



scottish football youth initiative

The Scottish Football Youth Initiative 2009/10

TERMS OF REFERENCE

1. Programme Title, Membership, Structure, Administration and Control

- 1.1 The youth development football programme organised for clubs participating at age levels 11s*, 12s*, 13s, 14s, 15s, 16s^ and dual age band 16s/17s* shall be referred to as "The Scottish Football Youth Initiative". (*Performance Tier / ^Initiative Tier only)
- 1.2 The Scottish Football Youth Initiative is a partnership between the Scottish Football Association (SFA), the Scottish Premier League (SPL) and Scottish Football League (SFL).
- 1.3 Clubs participating in the Scottish Football Youth Initiative shall comprise a two-tier structure (Performance Tier and Initiative Tier) on the basis of pre-determined "Performance" and "Initiative" criteria. Clubs status in the Scottish Football Youth Initiative programme will be subject to regular audit and assessment.
- 1.4 The Scottish Football Youth Initiative programme shall be managed by the SFA Matches Department. Programme training and development will be managed by the SFA Football Development Department.
- 1.5 A Sub-Committee of the SFA Professional Football Committee, the Scottish Football Youth Initiative Committee (SFYIC), will be formed at the beginning of the season to monitor, assess and control all matters relative to the Scottish Football Youth Initiative Programme.

2. Aims and Objectives of The Scottish Football Youth Initiative

- 2.1 To foster and develop the game of Association football for talented young players at age levels 11s, 12s, 13s, 14s, 15s, 16s and dual age band 16s/17s
- 2.2 Progressively assess, monitor and improve the development structure for the best young players at age levels 11s, 12s, 13s, 14s, 15s, 16s and dual age band 16s/17s through the implementation, assessment and evaluation of agreed criteria / standards.
- 2.3 Provide an organised youth development match programme for clubs participating in The Scottish Football Youth Initiative
- 2.4 Control, limit and monitor the number of meaningful matches played by the best young players in Scotland at these age levels, with a preferred maximum of 30 youth initiative matches plus any international fixtures.

3. Applicable Performance and Initiative Criteria 2009/10

In relation to paragraph 1.3 above, the full schedule of applicable "Performance" and "Initiative" criteria to be observed by clubs for season 2009/10 is contained in Appendices I and II respectively.

Club compliance with stipulated criteria will be the subject of regular audit and assessment. Spot checks may be conducted at clubs without prior notice.



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4. Players

4.1 Eligibility to Play in The Scottish Football Youth Initiative

A club may only register a maximum of 20 players per age level in The Scottish Youth Football Initiative season. In exceptional circumstances, and upon receipt of a written, substantiated, request, the SFYIC may permit a club to register additional player(s) to assist with the fulfilment of scheduled Youth Initiative fixtures.

In order to be eligible to participate in the Scottish Football Youth Initiative, a player will require to be registered for his club by means of SFA “Non-Recreational Player Registration – Youth” form, with the exception of a player playing as a Trialist in accordance with the terms of paragraph 4.3 below.

At Performance Tier dual age band 16/17s, a club’s maximum compliment of 20 players may be formally registered by means of an SFA Youth, Amateur or Professional Registration Form.

The terms and conditions of the Scottish Football Association Registration Procedures apply.

It is recommended that players should be involved in at least 75% of fixtures.

4.2 Applicable Age Levels in The Scottish Football Youth Initiative

Age Level 11s – Players born on or after 1st January, 1999
Age Level 12s – Players born on or after 1st January, 1998
Age Level 13s – Players born on or after 1st January, 1997
Age Level 14s – Players born on or after 1st January, 1996
Age Level 15s – Players born on or after 1st January, 1995
Age Level 16s – Players born on or after 1st January, 1994
Age Level (Dual Band) 16s/17s – Players born on or after 1st January, 1993

In addition to the age levels defined, a Performance Tier club will require to formally demonstrate, in writing, that the club operates an organised programme for the sourcing and development of players age 10 years and below.

4.3 Playing of Players without Registration

No more than three (four for 7-a-side matches) trialists (per team) may be allowed to participate in any Scottish Football Youth Initiative match. Each trialist may be allowed to participate in a maximum of three matches in the Scottish Football Youth Initiative for any one club providing he is otherwise eligible to do so.

4.4 Participation in Schools’ Football

A player participating with a Performance club in the Scottish Football Youth Initiative programme at age levels 11s, 12s, 13s, 14s, 15s and dual age band 16s/17s may only play for the club for which he is registered. For the avoidance of doubt, a Performance tier player is not permitted to play for a school team.

A player in primary school education who is registered by means of SFA “Non-Recreational Player Registration – Youth” form may play for his school team.



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A player participating with an Initiative club in the Scottish Football Youth Initiative programme at age levels 11s, 12s, 13s, 14s, 15s and 16s may play for the Initiative club and his school team.

4.5 Exception to Applicable Age Levels – Physical Development (Initiative Tier)

Clubs participating at Initiative level are entitled to nominate a maximum of two registered players whom, for reasons of slower physical development, may be permitted to play at the age level immediately below their designated age category for a period of one season.

During this period any nominated player(s) must have their physical development closely monitored in tandem with sports science provision criteria.

Nominations in this regard must, in the first instance, be directed in writing to the SFA Matches Department, prior to their formal approval by the SFYIC.

4.6 Approaches by and to Clubs

A club shall not, either directly or indirectly, make any approach to or communicate with a player registered with another participating club or a player with whom another participating club has entered into a pre-registration agreement which remains current.

4.7 Player Education / “In-Service” Training

As a minimum requirement, clubs must ensure that players have access to supplementary educational provision and career planning services developed and provided by the SFA Football Development Department.

Participating clubs will ensure that players have access to the educational facilities outlined in Appendices I and II.

Attendance at SFA “in-service” training courses for club coaches and staff involved in the Scottish Football Youth Initiative Programme is mandatory.

5. Format of Scottish Football Youth Initiative Matches

Scottish Football Youth Initiative matches will be trophy free. There will be no recording of match results, no league tables issued and no medals awarded.

5.1 Age Levels 11s and 12s (7-a-side and 11-a-side football)

At age level 11s, the Scottish Football Youth Initiative programme will involve all participating clubs playing 7-a-side matches for the duration of season 2009/10.

The Laws of the Game relative to offside and pass back to the goalkeeper will not apply at age level 11s.

At age level 12s, clubs will play 7-a-side matches during the period August to November, 2009. During the period March to June, 2010 all age level 12s matches will be played on an 11-a-side basis (3 x 30 minute periods) using SFA supplied midi goals and a reduced size pitch.



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7-a-side matches will be played between teams comprising 6 outfield players and a goalkeeper. Team squads may consist of up to 12 players with rolling substitutions used throughout the match.

For the avoidance of doubt, a 7-a-side match may involve one or two squads representing a club subject always to the prior confirmation with an opponent and the SFA Matches Department.

The duration of 7-a-side matches shall be: -

- 1) "A" squad v. "A" squad = 2 x 25 minute periods with 5 minute interval (playing time 50 minutes)
- 2) "A" and "B" squads v. "A" and "B" squads = 2 x 40 minute matches (20 minutes each way) with 5 minute intervals after each 20 minute period (playing time 80 minutes)

5.2 Age Levels 13s, 14s, 15s, 16s and dual age band 16s/17s

At age levels 13s, 14s, 15s, 16s and dual age band 16s/17s the Scottish Football Youth Initiative programme will involve all participating clubs playing 11-a-side matches for the duration of season 2009/10.

The duration of matches played at 13s, 14s and 15s age levels shall normally be 90 minutes. It is mandatory that matches be split into a maximum of three periods of 30 minutes with a 5-minute interval between each period. The final 30 period minute period of a match will be divided into two periods of 15 minutes in the interests of fair play (e.g. inclement weather).

The format of matches at Age Level 16s and dual age band 16/17s shall be 90 minutes split into two periods of 45 minutes.

Rolling substitutions may be made throughout the match.

5.3 Match Ball Sizes

A size 4 football should be used for all matches at age levels 11s, 12s and 13s. At all other age levels in the Scottish Football Youth Initiative programme, a size 5 football should be used.

5.4 Coaching, Advice and Tuition (All Age Levels)

At the conclusion of each period of play, the coaches of each participating club shall be permitted to offer coaching, advice and tuition to players. In addition, the match referee and where applicable, the Referee Observer in attendance, shall also be permitted to offer advice on the Laws of the Game and the reasons for decisions that have taken place during the preceding period of play.

6. Match Venues, Dates and the Fulfilment of Fixtures

- 6.1 Venues for matches played in the Scottish Football Youth Initiative must be selected strictly in accordance with the terms of Performance and Initiative criteria (Appendix I and II).



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Clubs are required to formally notify, in writing, the SFA Matches Department of the venues at which their matches will be played, and must officially register (by means of a facilities pro-forma) their list of proposed playing facilities prior to the commencement of the season, subject to the above.

- 6.2 Matches in the Scottish Football Youth Initiative will be scheduled for and will normally be played on a Saturday (age levels 11s and 12s) and Sunday (age levels 13s, 14s, 15s, 16s and dual age band 16s/17s). Matches may be played on any other day subject to the mutual agreement of both clubs and the prior written agreement of the SFA Matches Department.
- 6.3 The fulfilment of scheduled fixtures in the Scottish Football Youth Initiative programme is mandatory.

In circumstances where a club is required to postpone or re-schedule a Youth Initiative fixture, formal written notice must be communicated to the club's opponent and the SFA Matches Department within three working days of the date of the originally scheduled fixture.

Clubs will be obliged to complete an official pro-forma in this regard which will be supplied by the SFA Matches Department.

Failure to fulfil Scottish Football Youth Initiative fixtures may lead to the review of a club's status within the programme, or other sanctions as appropriate.

7. Appointment of Match Officials

The SFA shall appoint, through a designated Regional Referee Co-ordinator, a match referee for all matches played in the Scottish Football Youth Initiative. The SFA shall decide the tariff for referees at the commencement of each season.

Specifically at age levels 11s and 12s, in circumstances where there is difficulty in obtaining an officially appointed referee, a coach can, by mutual agreement, undertake the role of match referee to ensure that a fixture is fulfilled.

8. Responsibility of Home Clubs

It is the responsibility of the home club to advise the SFA Matches Department and referee timeously of the agreed venue, date and time of kick-off. Such notification shall be made in writing at least a week in advance of the match and, in all cases, not less than three working days before the match. Any alteration to venue, date and time of kick-off must be notified by the home club to its opponents, the referee and the SFA Matches Department (paragraph 6.3 refers).

Match Catering Arrangements

Each club shall be solely responsible for the match catering provision of its own players whether playing at home or travelling away.



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9. Discipline

Whilst acknowledging fully the ethos of development which is intrinsic to the Scottish Football Youth Initiative, matters of indiscipline, however few, require to be addressed.

Accordingly, players having received three cautions for any breaches of discipline will automatically be subject to a one-match ban. A similar one-match ban will also be applied for any sending-off offence.

Suspensions will be recorded and effective in all games for which the player is eligible.

At the interval of any Youth Initiative match, a team which has had a player or players sent off, may introduce substitute players in order to return to a full compliment of 11 (where applicable) to start the next period. A player sent off in a Youth Initiative match may not play any further part in that match.

Matters of repeated indiscipline by one player or club will be investigated by the SFA Matches and Football Development Departments as part of the ongoing assessment and evaluation of the Scottish Football Youth Initiative programme and its stated aims and objectives.

10. Match Control Form

Every match played in the Scottish Football Youth Initiative programme will be subject to the completion of a match control form by the appointed match referee and respective Head Coaches.



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APPENDIX I

Scottish Football Youth Initiative Performance Criteria 2009/10

Staffing

Coaching and Sports Science Programmes

Player Education and Welfare

Club Status

Facilities

Medical Provision

Scouting and Recruitment

Administration

Financial Management

Monitoring

1. STAFFING

1.1 Qualifications required at Performance Clubs

To enter the 2009/10 programme each Performance club will be required, minimally, to have two Youth Licence holders and ten staff qualified to Level 4 standard all actively involved in the programme. Moreover, at mandatory age levels (11s, 12s, 13s, 14s, 15s and dual age bands 16s/17s), each Performance club must have a minimum of two qualified coaches (Youth Licence holder or Level 4) allocated to every team.

At age levels 11s and 12s, a Performance Tier club will be permitted to have coaches qualified by means of a Youth Level 4 or Working with Children's Licence.

Additionally, a Performance Tier club must have one coach qualified with, or registered on, the SFA Advanced Children's Licence.

1.2 Specialist Support Staff

1.2.1 Goalkeeping Coach

It is mandatory for each Performance club to have a qualified goalkeeping coach, qualified to SFA Goalkeeping Licence standard. At least 50% of all young goalkeepers training time must be specialised.



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1.2.2 Sports Science

All young players must have access to a specialist sports science programme. Each player's programme must be evaluated and monitored by appropriate qualified staff on a periodic basis (every 4/8 weeks). A Performance club's sports science programme will be subject to independent, qualified audit and assessment approved by the Scottish Football Association's Board of Directors.

A Performance club's sports science provision must, minimally, reflect the requirements stipulated within National Club Licensing criteria, specifically: -

"Sports Science Provider

Sports Science provision does not necessarily require the full-time employment of a named Sports Science provider. A part-time appointment can provide adequate service to youth teams. Sports Science provision can be brought into a club in partnership with higher educational institutions or relevant commercial bodies.

Competence of the Provider

The named Sports Science provider shall have a post-graduate qualification relevant to Sports/Exercise Science or have a relevant 1st degree and be working towards a post-graduate qualification.

The implementation of specific tasks within the Sports Science testing and conditioning programmes can be delegated to other, sometimes less qualified, individuals when appropriate training is provided by the named Sports Science provider.

Scope of Sports Science provision

Sports Science provision shall apply, as a minimum, to all players in the Youth Initiative system at Under 13, 14, 15 and dual banding 16/17 age level.

Reporting Procedures

Reporting procedures shall be employed to facilitate player development and monitoring through structured feedback from the coaching staff and named Sports Science provider."

1.2.3 Head of Youth Development

The Head of Youth Development at a Performance club is a mandatory full-time position, and shall be qualified by means of the SFA Youth Directors Award or SFA Youth Licence or a formal recognition of competence issued by the SFA, in accordance with National Club Licensing criteria.

1.2.4 Welfare Officer

A Performance club must appoint a welfare officer to undertake the following duties

- Co-ordination and monitoring of a homework facility which, for guidance purposes, must be available to players with more than one hours drive time to a training venue
- Dealing with player welfare issues (e.g. bullying)
- Delivering a core skills programme
- Player time management

The roles of Head of Youth Development, Welfare Officer, "A" Coach and "B" Coach must comply with the terms of job descriptions defined and agreed by the Scottish Football Youth Initiative Committee (SFYIC).



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2. COACHING AND SPORTS SCIENCE PROGRAMMES

2.1 Criteria for Training Sessions of Performance Clubs

Players are required to have performed a minimum of three training sessions prior to playing in any (Performance Tier) Youth Initiative match.

3. PLAYER EDUCATION AND WELFARE

3.1 Child Protection Policy

Clubs must demonstrate compliance with the terms of the National Club Licensing Criteria, which may be amended from time to time.

Clubs have a duty of care to ensure that all coaches are aware of how Child Protection Policy works, and must be able to produce evidence of how club policy operates and is understood by staff.

Clubs are legally responsible for the operation of their child protection policies and must demonstrate due diligence in ensuring that child protection awareness and education is part of ongoing staff development and training.

3.2 Parental Contacts

Clubs must ensure that a suitable system is organised for parents to enable familiarisation with the club, its staff and policies. Moreover, clubs must also provide regularly scheduled days/evenings to update parents regarding the progress of player development.

It is crucial for parents to be actively involved in the player development and evaluation process undertaken by clubs and, in this regard, a Performance club shall be obliged to provide parents with formal written feedback regarding the player's progress, ensuring that formal sign-off is provided by parents in respect of periodic player progress reports.

3.3 Player Exit Strategy

A Performance club will be required to demonstrate that it has formally recorded, and communicated, procedures in place which define the club's obligations when releasing a young player. Moreover, the club shall also ensure that the details of players being released are provided to the SFA in order that these may be circulated to other clubs participating in the Scottish Football Youth Initiative programme and other organisations within Scottish youth football.

4. CLUB STATUS

Subject to the robust and regular assessment of clubs participating in the Scottish Football Youth Initiative, and the satisfactory fulfilment of all other stipulated criteria, an open policy will be adopted for clubs wishing to apply for Performance status.



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To enter the 2009/10 programme, it is mandatory for a Performance club to participate at Age Groups 11s, 12s, 13s, 14s, 15s and dual age band 16/17s.

Moreover, in addition to the mandatory age levels defined, a Performance club will also require to demonstrate that it has an organised programme in place for the sourcing and development of players from 10 years of age and below.

5. FACILITIES

5.1 Training

Clubs shall own suitable training facilities, or have these available on lease or be contracted with suitable training facilities for a minimum period of one year and be in a position to demonstrate this at audit.

Suitable facilities at this level shall minimally include access to the following

- An outdoor grass facility
- An outdoor synthetic facility and/or
- An indoor facility (preferably synthetic)
- The provision of dressing rooms and medical facilities to accommodate this infrastructure

Additionally, clubs will be able to demonstrate that training facilities are available to accommodate the club training requirements through the winter period.

It is likely that these areas will be the same as those used by the club's first team squad. Clubs are not required to provide additional facilities. They should however manage the training programme requirements for each grouping in relation to the available infrastructure.

5.2 Match Day

The following match day provision will apply at all age levels of the Youth Initiative -

- Minimum of two pitches available to permit simultaneous kick-offs (or alternatively, two pitches within 15 minutes travelling time of each other)
- Preferably grass surface although third generation synthetic also acceptable
- Match areas to be enclosed or have suitable provision available to make enclosed (e.g. areas roped off)
- Defined technical areas to be provided (either physically or by marked areas) on the same side of the field of play with parents having to occupy a segregated area on the opposite touchline
- Changing facilities – two separate indoor dressing rooms available for participating teams together with a separate indoor changing area for match officials. All dressing room facilities must have suitable showering and toilet facilities



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A formally accredited list of SFYIC approved Performance Tier match venues will be confirmed prior to the commencement of each season.

6. MEDICAL PROVISION

6.1 Training and Match

It is best practice that the Club Medical Officer and Club Physiotherapist are in attendance. Failing this, a club representative in possession of a current Sports First Aid Certificate or equivalent qualification recognised by the governing body shall be in attendance.

A Performance club's medical provision will be subject to independent, qualified audit and assessment approved by the Scottish Football Association's Board of Directors and must, minimally, reflect the requirements stipulated within National Club Licensing criteria.

7. SCOUTING AND RECRUITMENT

The minimum requirements for a Performance club are: -

1. All scouts must be Enhanced Disclosure Scotland approved and fully conversant with the club's child protection policy
2. All scouts must be in possession of a photographic identification card
3. There must be a designated individual (full-time or part-time) within each club identified as "Head Scout" (Senior Adviser) with responsibility for the co-ordination of the club's scouting function. A job description must also be available for this role holder.
4. Clubs must be able to demonstrate observance of, and compliance with, the agreed protocol for approaching players, parents and clubs.
5. There is no minimum requirement regarding the number of scouts employed by a club.

8. ADMINISTRATION

The club shall be able to demonstrate that it has staff in place to manage all the various requirements of the youth teams for the playing of matches and training and which allows the coaching staff to concentrate on the technical aspects of the game.

9. FINANCIAL MANAGEMENT

Youth Development funding must be clearly defined and "ring-fenced" by clubs. Grant funding provided by the Scottish FA for the purpose of Youth Development shall be similarly managed.



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10. MONITORING

The Scottish Football Association will be responsible for the appointment of a “Youth Initiative Development and Monitoring Co-ordinator” to monitor, evaluate and report upon club observance and fulfilment of all stipulated Performance Criteria during the course of a season.

The Scottish Football Youth Initiative Committee will have authority to investigate, review and act upon information and advices received from the “Youth Initiative Development and Monitoring Co-ordinator” and related monitoring network.



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APPENDIX II

Scottish Football Youth Initiative Criteria 2009/10

Staffing

Coaching and Sports Science Programmes

Player Education and Welfare

Club Status

Facilities

Medical Provision

Scouting and Recruitment

Administration

Financial Management

Monitoring

1. STAFFING

1.1 Qualifications required at Initiative clubs

To enter the 2009/10 programme each Initiative club will be required to have a Youth Licence holder, one Level 4 coach for each team entered in the programme with all other staff qualified to Level 3 standard.

1.2 Specialist support staff

1.2.1 Goalkeeping Coach

It will be mandatory for each Initiative club to have a qualified goalkeeping coach, minimally qualified to Level 2 within the pathway defined to Goalkeeping Licence standard. At least 50% of all young goalkeepers training time must be specialised.

1.2.2 Sports Science

Responsibility for the provision of sports science information and education at Initiative club level will be the responsibility of the SFA Football Development Department.

1.2.3 Head of Youth Development

Whilst not a full-time position, this post must be recognised by Initiative clubs with recommended job description and qualifications to be determined by the Scottish Football Youth Initiative Committee (SFYIC).



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1.2.4 Welfare Officer

An Initiative club must recognise and fulfil the duties undertaken by a welfare officer, namely: -

- Co-ordination and monitoring of a homework facility which, for guidance purposes, must be available to players with more than one hours drive time to a training venue
- Dealing with player welfare issues (e.g. bullying)
- Delivering a core skills programme
- Player time management

2. COACHING AND SPORTS SCIENCE PROGRAMMES

2.1 Criteria for Training Sessions of Initiative Clubs

Players are required to have performed a minimum of two training sessions prior to playing in any game.

3. PLAYER EDUCATION AND WELFARE

3.1 Child Protection Policy

Clubs must demonstrate compliance with the terms of the Scottish Football Association National Club Licensing Criteria, which may be amended from time to time.

Clubs have a duty of care to ensure that all coaches are aware of how Child Protection Policy works, and must be able to produce evidence of how club policy operates and is understood by staff.

Clubs are legally responsible for the operation of their child protection policies and must demonstrate due diligence in ensuring that child protection awareness and education is part of ongoing staff development and training.

3.2 Parental Contacts

Clubs must ensure that a suitable system is organised for parents to enable familiarisation with the club, its staff and policies. Moreover, clubs must also provide regularly scheduled days/evenings to update parents regarding the progress of player development.

It is crucial for parents to be actively involved in the player development and evaluation process undertaken by clubs and, in this regard, an Initiative club shall be obliged to provide parents with formal written feedback regarding the player's progress, ensuring that formal sign-off is provided by parents in respect of periodic player progress reports.



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3.3 Player Exit Strategy

An Initiative club will be required to demonstrate that it has formally recorded, and communicated, procedures in place which define the club's obligations when releasing a young player. Moreover, the club shall also ensure that the details of players being released are provided to the SFA in order that these may be circulated to other clubs participating in the Scottish Football Youth Initiative programme and other organisations within Scottish youth football.

4. CLUB STATUS

Subject to the robust and regular assessment of clubs participating in the Scottish Football Youth Initiative, and the satisfactory fulfilment of all other stipulated criteria, an open policy will be adopted for clubs wishing to apply for Initiative status.

5. FACILITIES

5.1 Training

Clubs shall own suitable training facilities, or have these available on lease or be contracted with suitable training facilities for a minimum period of one year and be in a position to demonstrate this at audit.

Suitable facilities at this level shall minimally include access to the following

- An outdoor grass facility
- The provision of dressing rooms and medical facilities to accommodate this infrastructure

Additionally, clubs will be able to demonstrate that training facilities are available to accommodate the club training requirements through the winter period.

It is likely that these areas will be the same as those used by the club's first team squad. Clubs are not required to provide additional facilities. They should however manage the training programme requirements for each grouping in relation to the available infrastructure.

5.2 Match Day

The following match day provision will apply at all age levels of the Youth Initiative -

- Minimum of two pitches available dependent on the number of teams run by an Initiative club
- Preferably grass surface although third generation synthetic also acceptable
- Match areas to be enclosed or have suitable provision available to make enclosed (e.g. areas roped off)
- Defined technical areas to be provided (either physically or by marked areas) on the same side of the field of play with parents having to occupy a separate area on the opposite touchline



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- Changing facilities – two separate indoor dressing rooms available for participating teams together with a separate indoor changing area for match officials. All dressing room facilities must have suitable showering and toilet facilities

A formally accredited list of SFYIC approved Initiative Tier match venues will be confirmed prior to the commencement of each season.

6. MEDICAL PROVISION

6.1 Training and Match

It is best practice that the Club Medical Officer and Club Physiotherapist are in attendance. Failing this, a club representative in possession of a current Sports First Aid Certificate or equivalent qualification recognised by the governing body shall be in attendance.

An Initiative club's medical provision will be subject to independent, qualified audit and assessment approved by the Scottish Football Association's Board of Directors and must, minimally, reflect the requirements stipulated within National Club Licensing criteria.

7. SCOUTING AND RECRUITMENT

The minimum requirements for an Initiative club are: -

1. All scouts must be Enhanced Disclosure Scotland approved and fully conversant with the club's child protection policy
2. All scouts must be in possession of a photographic identification card
3. There must be a designated individual (full-time or part-time) within each club identified as "Head Scout" (Senior Adviser) with responsibility for the co-ordination of the club's scouting function. A job description must also be available for this role holder.
4. Clubs must be able to demonstrate observance of, and compliance with, the agreed protocol for approaching players, parents and clubs.
5. There is no minimum requirement regarding the number of scouts employed by a club.

8. ADMINISTRATION

The club shall be able to demonstrate that it has staff in place to manage all the various requirements of the youth teams for the playing of matches and training and which allows the coaching staff to concentrate on the technical aspects of the game.

9. FINANCIAL MANAGEMENT

Youth Development funding must be clearly defined and "ring-fenced" by clubs. Grant funding provided by the Scottish FA for the purpose of Youth Development shall be similarly managed.



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10. MONITORING

The Scottish Football Association will be responsible for the appointment of a “Youth Initiative Development and Monitoring Co-ordinator” to monitor, evaluate and report upon club observance and fulfilment of all stipulated Performance Criteria during the course of a season.

The Scottish Football Youth Initiative Committee will have authority to investigate, review and act upon information and advices received from the “Youth Initiative Development and Monitoring Co-ordinator” and related monitoring network.