

Trustees' Annual Report for the period						
From	Period start date			To	Period end date	
	01	03	2021		28	02

## Section A Reference and administration details

Charity name	Refsupport		
Other names charity is known by	Refsupport UK		
Registered charity number (if any)	1171000		
Blandford Forum	The Pines		
	Blandford Forum		
	Postcode DT11 7NZ		

### Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Janie Frampton	Chair		
2	Martin Cassidy	Chief Executive		
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19				
20				

### Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
David Brammer	
Richard Melinn	

### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

### Name of chief executive or names of senior staff members (Optional information)

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## Section B Structure, governance and management

### Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Trust
Trustee selection methods (eg. appointed by, elected by)	Appointed by Chair, Chief Executive and other Trustees

### Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

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## Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

**Our mission is to raise the quality, status and benefits of refereeing, for the good of its members and in the interests of the game, to represent the interests of members of each regional Hub, to keep its members informed of all relevant news and information passed from Ref Support and Sports Official's Consultancy and other relevant football authorities and to organise educational, social and other activities for its members.**

**Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)**

- Increase awareness of all issues surrounding wellbeing and training and support of match officials across a broad range of sport
- Representing match officials at disciplinary hearings
- Coaching and mentoring of match officials
- Financial support for personal development of match officials
- Donations of kit to match officials and association football clubs
- Clothing donations to homeless charities
- Sponsorship of hearing impaired association football team, annual sporting behaviour awards for Toolstation Western Football League
- Lobbying politicians and National Governing Bodies to increase both awareness and effective prevention of abuse and physical assault
- Implementation of telephone app for
  1. Future potential use with Bodycam equipment to protect match officials and to evidence positive behaviour.
  2. Practical training of match officials
  3. Deterrent to abuse and assault of participants on and off the field of play (i.e. coaching staff and spectators)
- Introduction of confidential telephone "hotline" to seek advice if a victim of assault or abuse, not an alternative to existing disciplinary procedures
- Availability of e-learning platform for continued development
- Giving Football clubs football kit as a reward for positive behaviour to match officials.
- Sponsoring Football League Respect awards.
- Lobbying nation governing bodies for systemic positive change to improve the support of match officials.

#### **Additional details of objectives and activities (Optional information)**

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

1. Volunteers – coaching and mentoring of Association Football (AF) match officials
2. Educational meetings with AF match officials
3. Volunteers – coaching and mentoring of match officials who are independent from The FA.
4. Recruit Mental Health First Aiders across the country.

**Summary of the main achievements of the charity during the year**

The achievements are the ongoing progression of match officials and the campaigns listed above, which have resulted in substantial national international media coverage.

Moves to establish positive relationships with The Football Association have commenced and we are confident that these will progress in a manner that enables joint understanding and positive changes in national regulations in regard to the safety and security of match officials

The establishment of a partnership with Cancer Research UK. We will partner with football clubs all over the UK from pro clubs to grass roots to deliver a 'Blow the Whistle to Cancer day' The huge event will develop our charity and raise the profile of the importance of charities working together for common goals.

We have developed an international training program with the International Soccer Federation that delivers referee training to 14 different countries on 4 continents.

We have created a partnership with the Largest Small sided football provider in the World and work with their referees who are independent from The Football Association.

Set up mental health first aiders group to offer support to those who need support and sign post them to the other mental health organisations.

Brought around changes to national FA policy (England) to protect and prevent Child referees from appearing at discipline hearings. FA policy was to charge, suspend or fine youth referees who did not appear at discipline hearings. We successfully lobbied the FA to change this policy under safeguarding procedures and they now do not include this threat in their policies procedures and processes.

Successfully lobbied the CEO of The FA to appoint a law firm to begin an independent investigation in allegations of failure to properly investigate claims of racial discrimination and continued unacceptable behaviour by senior members of FA Staff.

Organised zoom meetings with Mark Clattenburg a high-profile referee, to give grassroots referees the opportunity to interview one of the World's most famous referee. This was a crucial and unique insight to the demands of top flight match officials.

Created and delivered a regular podcast during lockdown to give grassroots match officials opportunity to appear on the podcast and ask and seek practical advice.

Weekly podcast to give support to grassroots referees and regular quizzes and other competitions with prizes to keep grassroots match officials engaged, connected and entertained during lockdown.

Two social media platform that have the highest following and most engaging content on social media that support referees throughout covid

Created a twitter group that has the highest following in the UK for any refereeing group that is also a conduit for support and reporting abuse.

## Section D

## Achievements and performance

Partnered with a homeless charity to offer a free mental health support App called "*Match Fit*" that offers mental health support and messages from famous celebrities and mental health professionals.

Launched the first **Referees Kit Bank** where people can donate kit to be given to those less fortunate who cannot raise the funds for kit to become a referee. This has also proved to be beneficial to those who have gained weight during the lock down and their current kit does not fit them and they cannot afford new kit.

Paid for a group of referees to take the full referee's course to become a fully qualified referee as part of a partnership with The Met Police.

Launched the first independent survey of referees into the mental health challenges referees face and the support they seek. This was the biggest of its kind in the UK and identified failures in the support of referees who received abuse and assault. This was in partnership with one of the largest semi-professional football leagues in the UK.

Successfully lobbied IFAB, FIFA and The FA to introduce the worlds first Body Cam Pilot that was rolled out across England by The National governing Body, The FA under the instruction from IFAB.

This pilot was launched in February in four different areas of England, London, Liverpool, Worcester and North Riding this year. The pilot will last two years and upon conclusion the data will be analysed with the intention to allow all match officials to wear from semi-professional level down wards.

This world's first launch was covered by National and International TV, Radio and Press. Ref Support UK were given credit for our tenacity, determination and drive to make this happen.

Agreed a sponsorship deal with FedEx to give UEFA Champions League duel branded goods to Schools and Junior Teams across the UK who have delivered positive engagement with young referees. This is part of our encouraging positive behaviours between player, clubs and referees. This sponsorship agreement was also the beginning of a campaign to find Referee Mascots fir the 2024 Champions League Final at Wembley Stadium.

## Section E

## Financial review

### Brief statement of the charity's policy on reserves

At present the Charity is on a stable financial footing with income largely derived from donations from the Chair and CEO, with other organisations and individuals making single specific payments e.g. to fund specific projects and/or the opportunity for individual referees to experience international tournaments. The COVID crisis has affected the charities finical position but has not damaged the charities ability to operate efficiently.

### Details of any funds materially in deficit

n/a

## Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

For the future it is the Charity's intention to introduce a subscription-based membership but this has been held in abeyance whilst we continue to strive to establish ourselves as a substantive participant in the education and wellbeing of match officials

Further income will be derived from a self-perpetuating app which changes a telephone into a bodycam. This is something that will require a change in the Laws of some sports and is therefore a long-term project. In the short term we plan to use the app for touchline monitors to manage spectator behaviour and by doing so protect the match officials.

We have received further donations from members of the public and businesses in order for us to expand our work.

## Section F

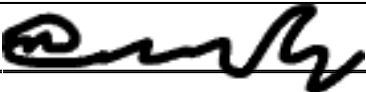
## Other optional information

## Section G

## Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Martin Cassidy	David Stanley Brammer
Position (eg Secretary, Chair, etc)	Chief Executive	Trustee
Date	16.10.2023	



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Refsupport UK

1171000

## Receipts and payments accounts

CC16a

For the period  
from

1.3.2022

To

28.2.2023

### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations	1,697	-	-	1,697	643
Flag donation	27	-	-	27	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>1,724</b>	<b>-</b>	<b>-</b>	<b>1,724</b>	<b>643</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>1,724</b>	<b>-</b>	<b>-</b>	<b>1,724</b>	<b>643</b>
<b>A3 Payments</b>					
Referee Assault Hotline	154	-	-	154	144
Card processing	240	-	-	240	240
Computer Software	100	-	-	100	127
Zoom subscription	144	-	-	144	144
Referees Course - Met Police	76	-	-	76	-
Assistant referee flags	27	-	-	27	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>741</b>	<b>-</b>	<b>-</b>	<b>741</b>	<b>655</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>741</b>	<b>-</b>	<b>-</b>	<b>741</b>	<b>655</b>
<b>Net of receipts/(payments)</b>	<b>983</b>	<b>-</b>	<b>-</b>	<b>983</b>	<b>- 12</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Cash funds this year end</b>	<b>983</b>	<b>-</b>	<b>-</b>	<b>983</b>	<b>- 12</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		1,547	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	1,547	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
		David Brammer	David Brammer	17.10.2023