



ROLE OF PROGRAMS / ACADEMIES

1. INTRODUCTION

The Objects of the Association, per the Constitution for Football Canterbury, set out the guiding principles for the design and delivery of football to the community. It is recognised that member clubs and affiliates operate programs to foster the development of their players.

A well-articulated and consistently applied Program and Academies Policy seeks to ensure the activities established and operated by clubs are consistent with the overarching principles established by the Association.

2. OBJECTIVE

The purpose of this Policy is to clearly set out the compliant engagement and operation of Private Enterprise Academies (PEA) or Internal Club Academies (ICA) within the football membership structure of Football Canterbury.

The Policy aims to establish clear parameters regarding PEA and connections/association with entities in membership or affiliation with Football Canterbury.

3. SCOPE

The Policy applies to member clubs and affiliates within the football membership structure of Football Canterbury.

4. PRINCIPLES

This policy seeks to ensure that:

- programs and academy relationships are appropriate for their intended purpose.
- programs operate in accordance with governing development and safety guidelines.
- member clubs and affiliates are not exploited to further the expansion of academy programs, inclusive of all activities, within the commercial goals of a Private Enterprise Academy.
- Clubs/Affiliates understand the rules when establishing a relationship with, or operating, an academy and their reporting obligations to Football Canterbury
- there is appropriate awareness with oversight and approval of academy programs by Football Canterbury.
- consequences of non-compliance are communicated and understood.

5. MEMBERS/AFFILIATES ENGAGING SERVICES FROM PRIVATE ENTERPRISE ACADEMIES

Member/Affiliate Clubs are incorporated not for profit organisations, that predominantly rely upon volunteers to operate. Most PEA are commercial entities seeking to make both a living and profit out of their provision of services.

It is the fundamental tenant of Football Canterbury that the community football network of member clubs and affiliates should not be available as a means to further the expansion of academy programs within the commercial goals of a private enterprise academy.

The relationship must be exclusively based on the member club or affiliate engaging the PEA to perform specific and well-defined services for coaching and skills acquisition for their players. The member club or affiliate must not become nor be perceived to be a branch of the private enterprise academy.

Any member club or affiliate of Football Canterbury which engages a PEA to provide coaching services, or enters into a relationship, with a PEA must provide Football Canterbury with details of the services to be performed and the terms of the relationship with and between the club and the PEA.

The utilisation of the proposed scope of services of the PEA is subject to approval by Football Canterbury. Approval by Football Canterbury is required at the inception of the engagement and thereafter on an annual basis (should the member club or affiliate wish to continue with the engagement). Refer to '[Section 8 – Registration](#)' which outlines the requisite information to be provided to Football Canterbury.

6. ENDORSEMENT - PRIVATE ENTERPRISE ACADEMIES

A member club, affiliate or team cannot be seen to be endorsing a private academy program.

Examples of endorsement or sponsorship

- are advertising a private academy on the club's website or on a playing strip or other club attire (including but not limited to items such as shorts, pants, t-shirts, polos, hoodies, jackets, caps and other training gear), identifying club teams who have training provided by a private academy.

This does not preclude any club engaging a private academy to run school holiday camps and advertising these camps - *subject to Football Canterbury approval on application.*

A private academy or individual may be engaged to run age group skills programs for groups of registered Football Canterbury players and organised through the member club. *All subject to Football Canterbury approval on application.*

7. MEMBERS/AFFILIATES ESTABLISHING INTERNAL CLUB PROGRAMS

Where a member club or affiliate chooses to form its own academy/development program/train-on squad for the improvement of its own players, Football Canterbury must approve the arrangement.

8. REGISTRATION WITH FOOTBALL CANTERBURY

The following information must be provided to Football Canterbury prior to utilising the services of a PEA, operating an ICA or conducting any additional football activities:

- a. The name and ownership details of the proposed Academy/ Activity.
- b. The aims and objectives of the proposed Academy/ Activity.
- c. The dates of the proposed Academy/ Activity.
- d. The venue and times of the proposed Academy/ Activity.
- e. Costs to participants of the proposed Academy/ Activity.
- f. Full details of all Coaches or Instructors, including:
 - I. Qualifications
 - II. Current coaching commitments
- g. Certification that all persons who will be working with the players at the proposed academy/development program/train on squad have satisfied all working with children (WWC) requirements.
- h. Copies of any paperwork including:
 - I. Advertising or promotional material
 - II. Application forms
 - III. Any Rules or Regulations
 - IV. Proposed Budget & Actualised
 - V. Age groups of players
 - VI. Curriculum of/or what activities being administered.

The members of the academy squad may only come from players registered with the member club or affiliate.

Additionally, all persons from a PEA providing such training must register with Football Canterbury as a coach. Details of the qualifications of the coach(es) and proof of their working with children's compliance will be required. Details of the professional indemnity insurance, if applicable, must be provided.

To summarise, all football activities should be controlled by the club inclusive of the financial arrangements, with the requisite transparency provided to Football Canterbury, and with their prior and ongoing approvals.

Including any fields used for the purpose covered by the Club, along with insurances and guarantees on behalf of its members.

There is to be no consideration of teams established that there is a requirement for any additional training to be part of any particular team, with no participation being mandatory in addition to their standard season registration fee of the club.

All fees should be in the realm of current market value, and all instructors/coaches need to be football and safety compliant, any non-compliance will result in their removal and fines and or sanctions being imposed on the club.

Football Canterbury continues to encourage additional skill activities for the betterment of its members and its member clubs to financially benefit from these, providing they are within the boundaries of proper player and age-based development, as guided by the Association.

9. ACADEMY PROGRAM – OUTSOURCED

Where a member/affiliate Club engages a PEA to assist in the delivery of an academy program or service on the member/associate Club's behalf, the details of the services and agreement between the member/associate Club and the PEA must be provided in full to the Association in addition to the details as set out for an Internal Academy.

10. ACADEMY TEAMS

Organised divisions and competitions of Football Canterbury are not there to provide an environment in which PEA squads can further their training programs.

Football Canterbury recognises that individual football players may feel the need to use PEA squads for obtaining extra skills training, but the running of a team and the composition of the team should be maintained by the club.

PEA squads may not enter teams to participate in competitions or leagues of Football Canterbury.

Any PEA squads may not subvert this requirement by either:

- Instructing team members to register at a club and not revealing the academy association.
- Forming a relationship with a club and then having players move to a club to be in one of the club's teams.

Teams formed in this way will be removed from participation. Further sanctions and fines will also be imposed on the club, even if there is no formalised agreement.

11. TEAM USE OF ACADEMIES

Football Canterbury recognises that clubs and teams may engage paid services to conduct additional training sessions to assist in skills acquisition by the players, strictly in the role of team coach. This also needs to be declared by the team to the club and then onto Football Canterbury. Failure to do so may result in sanctions and/or fines.

Football Canterbury does not want to have elite teams formed based around PEA squads in any age group, and the participation by the players, in any paid skills programs must be totally voluntary.

12. PENALTY FOR NON-REPORTING

Any club or team which fails to report the use of a PEA and/or uses a coach from academies who are not registered with Football Canterbury will be sanctioned by the Association, including removal of the team.

Any club which does not declare the engagement or use of a PEA to provide training services will be sanctioned by Football Canterbury and the team may be removed.

13. INSURANCE AND GROUNDS

Football Canterbury has responsibility for the allocation of grounds for training in some of the Local Government Areas during the playing season.

Any training sessions provided by PEA must be covered by the appropriate insurance as the FNSW Accident Support Program insurance does not cover paid training provided by PEA. Only Association and Club approved activities are covered under the FNSW Accident Support Program.

No grounds will be made available to any PEA on a sub-lease arrangement.

14. PRIVATE ENTERPRISE ACADEMY PARTICIPATION

Membership of a PEA squad must not be used as a basis for the selection of any team in any member club or affiliate.

A player selected in a team who engages a PEA, cannot be compelled to pay for any academy services.

A player cannot be prevented from being in a team because they refuse to participate in a paid training program.

All players in a team must be given an opportunity to train. Players cannot be excluded just because they do not pay PEA and must be given the opportunity to train.

15. SANCTIONING REQUIRED

The following activities and not limited to, must be sanctioned by Football Canterbury and possibly also by FNSW and therefore a Sanction Application **must** be submitted at a minimum of 14 days prior to the event and approval granted by Football Canterbury for the activity to proceed:

- Pre-season come-and-try days (refer below for information)
- School holiday camps and clinics
- Any activity not being held at a club's official grounds
- Special out of season training requests.
- Any other event or activity which is not a standard winter football team training activity. Inclusive of additional activities, i.e., development skills training, specialist Goal Keeping etc.

16. PENALTY FOR NON-COMPLIANCE

If a team is accepted into a competition and subsequently be found to breach the eligibility condition relating to PEA squads, that team may be removed from the competition in addition to other fines or sanctions imposed on clubs, as determined by the Board.

17. DEFINITIONS

Association: shall mean Football Canterbury.

FC: shall mean Football Canterbury or Association.

Club: shall mean an entity which is a Member or Associate Member of the Association competing/participating in Football Canterbury football activities.

Internal Club Academy (ICA): shall mean an activity or program which is wholly controlled and operated by a Club, the income (inclusive of free programs) of which is returned to and reinvested in the operation of the Club.

Private Enterprise Academy (PEA): shall mean an entity which is not a wholly owned subsidiary or wholly controlled by a Club or Associate Member of Football Canterbury.

Academy Program: shall mean any additional activity, that does not incur any additional cost and those that incurs a cost over and above the standard Club registration fee which is payable to a PEA, paid by the club or individuals.

18. APPLICATION FOR SANCTIONING

Application: This is an annual requirement.

Football Canterbury Website: Resources / Prescribed Forms

FORM 24 <https://www.footballcanterbury.com.au/resources/prescribedforms/>