

NORFOLK FA REFEREE SERIOUS CASE SUPPORT POLICY



NORFOLK COUNTY FA
REFEREES DEPARTMENT

Fortunately serious incidents involving Match Officials are very few and far between, but if you are subject to an assault, physical contact or serious threat whilst officiating, please contact us immediately:

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**

If you do not get an immediate answer, please leave a voice message and / or send a text message.

OUR COMMITMENT TO YOU

Upon being made aware of an assault on you, we will:

IMMEDIATE ACTIONS

- **Contact you as soon as we possibly can after being made aware of the incident and certainly within a maximum of 18 hours**
A member of our Refereeing Team will call you to provide initial support, advice and guidance. This will be as soon as we can after being made aware of the incident and in most cases is likely to be within an hour or two and will certainly never be longer than 18 hours.
- **Offer to visit you in person within 3 days of the incident**
If you would like to receive a personal visit, we will ensure that this takes place within 3 days of the incident at a time and place that is convenient for you.
- **Report the incident to the County RA / National RA**
Irrespective of whether you are an RA member or not, we will notify the local County RA and the National RA of the incident so that they can discuss support options with you.
- **Report the incident to the relevant competition(s)**
We will make sure that the relevant League(s) are made aware of the incident.
- **If appropriate, make our Designated Safeguarding Officer aware of the incident**
If you are Under 18 or considered to be a vulnerable adult, we will make our DSO aware of the incident so that he can provide specialised support to you.
- **Support you in reporting the incident to the Police**
You are strongly advised to report any assault to the Police and we will support you in doing so.
- **Support you in reporting the incident to our Disciplinary Team**
We will assist you in providing the necessary reports to our Disciplinary Team, including helping with the provision of evidence.
- **Where applicable, impose an immediate Interim Suspension Order on the alleged offender**
If the person who committed the assault is a participant in football, our Disciplinary Team will impose an Interim Suspension Order on them to prevent them participating in football whilst the matter is being dealt with.



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ONGOING SUPPORT

- **Maintain regular ongoing contact for a minimum of 21 days after the incident**
We will provide regular ongoing contact via telephone and / or email for a minimum of 21 days after the incident and longer if you require. Support will also be on hand from our Mental Health Champion, Callum Parke as and when you require.
- **Provide ongoing support during the disciplinary process**
We will provide you with regular updates on the incident as it progresses through the disciplinary processes. Furthermore, should the matter go to a Personal Hearing we will ensure that you are provided with appropriate guidance and support both prior to the case being heard and at the Disciplinary Commission itself.
- **Provide details on the outcome of the Hearing if requested**
If you wish to be notified of the result of the Hearing, we will ensure that you are advised within a maximum of 24 hours of the case being heard.

RETURN TO REFEREEING

- **Work with you to devise an action plan for your return to refereeing**
We will work with you and where applicable other relevant parties such as the RA / League to implement a suitable, documented action plan to get you back to refereeing as soon as you feel you wish to return.
- **Record a permanent appointment conflict between yourself and the Club that the individual was associated with**
We will ensure that we will never appoint you to the Club that the individual who assaulted you was associated with, unless you are happy for us to do so.
- **Ensure that you are provided with support on your first match back**
We will ensure that a suitable observer / coach / mentor will be in attendance at your first match back.
- **Contact you within 24 hours of your first match back**
A member of our Refereeing Team will call you within 24 hours of your first match back to review how the game went and provide you with any immediate support that you may require.
- **Agree with you any ongoing support that may be required**
Following completion of your first match back, we will agree with you any additional support requirements you may have for your ongoing return to refereeing and update your action plan appropriately.
- **Liaise with the local RA**
If you wish, we will ensure that the Local RA are advised of your action plan so that they can also provide you with continued support on your return to refereeing.



NORFOLK FOOTBALL