



**ENGLAND
FOOTBALL**

Under 18 Referees – have fun and keep safe

Dear Referee,

Norfolk County FA wants to ensure that you are aware of the support you have access to should you have any concerns over your safety and welfare while carrying out your refereeing duties. Please read the information below in full and keep the information and contact details safe in case you need them.

It is important to remember that the vast majority of football is played in safe and friendly environments where everybody can enjoy taking part. However, we appreciate that there may be occasions when you would like additional help and support.

Concerned about something you've seen or heard?

Tell an adult you trust if you are concerned about something you have seen or heard, if something doesn't feel right, or if you are worried about comments someone has made to, or about, you via text or social media.

It's really important that if you are concerned about your own safety, or the safety of another child or young person, that you let our Designated Safeguarding Officer, Ken D'Rosario, know as soon as possible to ensure we can support you.

If you or someone else is in immediate risk of harm, then this should be reported to the police via 101 or 999 phone numbers.

You can also contact Childline for advice and support on Tel: 0800 11 11 or go online to www.childline.org.uk/get-support/

Disciplinary Matters

It's really important that all match day disciplinary matters are reported to the relevant County FA as soon as possible. In most cases this is a simple and speedy process that can be completed online using the Whole Game System. However, should you need assistance in compiling a report, contact a member of our Football Services Team on 01603 704050 (opt 1,1,1) or email Support@NorfolkFA.com.

In the unlikely event of a very serious disciplinary matter, you may wish to speak to somebody about it. Our Designated Safeguarding Officer, Referee Development Officer and Head of Football Services can all be contacted for advice and support.

Feel threatened?






Your own safety and wellbeing is our priority and although instances are rare, should you feel threatened whilst refereeing; your own safety must be your priority. Find a supportive adult and ensure you can leave the venue safely. Avoid doing or saying anything that might make things worse. At the first opportunity please report these events to our Football Services Team. Our Referee Development Officer will contact you when he has been informed about the incident.

Attending a disciplinary hearing

During the course of your refereeing career you may be required to attend a disciplinary hearing to give evidence. Don't worry about this as you will be offered guidance and support by a member of the Norfolk FA team. If you are Under 18 we take your age into account in ensuring that the process is as easy as possible for you. Referees under 16 will be accompanied by a parent/carer or colleague. If preferred our Referee Development Officer or Designated Safeguarding Officer can be on hand to offer this assistance.

Inclusion

If you have an impairment or believe there are restrictions in place preventing you from fully accessing and enjoying refereeing then you need to inform us. Football is inclusive and that applies to refereeing too. If you would like to chat about this please contact the County FA Referee Development Officer or Designated Safeguarding Officer and we can help to remove the barriers to your full participation.

Contact	Details	Contact	Details
	<p>Ken D’Rosario Designated Safeguarding Officer</p> <p>Ken.D’Rosario@NorfolkFA.com 01603 704050 (opt 1,1,5) 07777 607567</p>		<p>Harvey Newstead Referee Development Officer</p> <p>Harvey.Newstead@NorfolkFA.com 01603 704050 (opt 1,1,3) 07467 806248</p>
	<p>Matt Lemmon Head of Football Services</p> <p>Matt.Lemmon@NorfolkFA.com 01603 704050 (opt 1,1,1) 07467 806313</p>		<p>Matt Carpenter Chief Executive Officer & Senior Safeguarding Lead</p> <p>Matt.Carpenter@NorfolkFA.com 01603 704050 07866 731081</p>
	<p>Thomas Constance Regulatory Services Manager</p> <p>Thomas.Constance@NorfolkFA.com 01603 704050 (opt 1,1,1) 07467 806313</p>		