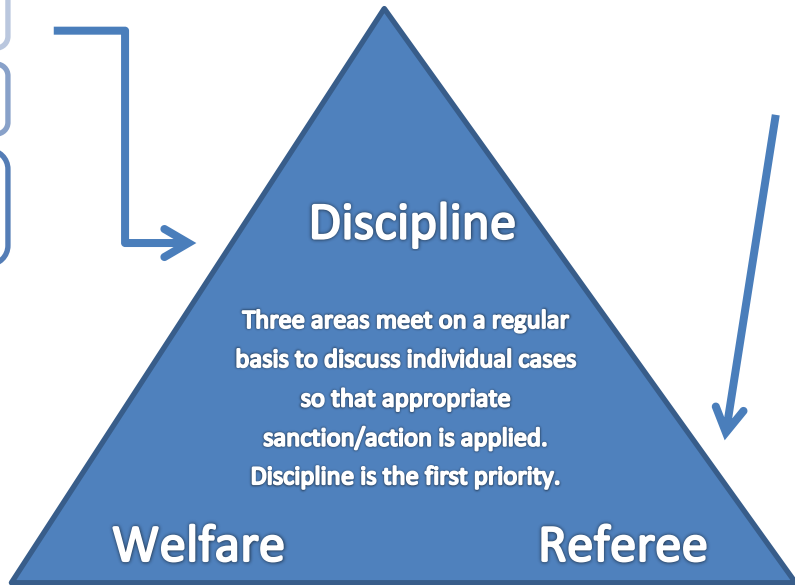


Complaints against a Referee



- County Receives Misconduct Report and Governance Manager to decide on charge to be levied.
- Investigations take place to confirm details of names etc .
- Any Safeguarding issues will be referred to the County Welfare Officer
- Wilts FA raise appropriate Misconduct Charge
- Discrimination content in report received would be referred to The FA.
- If any Misconduct Case that is raised for Youth Football and The Club/Individual request a Personal Hearing the County would arrange for the Welfare Officer or Suitable adult to be present at the hearing.

- County receives poor practice concern
- If discipline isn't involved then CFAWO requests observations from relevant CWO.
- If discipline is involved then the relevant process would be followed before CFAWO takes any action
- If poor practice has occurred 3 or more times a referral may be made to the FA Safeguarding team for their consideration
- Advice and guidance given to individual/club

- Safeguarding**
- CFA WO is made aware of a possible child abuse concern in football.
 - If there is a risk of immediate harm to a child CFA WO would call the police.

- Is**
- If not already completed CFA WO would complete an Affiliated football referral form and send at the earliest opportunity to the FA Safeguarding team in Wembley.

- everyone's**
- CFA WO would then work with the FA's case officer, local authority designated officer, the police and other necessary organisations as relevant to the adult involved.

- responsibility**
- Following a full investigation by all parties involved the adult may:
 - 1) Be permanently suspended from football.
 - 2) Receive an interim suspension from football.
 - 3) Be asked to attend safeguarding mentoring sessions with an FA appointed mentor.
 - 4) Face no further action and be allowed to return to football activities.

- Clubs must report the referee to the RDO within 14 days of the game or incident.

- Complaints will be allocated to one of three areas; Breach of the Laws of the Game, Breach of the FA rules governing referees or a refereeing standards/capability issue. The RDO will then do one of the following:

- Breach of the Laws of the Game** – Report the matter to the Governance Manager to decide on possible charge to be levied.

- Breach of the FA rules governing referees** – RDO to investigate and seek referees comments and a decision will be made on whether to charge the referee and the referee is informed.
- If charged the referee has 14 days to respond, he/she has the right to ask for a hearing. The workforce committee will adjudicate over the case.
- If a referee is suspended he/she will be suspended from all football activity during the period of the suspension.

- Refereeing Standards/Capability** – RDO to investigate and to take appropriate action which could include:
 - An observer/mentor being appointed to a future game, invited to the Wiltshire Referee Academy or the RDO offering verbal advice.
 - That no further action is required.
 - Retain the complaints on record and if multiple complaints over a period of time are received, then paragraph 2 above will be followed.
 - If a referee fails to meet the necessary standards over a period of time, the Wilts FA will consult the FA about removing the referee's registration.

Referee Assaults

- Referee to report incident to RDO after game plus league appointment officer (if need be report incident to the police).
- Welfare Officer to be informed if an U18 year old is involved.
- The Governance Manager to decide whether the offending player should be immediately suspended.
- Discipline report to be submitted within 48 hours.
- Referee to contact his/her local RA branch.
- Attend personal hearing if needed RDO will offer support.
- RDO to offer support to individual during the process to ensure they continue to referee.