

DISCIPLINE SUPPORT

DISCIPLINE TEAM

The Discipline Team investigates allegations (misconduct) and evaluates all evidence to determine if a charge(s) can be raised. Their role extends to arranging hearings and communicating outcomes to the participants involved. It is the role of the Discipline Team to trigger the support, as appropriate, from the rest of the team below.



Jack Mason
Football Services Manager
jack.mason2@westridingfa.com



Anna Knee
Football Services Officer
Anna.knee@westridingfa.com



Bethany Osborne
Football Services Officer
Bethany.osborne@westridingfa.com

DISCRIMINATION SUPPORT

Ashraf's role is to:

- Provide support to participants who are alleged victims of discrimination.
- Provide guidance to participants who are alleged perpetrators.
- Work with statutory agencies such as the police to manage referrals relating to alleged instances of discrimination.



Ashraf Wallace
Equality, Diversity & Inclusion Lead
Ashraf.wallace@westridingfa.com

REFEREE SUPPORT

Mark's role is to:

- Provide support to match officials who are alleged victims of misconduct.
- Provide guidance to match officials who are alleged perpetrators of misconduct.
- Provide training and education to match officials to develop their skills and ability in refereeing.
- Provide training and education to match officials on how to report misconduct.



Mark Haywood
Referee Development Officer
Mark.haywood@westridingfa.com

SAFEGUARDING SUPPORT

Paul's role is to:

- Provide support to participants who are under the age of 18 who are alleged victims of misconduct.
- Provide guidance to participants who are under the age of 18 who are alleged perpetrators of misconduct.
- Provide training and education to Club/League Welfare Officers to manage low level poor practice.
- Provide training and education to Club/League Welfare officers on how to escalate concerns.
- Work with statutory agencies such as the Police and children's services to manage referrals relating to participants under the age of 18.



Paul Ratcliffe
Designated Safeguarding Officer
Paul.ratcliffe@westridingfa.com

DISCRIMINATION SUPPORT

SPORTING CHANCE

West Riding FA have partnered with Sporting Chance to provide counselling support to victims of discrimination. This offer is open to all victims of discrimination who have reported the incident to the West Riding FA/FA. The service can be accessed from day 1 of the investigation starting and after the investigation concludes.

To speak with someone to better understand this service, or if you would like to access this support, please contact the Sporting Chance Team at:

Tel: 07780 008877 between 9am and 5pm on a weekday.
Email: support@sportingchanceclinic.com

or contact West Riding FA at:

Tel: 0113 282 1222
Email: info@westridingfa.com

Support and guidance is provided to participants across the 7 stages of the disciplinary process:

STAGE 1: Allegation

STAGE 2: Investigation

STAGE 3: Charge

STAGE 4: Charge response

STAGE 5: Hearing

STAGE 6: Outcome

STAGE 7: Appeal