.



- Age groups Under 17 to Under 19
 - Maximum 30
 - Minimum 24
 - Maximum 42
 - Age groups Under 20 and Under 21
 - Minimum 24
 - Maximum 42
2. For the purpose of Rule ..., there shall be exclusion from the number of Authorized games:
 - a) Games played in preparation for international games arranged by the National Association; and
 - b) Games played in youth tournaments of the description set out in Rule 2.2.3; and
 - c) Friendly games of the description set out in Rule 2.4; and
 - d) Games played for the Football Club first team.
 3. A Centre of Excellence Director will organize and administer a games programme for students at his Football Club's Centre of Excellence comprising:
 - d) International games including preparation and trials thereof;
 - e) Professional clubs youth and junior teams;
 - f) Games between Centres of Excellence;
 - g) Coaching games;
 - h) Games with school teams.
 4. A Football Club Centre of Excellence Director may permit a student registered at his Centre of Excellence to play games in local youth leagues and to participate in professional club's community football activities or to participate in Regional, Provincial or National associations selection games or in sufficient games of the description set out in Rule 79 are available for that student.
 5. The number of games of any description in which a Football Club student registered at a Centre of Excellence shall be allowed to participate in any one season shall not exceed 60.
 6. In consultation with the SAFA Technical Committee, a minimum of 4 weekends each season will be identified by the Youth Development Committee upon which there will be no fixtures for the Football Academy or Centre of Excellence teams, such weekends being devoted to international development, selected players courses and in-service training of coaches and staff.
 7. Each Football Academy Director and Centre of Excellence Director shall



cause a record to be kept of games in which their students participate.

SECTION 10 STUDENTS' WELFARE

Rule 21 Rights of Students

1. Officials employed by the Football Academies and Centres of Excellence shall at all times maintain an awareness of the provisions of the country's constitution, its Bill of Rights, the Children's Act and any statutory modification or re-enactment thereof for the time being in force and, subject thereto, shall in all dealings with or on behalf of a student do what is reasonable in all the circumstances of the case for the purpose of safeguarding or promoting the student's welfare.

Rule 22 Student Records

- 1 All Football Academies shall screen, profile, monitor and record key aspects of students' physiological growth and development in accordance with guidelines published from time to time by the Technical Committee.

Rule 23 Insurance

1. The Football Club shall ensure that students are insured in accordance with advice circulated by the Technical and Youth Development Committee from time to time.

Rule 24 Grievances

1. The Football Club Board shall establish, maintain and when necessary implement a complaints procedure for students and parents.

Rule 25 Student Data Management

1. The Technical Board of SAFA dealing with Football Academies, shall upon request to that effect and subsequent to agreement thereof, make available to the Football Academies research data and information ensuring at all times that the anonymity of students is preserved.



SECTION 11 COMMUNICATION WITH PARENTS

Rule 26 [only]

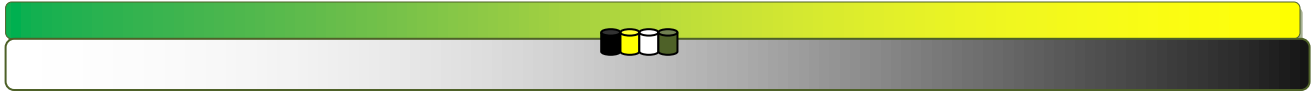
1. Upon a student being registered by the Football Club, the Youth Development Committee of SAFA will provide to him and his parents a copy of these Rules and any explanatory booklet and guidelines published by and approved by the Association to improve the operations of youth development in football.
2. At least four times each year during the currency of the registration of a student under the age of 18 years, the Football Academies and Centres of Excellence shall provide to the parents of such students (and, in the cases of students who are in receipt of full time education, their head teachers) a written report on the student's progress with regard to both football and academic skills.



SECTION 12 CODE OF CONDUCT

Rule 27 [only]

1. As part of the applying entity's value proposition for any license, is the Code of Conduct set out and demonstrating sensitivity towards South Africa's diversities. Once approved the code shall be binding on students of compulsory school age attending the Football Academies, Centres of Excellence, Development Centres and/or Satellites, their parents and on the Club/organization and its Officials, and any breach thereof by such students or by the Club or Officials shall be treated as a breach of these Rules.



FINAL TITLE

Rule 28 Adoption and enforcement

1. The SAFA National Executive Committee adopted this code on 26 August 2011.

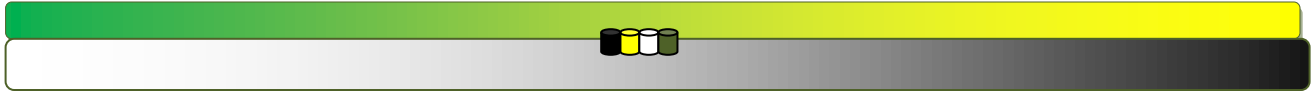
2. This code comes into force on 1 September 2011.

Johannesburg, 26 August 2011

For the SAFA Executive Committee:

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Danny JORDAAN
President

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Dennis A. MUMBLE
Secretary General



20 YEARS SAFA 1991 - 2011

South African Football Association