



**FOR REFEREES**

# REFEREE PROGRESSION PACK

**LEVEL 5-4**



We are delighted you have chosen to join the referee progression pathway and hope this pack provides you with the information you need to understand and complete the necessary requirements to ensure you can focus on developing your refereeing.

The new pathway has been specifically designed to give you control over your own route up the referee ladder, at the pace you choose. With promotion opportunities at two points over the course of the season - 31 December and 30 April and with development modules and Laws of the Game exams available online, and Observers to support your development, your opportunities to progress have never been greater.

Your County FA will be available to guide you through this promotion pathway and feel free to contact them directly if you have any questions.

On behalf of the Football Association good luck and enjoy your games!

**Peter Elsworth**  
Head of Referee Operations  
**Daniel Meeson** Head of Refereeing Technical & Development

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# REFEREEING PATHWAY

## WOMEN'S GAME



# REFEREEING PATHWAY

## MEN'S GAME



## Level 5-4 Nomination Criteria - Seasonal

To be eligible for nomination, referees must meet the following criteria by 30th April 2024:

1	Be a Level 5 Referee as at the 30th April 2023.
2	Have received 4 observations via the County FA during the period 1/8/23 to 30/4/2024. The referee must receive a copy of the report and mark. Where possible, 1 observation <b>should</b> be with (non-club) assistant referees, but if this is not possible the referee should not be disadvantaged.
3	Achieved an average observation mark of 70.
4	<p>Referee a minimum of 15 open age matches. Priority will be given to competitions below when considering nominations:</p> <ul style="list-style-type: none"> <li>• Feeder leagues or highest level of County football available*</li> <li>• Tiers 3-6 Women's Football Pyramid</li> <li>• County FA Cup Competitions</li> <li>• U23/U21/U19's Competitions that operate with Assistant Referees.</li> </ul> <p>To strengthen your nomination, it is recommended you regularly officiate as a referee on a feeder league.</p> <p>*Highest level of County football available will be determined by your County FA taking into consideration the National League System and Women's Football Pyramid structure.</p>
5	<p>Complete a minimum of 15 Assistant Referee appointments. Priority will be given to competitions below when considering nominations:</p> <ul style="list-style-type: none"> <li>• FA Competitions</li> <li>• Step 5/6 Leagues of the National League System</li> <li>• Tiers 3/4 of the Women's Football Pyramid</li> <li>• County FA Cup Competitions (open age)</li> <li>• EFL Youth Alliance League.</li> </ul> <p>To strengthen your nomination, it is recommended you join the panel of Assistant Referees on a Step 5&amp;6 League and regularly officiate matches.</p>
6	<p>Successfully complete a fitness test during the period 1/6/23 to 31/12/23. The fitness test will consist of the following:</p> <ul style="list-style-type: none"> <li>• 17/22 interval run</li> <li>• 2x50 meter sprints under 7.5 seconds.</li> </ul>
7	Attend a Level 5-4 online Promotion Seminar hosted by The FA and pass a Laws of the Game Examination.

Providing the above criteria is met in full, your County FA will provide a reference to The FA outlining your levels of administration, communication and suitability which will be considered as part of your nomination by The FA Promotion Panel.

Your County FA will score each of the following areas out of 5, as well as providing any other relevant information which should be considered by the panel.

### Administration Communication Suitability

- 1- Poor
- 2- Unsatisfactory
- 3- Satisfactory
- 4- Good
- 5- Excellent.

Please note nomination does not guarantee promotion, the final decision will be determined by The FA Promotion Panel. For candidates wishing to seek the annual 5-4 progression pathway please refer to the supplementary sheet for the annual criteria dates.

## Level 5-4 Nomination Criteria - Annual

To be eligible for nomination, referees must meet the following criteria by 31st December 2024:

1	Be a Level 5 Referee as at the 1st January 2024.
2	Have received 4 observations via the County FA during the period 1st January 2024 to 31st December 2024. The referee must receive a copy of the report and mark. Where possible, 1 observation <b>should</b> be with (non-club) assistant referees, but if this is not possible the referee should not be disadvantaged.
3	Achieved an average observation mark of 70.
4	<p>Referee a minimum of 15 open age matches. Priority will be given to competitions below when considering nominations:</p> <ul style="list-style-type: none"> <li>• Feeder leagues or highest level of County football available*</li> <li>• Tiers 3-6 Women's Football Pyramid</li> <li>• County FA Cup Competitions</li> <li>• U23/U21/U19's Competitions that operate with Assistant Referees.</li> </ul> <p>To strengthen your nomination, it is recommended you regularly officiate as a referee on a feeder league.</p> <p>*Highest level of County football available will be determined by your County FA taking into consideration the National League System and Women's Football Pyramid structure.</p>
5	<p>Complete a minimum of 15 Assistant Referee appointments. Priority will be given to competitions below when considering nominations:</p> <ul style="list-style-type: none"> <li>• FA Competitions</li> <li>• Step 5/6 Leagues of the National League System</li> <li>• Tiers 3/4 of the Women's Football Pyramid</li> <li>• County FA Cup Competitions (open age)</li> <li>• EFL Youth Alliance League.</li> </ul> <p>To strengthen your nomination, it is recommended you join the panel of Assistant Referees on a Step 5&amp;6 League and regularly officiate matches.</p>
6	<p>Successfully complete a fitness test during the period 1st January 2024 to 1st June 2024. The fitness test will consist of the following:</p> <ul style="list-style-type: none"> <li>• 17/22 interval run</li> <li>• 2x50 meter sprints under 7.5 seconds.</li> </ul>
7	Attend a Level 5-4 online Promotion Seminar hosted by The FA and pass a Laws of the Game Examination.

Providing the above criteria is met in full, your County FA will provide a reference to The FA outlining your levels of administration, communication and suitability which will be considered as part of your nomination by The FA Promotion Panel.

Your County FA will score each of the following areas out of 5, as well as providing any other relevant information which should be considered by the panel.

### Administration Communication Suitability

- 1- Poor
- 2- Unsatisfactory
- 3- Satisfactory
- 4- Good
- 5- Excellent.

Please note nomination does not guarantee promotion, the final decision will be determined by The FA Promotion Panel.



## Level 5-4 Match Record Form

To be eligible for nomination, referees must record 15 Refereeing Appointments & 15 Assistant Referee Appointments below:

Refereeing Appointments			
	Date	Competition	Fixture
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			

Assistant Refereeing Appointments			
	Date	Competition	Fixture
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			



## The FA Referees Department Level 5-4 & Observation Scheme

Match Category	Normal	Challenging	Very Challenging
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### Section 1 - Application of Law

Performance Criteria Skill	6	6.5	7	7.5	8	8.5-10
	More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
1.1 Consistent and credible disciplinary sanctions.						

(Comments)

1.2 Consistent and credible use of the Sin Bin process. Takes appropriate action against players who show dissent by word or action.						
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(Comments)

1.3 Awareness and management of player injury including assessment, treatment, the restart of play, ensuring a safe and sensible return to the field of play, making sure that they have no clear impact on active play.						
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(Comments)

1.4 Effective management of all restarts; particularly free kicks, drop balls and penalty kicks.						
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(Comments)

1.5 Ensures that Technical Area Occupants/Team Officials behave responsibly in accordance with the Laws of the Game and competition rules. Takes the appropriate action against offenders.						
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(Comments)

**Section 2 - Decision Making Accuracy**

Performance Criteria Skill	6	6.5	7	7.5	8	8.5-10
	More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
2.1 Correct identification of Key Match Incidents (goals, sending off offences, penalty area decisions).						

(Comments)

2.2 Consistent and credible recognition of Careless and Reckless foul challenges.						
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(Comments)

2.3 Correct recognition and application of the Advantage clause in accordance with the Laws of the Game (when the non-offending team have a clear and immediate attacking opportunity, or a clear benefit over the offending team).						
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(Comments)

**Section 3 - Match Control**

Performance Criteria Skill	6	6.5	7	7.5	8	8.5-10
	More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
3.1 Identifies and works with players, not necessarily the captains should conflict arise, managing player frustrations. Demonstrates awareness of when to use a range of management techniques available, before resorting to formal disciplinary action (STEP process).						

(Comments)

3.2 Displays empathy for the game, recognising potential threats and minimises misconduct through effective management. Adapts refereeing style and management to suit game situation (temperature, player attitudes, score-lines, match demands, etc).						
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(Comments)

3.3 Effective management of misconduct (including mass confrontation) and or discrimination should it occur. Follows the correct protocols and procedures.						
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(Comments)

**Section 4 - Positioning, Fitness & Work Rate**

Performance Criteria Skill	6	6.5	7	7.5	8	8.5-10
	More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
4.1 Demonstrates high levels of work rate, appropriate running including sprinting, moves effectively to obtain optimum viewing angles, works physically hard for entire duration of game.						

(Comments)

4.2 Achieves a credible distance from play without impacting play and without invading player's space. Adopts effective starting positions at restarts.						
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(Comments)

4.3 Can demonstrate anticipation and awareness of those situations which may lead to a Match Changing Incidents and move into a credible position.						
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(Comments)

**Section 5 – Communication & Teamwork**

Performance Criteria Skill	6	6.5	7	7.5	8	8.5-10
	More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
5.1 Effective, clear and approved signals, including appropriate use of voice and whistle. Displays effective disciplinary techniques.						

(Comments)

5.2 Displays self-control; calm but assertive body language that demonstrates authority and confidence, but not arrogance.						
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(Comments)

5.3 Effective communication with assistant referees; eye contact, recognising when to enter into face-to-face dialogue. Provide support to colleagues who are under pressure from players and team officials.						
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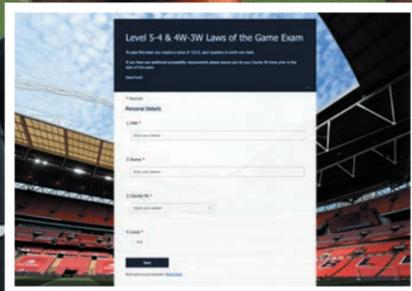
(Comments)

## Laws of the Game Exam



Please scan the QR code with your mobile device to access the online exam:

Alternatively...



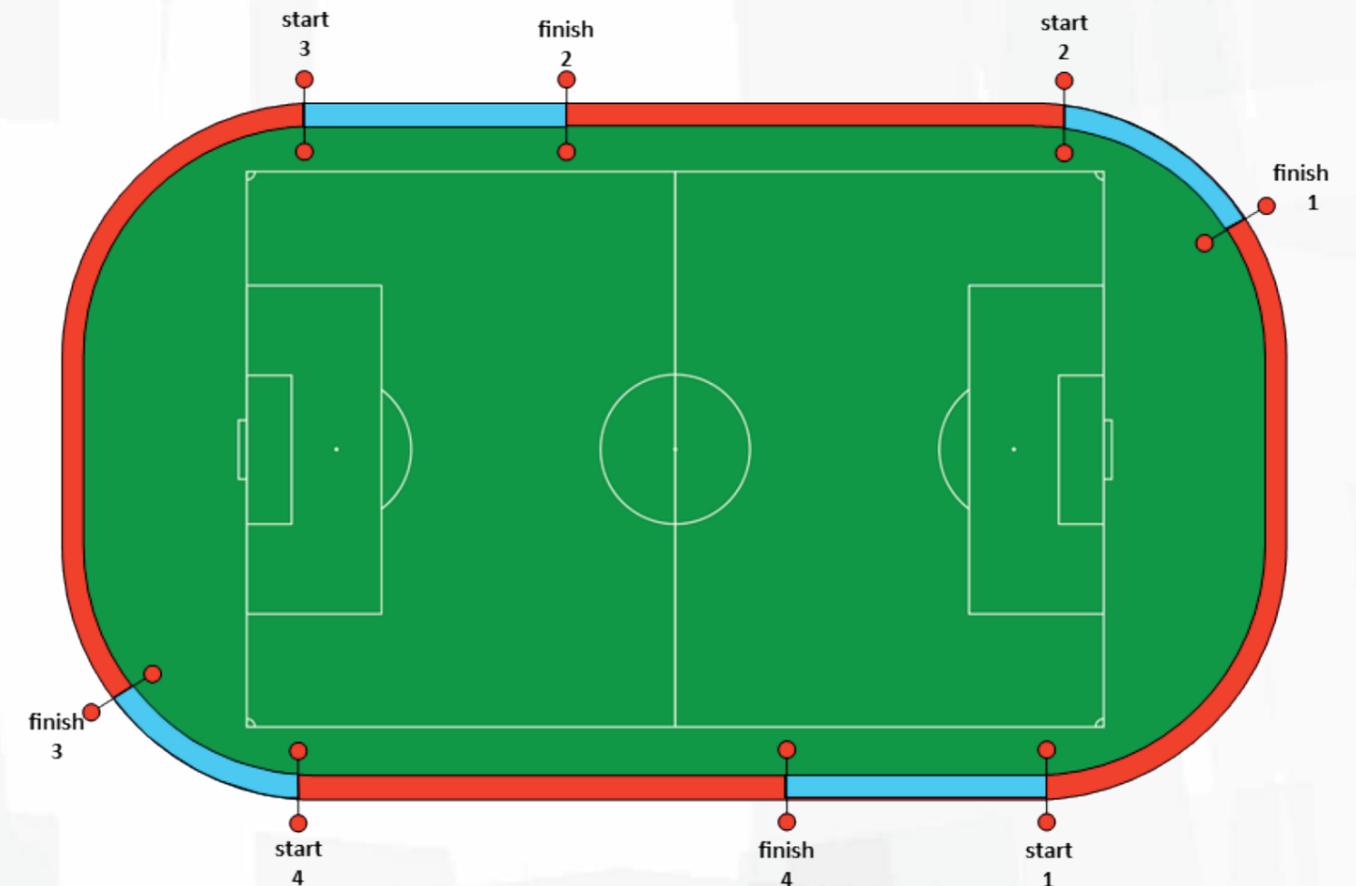
Please click on the following link for the online exam:  
<https://forms.office.com/r/zwCAuN3yrk>



Please click on the following link for the Laws of the Game:  
<https://www.theifab.com>

## Fitness Test Overview

Fitness test - Interval runs



75m run/25m recovery walk x 40 (10 laps\*)

Maximum Time Limits:  
 Level 5-4 17/22s

Maximum 17 seconds per 75m run and 22 seconds per 25m walk

\* Or 40 runs if ran on a straight

**Red** represents the 75m run

**Blue** represents the 25m recovery walk

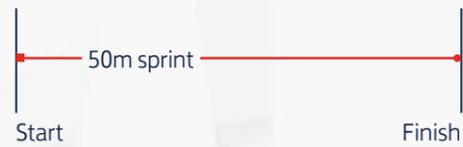
**Gate** at each finish represents walking area

- The run begins on the first whistle
- Officials must arrive in the walking area by the start of the whistle
- 1 beep = 10 seconds before whistle
- 2 beeps = 5 seconds before whistle

## Track preparation sessions

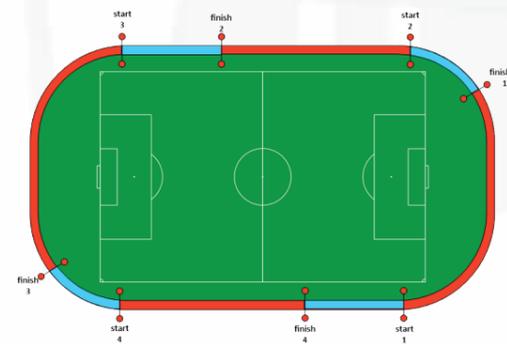
### Session 1

Required sprint test:  
2 x 50m sprints with minimum 60 sec recovery



Maximum time limits:  
Level 4 - 7.5 seconds or less  
\*Sprints will NOT be electronically timed

Interval run:  
75m run/25m recovery walk x 40 (10 laps\*)



Time limits: Level 3 - 15/22s Level 4 - 17/22s

#### Description

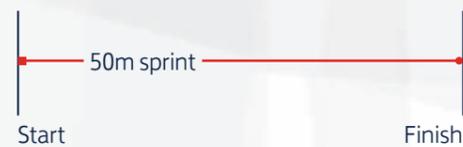
Warm up  
2 x 50m sprints with 90 secs rest between each sprint  
3 x referee level specific test reps, 2 mins rest  
Repeat x 3 (9 laps with 2 mins rest every 3 laps)

#### Reps x sets & rest

Sprints = 2 x 50m (90 secs between sprints)  
HI - Rep = 1 lap  
3 reps x 3 sets  
2 mins rest between sets

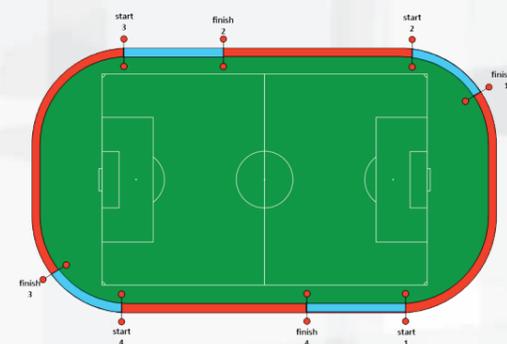
### Session 2

Required sprint test:  
2 x 50m sprints with minimum 60 sec recovery



Maximum time limits:  
Level 4 - 7.5 seconds or less  
\*Sprints will NOT be electronically timed

Interval run:  
75m run/25m recovery walk x 40 (10 laps\*)



Time limits: Level 3 - 15/22s Level 4 - 17/22s

#### Description

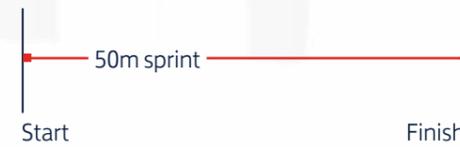
Warm up  
2 x 50m sprints with 60 secs rest between each sprint  
4 x referee level specific test reps, 2 mins rest  
Repeat x 3 (12 laps with 2 mins rest every 4 laps)

#### Reps x sets & rest

Sprints = 2 x 50m (60 secs between sprints)  
HI - Rep = 1 lap  
4 reps x 3 sets  
2 mins rest between sets

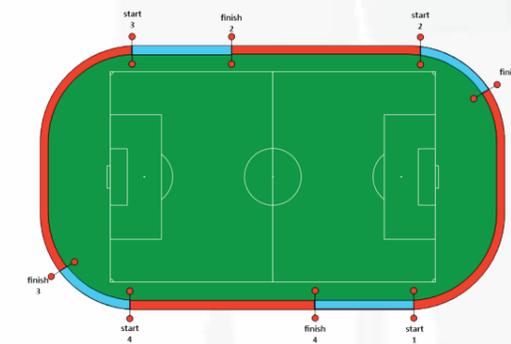
### Session 3

Required sprint test:  
2 x 50m sprints with minimum 60 sec recovery



Maximum time limits:  
Level 4 - 7.5 seconds or less  
\*Sprints will NOT be electronically timed

Interval run:  
75m run/25m recovery walk x 40 (10 laps\*)



Time limits: Level 3 - 15/22s Level 4 - 17/22s

#### Description

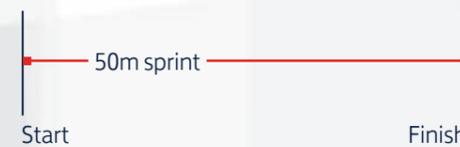
Warm up  
2 x 50m sprints with 90 secs rest between each sprint  
6 x referee level specific test reps, 1 min off  
Repeat x 2 (12 laps with 1 mins rest every 6 laps)

#### Reps x sets & rest

Sprints = 2 x 50m (90 secs between sprints)  
HI - Rep = 1 lap  
6 reps x 2 sets  
1 min off between sets

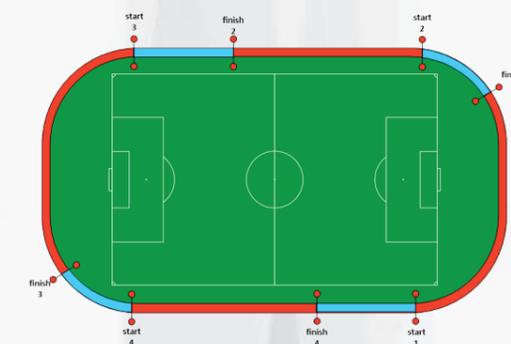
### Session 4

Required sprint test:  
2 x 50m sprints with minimum 60 sec recovery



Maximum time limits:  
Level 4 - 7.5 seconds or less  
\*Sprints will NOT be electronically timed

Interval run:  
75m run/25m recovery walk x 40 (10 laps\*)



Time limits: Level 3 - 15/22s Level 4 - 17/22s

#### Description

Warm up  
2 x 50m sprint with 60 secs rest between each sprint  
8-10 x referee level specific test reps, continuously  
(complete the 8 laps of the official test, can complete all 10 if preferred)

#### Reps x sets & rest

Sprints = 2 x 50m (60 secs between sprints)  
HI - Rep = 1 lap  
8-10 test reps continuous

## Fitness Test audio



Please click on the following link  
for the Fitness Test audio file:

<https://thefa.sharefile.com/share/view/s815dc94956884f649646c030817aa163>

## Level 5-4 Fitness Test Certificate

Prior to arrival at the test centre, please ensure that section 1 & 3 is complete.  
The test invigilator will collect this certificate from you at the start of the test.  
**Failure to submit a fully completed card will result in you being unable to attempt the test.**

### Section 1:

Name		Fan	
Test date		Test venue	

### Emergency Contact Details

Next of kin	
Address	

Contact Telephone No	
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Please declare any existing medical conditions below

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I certify that I present myself mentally and physically fit to take this test and have declared any pre existing medical conditions.	Signature	
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### Section 2: Result

Interval test completed with less than 2 warnings	YES / NO* (*delete as appropriate)
2 x 50m sprints each in under 7.5 seconds?	YES / NO* (*delete as appropriate)

**PASS / FAIL\*** (\*delete as appropriate)

Test invigilator	Signature
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### Section 3: Referee Blood Pressure Reading

To the medical practitioner: The individual presenting this card is required to have a blood pressure test taken prior to attempting a fitness test. The test must be taken by a General Practitioner, Practice Nurse or similar professional, within 14 days of the test date to confirm the individual's blood pressure at this time. Please complete the sections below as appropriate.

Date of blood pressure test	/	/
Date of blood reading	/	/systolic / diastolic (mmHg)

Name & Occupation of Practitioner  
(please use block capitals):

Signature of Practitioner

Name & address of Medical Practice (please use practice stamp; If not available staple a copy of the practice letterhead as appropriate which MUST be signed and authorised by the Practitioner).



**FOR REFEREES**

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