

THE
REFEREES'
ASSOCIATION



2019

MEMBERS BROCHURE

IN PARTNERSHIP WITH...


Spencer Hayes
GROUP

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Spencer Hayes
GROUP



CHAIRMAN'S INTRODUCTION

When The Referees' Association (The RA) was first formed way back in 1908, its core principles were the welfare, representation, education and development of referees. These same principles are equally relevant today, with The RA continuing to be constantly revised and enhanced.

The RA now has strong partnerships with several leading charities, and this provides outstanding benefits for our membership.

We urge all Members to utilise the support on offer should you, your family or your friends ever need this. For our younger members, we have now engaged with both Childline and the NSPCC.

We are always looking at ways to further enhance our benefits package, and you can now get discounted driving lessons, gym membership and energy drinks through the RA.



All this, of course, in addition to the market-leading quality, service and pricing available from one of our long-standing partners, Sporting Touch, our supplier for kit and all accessories.

The RA has a close working relationship with all of our stakeholders, including The Football Association and the PGMOL, plus many other organisations within the football family.

This booklet has been produced in conjunction with Spencer Hayes Group, who have provided The RA insurance advice to members for many years. If you do ever need to claim, just remember to document all the relevant details as soon as you are able to do so.

WE ARE HERE TO SERVE!

We are proud to serve the members of **The Referees' Association** - so if you need any help or information, don't hesitate to get in touch with us to discuss any questions or queries you may have.

- Spencer Hayes Group



Talk to the NSPCC

For advice and support about a child, or to report a concern, talk to us. We're here 24 hours a day. It's free and you don't have to say who you are.

0808 800 5000

help@nspcc.org.uk nspcc.org.uk/helpline

WE ARE HERE TO SERVE

3 STEP GUIDE TO ACCESSING MEMBER BENEFITS

1

Issue / Concern / Problem / Injury

2

Contact Us: 0800 2545404

membersupport@spencerhayesgroup.co.uk

3

Help / Support / Guidance / Solutions

We have added this 3 step guide to make accessing your member benefits as simply as possible.

We have seen instances recently where delays in contacting the dedicated helpline or email has resulted in members benefits not being accessible and we do not want you to miss out – please, please get in touch as soon as you have a problem or injury.

We can then provide you with some impartial independent advice from the outset.

Don't delay, contact us today!
0800 2545404

If you delay contacting us you might not be able to access some of your member benefits.

MEMBER BENEFITS AT A GLANCE

PHYSIO

Maximum of 2 claims per member per year and each claim is a maximum of 4 sessions @ maximum £45 (any one total claim £180)- member must complete normal claim form and provide usual evidence including a doctors note confirming the need for physio that the NHS aren't able to provide.

PERSONAL EFFECTS COVER

£350 - Usual claim form to be completed and evidence provided- £25.00 excess applies.

REFEREES KIT COVER

£350 - Usual claim form to be completed and evidence provided- £25.00 excess applies.

HOSPITALISATION COVER

£25 Per Day Up To 30 Days - Usual claim form to be completed and evidence provided - Nil Excess.

BROKEN BONES COVER

£100 One off Payment - restricted to major bones - arms and legs only - Nil Excess.

DENTAL COVER

£250 - Usual claim form to be completed and evidence provided - £25.00 excess applies.

GADGET COVER

HOMETYRE

HEALTH CASHPLANS

MEDICAL / LIFE COVER

These are all bespoke services that Spencer Hayes Group can provide to members. In the first instance any member interested in these additional services should contact Spencer Hayes Group via the member hotline or email address shown below. It is not possible to provide terms and conditions for each of these services prior to speaking to the member and discussing their needs. As part of our fact finder and quotation process we are duty bound to outline the policy coverage and any terms and conditions are part of our advice process.

SOCIETY PUBLIC LIABILITY INSURANCE

Cover for guest speakers, invited visitors or damage to third-party property, should a society or member be negligent.





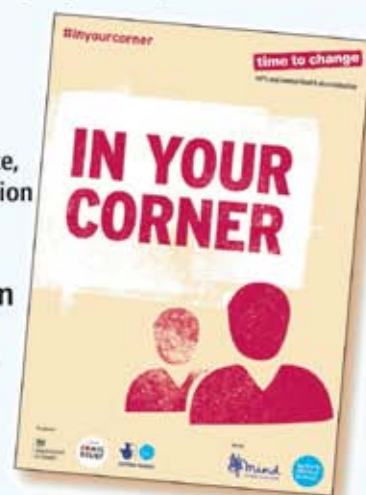
The RA commits to the Mental Health Charter for Sport and Recreation

The Charter is a voluntary code which was launched by the sport sector (the Sport and Recreation Alliance and the Professional Players Federation) with support from MIND in 2015. It has over 280 signatories including the FA and the PFA. The Charter has an instrumental role in embedding mental health within sport and recreation and can help to create a culture shift in wider society that removes the stigma around mental health.

By signing up to the Charter, the RA are committing to helping make this vision a reality. Together we will achieve this by:

- ▶ Using the power of sport and recreation to promote wellbeing, with a special focus on encouraging physical activity and social interaction.
- ▶ Publicly promoting and adopting good mental health and best practice within sports and recreational activities.
- ▶ Promoting positive public health messages using diverse role models and ambassadors to reduce the stigma attached to mental health problems.
- ▶ Actively tackling discrimination on the grounds of mental health to ensure that everyone is treated with dignity and respect.
- ▶ Supporting the establishment of a network that work closely with the mental health sector to develop resources and best practice.
- ▶ Regularly monitoring our performance, assess progress and take positive action on mental health issues.

More information can be found on www.mind.org.uk/sport, www.sportandrecreation.org.uk/policy/the-mental-health-charter and www.the-ra.org



The Referees' Association

1c Bagshaw Close, Ryton on Dunsmore, Warwickshire CV8 3EX

Telephone: 02476 420360 Email: contact@the-ra.org Web: www.the-ra.org

Make your impact a positive one.

*By managing the game in a positive,
calm and confident way, you'll
encourage everyone to have fun.*



Play Your Part (Code of Conduct)

Match Officials

Play your part and support The FA's Code of Respect:

I will:

- Respect the game, the competition and all other participants
- Maintain my integrity and approach each game with a positive mind set
- Be knowledgeable of the laws of the game, regulations and competition rules
- Set a positive personal example, by promoting good behaviour
- Embrace and empathise with the spirit of the game
- Submit accurate and concise reports and misconduct
- Complete and submit accurate and concise reports
- Apply the laws of the game, promoting positive actions and not tolerating actions that do not fit the image of the game

I understand that if I do not follow the Code, I may be:

- Required to meet with The FA, County FA Referee Development Staff or Referees Committee
- Suspended by the County FA



RESPECT

*we ONLY
do
Positive.*

PERSONAL ACCIDENT SUMMARY OF COVER

POLICY SECTION	COMPENSATION / SUM INSURED
Death	£15,000
Eye(s) or Limb(s)	£15,000
Permanent Disablement	£15,000
Hospitalisation	£25 Per Day- up to 30 days
Temporary Disablement	£200 Per Week
Rehabilitation	Included- see policy wording
Medical Expenses	Included- see policy wording
Eyes / Limbs by Paralysis (illness)	£15,000
Victim Support / Counselling	Included- see policy wording
Funeral Expenses	£500
Loss of Referees Equipment	£350
Loss of Clothing & Personal Effects	£350
Broken Bones	£100
Dental	£250

Members aged between 14 - 16

Members between the ages of 14- 16 inclusive, benefits are restricted to Death, Capital Sums and Temporary Total Disablement. Furthermore the Sum

Insured for Accidental Death is restricted to £5,000 and the Sum Insured for Temporary Total Disablement is **£100 per week** subject to a certified loss of actual earnings from casual gainful employment.

Members aged over 75

Members aged 75 or over must confirm to the Association each year that they are of a good state of health with no significant health risks in the way of

completing a medical declaration, proposal form and by paying an enhanced premium of 100%. This will enable cover to be granted.

Members not in Gainful Employment

Members not in gainful employment at the time of an Accident giving rise to a claim the amount payable for Temporary Total Disablement is restricted to £100 per week.

The Referees' Association Personal Accident Insurance has been designed with the **welfare** of its **members** being the sole focus and developed to be **market leading**.

PHYSIOTHERAPY

WE WANT TO SEE AS MANY MEMBERS REFEREEING AS OFTEN AS POSSIBLE!

In order to achieve that we have extended the Physio offering to include injuries in addition to accidents.

Where you suffer an accident or injury whilst refereeing, travelling to and from a game or whilst on an official Referees' Association event where appropriate you are entitled to a maximum of £45 per session for a total of four sessions.

Although most common injuries will clear with rest over a period of time it is essential you receive the right advice from your usual medical practitioner or our triage team who will be happy to assist you.

Failure to follow this advice both in terms of rest and exercises specific to the injury can delay the healing process or cause additional injuries.

We will only pay for a maximum of £180 in total for any one Insured Person during the Period of Insurance and confirmation from a medical practitioner will be required to access the service of treatment.

We will not pay for any physiotherapy occurring after the Insured Person has either (a) returned to work or (b) been advised by a doctor that "You may be fit for work" or (c) continues to officiate after an injury has been sustained.

The aim is **simple**, assess the injury, provide advice & **appropriate treatment** and get you back on the pitch as **soon as possible**.



www.the-rashop.org

THE REFEREES' ASSOCIATION



SPORTING TOUCH

BULK DISCOUNTS
For County FA's & RA's
get in touch Today



Your one stop shop for:

- Match Kit
- Whistles
- Cards
- Watches
- Flag Sets
- Training wear
- Match Record Pads
- Much much more





NEW MEMBER BENEFIT

SIS | SCIENCE IN SPORT

AVAILABLE AT
SCIENCEINSPORT.COM/FOOTBALL



THE-RA.ORG

RA Members get 30% off any full priced product

To take advantage of this offer visit the members area of The RA website

ONE BRUISE TOO MANY



REFER DIRECT:

Online and app based referral system for victims of domestic violence seeking civil injunctions.



ASSIST:

Immediate and secure online access for the police to download Non-Molestation and Occupation Orders.

"This is the single most impactful step forward in the protection of victims of domestic violence and their families. The speed at which orders can be secured is unrivalled... Thank you NCADV"
Surrey Police

The National Centre for Domestic Violence provides a free, fast emergency injunction service to survivors of domestic violence regardless of their financial circumstances, race, gender or sexual orientation.



www.ncdv.org.uk

0800 970 2070

office@ncdv.org.uk

WHAT HAPPENS WHEN IT GOES WRONG?

It would be nice to live in a world where nothing goes wrong but unfortunately that is not the case.

Occasionally the welfare of a Referee comes under severe pressure during games which can lead to further problems and confrontation.

It's at this point that your Referees' Association membership comes into its own providing you with all the necessary support, counselling or rehabilitation needed in order to return to refereeing as soon as practically possible.

This support is provided without restriction or exception – if you are a member you are entitled to the support – simple.

Examples of support we have provided are:

PHYSICAL ASSAULT – during and post game

VERBAL ABUSE – during and post game

DAMAGE TO VEHICLES – post game

*If you are the **victim** of a **verbal** or **physical assault** your membership **ensures** you receive any **support, counselling or rehabilitation** needed in order to return to refereeing **without restriction** of age or level.*



CLAIMS

PERSONAL ACCIDENT INJURY

Basically, as a referee, you are covered for personal accident injury when you are travelling directly to and from a game and during the game itself. You are also covered if injured whilst on official society business. If you sustain an injury during this time you will need to make a claim on the Referees' Association policy.

It is absolutely imperative that whether you ultimately make a claim or not, you register the injury with the Referees' Association by asking them directly, yourself, for a claim form. The Association will register your claim as soon as you request a form. You should request a form if you feel that you may make a claim. Do not wait for the outcome of tests or visits to your doctor or hospital please obtain a claim form straight away directly from the Association. By doing this your claim will be registered.

After consultation with your medical practitioner or hospital, and after your injury has been diagnosed and certified, send the completed claim form immediately to the Association. The Association will acknowledge your claim and forward this to the insurance broker for processing. Should you have any query with the processing or payment of your claim, or if you want specific information on the policy details, please contact Bill Hudson by email bhudson@spencerhayesinsurance.co.uk or by telephone on 01282 772502.

*"We endeavour to make the process of **making a claim** as **pain free** as possible. We manage claims and make settlement with the view of **getting you back refereeing** as soon as possible."*



THEFT OF REFEREES EQUIPMENT CLAIMS

The policy covers the loss of referees equipment only whilst travelling directly to and from a game and during a game. It is not covered under any other circumstances. You must take all reasonable care to protect your property and to keep it safe at all times. Do not leave kit hanging about in dressing rooms or club houses after a game and lock it in your car (either in a locked boot or locked compartment).

Again, you should obtain a claim form directly from the Association who will log your claim in the office in the event of a claim being made.

Complete the claim form ensuring you give full details of the circumstances of the loss and in the case of theft you **MUST** report this to the police and obtain a Crime Reference Number. Submit your claim to the Association without delay.

PLEASE REMEMBER!

It is only by obtaining a claim form **DIRECTLY** from the Association that your claim will be logged. If you obtain claim forms from any other source your claim will only be logged upon receipt and it is vital that this is within the sixty day period allowed.

If you are in any doubt about making a claim please do not hesitate to contact Bill Hudson as above and you will be given definitive information.

THEFT OF CLOTHING & PERSONAL EFFECTS CLAIMS

The policy covers the loss of clothing and personal effects under the operative time of the policy following theft from a locked building or vehicle. In respect of theft from a locked building forceful and / or violent entry / exit must be evidenced. Theft from unattended vehicles is excluded unless items are kept out of sight in a locked boot or locked compartment and evidence that the vehicle has been broken into must be provided. You must take all reasonable care to protect your property and to keep it safe at all times. Do not leave anything hanging about in dressing rooms or club houses after a game and lock it in your car (either in a locked boot or locked compartment).

Again, you should obtain a claim form directly from the Association who will log your claim in the office in the event of a claim being made.

Complete the claim form ensuring you give full details of the circumstances of the loss and in the case of theft you **MUST** report this to the police and obtain a Crime Reference Number. Submit your claim to the Association without delay.



**PROSTATE
CANCER UK**

IGNORING PROSTATE CANCER WON'T BEAT IT!

WHAT IS THE PROSTATE?

Only men have a prostate gland. The prostate is usually the size and shape of a walnut and grows bigger as you get older. It sits underneath the bladder and surrounds the urethra - the tube men urinate (pee) and ejaculate through.

EARLY SYMPTOMS

If you do notice changes in the way you urinate, this is more likely to be a sign of a very common non-cancerous problem called an enlarged prostate, or another health problem. But it's still a good idea to get it checked out, changes include:

- Difficulty starting to urinate or emptying your bladder
- A weak flow when you urinate
- A feeling that your bladder hasn't emptied properly
- Dribbling urine after you finish urinating
- Needing to urinate more often, especially at night
- A sudden urge to urinate - leaking before you get to the toilet

WHO IS THIS MAN?



Made up of 77 different figures, the man is you and everyone who wants to stop prostate cancer being a killer. Our 'Man of Men' logo features in the squad number of every player's shirt in the EFL this season. And football managers up and down the land wear the Prostate Cancer UK pin-badge with pride.

THE
REFEREES'
ASSOCIATION



More information is available
on prostatecanceruk.org
and from The Referees'
Association:

Telephone: 02476 420360
Email: contact@the-ra.org
Web: www.the-ra.org

FOOTBALL TO AMSTERDAM 2019

7-9 June 2019

500 cyclists, 3 days, 2 countries, 1 aim.
Help stop prostate cancer being a killer.
prostatecanceruk.org/amsterdam



WEAR IT ORANGE AND MAKE A *stand* TO PREVENT BREAST CANCER

An orange hat, a ginger cat, or a pumpkin – big and round
There are lots of ideas, so have some fun, but don't forget your pound!

Your donation will help Breast Cancer UK continue on our mission
So dress as Nemo, a traffic cone, or a colourful magician

Let's get rid of harmful chemicals, found in things we use everyday
With chemicals linked to breast cancer gone –

WE CAN SHOUT hip hip hooray!

All funds raised will go towards research, education and campaigning to help us in our mission to eliminate the environmental and chemical causes of breast cancer.

WEAR IT ORANGE | Together we can help prevent breast cancer

Find out more at www.breastcanceruk.org.uk

Call us on 0845 680 1322

Registered charity number: 1138866

**Breast
Cancer**

Prevent the preventable

RED
DRIVING SCHOOL



NEW MEMBER BENEFIT

RA Members get 2 for 1 on their first two lessons plus up to £5 off an hour

To take advantage of this offer visit the members area of The RA website

NEW MEMBER BENEFIT



RA Members pay no joining fee and 10% off per month on gym membership

To take advantage of this offer visit the members area of The RA website

MAKE SPORT EVERYONE'S GAME.

RAINBOW LACES

IT'S DOWN
TO YOU
TO BE AN
ACTIVE ALLY.



www.stonewall.org.uk/rainbowlaces

Supported by

TEAM PRIDE

Tweet @StonewallUK
and #RainbowLaces

 **Stonewall**
Acceptance without exception

The Benefits of Refereeing

The ability to make decisions under pressure.

The art of managing conflict and resolving challenging situations.

Life experience and skills:

- Self-discipline
- Punctuality
- Time keeping
- Self-presentation
- Report writing

Improved communication skills:

- 1-to-1
- Group scenarios
- Public speaking
- Leading a conversation
- Body language perception

Improved physical health and wellbeing

Referees in the professional game run between 9 and 12km per game!

The camaraderie of being part of a team and community.

Handling responsibility and delegating tasks.

Opportunity for progression up the football pyramid and involvement in the professional game.

Involved in our great game!



For ALL

REFEREEING IN NUMBERS



27,955

REFEREES IN ENGLAND FROM
GRASSROOTS TO ELITE



5%

ARE FEMALE, WHICH HAS GROWN
OVER THE PAST TWO YEARS

THE FA HAS BEEN WORKING WITH COUNTY
FAs AND THE WOMEN'S GAME TO IMPLEMENT
'THE WOMEN'S REFEREE STRATEGY'



174

REFEREE COURSES DURING
THE 2017/18 SEASON

3,925 people took part and started their
refereeing journey

COUNTY FAs HAVE TARGETS ON
REFEREEING DIVERSITY & INCLUSION



8.6% of referees currently from a
BAME background

45

TRAINING AND DEVELOPMENT EVENTS
WERE RUN IN 2017/18 BY THE FA

For referees who operate in the
semi-professional game

FA CORE, THE FA'S 'CENTRE OF REFEREEING EXCELLENCE', HAS 350 REFEREES, WITH 58 REFEREE COACHES

 **350**
REFEREES

Has the aim of unlocking
potential and building
the future

FA CORE referees are in
the pipeline to potentially
become PGMOL officials
in the future

All receive six enhanced
face-to-face development sessions
alongside an allocated performance
coach for the season

58
REFEREE
COACHES



Coaches are either current referees within the
professional game, or those retired who have the will to
help the next generation

689 

REFEREE OBSERVERS WITHIN THE SEMI-
PROFESSIONAL AND PROFESSIONAL GAME
COMPLETED 9,761 'REFEREE OBSERVATIONS' LAST
SEASON TO AID DEVELOPMENT

0.01%

OF APPROX. 850,000 MATCHES PLAYED EACH
SEASON IN GRASSROOTS FOOTBALL INCLUDE
AN INCIDENT OF ASSAULT

45%

REDUCTION IN REFEREE ASSAULTS
OVER THE PAST TWO YEARS

245

AVERAGE NUMBER OF
DECISIONS MADE
PER GAME

One every 22 seconds



9-12

KILOMETERS RAN
IN AN AVERAGE
GAME BY
REFEREES AT THE
ELITE LEVEL



38%

REDUCTION IN DISSENT

For leagues included in the temporary dismissals
pilot – otherwise known as 'sin bins' – at step 7 and
below of the national league system and tier 5 and
below of the women's pyramid

GUIDANCE FOR PLAYERS PLAYING WITH GLASSES

Referees should check each player's equipment prior to kick off, or the player entering the field of play as a substitute.

Law tells us...

A player must not use equipment or wear anything that is dangerous.

All items of jewellery (necklaces, rings, bracelets, earrings, leather bands, rubber bands, etc.) are forbidden and must be removed. Using tape to cover jewellery is not permitted.

The players must be inspected before the start of the match and substitutes before they enter the field of play. If a player is wearing or using unauthorised/ dangerous equipment or jewellery the referee must order the player to:

- remove the item
- leave the field of play at the next stoppage if the player is unable or unwilling to comply

A player who refuses to comply or wears the item again must be cautioned.

If a player is wearing glasses, the referee should check that they are sports glasses, which do not contain glass or a metal frame. This is for the safety of the player and other participants in the match, as per the Laws of the Game.

Any player wanting to wear glasses which the referee deems to compromise safety, should remove the glasses or not be allowed to play until so.



MEMBER MOTOR BREAKDOWN ASSISTANCE AND LIFESTYLE LEGAL PROTECTION

£19.00
PER YEAR

We have developed an exclusive offering for all members to help them in their day to day lives.

BREAKDOWN

- Homestart
- Roadside Assistance
- Local Recovery
- Nationwide Recovery

LIFESTYLE LEGAL PROTECTION

- Legal Helpline (unlimited usage)
- Personal Injury (pursuit only)
- Criminal Prosecution Defence
- Motoring Criminal Prosecution Defence
- Personal & Vehicle Identity Theft
- Social Media Defamation
- Clinical Negligence
- Consumer Disputes
- Travel Disputes
- Home Rights
- Probate
- Taxation
- Employment
- Education
- Jury Service
- Home Sale / Purchase

CONTACT US

For more information contact:
The Referees' Association Head Office.
Terms and Conditions apply to both products.



knowing
SOMEONE'S
got my back

**CHILDLINE IS
HERE FOR YOU**



If you're worried about anything, at Childline we've got loads of helpful tactics.

Our site is a place where you never have to feel alone. You can get tips on different topics; share experiences with people your own age; or have a free confidential chat with one of our trained counsellors, 24/7.

So, whatever your worry, whenever you need help, we're on your side.

childline

ONLINE, ON THE PHONE, ANYTIME
childline.org.uk | 0800 1111

Childline is a service provided by the NSPCC.
©NSPCC 2018. Photography by Tom Hull, posed by a model.
Registered charity England and Wales 216401. Scotland SC037717. J20171048.

**THE
REFEREES'
ASSOCIATION**



TEL: 024 7642 0360

EMAIL: contact@the-ra.org

WEBSITE: www.the-ra.org

TWITTER: @RefsAssociation

FACEBOOK: /RefereesAssociation

MEMBER HELPLINE & EMAIL

We are here to serve and we take great pride in doing so. If you need to speak to someone with regards to anything in this brochure then please don't hesitate to get in touch with us.

0800 2545404

membersupport@spencerhayesgroup.co.uk



**Spencer Hayes
GROUP**

PAUL BENTLEY:

0161 711 0304 / pbentley@spencerhayesgroup.co.uk

BILL HUDSON:

01282 772502 / bhudson@spencerhayesgroup.co.uk

WEBSITE:

the-ra.spencerhayesgroup.co.uk

SOCIAL MEDIA:

Find us on LinkedIn, Twitter & Facebook
Search 'Spencer Hayes Group'

THE
REFEREES'
ASSOCIATION



IN PARTNERSHIP WITH...



Spencer Hayes
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MEMBER HELPLINE: 0800 2545404

MEMBER EMAIL: membersupport@spencerhayesgroup.co.uk