

NORFOLK FA REFEREE ALLEGATION SUPPORT POLICY



Despite being a rare occurrence, we do from time to time receive allegations from clubs raising concerns about the conduct of a referee. At Norfolk FA, we have devised a stepped process to support you during the investigation:

Allegation has been raised

1. Norfolk FA will investigate, and gather evidence regarding the allegation
2. If there is sufficient evidence, Norfolk FA Regulatory Services Team will seek observations from the referee, copying in the RDO
3. RDO will send follow up communication to the referee to offer support and guidance. There will be an offer of a call or face to face meeting
4. If the referee is a member of the RA, Norfolk FA will direct them to their branch for further support

Following the investigation

No charge raised

1. If no misconduct charge is raised, the RDO will send follow up communications to the referee for the next two week period, to check how follow up matches went and general wellbeing
2. A conflict of interest will be recorded, which means that the referee will not be appointed to that club for the foreseeable future. This is then reviewed as part of our regular referee conflict process

Misconduct charge raised

1. If a charge has been raised based upon the evidence, the Regulatory Services Team will immediately inform the RDO that the charge has been issued
2. RDO will contact the referee and agree a personalised support plan, which could include:
 - Regular email contact / face to face meetings
 - Support in conjunction with the RA
 - Support from our Mental Health Champion
3. In the event of a personal hearing request, the referee will be encouraged to seek RA support for the hearing. The RDO will regularly check in with the referee in the time leading up to the hearing

Hearing Outcome

4. If the case is found proven at a hearing, RDO will offer a follow up meeting or call to discuss the outcome



NORFOLK COUNTY FA
REFEREES DEPARTMENT

and ongoing support

5. If the case is not proven, the RDO will send follow up communications after subsequent fixtures,
6. A conflict of interest will be recorded with the club

At any time during this process, we will be happy to take a call from you should you like and further support or guidance. The team below are on hand to offer support as and when required:

Harvey Newstead, Referee Development Officer

07467 806248

Ryan Starkey, Referee Appointments Officer

07467 806238

Matt Lemmon, Head of Football Services

07467 806313

Ken D'Rosario, Designated Safeguarding Officer

07777 607567

Callum Parke, Mental Health Champion

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NORFOLK FOOTBALL