



REFEREEING IN WORCESTERSHIRE

FOOTBALL NEEDS YOU



Training Course to Premier League in 10 seasons?

Improve health and fitness whilst earning money?

"There has never been a better time to referee..."

worcestershirefa.com/referees

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@WorcsFA

#WFARefs

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INTRODUCTION

Welcome to the Worcestershire FA Refereeing Booklet.

Football is the largest team sport in England and with many formats of The Beautiful Game continuing to evolve we are seeing more and more opportunities for match officials – regardless of their age, gender, background or experience.

In this booklet you'll find the details of different opportunities available across the county and beyond. From the moment you enrol onto a course and the support mechanisms available, right through to reaching a higher level – you'll find it in here.

Whether you are ready for a new challenge, your son/daughter wants to take up the whistle or if you have previously been a referee – this booklet will provide you with all the relevant information to help get you started!

We have a dedicated team of staff at Worcestershire FA, so if you would like to speak to any members of the team please don't hesitate to get in touch as we're more than happy to help you get into football.

Ollie Williams

Referee Workforce Manager



CASE STUDIES

Becoming a referee can truly change your life in a number of ways.

Don't just take our word for it; here is what other match officials have to say about their experience:

"To be honest I've enjoyed it more than I thought I would. I wanted to begin refereeing to stay within the game after playing for years - and to keep fit. It feels like it is going to be so much more than that, with close knit referee associations, regular support, progression targets and a look at football in a completely different way – I can't wait to get started!" – **Former Sunday League footballer, aged 30**

"My only regret is that I didn't take up the whistle earlier!" – **Level 4 referee, aged 51**

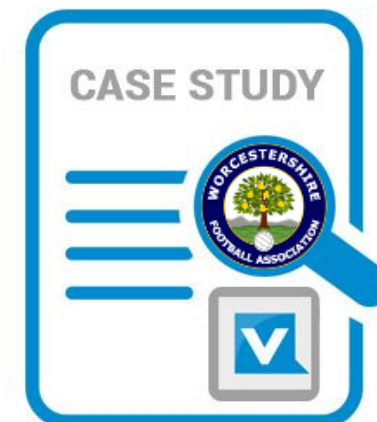
"Becoming a referee has meant that I have taken part in the FA Cup, FA Trophy and FA Vase – something I would not have done as a player" – **Level 5 referee, aged 57**

"It has been an enjoyable course, well delivered and presented...most of the content and course was conducted outside" – **Former grassroots coach, aged 45**

"Having retired early from playing football, I took up the whistle to maintain my involvement in the game...I soon realised I had found my true niche in the game and wished the opportunity had presented itself much earlier than it did. The social side and associated fitness benefits from refereeing are untold; I cannot recommend it highly enough" – **Level 5 referee, aged 40**

"I've learnt new things, new Laws of The Game and made loads of new friends in a day of fun" – **Trainee referee, aged 15**

"The whole referee set up I think is great and I'm really enjoying it. Hopefully there will be more players willing to get into refereeing from seeing what we do on a weekend. The managers are very supportive of female referees and there have been lots of positive comments from players about female referees. It's been a great season and I want to continue refereeing for as long as I can" – **Level 7 female referee, aged 23**



FOR ALL



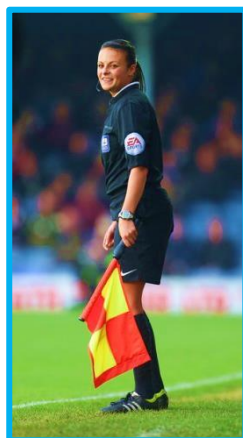
BECOMING A REFEREE

Most football at local level is played for enjoyment, fitness and social benefits. Of course, every match is competitive once the whistle blows, but becoming a referee is a great way to guarantee yourself the best view of the action whilst keeping fit and taking up a new challenge!

Before signing up to become a referee, ask yourself the following questions:

- **Am I committed to regularly refereeing upon completion of the course?**
- **Am I able to manage my own administration by phone and email?**
- **Am I reliable, trustworthy, committed and enthusiastic?**

Minimum Age: 14 years old



Checklist to become a referee:

- ✓ Attend a WFA Introduction Evening
- ✓ Complete FA Safeguarding qualification and DBS Check
- ✓ Purchase your kit/equipment
- ✓ Complete The FA Referee Course (2 days + 1 evening)
- ✓ Referee five 9v9/11v11 matches
- ✓ Pass the exam
- ✓ You are now a qualified referee!

For more information or to book onto a course visit: <http://www.worcestershirefa.com/referees/become-a-referee>

FEMALE REFEREES

If you fancy being the woman in the middle we have got all the information you need to get started. Referees play a vital role in the game at all levels and there is a high demand for match officials in both the male and female game. There are both youth and adult female teams playing across Worcestershire and there is a pathway for female referees to progress if they wish to.

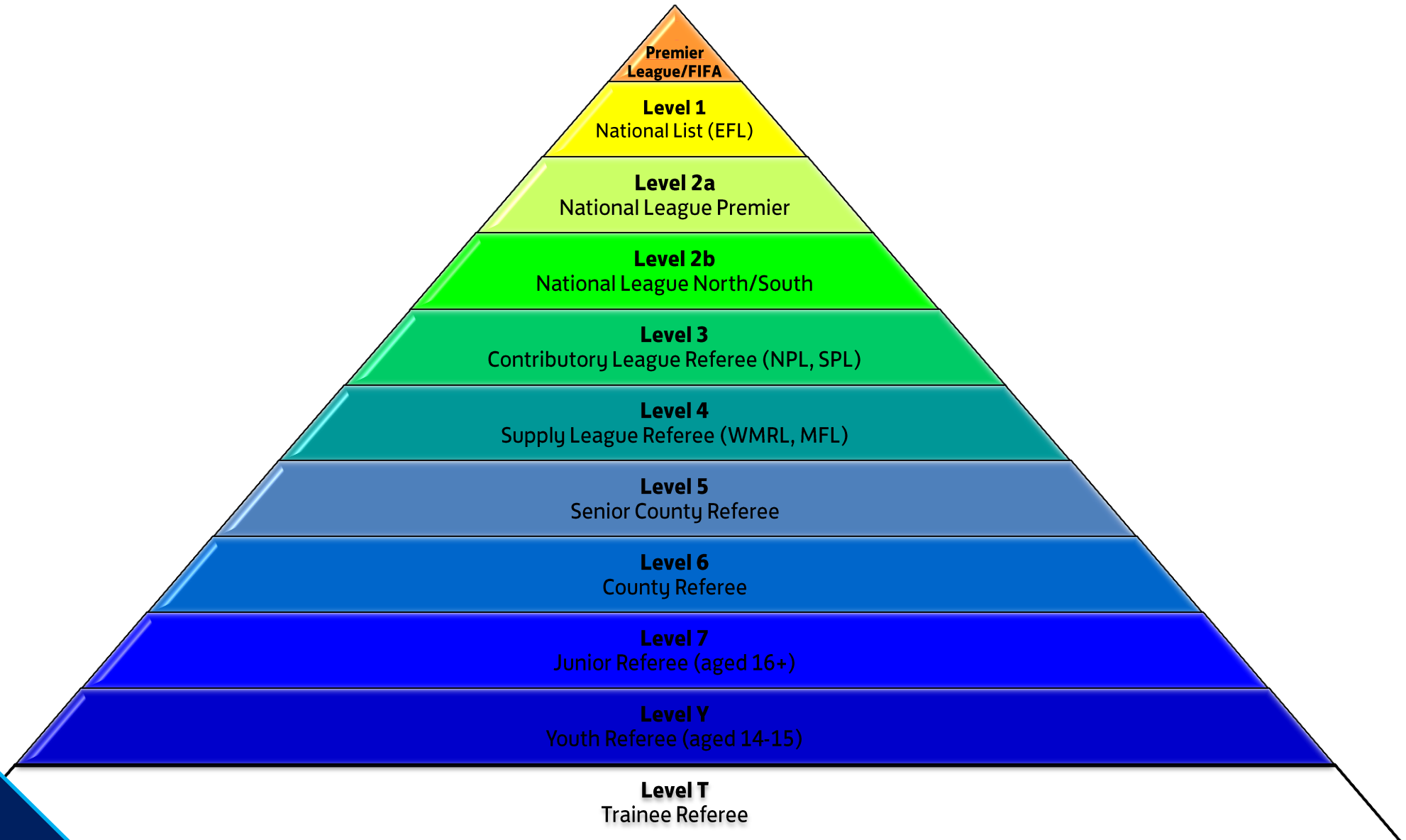
Worcestershire FA is committed to creating the best possible environment for new referees to learn. This includes offering female only provision when enough interest is received.

If you are female, aged 14+ and would like to know more about refereeing you can register your interest in becoming a referee by [clicking here!](#)



THE REFEREEING PYRAMID

Once you have successfully completed the FA Referee Course, you will become a qualified referee. In order to move up the pyramid and through the levels you will need to apply for promotion on an annual basis – see page 9 for more information.



YOUTH OR ADULT FOOTBALL?

For your first five matches Worcestershire FA will appoint you to matches in youth football.

Once you turn 16 you can referee any age group that you choose, including adults. How often you referee will be determined by when you are available and the number of matches on any given date.

YOUTH FOOTBALL

Worcestershire FA operates a centralised pool for referee appointments on Saturday mornings and Sunday afternoons in the three WFA affiliated youth leagues (Ambassador Evesham League, Mercian Fortis Junior League and Stourport & District League) with ages from U7 mini-soccer all the way to U18 divisions.

ADULT FOOTBALL

Worcestershire currently has no affiliated leagues for Saturday adult football provision and Saturday teams within the county play in the Midland Football League, West Midlands (Regional) League or other external leagues.

Referee Appointments for adult Sunday morning leagues in Worcestershire are completed by a dedicated team of Appointments Officers for each respective league.

The contact details for all of the League Referee Appointments Officers can be found on the Worcestershire FA website.



For more information on referee appointments visit: <http://www.worcestershirefa.com/referees/referee-appointments>

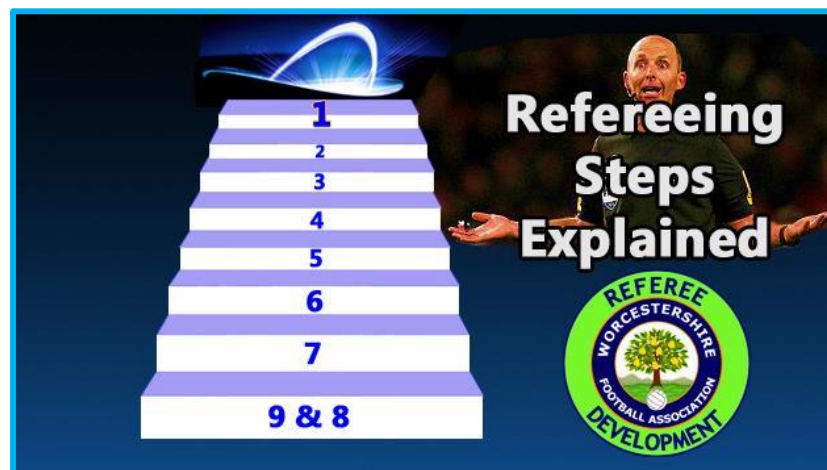
GAINING PROMOTION

So you've qualified as a referee and officiated a number of games to gain experience, what next?

Do you want to officiate at a higher level of football? Maybe you want to know more about the promotion structure that can take you as far as the professional game? Do you want to realise your full potential as a referee?

Referees aged 16+ can apply for promotion on an annual basis, provided that they have completed 20 matches in a previous season and have some experience of refereeing in adult football. In order to achieve promotion, referees must referee in open age (adult) football.

Promotion applications must be received by the Referee Workforce Manager before the end of February each year.



SHOULD I APPLY FOR PROMOTION?



REFEREE DEVELOPMENT

There are many strands to Referee Development in Worcestershire including Observing, Mentoring and the Tutor/Development Team.

- **Observing:** A vital part of our referee workforce, observers assist the development of our promotion seeking match officials. Whilst they are primarily observe referee performance against set competencies and their potential to reach the next level, advice from qualified observers should be used to enhance an individual's performance both on and off the field of play.
- **Mentoring:** All referees who enrol onto the FA Referee Course are offered a mentor. Whilst this is an optional support mechanism, experience has shown that those with a mentor find their first few matches easier. Imagine turning up to a venue with 6 pitches and 12 teams, how do you know where to go or what to do? Mentors perform a vital role by simply 'being there' for less experienced officials, either at the end of a phone/email or, on some occasions, by completing match observations during the course of the initial five games.
- **Referee Development Team:** These dedicated individuals work to train the next generation of match officials alongside supporting new initiatives for existing referees. The team consists of active referees who have a wide range of experience at varying levels within the game, from The Football League down to grassroots.

**HAVE YOU GOT WHAT
IT TAKES?**



WFA CENTRE OF REFEREEING EXCELLENCE

(WFA CORE)

WFA CORE was first implemented in the 2016-17 season. The aim of WFA CORE is to assist in the development, training and coaching of referees who have the potential to progress into the National Refereeing System, obtaining Level 4 and beyond. It is designed to deliver specific and relevant training to ambitious, dedicated, talented referees.

Coaches and mentors work with every member of the CORE providing practical advice and tips to develop their skills through practical training sessions, indoor theory workshops and general advice pre-match/post-match.

WFA CORE is designed for any referee who is either on the promotion pathway or hoping to begin the journey of progression to the next level. Generally CORE referees are aged 16-24 and are keen, enthusiastic, devoted and show the desire and potential to progress to Level 4 and beyond. Members of WFA CORE are expected to attend a range of events throughout the year which enable them to improve not only their on-field fitness and performance, but also include specific technical sessions and key note guest speakers.

#WFACORE



THE REFEREES' ASSOCIATION

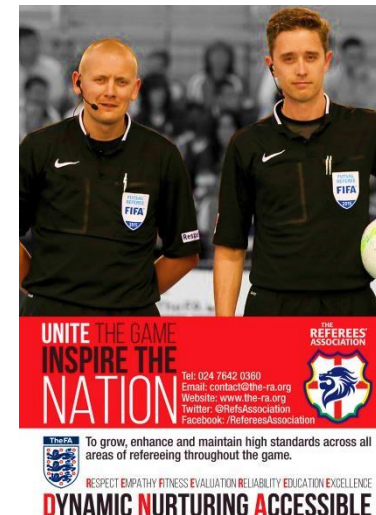
The Referees' Association (RA) is a national body providing support to match officials and there are local RAs across Worcestershire.

One retention mechanism for referees of all ages and experience is available in a local setting. Each district of the county has a local Referees' Association that usually meet on a monthly basis. Meetings generally include a variety of topics such as referee development, guest speakers, opportunities to learn from other members and even an annual Christmas quiz! The main benefit for many members is the social interaction with like-minded individuals in an informal setting.

Local Referees' Associations

- ❖ Bromsgrove
- ❖ Evesham
- ❖ Kidderminster
- ❖ Malvern
- ❖ Redditch
- ❖ Worcester

The Referees' Association and the RAFA Youth Council (RAFAYC) play an important role in the National Referee Strategy. This is because their nationwide structure allows them to supplement The FA's development work and, mainly through local RA groups, provides important support, guidance and mentoring (both formal and informal). Their work is especially important for new referees, young referees and all referees operating at grassroots.



SOCIAL MEDIA

Worcestershire FA is active across several social media platforms and there are a number of ways that referees can be involved. If used effectively, social media can be a useful way to gain support and interact with colleagues. However, if used inappropriately, social media posts can easily be taken out of context so please be careful with what you type, like, retweet or hashtag!

Get involved!

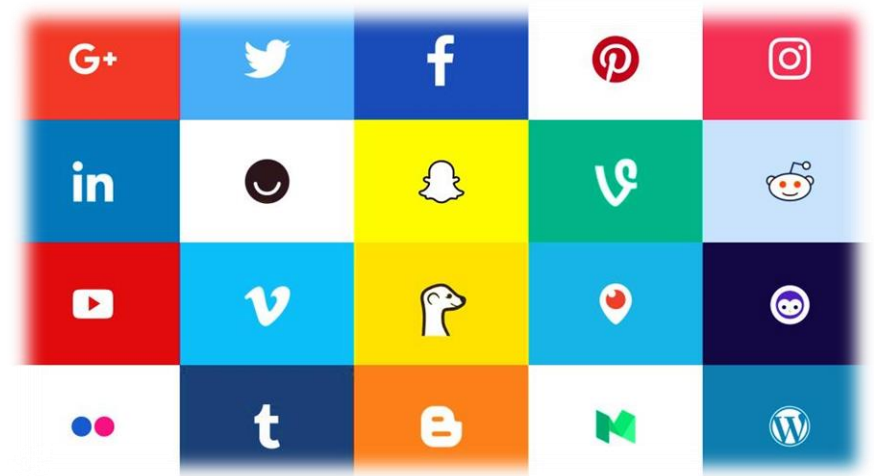
WFA Referees Facebook Group – [click here to join](#)
(affiliated WFA referees only)

WFA Facebook Page – [click here to like](#)

WFA Twitter – [click here to follow](#)

WFA Referees Twitter – [click here to follow](#)

Instagram & Snapchat – username: **worcsfa**



Top tip: Think before you comment on a social network site; make sure that you always protect your own image and that of The Beautiful Game in general. Sometimes no opinion is better than any opinion!

WORCESTERSHIRE SCHOOLS' FA (WSFA)



Worcestershire Schools' FA supports the delivery of competitions and footballing provision across the county within an education setting. This includes regular need for match officials to operate on midweek county matches for both male and female participants.

Melvin Dulak has recently been appointed as an administrator for the Worcestershire Schools' FA in a new role created in conjunction with The Football Association. Part of Melvin's role involves appointing match officials to county and national competitions. Many county games are played under floodlights in a stadium environment so this provides an excellent development opportunity for match officials of all ages and experience.

If you would like to know more or be considered for appointments to matches please get in touch with Melvin directly.

Melvin Dulak

Worcestershire Schools' FA Administrator

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