



**Discipline Roadshow**

**Vauxhall Motors FC**

**Thursday 2<sup>nd</sup> November 2023**



- Craig Lee – FA Regional Discipline Manager – North
- Derbyshire FA, Nottinghamshire FA, The FA
- Senior Football Development Officer, FA Licensed Coaches Club, Operations Manager
- Husband and father of two boys
- Volunteer
- Fundraiser
- Runner (sort of!)
- Derby County FC
- .....possible U7's coach?
- I am human!

1. Be here now
2. Engage
3. Respect others views, opinions and questions (agree to disagree)
4. Safe space
5. Confidentiality
6. Leave baggage at the door







# THE JOSHUA TREE

SUPPORTING FAMILIES AFFECTED  
BY CHILDHOOD CANCERS



## HOW YOUR DONATION MAKES THE DIFFERENCE



£25 PROVIDES A CHILD OR SIBLING WITH A CRAFT BAG

£55 PAYS FOR A 1:1 COUNSELLING SESSION

£5423 PROVIDES BESPOKE SUPPORT TO A FAMILY FOR 12 MONTHS







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Chat to another person (if you are online just put your responses in the 'chat' function please):

1. What questions do you have that you would like addressed tonight?
2. If you could change one thing in football to do with discipline, what would it be?

Write one answer per post-it note and put your post-it note on the correct sheet.

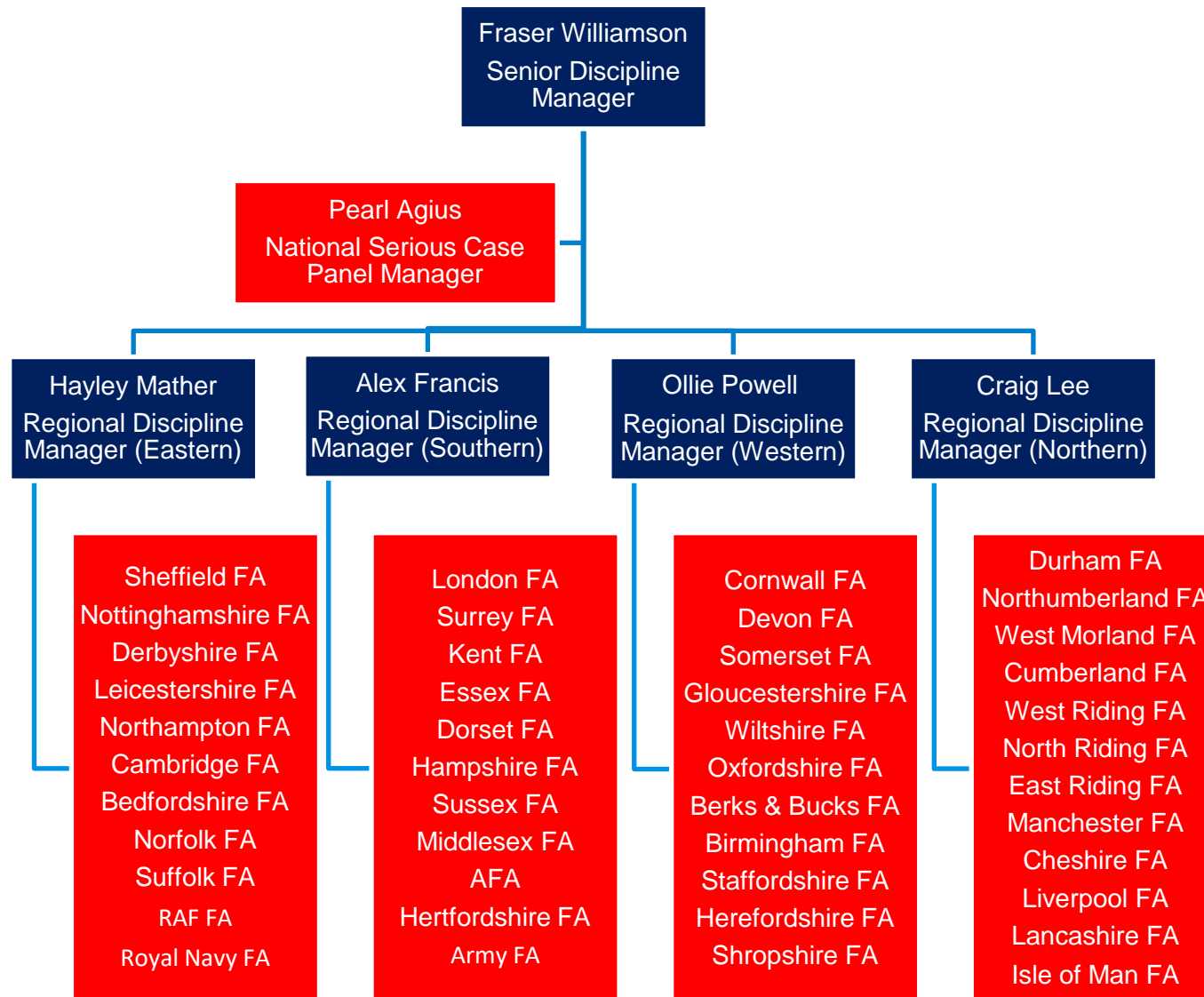
# Agenda

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1. Organisational Structures
2. Grassroots Disciplinary Process
  - Regulations
  - Investigations
  - Victim Support
  - Decision Making
  - Responding
  - Hearing
  - Sanctioning
  - Appeal
3. Cheshire FA Landscape
4. Addressing Behaviours
5. Abandoned Matches – Procedure / Protocol for Aggravation
6. Wrongful Dismissals
7. Q&A

# 1. Organisational Structure (FA Grassroots Disciplinary Team – Grassroots Division)

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## Category 5 Discipline:

- Step 5 and below Mens
- Tier 3 and below Womens
- Other (outside NLS / Youth)



## ***2. Grassroots Disciplinary Process***

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### **Regulations:**

**E3.1** A Participant shall at all times act in the best interests of the game and shall not act in any manner which is improper or brings the game into disrepute or use any one, or a combination of, violent conduct, serious foul play, threatening, abusive, indecent or insulting words or behaviour.

**E3.2** A breach of Rule E3.1 is an “Aggravated Breach” where it includes a reference, whether express or implied, to any one or more of the following :- ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability.

**E4** A Participant shall not carry out any act of victimisation as defined in the Equality Act 2010, or any act of discrimination by reason of ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation, disability, age, pregnancy, maternity, marital status or civil partnership, unless otherwise permitted by law and The Rules or regulations of The Association.

## ***2. Grassroots Disciplinary Process***

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### **Regulations:**

Conduct of participants at matches

**E20** Each Affiliated Association, Competition and Club shall be responsible for ensuring that its Directors, players, officials, employees, servants, representatives, conduct themselves in an orderly fashion whilst attending any Match and do not:

**E20.1** use words or otherwise behave in a way which is improper, offensive, violent, threatening, abusive, indecent, insulting or provocative;

**E20.2** conduct themselves in a manner prohibited by E20.1 in circumstances where that conduct is discriminatory in that it includes a reference, whether express or implied, to any one or more of ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability.

## 2. Grassroots Disciplinary Process

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### Regulations:

Supporter behaviour

**E21** A Club must ensure that spectators and/or its supporters (and anyone purporting to be its supporters or followers) conduct themselves in an orderly fashion whilst attending any Match and do not:

**E21.1** use words or otherwise behave in a way which is improper, offensive, violent, threatening, abusive, indecent, insulting or provocative;

**E21.2** throw missiles or other potentially harmful or dangerous objects at or on to the pitch;

**E21.3** encroach on to the pitch or commit any form of pitch incursion;

**E21.4** conduct themselves in a manner prohibited by paragraph E21.1 in circumstances where that conduct is discriminatory in that it includes a reference, whether express or implied, to one or more of ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability.

**E21.5** it shall be a defence to a Charge in relation to Rules E21.1 to E21.3 (only) if a Club can show that all events, incidents or occurrences complained of were the result of circumstances over which it had no control, or for reasons of crowd safety, and that its responsible officers or agents had used all due

diligence to ensure that its said responsibility was discharged. However, when considering whether this defence is made out a Regulatory Commission will have regard to all relevant factors including:

- The extent to which the Club has discharged its duty;
- The severity of the issues involved;
- The extent to which similar issues have occurred previously in which case whether the Club took sufficient action in preventing further such incidences.

**E21.6** For the avoidance of doubt Rule E21 shall apply to the conduct of both a Club's home and/or away supporters.



## 2. Grassroots Disciplinary Process

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### Investigations:

- Anyone can report behaviour, **BUT** it must be sent to the CFA [discipline@cheshirefa.com](mailto:discipline@cheshirefa.com)
- Process:
  - CFA may charge on a 'Prima Facie' basis on reports.
  - If not 'Prima Facie' the CFA will open an investigation seeking evidence from parties.
- Timeframes:
  - From notification date a CFA has 90 days to resolve a case (charge and hear)
  - For allegations in abandoned matches – From match date a CFA has 28 days to charge, and a total of 42 days to resolve a case (if a charge is raised)
- Compliance:
  - If the CFA requests information then club/participant must comply with the request in an active investigation.

## ***2. Grassroots Disciplinary Process***

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- Do this in 2's or 3's (if you are online just answer the question on your own)
- Read the referee report.
- Do you need to ask the referee any more questions? If so what?
- Do you need to make contact with anyone else? If so who?

## ***2. Grassroots Disciplinary Process***

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I refereed on Sunday morning. After the match the player I sent off approached me near to the parents and grabbed me.

They were shouting abuse at me about. I feared for my safety.

A parent saw this and came over and the player stopped and walked away.

Their behavior was totally unacceptable its no wonder referee's are leaving the game.



## ***2. Grassroots Disciplinary Process***

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On Sunday 29<sup>th</sup> October 2023 I officiated the match between United U18's and Athletic U18's. During the match I sent off United FC's Paul Jones for S2 in the 89<sup>th</sup> minute.

After the match had finished, I was gathering my things on the sideline on the halfway point. Paul Jones approached me confrontationally calling me a "fucking wanker". He was walking at pace towards me so I put my right arm out to protect my space. He grabbed my outstretched arm with force with his left hand and pushed my arm away, so I brought my left arm out in front which he grabbed with his right hand. He continued to aggressively shout at me calling me a "fucking cheat" . During this I was shouting at the player to "move away", I was concerned that he was out of control and may hit me.

One of the Athletic parents must have seen this as I could see them sprinting over and they put themselves between myself and Paul Jones and moved the player away.

The parent's name was John Smith, he asked me if I was OK and he escorted me to my car. He said he didn't hear what Paul Jones had said but he thought I may have been in danger due to Paul Jones body language.

John Smith gave me his contact number which is XXXXX XXXXXX

### ***3. Grassroots Disciplinary Process***

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#### **Victim Support:**

- Cheshire FA – Pastoral support programme (Steve Smithies, Nadine Crane, Ryan Bostock)
- The FA offer (funded by The FA):
  - Expert support through Sporting Chance [www.sportingchanceclinic.com](http://www.sportingchanceclinic.com)
  - For alleged victims of 'serious cases'
  - Six sessions available
  - CFA offers this to alleged victims at immediate point of allegation
- Referral to your GP

## 2. Grassroots Disciplinary Process

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### Decision Making:

- Based on the evidence available the CFA will take the following options in 'non serious' cases:
  - Close investigation with no further action.
  - Close investigation but refer the allegation to the Designated Safeguarding Officer as 'poor practice'.
  - Close investigation but mandate an order of education.
  - Charge the participant/club with appropriate charge(s)
- If it is a 'serious' case the CFA will make **recommendation** to the Regional Development Manager.
- 'serious' cases are defined as:
  - E3.2 Aggravated Misconduct
  - E4 Discrimination
  - E3.1 Assault on a Match Official
  - E3.1 Physical Contact on a Match Official
  - E3.1 Threatening a Match Official
  - E3.1 Assault by Participant on Participant
  - E20 or E21 that contains elements of any of the above



## ***2. Grassroots Disciplinary Process***

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### **Responding:**

- Charges appear in FA Whole Game System
- Charge letter will identify:
  - The charge date
  - The deadline date for response
  - The participant/team charged
  - The charge code and offence
  - Specifics on the reason of the charge being issued
  - Possible sanctions if the charge is accepted (or found proven if denied)
- Return form gives four options:
  - a. Pleading guilty – charge to be heard by correspondence only
  - b. Pleading guilty – request a verbal plea hearing
  - c. Pleading not guilty – charge to be heard by correspondence only
  - d. Pleading not guilty – request a personal hearing

## 2. Grassroots Disciplinary Process

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### Hearing:

- Panel of 4 appointed to hear a charge:
  - 1 Secretary
  - 2 Wing Members
  - 1 Chair
  - At least 1 of the 3 discipline panel members will be independent
  - All 4 appointed will have achieved FA required qualifications
- Only exception to this are 'pleading guilty - charge to be heard by correspondence only' matters that are serious cases. These can be heard by an independent Chair alone.
- Hearing differences:
  - Correspondence hearings are heard by submitted statements and evidence alone.
  - Personal hearing (pleading not guilty) – County FA call relied upon witnesses and the appellant can bring as many defence witnesses as they wish.
  - Verbal plea hearing (pleading guilty) – The appellant can bring people with them for character reference should they wish.

## ***2. Grassroots Disciplinary Process***

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### **Hearing:**

- Activity:
- You are going to see clips of a personal hearing for an offender.
- Write down / identify the good practice and the poor practice points.









## ***2. Grassroots Disciplinary Process***

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### **Hearing:**

- Activity:
- You are going to see clips of a personal hearing for an offender.
- Write down / identify the good practice and the poor practice points.



## 2. *Grassroots Disciplinary Process*

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### Hearing:

- If you are to take part in a hearing you will be sent the guidance <https://en.calameo.com/read/001230235ff30ea88370a>
- County FA determines whether its virtual (Teams) or face to face.
- County FA witnesses – ***you are not on trial***, but you can be questioned by the appellant. It is an inquisitorial process.
- U18 specific protocol.
- Preliminary matters for consideration.

## ***2. Grassroots Disciplinary Process***

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### **Sanctions:**

- Disciplinary panel have sanction guidelines – Low / Medium / High grades – take into consideration Aggravating and Mitigating factors.
- It is at the discretion of the panel to consider any of the following:
  - Suspension – can be given in matches / days.
  - Monetary fine.
  - Ground ban.
  - ‘Disciplinary Penalty Points’ for the team.
  - Education order.
  - Cost orders.
  - and.....

## ***2. Grassroots Disciplinary Process***

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### **Sanctions:**

- **POINTS DEDUCTIONS!**

### **SCOPE**

These sanction guidelines only apply in the men's adult game below Step 6 of the National League System and in the women's adult game at Tier 3 and below of the Women's Football Pyramid.

These sanction guidelines also apply to grassroots youth football and for the avoidance of doubt do not apply to any academy or youth team associated with any Club participating in the Premier League, EFL, WSL or FA Women's Championship.

## ***2. Grassroots Disciplinary Process***

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### **Sanctions:**

- **POINTS DEDUCTIONS (Aggravated Offences)**

### **RELEVANT RULES**

Rule E3.4 sets out the basis on which a Club can be charged for cumulative Aggravated Breaches committed by two or more Participants from the Club

### **GUIDANCE ON APPLICATION OF THE APPLICATION OF E3.4**

Any reference to “Club” should be interpreted as meaning each team within the Club, rather than covering all age groups.

So, for example, if an U14 and an U16 team within a Club have committed a breach of E3.2, this will not trigger a breach of Rule E3.4. However if a Participant from the same U16 team committed a breach of Rule E3.4 within the next 12 months, this would trigger a breach of E3.4.

However, for youth teams, the intention is to track the same team as it passes through the age groups, so for the purposes of determining liability, the 12 month look back period will include any time spent in a lower age bracket.

## 2. Grassroots Disciplinary Process

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### Sanctions:

- POINTS DEDUCTIONS (Attempted/Assaults of Attempted/Physical Contact on a Match Official)

### RELEVANT REGULATIONS

- Paragraph 92.2 of Part D of Section Three of the Disciplinary Regulations
- Paragraph 92.2 sets out the basis for a Club's liability:

92 A Club may be liable for a Charge of Misconduct where:

[.....]

92.2 There have been two occasions during a 12 month period where one or more Participants from a Club commits Misconduct for an offence against a Match Official of the sort described at paragraphs 96.2 and 96.3 below. A Club may also be Charged on the third and every subsequent occasion such a proven offence is committed by one or more of its Participants during a 12 month period.

### GUIDANCE

Paragraph 92 is only intended to capture behaviour by a specific team within a Club it is not an accumulation of offences across all teams within a Club. For youth teams, the intention is to track the same team as it passes through the age groups, so for the purposes of determining liability, the 12 month look back period will include any time spent in a lower age bracket. Where two or more Misconduct offences against a Match Official take place within the same game, this will be treated as a single "occasion" for the purposes of this paragraph 92.



## ***2. Grassroots Disciplinary Process***

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### **Sanctions:**

#### **SANCTION GUIDELINES**

Breaches of Rule E3.4 and Regulation 92.2 are serious offences. The sanctions set out on the next slide are significant to try to address serious Misconduct within a Club, but also to act as a deterrent for further offending.

The National Serious Case Panel should impose any sanction it deems to be proportionate based on the Sanction Range and any aggravating or mitigating factors.

#### **SANCTION RANGE**

The next slide shows the Sanction Range for each offence.

All penalties are for immediate effect.

Points shall be deducted from league standings as at the date the decision on sanction is made.

In the event that all league fixtures have been completed any points deduction shall be applied from the commencement of the following season.

## 2. Grassroots Disciplinary Process

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### RULE E3.4

<b>1<sup>st</sup> breach of Rule E3.4 (two Aggravated Breaches by Participants from a Club)</b>	<b>2<sup>nd</sup> breach of Rule E3.4 (three Aggravated Breaches by Participants from a Club)</b>	<b>3<sup>rd</sup> breach of Rule E3.4 (four Aggravated Breaches by Participants from a Club)</b>
3 points to 6 points	4 points to 9 points	6 points to 12 points
Immediate	Immediate	Immediate

### REGULATION 92.2 OF PART D OF SECTION THREE OF THE DISCIPLINARY REGULATIONS

<b>1<sup>st</sup> breach of Reg 92.2 (two 96.2/3 offences by Participants from a Club)</b>	<b>2<sup>nd</sup> breach of Reg 92.2 (three 96.2/3 offences by Participants from a Club)</b>	<b>3<sup>rd</sup> breach of Reg 92.2 (four 96.2/3 offences by Participants from a Club)</b>
3 points to 6 points	4 points to 9 points	6 points to 12 points
Immediate	Immediate	Immediate

## ***2. Grassroots Disciplinary Process***

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### **Sanctions:**

#### **MITIGATING FACTORS MAY INCLUDE, BUT NOT LIMITED TO:**

- The Club has removed the individual(s) who committed the offences
- The Club has taken meaningful steps to address poor behavioural culture within the club
- The Club has accepted full responsibility for the repeat offences

#### **AGGRAVATING FACTORS MAY INCLUDE, BUT NOT LIMITED TO:**

- The severity of the offences committed and any sanction imposed in relation to them
- The Club has not removed the individuals who committed the offences
- The Club has failed to take meaningful steps to address poor behaviour within the Club
- The Club has a poor disciplinary record in general

## ***2. Grassroots Disciplinary Process***

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### **Appeal:**

- Only the individual / club sanctioned has a right to appeal.
- A result letter confirming the sanction will appear in FA Whole Game System and highlighting The FA appeal process.
  - 7 days to register intent to appeal from result letter.
  - 14 days to submit all information for appeal.
- If the charge was a 'serious' case charge then the appeal timeframe to The FA will begin when you receive the written reasons of the case from the County FA.
- Four grounds of appeal:
  - a. Failed to give the appellant a fair hearing.
  - b. Misinterpreted or failed to comply with the rules or regulations relevant to its decision.
  - c. Came to a decision on the facts of the case which no reasonable body could have reached.
  - d. Imposed an award order or any other sanction that is excessive.

### 3. Cheshire FA Landscape

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	20/21	21/22	22/23
E1.2 Failed to comply with Rules and Regulations of the Football Association	0	0	0
E10 (Participant) Failed to comply with a decision of the Association	10	6	5
E12 (Club) Failure to comply with decision of the Association	10	7	7
E20 - directors, players, officials, employees, servants, representatives, conduct themselves in an orderly fashion	94	141	82
E21 - spectators and/or its supporters conduct themselves in an orderly fashion	0	2	45
E3 Improper Conduct- not acting in the best interests of the game	0	0	0
E3 (b) Insufficient Sanction	0	0	0
E3 (c) Improper Conduct against a Match Official - (including abusive language/behaviour)	52	80	100
E3 (d) Improper Conduct (not including threatening and/or abusive language/behaviour)	14	3	9
E3 (e) Improper Conduct against a Match Official - (including threatening and/or abusive language/behaviour)	8	7	6
E3 (f) Improper Conduct (including threatening and/or abusive language/behaviour)	6	5	3
E3 (g) Improper Conduct against a Match Official (including physical contact or attempted physical contact)	4	8	6
E3 (h) Improper Conduct (including violent conduct and threatening and/or abusive language/behaviour)	10	33	18
E3 (i) Improper Conduct - Assault by participant on participant	3	2	1
E3 (j) Improper Conduct - Assault or Attempted Assault on a Match Official	0	2	5
E3 (k) Improper Conduct (including foul and abusive language) *including Aggravated Offences	12	17	28
	<b>223</b>	<b>313</b> <b>(+40%)</b>	<b>315</b> <b>(+0.5%)</b>



### ***3. Cheshire FA Landscape***

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	Match to Charge	Charge to Hearing	Total
Abandon Match Cases 2020/21	17	21	38
Abandon Match Cases 2021/22	33	32	65
Abandon Match Cases 2022/23	24	18	42
Cases – Personal Hearings 2020/21	29	51	80
Cases – Personal Hearings 2021/22	60	53	113
Cases – Personal Hearings 2022/23	29	32	61
Cases – Non Personal Hearings 2020/21	30	35	65
Cases – Non Personal Hearings 2021/22	53	39	93
Cases – Non Personal Hearings 2022/23	32	20	52
Total Averages From All Cases 2020/21	30	38	67
Total Averages From All Cases 2021/22	54	40	94
Total Averages From All Cases 2022/23	31	21	52

### **3. Cheshire FA Landscape**

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<b>Season</b>	<b>No. Cases</b>	<b>Below 45 Days</b>	<b>46 to 60 Days</b>	<b>61 to 90 Days</b>	<b>91 to 180 Days</b>	<b>181+ Days</b>
2020/21	223	87 (39%)	45 (20%)	33 (15%)	58 (26%)	0 (0%)
2021/22	313	42 (13%)	31 (10%)	56 (18%)	182 (59%)	2 (%)
2022/23	315	180 (58%)	44 (14%)	46 (14%)	45 (14%)	0 (0%)

## 4. Addressing Behaviours

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### TEMPORARY DISMISSALS

- National data from 2022/23 FA Discipline Review:

CAUTION CODE	COUNT OF INCIDENTS (2021/2022)	COUNT OF INCIDENTS (2022/2023)	PERCENTAGE CHANGE
C2 – Dissent	6,412	7,319	+14.1%
C2 – Dissent (sin bin)	33,933	33,034	-2.7%

- Temporary Dismissals to be relaunched during 2023/24 season.
- The FA are looking into one option which is that a Temporary Dismissal will count as one of the two on field yellow cards a player may receive i.e. this will remove the ability for a player to potentially get three yellow cards.
- Consultation – Discipline Sub Committee – Football Regulatory Authority.

## 4. Addressing Behaviours

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### Body Cam trial

Since the trial began, there have been no allegations of misconduct against a match official, by the match officials who wear the cameras. On that basis, we are looking to expand the pilot even further to create a greater sample size to prove the concept that match officials wearing body worn cameras, does indeed reduce misconduct and where it doesn't prevent misconduct, it gives greater evidence to the County Football Association when bringing disciplinary proceedings.



- Taken from the FA 2022/23 Discipline Review.
- Body cam pilot planned to expand to 8 further leagues.

## 4. Addressing Behaviours

- FA Club Accreditation:

RESPECT SANCTION	RESPECT SANCTION DEFINITION (PER TEAM)	ENGLAND FOOTBALL ACCREDITED PROCESS	ENGLAND FOOTBALL ACCREDITED SANCTION
STAGE 1	Accumulation of 6 incidents of qualifying offences	A warning is sent to the club from the County FA as part of the Respect Sanction process.	Warning to include England Football accredited discipline process and sanctions
STAGE 2	Accumulation of 10 incidents of qualifying offences	Clubs will be invited to attend a County FA Accreditation Working Party (or relevant committee/party) with the accumulation of 10 incidents of qualifying offences	The club will be asked what it has done to address the issues on their initial warning for 6 incidents. The County FA accreditation Working Party or the County FA development and governance officers will support the club in developing an action plan to improve standards
STAGE 3	Accumulation of 15 incidents of qualifying offences	Clubs will be called in front of the Accreditation Working Party (or relevant committee/party) with the accumulation of 15 incidents of qualifying offences	The County FA accreditation Working Party (or relevant committee/party) may suspend a club's England Football accreditation for between 3-12 months. The County FA will provide the club with an action plan and review dates
STAGE 4	Accumulation of 20 incidents of qualifying offences	Clubs will be called in front of the Accreditation Working Party (or relevant committee/party) with the accumulation of 20 incidents of qualifying offences	An England Football accredited Club may lose its accreditation for a first offence but should be given an action plan to follow in the first instance. For a 2nd offence the Club will lose their accreditation and not be allowed to re-apply within 12 months



## 4. Addressing Behaviours

- FA Club Accreditation:

	AMOUNT	ENGLAND FOOTBALL ACCREDITED PROCESS	ENGLAND FOOTBALL ACCREDITED SANCTION
<b>DISCIPLINARY POINTS PER TEAM</b>	75 points	Stage 2	The County FA accreditation Working Party or the County FA development and governance officers will support the club in developing an action plan to improve standards
<b>(AS ABOVE)</b>	150 points	Stage 3	The Accreditation Working Party (or relevant committee/ party) may suspend a club's accreditation for between 3-12 months. The County FA will provide the club with an action plan and review dates
<b>(AS ABOVE)</b>	225 points	Stage 4	An England Football accredited Club may lose its accreditation for a first offence but should be given an action plan to follow in the first instance. For a 2nd offence the Club will lose their accreditation and not be allowed to re-apply within 12 months
<b>A CLUB HAS BEEN CHARGED AND THE CASES PROVEN WHERE GAMES HAVE BEEN ABANDONED AS A RESULT OF MISCONDUCT</b>	2 games abandoned	Stage 2 *	(See above sanction for stage 2)
<b>(AS ABOVE)</b>	3 games abandoned	Stage 3 *	(See above sanction for stage 3)
<b>(AS ABOVE)</b>	5 games abandoned	Stage 4 *	(See above sanction for stage 4)



## 4. Addressing Behaviours

- FA Club Accreditation:

	AMOUNT	ENGLAND FOOTBALL ACCREDITED PROCESS	ENGLAND FOOTBALL ACCREDITED SANCTION
<b>A CLUB HAS CASES OF VIOLENT CONDUCT ACROSS ALL ITS TEAMS INCLUDING ALL 52 CHARGES AND ANY CHARGE OF ASSAULT ON A MATCH OFFICIAL OR PHYSICAL CONTACT ON A MATCH OFFICIAL AND ASSAULT PARTICIPANT ON PARTICIPANT</b>	4 incidents	Stage 2 *	(See above sanction for stage 2)
<b>(AS ABOVE)</b>	6 incidents	Stage 3 *	(See above sanction for stage 3)
<b>(AS ABOVE)</b>	8 incidents	Stage 4 *	(See above sanction for stage 4)
<b>A CLUB HAS E3.2 CHARGES AGAINST ANY PLAYER IN A 12-MONTH PERIOD</b>	2 charges	Stage 2	(See above sanction for stage 2)
<b>(AS ABOVE)</b>	3 charges	Stage 3	(See above sanction for stage 3)
<b>(AS ABOVE)</b>	4 charges	Stage 4	(See above sanction for stage 4)

## ***4. Addressing Behaviours***

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### Leagues

- Remove player registrations
  - 10 matches or 112 days suspension cumulatively
  - Two year period from the date of the first offence
  - Two or more offences.
- Remove teams from membership
  - AGM/EGM/SGM
  - Constitutional
  - Fairness and transparency

## ***4. Addressing Behaviours***

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### Clubs

1. Codes of Conduct.
  2. Sub Committee/Group investigate and take a decision on membership.
  3. Club Committee in place to hear any appeal.
- FOLLOW YOUR CLUB RULES
  - BE CLEAR AND TRANSPARENT IN YOUR COMMUNICATIONS
  - BE FAIR

## ***5. Abandoned Match – Procedure / Protocol for Aggravation***

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### **Match Protocol:**

- The incident should in the first instance be brought to the attention of the match referee during a break in play.
- The match referee should report the incident to a relevant responsible club representative. The identity of that club representative will vary game to game and the match official will determine the best person from the club to assume this responsibility and is likely to be the Secretary, Manager or other Club Official.
- The club representative should seek to identify the person/people responsible and take appropriate action while the match continues in order to stop the abuse.
- If, within an amount of time agreed by the match referee to the club representative, the problem continues, the referee may remove the players from the field and suspend the match, allowing the club representative a further opportunity to deal with the problem.
- If in the opinion of the match referee the matter cannot be dealt with satisfactorily and the welfare of any participants, in terms of the threat of continued abuse, remains at risk, the match referee should consider abandoning the match.
- Any decision to suspend or abandon a match should be taken solely by the match referee after full consultation, where deemed appropriate, with both team managers and captains.

## **5. Abandoned Match – Procedure / Protocol for Aggravation**

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1. Where a fixture is abandoned due to discrimination from spectators, and the offending club admits liability during the investigation stage, no charges shall be brought against the individual or club who made the decision to abandon the game *providing it is evidenced that the protocol has been applied.*
2. Where a fixture is abandoned due to discrimination from players / officials, and the offending club admits liability during the investigation stage, no charges shall be brought against the individual or club who made the decision to abandon the game *providing it is evidenced the protocol has been applied.*
3. Where a fixture is abandoned due to discrimination from spectators, and the offending club denies liability during the investigation stage, charges will be brought against the individual or club who made the decision to abandon the game. The disciplinary panel will first consider the discrimination case; if such case is found proven, then the County FA shall withdraw proceedings against the individual / club who abandoned the game, unless circumstances that arise during the hearing deem otherwise. **The hearing(s) shall be non-consolidated.**
4. Where a fixture is abandoned due to discrimination from players / officials, and the offending club denies liability during the investigation stage, charges shall be brought against the individual or club who made the decision to abandon the game. The disciplinary panel will first consider the discrimination case; if such case is found not proven, then the charge against the individual / club who abandoned the game will be heard. **The hearing(s) shall be non-consolidated.**

## 6. *Wrongful Dismissals*

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- Across the entire game red cards can be appealed with the exception of:
  - Second yellow card offence (S7)
  - Offensive, insulting or abusive language (S6)
- Video evidence is not required, but obviously is helpful!
- Process to appeal:
  - Submit an 'intent to appeal' within two working days of the fixture.
  - Submit all evidence to be considered within four working days of the fixture.
  - CFA/FA to hear the appeal no later than the fifth working day from the fixture by **correspondence only.**
- The 'Test' – They must show that the match official made an **'OBVIOUS ERROR'**

## ***6. Wrongful Dismissals***

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### Activity:

- You are going to see five appeals to red cards.
- You will see the clip once, then you will be given a description, you will then see the clip a second time.
- Decide whether the appeal for wrongful dismissal should be dismissed or successful.



## ***6. Wrongful Dismissals***

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# Appeal 1

BIS 2-0 ASH 72:48



## ***5. Wrongful Dismissals***

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### Criteria for DOGSO:

- Direction – general direction of play?
- Distance – between the offence and the goal?
- Covering – players between the attacker and goal?
- Control – likelihood of the player keeping control of the ball?
- Genuine – attempt to play the ball?

BIS 2-0 ASH 72:48



## ***5. Wrongful Dismissals***

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# Appeal 2





Puritans Radio Stand

JLD Driver Training Limited

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## ***5. Wrongful Dismissals***

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### Criteria for Serious Foul Play:

- Serious foul play is when a player who lunges at an opponent in challenging for the ball from the front, from the side or from behind using one or both legs, with excessive force or endangers the safety of an opponent is guilty of serious foul play.





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## ***6. Wrongful Dismissals***

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# Appeal 3



## ***6. Wrongful Dismissals***

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### Criteria for Violent Conduct:

- Violent conduct is when a player uses or attempts to use excessive force or brutality against an opponent when not challenging for the ball, or against a team-mate, team official, match official, spectator or any other person, regardless of whether contact is made.





## ***6. Wrongful Dismissals***

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# Appeal 4



## ***6. Wrongful Dismissals***

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Criteria for DOGSO:

- Direction – general direction of play?
- Distance – between the offence and the goal?
- Covering – players between the attacker and goal?
- Control – likelihood of the player keeping control of the ball?
- Genuine – attempt to play the ball?







## ***6. Wrongful Dismissals***

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# Appeal 5

## ***6. Wrongful Dismissals***

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“On Sunday my captain James Smith was sent off for serious foul play. I was at the game as the teams manager and I was only 20 yards away from the incident which was much closer than the match official. I had an unrestricted view whereas the match officials position was not ideal to see the incident.

The match official stated in their report that James left the floor with both feet, was not in control, and caught the opposing player at knee height?

This is incorrect, James had one foot in contact with the floor at all times and the challenge was a 50/50 challenge both players making connection with the ball however James made contact with the players ankle in the follow through.

There was no malice or intent just a full blooded 50/50 challenge in what was a competitive but fair match played with respect and no issues throughout.”

## ***6. Wrongful Dismissals***

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### Appeal Panel Decisions:

- Appeal 1 – Club appeal was dismissed – red card for DOGSO remained.
- Appeal 2 – Club appeal was dismissed – red card for serious foul play remained.
- Appeal 3 – Club appeal was upheld – red card for violent conduct was expunged.
- Appeal 4 – Club appeal was upheld – red card for DOGSO was expunged.
- Appeal 5 – Club appeal was dismissed – red card for serious foul play remained.

## ***6. Wrongful Dismissals***

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Tie Break – What year was Vauxhall Motors FC formed?:



## 7. Q&A

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**QUESTIONS?**





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