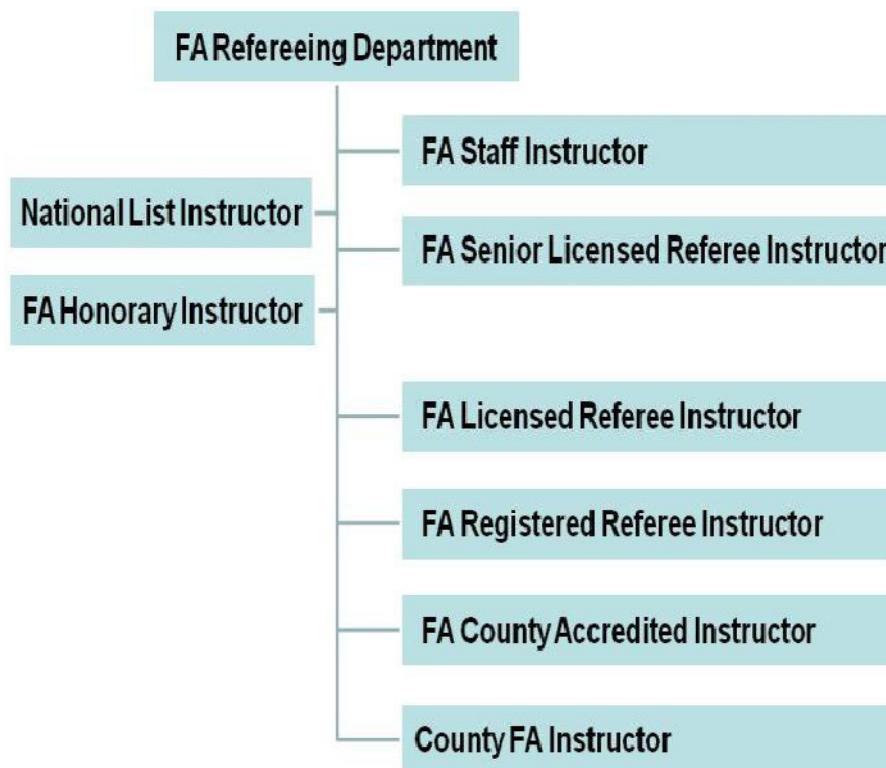


From Instructors to Tutors

Since 1959, the Football Association has provided courses of training for referee instructors under the leadership of the late Syd Stoakes, Ken Ridden (former FA Director of Referees), John Baker (former FA Head of Refereeing) and currently under the direction of Ian Blanchard, the FA's Senior National Game Referee Manager. These courses of training, although having changed and developed over the years, are currently the longest serving courses offered by the FA. The instructors themselves are all volunteers who willingly give up their personal time to undertake the training so that they can use their skills and experience to train referee recruits and to provide quality in-service training to existing referees.

The Old Structure

Until 2010, the levels of the instructors were based on the following hierarchical structure, some of which has been in existence since referee instructor training was first introduced. Progression through the levels was based on course attendance, quality of delivery, refereeing experience, number of years as a referee instructor etc. Instructional courses were originally held annually for one week then moved to shorter, regionally based programmes which gave easier entry access to those who could not attend a national programme. Whilst this structure proved to be robust over many years, it has been necessary to make changes to suit today's learning environment and current teaching practices and to bring the volunteer workforce up to date as part of their continuous professional development.



The New Structure

Five years ago, in line with other disciplines within the FA and the move towards Generic Tutor Training principles, the Refereeing Department restructured all its course programmes to move away from direct instruction to developing referees through facilitation by using different skills' sets for presentation of information to a large number of people through to coaching of an individual.

As of 1 January 2010, the FA Refereeing Department has changed its Instructional Workforce in line with other areas of the business to become Licensed Referee Tutors.

FA Refereeing Department

- Level 4 – Licensed Referee Tutor
- Level 3 – Licensed Referee Tutor
- Level 2 – Licensed Referee Tutor
- Level 1 – Licensed Referee Tutor

Level 1 – Licensed Referee Tutor

Responsible for the delivery of the Basic Course Training for new referees
Maintaining status as an FA Level 1 Tutor will require fulfilling the conditions for Continuous Professional Development (CPD), successfully completing a minimum of 6 hours Basic Course Training delivery per annum and having a successful Quality Assurance Appraisal every 3 years.

Level 2 – Licensed Referee Tutor

Responsible for the delivery of the In-Service Training for existing referees
Maintaining status as an FA Level 2 Tutor will require fulfilling the conditions for CPD, successfully completing a minimum of 3 hours In-Service Training delivery per annum and having a successful Quality Assurance Appraisal every 3 years.

Level 3 – Licensed Referee Tutor

Responsible for conducting Quality Assurance Appraisals for Level 1 & Level 2 Licensed Referee Tutors and delivery of FA Regional Based Referee Courses including Referee Tutor Development, Assessor/Mentor/Coach programmes
Maintaining status as an FA Level 3 Tutor will require fulfilling the conditions for CPD, successfully completing a minimum of 3 hours In-Service Training delivery per annum and having a successful Quality Assurance Appraisal every 3 years

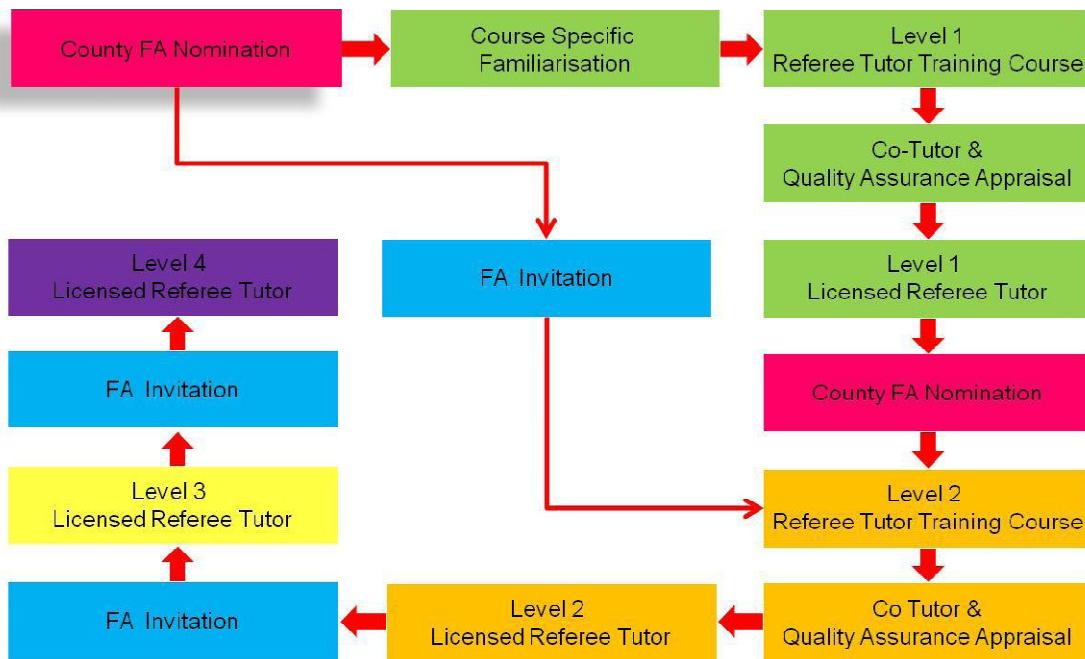
Level 4 – Licensed Referee Tutor

The FA Learning policy for consistency is to maximise the use of experienced FA Level 3 Licensed Referee Tutors and therefore will provide some opportunities to tutor at Level 4 when vacancies arise.

These are experienced Licensed Referee Tutors invited by the Senior National Game Referee Manager chosen for their exceptional ability, proven contribution to the work of the department and dedication to the vision and ideals of The Football Association. In addition to their work in their County, Area and Region, they may be invited to work on nationally promoted courses.

Licensed Referee Tutor Training Process

The diagram below shows the process by which one becomes a Licensed Referee Tutor, originating from a County FA nomination procedure based on their specific needs.



Level 1 – Referee Tutor Training Course (Regional Course)

This new four day modular course is designed to introduce the trainee tutor to the course content and examination process of the Basic Referee Course. This also includes standardised delivery, practical training and an understanding of the principles of Generic Tutor Training. This course will be offered regionally and based on clearly identified needs of County FAs.

Level 2 – Referee Tutor Training Course (National Course)

This six day course is designed to further develop the tutoring skills of Level 1 Tutors in order for them to deliver a range of training programmes at County FA In-Service Training events. This course will be offered nationally and will be based on clearly identified needs of County FAs.

We require all FA Licensed Referee Tutors to hold a current enhanced CRB disclosure issued by the FA CRB Unit. The reason for this is that FA Licensed Referee Tutors are in a position of influence and trust especially when involved with young people and vulnerable adults in football and therefore there is a higher threshold of behaviour expected.

The FA Refereeing Department is committed to providing a programme of Continuing Professional Development (CPD) for all tutors aligning tutor development to the agreed National Standards. It is our aim to ensure that a long term investment in tutors will ensure retention, consistency and a quality workforce that we can be proud of.