

Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	03	2022		28	02	2023

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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4				
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10				
11				
12				
13				
14				
15				
16				
17				
18				
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 Socca 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.

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.

Created the first Neurodiversity Ambassador for Ref Support UK. This enables us to us a neurodiversity organisation that specialise in supporting people who face these challenges.

We also created a new support mechanism called "Talk Buddy" This offers unique support via a fully qualified professional counsellor and a member of the BACP professional body for Counsellors & Psychotherapists.

He has a wealth of experience as a professional counsellor and over 30 years of involvement in high pressure arenas, including sports and the emergency services. He understands the importance of mental health and the unique challenges that individuals may face.

Therapy is tailored to a referee's unique needs and can offer short term solution focused therapy, for those facing current relationship or other life event difficulties.

He also offers longer term therapy, which explores the underlying causes of emotional distress, like feeling sad, lost or overwhelmed.

Maybe anxiety or stress is getting in the way of a referees life.

Perhaps low self esteem/confidence is impacting your ability to form or maintain relationships.

We know that finding the right support transforms lives.

It's important to us that a referee finds that appropriate support for:

- Relationship Issues
- Anxiety
- Stress
- Bereavement
- Self Esteem
- Anger
- Phobias
- Behavioural Addictions
- Performance Anxiety
- Body and Self Image
- Midlife Transition
- Finding Purpose

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 financial 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.

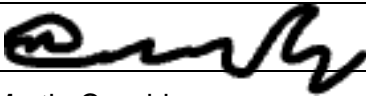
We have received further donations from members of the public and businesses in order for us to expand our work.

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	11.12.2024	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Refsupport UK

1171000

Receipts and payments accounts

CC16a

For the period
from

Period start date
1.3.2023

To

Period end date
29.2.24

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 £
A1 Receipts					
Donations	1,129	-	-	1,129	1,697
Flag donation	-	-	-	-	27
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	1,129	-	-	1,129	1,724
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	1,129	-	-	1,129	1,724
A3 Payments					
Referee assault hotline	154	-	-	154	154
Computer App	-	-	-	-	-
Card processing	240	-	-	240	240
Computer Software	110	-	-	110	100
Postage	157	-	-	157	-
Insurance	297	-	-	297	-
Zoom	-	-	-	-	144
Donations	545	-	-	545	103
Office & marketing	424	-	-	424	-
Sub total	1,927	-	-	1,927	741
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	1,927	-	-	1,927	741
Net of receipts/(payments)	- 798	-	-	- 798	983
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	- 798	-	-	- 798	983

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	Bank Account	759	-	-
		-	-	-
		-	-	-
	Total cash funds	759	-	-
	(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	
	<i>Dave Brammer</i>	David Brammer	11.12.24	