



## Disciplinary Support for Under 18 Registered Referees

Worcestershire FA supports all referees if they are required to attend a Personal Hearing and contact details can be found at the bottom of this document. There are strict protocols for the attendance of referees under the age of 18 so that the environment is appropriate and further information is available below.

### The following procedures must be adopted when young people are involved in personal hearings:

- Evidence can only be received from young people (who must be accompanied by a responsible adult) in front of the Commission Members, Commission Secretary, Participant charged and his/her representative.
- No other persons are to be permitted within the room whilst a young person is giving evidence.
- Only the Chairman of the Commission is permitted to ask questions of the young person.
- If the representatives or the Participant charged wish to ask questions, or if other members of the Commission wish to ask questions, those questions must be addressed through the Chairman, who will put the questions to the Young person.
- At the end of the questioning by the Commission, and having confirmed the participant or representative charged has no further questions that need to be put to the young person, the young person will be permitted to leave the room and will not be required to stay for the remainder of the hearing unless they specifically request to do so.
- It is preferable at this stage that the Young Person leaves the Commission venue completely although the practicalities surrounding joint travel with other attendees may make this difficult. However, the Young Person should not remain in the Commission room.

The above procedure is sent to all parties in advance of the Personal Hearing so that they are aware of the procedures before arriving and so that they can prepare appropriately.

These procedures have been seen and approved by the Disciplinary Sub Committee and shall be enforced with immediate effect and apply to Youth Football matches only.

## Worcestershire FA Key Contacts

| Contact Name                 | Title                                 | Email/Phone  |
|------------------------------|---------------------------------------|--|
| Ollie Williams               | Referee Development Manager           | <a href="mailto:ollie.williams@worcestershirefa.com">ollie.williams@worcestershirefa.com</a><br>07786 570602           |
| Anna Konstantinides          | Safeguarding & Investigations Manager | <a href="mailto:anna.konstantinides@worcestershirefa.com">anna.konstantinides@worcestershirefa.com</a><br>07990 548681 |
| General Safeguarding Queries |                                       | <a href="mailto:safeguarding@worcestershirefa.com">safeguarding@worcestershirefa.com</a><br>01905 827137               |