



Janie Frampton OBE DL

SPORTS PERSONALITY

Most organisations say they want different voices in the room. Few are built to hear them when they arrive. The gap between inclusion policy and lived experience sits inside culture, in the assumptions people make about who belongs, who leads, and whose judgement is trusted under pressure.

Janie Frampton OBE DL is a sports official and equality advocate who helps organisations build cultures where under-represented talent can lead, decide and perform without having to constantly justify being in the room.

Janie Frampton OBE DL's 2026 Biography

AVAILABLE FOR

- Speaking
- TV and Media

Why organisations work with Janie Frampton

- She has lived the problem leaders are trying to solve. As the second woman to referee in men's professional football in England, she knows exactly how institutions react to someone who does not fit their template, and what it takes to stay.
- FIFA chose her as one of eight Women Referee Instructors worldwide, a credential that signals international standing in a governance body that rarely hands that status to outsiders.
- She moves credibly between elite sport, government counter-extremism work, and community programmes for under-represented young people. Few speakers in the inclusion space carry that range of institutional experience.
- She founded two organisations that deliver, not advocate: Ref Support UK for officials under pressure, and Team You for young people in socially deprived communities.
- The OBE and Deputy Lieutenancy of Dorset are not decorative. Both were awarded for the same body of work she speaks about, which gives audiences an uncommon alignment between platform and proof.

JANIE'S SPEAKING THEMES

- Culture Transformation
- Diversity, Equity & Inclusion
- Inclusive Leadership
- Mental Health in the Workplace

LANGUAGES: English

Biography highlights

- OBE for services to equality in football, awarded in the 2024 New Year's Honours.
- Deputy Lieutenant of Dorset.
- Second woman to referee in men's professional football in England; qualified as a referee in December 1991.
- FIFA Referee Instructor from 2005 to 2015, working as Technical Instructor, Observer and Match Delegate across multiple World Cup cycles.
- Former FA Regional Referee Manager and National Manager for

Education and Training of Referees.

- Vice President of the International Federation for Sports Officials; Patron of Muslim Women's Network UK; Ambassador for Women in Football; co-founder of Ref Support UK and Team You.

Biography

Football was not built for women when Janie Frampton qualified as a referee in December 1991. The Football Association did not formally recognise the women's game until 1994. She became the second woman to officiate in men's professional football in England by working inside a system that had not designed a place for her, and then refused to leave it.

From that starting point she moved into the infrastructure of the game. Between 2001 and 2012 she worked as an FA Regional Referee Manager and later as National Manager for Education and Training of Referees. FIFA appointed her as a Referee Instructor in 2005, and for the next decade she travelled as Technical Instructor, Observer and Match Delegate across World Cup cycles. She is one of only eight women globally to hold FIFA instructor status.

The work outside the whistle is the part organisations buy. She co-founded Ref Support UK, the first charity in England focused on the welfare and development of football officials, and Team You, a social enterprise running leadership and life-skills programmes for young people in under-represented communities. She is Vice President of the International Federation for Sports Officials, Patron of Muslim Women's Network UK, and an Ambassador for Women in Football.

The 2024 OBE was awarded specifically for long-standing service to equality in football, locally and nationally. She was appointed Deputy Lieutenant of Dorset the same year. Audiences get someone whose inclusion work has been recognised by the institutions she was once excluded from, told in the voice of a referee: direct, unhedged, and used to making decisions people will argue with.

Key speaking topics

- Gender equality in male-dominated institutions
- Inclusive leadership and culture change
- Resilience and decision-making under pressure
- Supporting under-represented talent in sport and business
- Governance and integrity in elite performance environments
- Mental health and the welfare of officials
- Values-based leadership

Ideal for

- CHROs and DEI leads confronting the gap between inclusion policy and day-to-day culture.
- Boards and executive teams in sport, governing bodies and federations.
- Leadership programmes for women moving into senior roles in male-dominated sectors.
- Organisations working with young people, education bodies, and community outreach functions.

Audience outcomes

- A clearer view of what structural inclusion looks like inside institutions

that were not designed for it.

- Specific tactics for staying, deciding and leading when you are the first or only one in the room.
- A frank account of how elite sport handles pressure, welfare and accountability, translatable to corporate performance cultures.
- Direct examples of building organisations, Ref Support UK and Team You, that deliver measurable outcomes for the people they serve.

Janie Frampton OBE DL's 2026 talks & topics

Succeeding as a Woman in a Man's World

A first-person account of building a career inside an institution that did not want women in it, and what that teaches organisations about the real work of inclusion.

Key takeaways:

- What institutional resistance to inclusion actually looks like from the inside.
 - Practical decisions that keep under-represented talent in the room when culture pushes them out.
 - How to read the difference between policy change and cultural change.
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Resilience in Ever-Changing Environments

Drawing on three decades in elite officiating, a talk on holding judgement and composure when conditions shift and the audience is hostile.

Key takeaways:

- Decision-making under scrutiny, borrowed from refereeing and applicable to leadership.
 - How experienced officials prepare for moments they cannot control.
 - The line between confidence and arrogance, and why it matters for senior teams.
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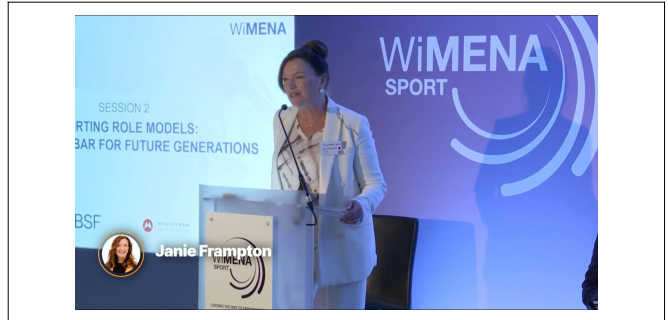
Performing at the Edge of Your Comfort Zone

A talk on operating consistently in roles where the stakes are visible and the margin for error is small.

Key takeaways:

- The difference between discomfort that develops people and discomfort that breaks them.
- How high-performing environments build trust in unfamiliar talent.
- What leaders can take from sport about standards, feedback and recovery.

Janie Frampton OBE DL's Videos



What Janie Frampton OBE DL's clients say

Great to listen to Janie's inspiring journey and hear about her sheer determination to succeed in such a male dominated profession.

Aston University IWD Event

Janie's talk was inspiring for me as a woman and how she was able to compete despite the challenges she faced.

Aston University IWD Event

Janie was a fantastic speaker. I found her talk to be inspirational, honest and uplifting. She came across as very warm and personable and I could relate to parts of her story.

Aston University IWD Event

Very inspiring and motivational.

Aston University IWD Event

Love that this surrounds social mobility so much

Aston University IWD Event

You never realise the resilience you have until you reflect on it

Aston University IWD Event

I don't think it's the absence of fear; it's doing it in spite of being afraid

Aston University IWD Event

Thank you Janie, I've been a season ticketholder at West Bromwich Albion FC for about 33 years and my mom has been going for 60+ years. I've had many arguments in the stands calling out sexist remarks. Representation makes a big difference. Seeing women on the pitch representing us really matters - you are trailblazers - so thank you! #hergametoo

Aston University IWD Event

Loved this session, thank you Janie, very inspiring.

Aston University IWD Event

Really inspiring - thank you so much!

Aston University IWD Event

It was an amazing talk, thank you.

Aston University IWD Event

You are amazing Janie, just incredible what you have achieved

Aston University IWD Event

Thank you for such an inspiring talk!

Aston University IWD Event

incredible stories, thank you for sharing

Aston University IWD Event

Thank you so much, that was an amazing presentation and very inspiring and uplifting. Thank you.

Aston University IWD Event

Janie you are a LEGEND! Thank you for sharing!

Aston University IWD Event

You're awesome Janie! Id' love to know how you got those quads!

Aston University IWD Event

Great talk, thank you so much!

Aston University IWD Event

That was so inspiring and interesting, for someone not really into football as well! Thank you and will look out for the book.

Aston University IWD Event

This has been amazing. A great reminder how important it is to call out people for their behaviour. Thank you so much

Aston University IWD Event

Amazing and such an inspiring journey.

Aston University IWD Event

Thanks Janie, that was really interesting ...and shocking in parts!

Aston University IWD Event

Thank you Janie, Inspirational and yes, a reminder to continue being resilient and work on adversity. I will need to leave.

Aston University IWD Event

Having worked previously with Janie on UK projects, I have now worked with Janie and Julia in recent years at the European level, where they have shown an impressive energy and passion for developing people in the sport sector through effective and innovative learning programmes.

Ben Gittus

Director of Standards, EOSE

Again from the bottom of my heart thank you so so much for everything you have done over the weekend just gone. You are two of the most incredible women I have ever met and I am so grateful that you graced us here in Ireland, you have no idea the impact you have had on these women and I know they will continue to honour everything you have taught and advised them throughout their involvement in sport and life.

Lilly-Ann O'Hora

Women in Sport Officer

Janie has been a fantastic role model and inspiration. Being able to learn from the best has opened up a world of opportunities. I can't thank Janie and the team for the time and effort they have put into this programme. Thanks for everything!

Sophie Hollis

Director, Inspire Girls Football

I just wanted to reach out to you and thank you once again for this amazing seminar you two have delivered with so much passion and enthusiasm. I am truly inspired by what you've achieved and some of your stories really touched me - because I could relate to them so well.

Individual Participant

Gender Leadership Seminar

With these great ladies and with the help of our awesome moderators Janie Frampton, Julia Lee and support of #European #Athletics and our national federations, we will change the sports of athletics one act and person at a time.

Individual Participant

Gender Leadership Seminar

World Athletics were delighted to engage with Janie to design and deliver their Global Gender Leadership Programme. Janie demonstrated a wide varied knowledge of what was required for individuals to achieve their own potential and delivered in a style that met the needs of the learners including webinar, in person and e learning. Janie was totally professional and flexible in her approach when guiding the project forward with World Athletics.

Individual Participant

World Athletics

Janie became involved with the ECB following a wide-ranging review into officiating in England and Wales. They spent time developing relationships with key people involved with officiating and then set about developing, and delivering, a thorough, sensible implementation plan. They have made a significant contribution to positive reform and continue to apply their expertise as we further develop officiating.

Individual Participant

ECB

ARTICLES AND PODCASTS



[Breaking Barriers in Football: Janie Frampton's Inspiring Journey](#)

Janie Frampton OBE DL's 2026 speaking fees

Specific fees fall within the ranges shown. These are presented as a guide only and are subject to change without notice.

	EUR	GBP	USD
Home Country	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
Asia Pacific	Please enquire	Please enquire	Please enquire
Europe	Please enquire	Please enquire	Please enquire
Middle East & Africa	Please enquire	Please enquire	Please enquire
South America	Please enquire	Please enquire	Please enquire
United Kingdom	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
US East Coast	Please enquire	Please enquire	Please enquire
US West Coast	Please enquire	Please enquire	Please enquire
Virtual	Please enquire	Please enquire	Please enquire