

REFEREEING

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IN THIS ISSUE

PREPARING FOR ACTION

Get **into** Refereeing





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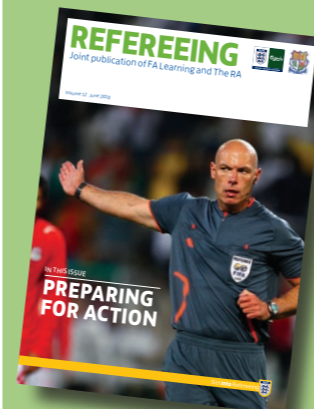
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Get into Refereeing

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CONFIDENCE AND COURAGE

Global appeal



As I write the excitement of the impending World Cup in South Africa is growing by the day. It is a country I know well having worked with their referees for over a decade, a relationship started when I refereed the Mandela Inauguration match between South Africa and Brazil who were African and World champions respectively. There is an amazing passion for football in the country and the sound of the vuvuzelas (horns) is inimical to the atmosphere at every match. A testament to the S. African love of football is that supporters will go to a match, regardless of whether their team is playing. I was recently at a match between Orlando Pirates and Morocco Swallows in Soweto. Pirates fiercest rivals are Kaiser Chiefs but there were about 200 Chiefs fans at the match (because Chiefs were playing away in Durban) and there was no trouble between the spectators. Imagine that happening here!

Everyone in football will be wishing the England team well and we have been helping their preparation (as you will read later) by appointing non-European referees for their friendly matches against Egypt and Mexico so the England players can experience non-European referees. Although FIFA has worked very hard and successfully to reduce continental differences, some still remain in terms of style of officiating and as England will almost certainly have non-European referees in their group games we worked with Fabio Capello's team to help the players prepare. Another unpublicised way in which refereeing at The FA aims to help other areas of football.

The 'other' England team in S. Africa is our refereeing team of Howard Webb, Mike Mullarkey and Darren Cann. After their successful EURO 2008 tournament they will be hoping to perform well on the global stage, although thoughts of the final should be dismissed as this is Howard's first World Cup. Howard's preparation has been very thorough as you will discover in two articles

about the FIFA referee programme and his fitness regime.

On the home front this has been a positive season in many areas of refereeing. In Women's football we have launched the Women Referee Ambassadors programme as part of a drive to increase the number of female referees. We hope that you will all think of a female football fan you know who you might encourage to take up the whistle.

A key focus of the Respect programme this year has been assaults on referees. We are determined to tackle this problem and a small working party produced some good ideas which are being implemented. County FAs are being advised on charging procedures, more help is being made available to any referee who has been assaulted and we are appealing to judicial/disciplinary commissions and the courts to take strong action. Two of the Respect films featured the impact on players when they are suspended after assaulting referees. Although there are still too many referees being assaulted the trend is downwards and it is pleasing to report that 'common assaults' were down 25% this season and 'assaults causing bodily harm' were down 15%. We must strive, though, to eradicate assaults throughout the country.

This summer sees the launch of RA-FA, a body bringing together the RA and the FA to ensure that the best aspects of both organisations are combined for the benefit of refereeing, without threatening the independence of either organisation.

All in all, much to be encouraged about. However, now that the domestic season is over we can sit back, learn from the best referees in the world and support England.

Come on England!

David Elleray
Chairman, FA Referees' Committee
President, Referees' Association





PREPARING FOR ACTION

Howard Webb outlines the importance of preparation ahead of the FIFA World Cup

Martin Chester Level 3 Referee Lincolnshire FA
Vice Chairman, Lincoln Referees' Association

On February 5th 2010, Howard Webb was named as England's representative for the World Cup Finals in South Africa. His selection is the culmination of years of demanding physical and psychological preparation. Howard spoke to Martin Chester to explain the selection and preparation process.

Martin Chester: Howard, congratulations on your selection for the World Cup finals in South Africa. When did you first realise you may have been in contention?

Howard Webb: My first involvement was in April 2007. FIFA realised that many of the referees at the World Cup in Germany in 2006 would be too old for South Africa and

therefore invited 25 referees from their Talent Programme to a seminar at FIFA House in Zurich. I was in this group along with Wolfgang Stark (Germany) and Victor Kassai (Hungary) who have also been nominated for South Africa. This was our first involvement as UEFA officials with FIFA. It was an intense few days of fitness tests and video assessments, plus an English language test.

MC: You must have made a positive impression at this event. When was your first opportunity to impress on the pitch?

HW: I attended the FIFA U20 World Cup in Canada in June and July 2007 with Darren Cann and Mike Mullarkey, who have been chosen as my assistants for South Africa.

FIFA said "the Road to South Africa starts here," which seemed strange as it was over three years before the World Cup started! The tournament, which is held every two years, is basically the U20 World Cup. Half of the potential World Cup referee candidates went to this tournament with the other half going to the U17 equivalent in Korea.

MC: What was tested at this tournament?

HW: Performance on and off the field – especially being away from home for a prolonged period. In South Africa we'll be away for at least a month, six weeks if we reach the quarter finals. It certainly wasn't easy being away from family and friends for so long, but with this being a once in a lifetime opportunity I learned to adapt.

MC: The games must have gone well for you!

HW: Yes they did. It's a challenge because you're learning to adapt to different styles of play and different attitudes. I did five games there, including the opening match (Brazil v Poland) and the Austria v Czech Republic Semi-Final. All the games went well, and I was named on the provisional World Cup shortlist of 58 referees. Darren and Mike were named as assistants, along with Peter Kirkup, who is our reserve assistant for 2010. There were twenty referee teams from UEFA and anyone who wasn't nominated had no chance of going to South Africa.

MC: How did things develop in the New Year?

HW: Early in 2008 I went to another course in Zurich. This was a mix of potential referees for South Africa and some referees with previous World Cup experience e.g. Massimo Busacca (Switzerland) and Roberto Rosetti (Italy) from whom we learned a lot. We were introduced to the FIFA 'E-Learning Platform,' which forms a critical part of the selection process.

MC: Can you explain what the E-Learning Platform is?

HW: It's an online resource for shortlisted World Cup referees and assistants from around the world; it is designed to develop a consistent approach through discussions, without actually having to meet face-to-face. We go online and discuss key incidents, Law interpretations and current issues within the global game as though we're in a room together. The four areas of the Platform are Technical, Physical, Psychological and Energy (on field communication through body language and posture). We have to email UEFA

match assessments and must log on weekly to comment on match incidents, download heart rate information and complete training log books.

MC: When you were selected for the EURO 2008 finals did you see this as a sign of things to come?

HW: Perhaps. Even though it's not a FIFA event, it's the biggest football event after a World Cup, so a good performance was important. Selection was dependent on performance in domestic leagues, the Champions League and the World Cup Qualifiers.

MC: With no England team at that tournament, do you feel it increased the pressure on you?

HW: To a point it did, because we were the only English team there. South Africa will be different as most of the focus, quite rightly, will be on the England team.

MC: You must have performed well as you successfully progressed to the next selection stage?

HW: Yes, 58 referees became 37 – with thirteen from UEFA.

MC: Now 30 referees have been selected for South Africa. What happened in 2009 to give you the edge?

HW: I knew 2009 would be a busy year, and it included two major tournaments – the U17 World Cup in Nigeria and the FIFA Confederations Cup in South Africa.

MC: So you've already had a 'taste' of South Africa?

HW: Yes – before the Confederations Cup the 37 referees attended an intensive training course. 'Hot topics' were discussed at length off the field, but also rehearsed on the field for up to three hours a day. We'd simulate various possible match situations using local players – giving us the opportunity to practise refereeing on the training pitch, just like footballers practise their skills, tactics and set plays. At the end of this course, the assistants joined us, allowing Mike Mullarkey, Peter Kirkup and I to train as a team of three, rehearsing off-sides and communication. Those who weren't selected for the Confederations Cup went home. We stayed at the same venue in Pretoria where we'll be based for the World Cup. The accommodation is small houses for three or five people and there is a spa and gym on site, so we'll be well looked after.

MC: Was the U17 World Cup in Nigeria a challenging tournament for a referee hoping to attend the World Cup Finals?

HW: Definitely! People often have misconceptions about the U17 and U19 tournaments. This was a really tough tournament with a lot of cards and it was quite hostile at times.

MC: How did you feel when you heard the news?

HW: Naturally I was thrilled. I'd never really set any specific goals when I started refereeing, but to be picked for the World Cup is the pinnacle of any referee's career. I passed the basic course in 1989, so it's the reward for over 20 years of hard work.

MC: You're now referred to as 'Howard Webb, the World Cup Referee.' Do you think this title increases the expectations on you?

HW: It does a bit – people expect that bit more from me, so I've had to work even harder to make sure I meet the standards. Although 30 referees have been selected only 24 will referee games. Six, one from each Confederation, will be reserve officials – but we won't know who until just before we're out in Pretoria, so I can't relax just yet.

MC: What are your plans before the start of the World Cup?

HW: I've got to make sure I don't burn myself out before I go. Training will be designed so that I peak at the World Cup and there's a clear period between the end of the season and the start of the World Cup, which should benefit us. I've arranged nine laboratory training sessions with Sheffield Hallam University to acclimatise as it will be winter in South Africa. Heat shouldn't be too much of an issue but there are concerns about refereeing at high altitude so the University will simulate the worst case scenario conditions for me to train in. There must not be any surprises.

MC: On behalf of the refereeing community may I offer you everyone's best wishes for the rest of the season and for the World Cup in South Africa.

TaylorMade

Christina Emery Level 7 Referee

Zoe Emery Level 8 Referee

Jack Taylor, 1974 World Cup Final referee, reflects on his illustrious refereeing career including his experiences officiating in South Africa and his appearances at the World Cup Finals.

Having spent time refereeing in South Africa, what was the experience like?

JT: I really enjoyed it. Stanley Matthews lived there and introduced me to South African life. I went on three occasions, for four to six week durations, and got on well with all of the South African teams.

With Apartheid in operation, culturally things must have been much different then. Were there any 'black' officials or players?

JT: In the late 60's early 70's it was segregated with no black officials, but opportunities slowly opened up and I was involved with training and coaching black referees. You could see the black players had so much potential and I did the first 'black versus white' game - Kaiser Chiefs v Chevrolet Club. This was in the early days of sponsorship, with white ex-professionals from England being paid to play.

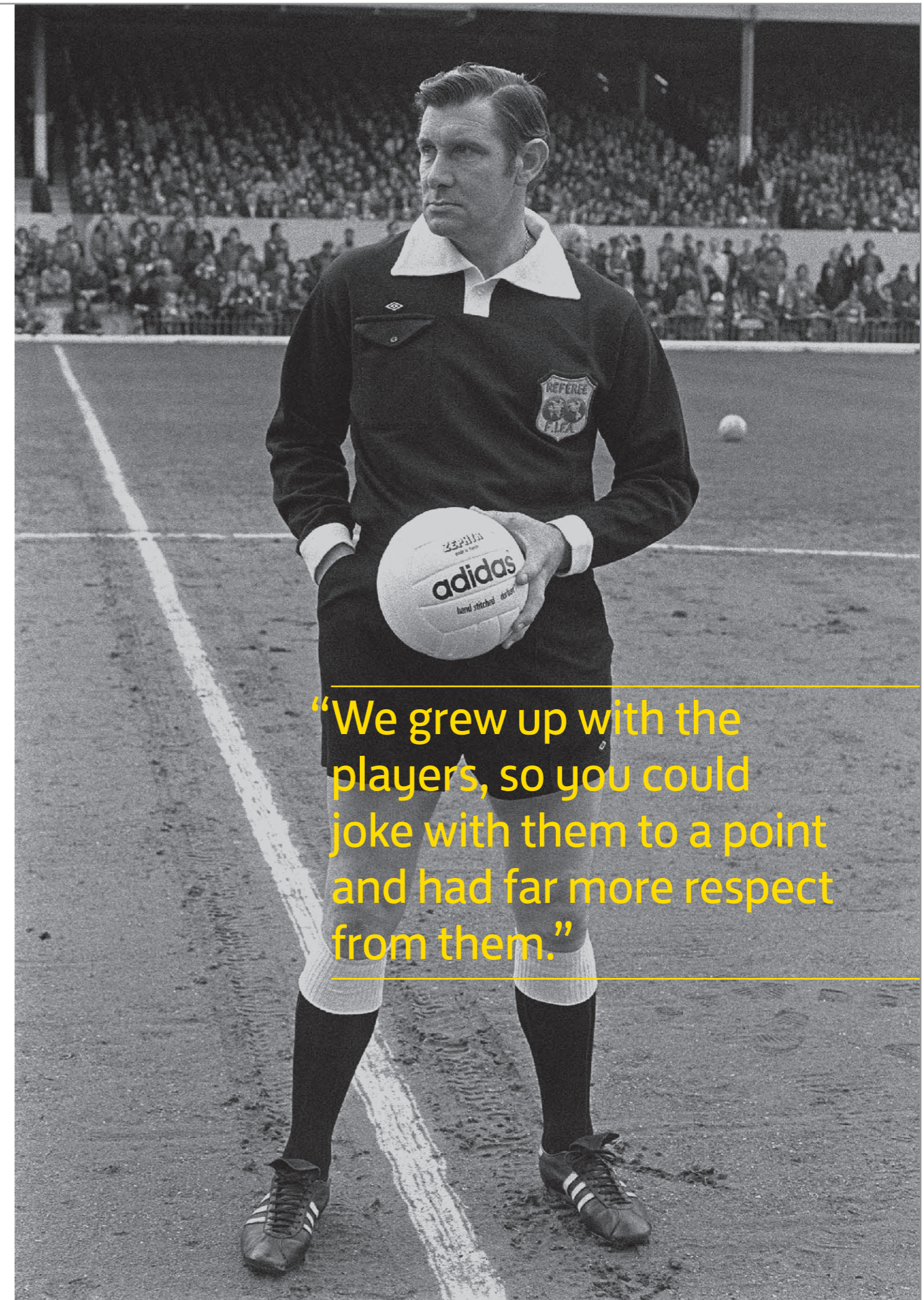
People were only let out of the townships for the game. It was very difficult; tensions were high,

the crowd violent and the Kaiser Chiefs team were desperate to win. There was a riot in the first half, a linesman was injured and when the police got involved their dogs were stabbed. Half time lasted over 25 minutes and I didn't want to do the second half, but I was told if I didn't there'd be 'bloodshed in the streets' – reluctantly I did 'it' and fortunately there were no problems.

What differences did you find officiating in the three World Cup Finals?

JT: There was a lot of questionable refereeing at the 1966 World Cup and some appointments could have been thought out better. You had 30 referees from across the world with a huge range of standards, and communication could be poor. A lot of the lining was awful and as all those appointed to the World Cup Finals were referees, they had rarely been assistants. I had to practise running the line in the local parks, but I was no good and I thought it was an awful job.

The 1970 World Cup in Mexico was the best ever and there were no red cards shown at all. This time FIFA really got involved and tried to cut out the poor behaviour. We went one month before to acclimatise and to train with a German coach: it was hard and physical. English officials were not popular there, but I ran the line in the opening game (Mexico v Soviet Union) when five yellow cards were given.



“We grew up with the players, so you could joke with them to a point and had far more respect from them.”

In 1974 in Germany, because of the horrendous events of the 1972 Olympics (where some Israeli athletes were shot), the security was very strict and the stadiums were searched before every game. With the military involved, we had guards with us for three or four days before a game and had to travel by helicopter to the matches.

How much did a top official get paid for the World Cup Final in 1974?

JT: You didn't get paid. Instead you received the same daily allowance that you were paid for all games, 120 Swiss Francs per day (approximately £30). Of course you received your hospitality, including hotels, but no actual pay.

What do you think the reaction of the players and fans would have been had a female official walked out for the World Cup Final in 1974 and how long do you think it will be before a female official will be given the men's World Cup Final?

JT: I just don't think it could have happened in the 60's and 70's. There was little female football at all, with China and USA being the only prominent countries with female teams. There has been a big change now and with many more female referees; I hope it will happen in the future. Although it may take time, we'll get there.

Having spent significant time in Europe, South Africa, South America and Saudi Arabia, how were the different countries cultures reflected in the way the game was played?

JT: In South Africa traditions and superstitions often dictated where games were played, therefore pitches couldn't be changed. The 'Muti Man' (a 'witch doctor' who wore a hat) would come onto the pitch before the game and if the team lost, sometimes he would get kicked out. In Brazil there was a lot of spitting (sometimes due to the humidity and climate), it was very physical and body checks could be horrendous. Bad language was accepted as part of the game. Now that so many

players play in different countries at club level there are fewer distinct differences between nations and continents than I once saw.

In regards to offensive, insulting and abusive language, did you ever find the language barrier a problem and did you learn any foreign words or gestures before you went to another country?

JT: In some places, it is part of the game. You'll never totally get rid of it, however I feel it's not what somebody says, it's how they say it and to whom. I picked up quite a few words, but at times I couldn't be sure of what was said, so

often let it go. However, it always needs to be stopped when it challenges your authority.

When you were refereeing, were decisions generally accepted without opposition and were referees given more respect?

JT: The simple answer is 'yes' to both questions. We grew up and developed with the players, so you could joke with them to a point and had far more respect from them.

Making referees professional has created a vacuum between the players and the referee and sometimes it is blocking the game. When you get players from many nations playing in our leagues, referees haven't progressed with them, so you don't quite get the same rapport between players and the referee.

In 1977 I received the PFA Meritorious Service award, the only occasion when the award has been presented to a referee and I was also inducted into the FIFA Hall of Fame. What's the likelihood of you seeing that happening to a referee now?

How much was a top official paid in The FA Cup Final in 1966?

JT: Up until 1965, referees would be given either a medal or five Guineas (£5.25) and during the depression in the 1920's, most had the money. When I did The FA Cup Final between Everton v Sheffield Wednesday, I was the first to get both a medal and the five Guineas.

The current offside rule can cause debate and scrutiny of officials. In your opinion is it good for all levels of football?

JT: The rules changed because FIFA wanted more goals, but Bill Shankly once said: "if a player is on the pitch then he's interfering". I just think that it is making a simple game complicated and it means that referees can't really overrule assistants now, or use the same discretion that they once could.

Excluding the World Cup Finals, what refereeing experience has been the most rewarding and which has proved to be the toughest?

JT: The best was Argentina v Brazil in front of 170,000 spectators at the Maracana Stadium in Rio de Janeiro, Brazil. One of the hardest games to referee was Borussia Monchengladbach v Inter Milan in 1971. The first game Borussia won 6 - 1, however it was declared void due to a thrown can/ bottle hitting a player. Inter won the second leg 2 - 1. I refereed the replay of the original first leg and the result was 0 - 0. It was a very hard, physical game, with two broken legs and players being sent off.

What do you think are the most important characteristics and skills for referee's to possess in today's game?

JT: Read the game and the players. Have a good approach to a game, talk to the players and share humour.

Do you miss refereeing or is there life after hanging up the whistle?

JT: I'm still involved at nearly 80 years of age, and after 63 years in refereeing nice things happen now, including interviews like this and VIP invites.



“
I was told there would be bloodshed in the streets.
”

The secret to success in sport is 'peaking' at the right time. Most athletes at the top of their game have relatively few key dates in their diary for which they need to achieve peak physical fitness. While Paula Radcliffe might aim to peak for the London Marathon in April and the New York Marathon in November, Andrew Murray will probably prioritise the four Grand Slams. Their training is carefully 'periodised' to produce peak fitness just when they need it most. In the weeks leading up to their events, they will 'taper' their training to ensure they reach the start line fresh for competition. Immediately after competing, they have the luxury of physically and mentally recuperating, before gently stepping their training up again in preparation for their next event. As well as producing peak fitness at the right time, this approach to training minimises their risk of injury and burn-out.

ACHIEVING PEAK FITNESS

Simon Breivik PGMOL – Head of Sports Science



Football

As football referees, you are less fortunate since you are involved in a sport that requires you to 'peak' week in week out for the best part of a year. That's not to say that your training shouldn't be periodised in the same way as Paula Radcliffe's. Like any athlete, you need to make sure that you peak when it matters most: the start of the season. By following a well-structured pre-season training programme, you are guaranteed to 'hit the ground running' for the pre-season fitness test and the start of the new season. Throughout the season you need to maintain your match-fitness by following training programmes that address your aerobic fitness, speed, speed endurance, strength and recovery. And at the end of the season you should have the chance to recuperate. Hence, I recommend you make full use of your closed season by taking a month, or so, off immediately after your last game of the season. This will allow you to totally recover – mentally as well as physically – from the season you have just completed. Time away from the game and from training will let you recharge your batteries and help you regain your enthusiasm for the game and for training. By the time you embark on your pre-season training programme you'll be raring to go.

Elite Referees

For our top English referees, this process is not necessarily so simple. The season can start as early as July, for friendly games and European qualifiers, and finish as late as the end of May for those engaged in FA Cup and Football League play-off action. In contrast to many foreign leagues, our match officials don't get a winter break. When you consider that Howard Webb, Mike Mullarkey and Darren Cann's 2008-2009 season only drew to a close on their return from the Confederations Cup on the 24th of June and their pre-season training programme for the current season started just a week later, they have had virtually no down time in almost two years. In 2009, Howard dedicated more time to refereeing than any other European World Cup-nominated referee. He refereed an average of 1.1 times per week, trained an average of four times per week and, when we include travel, spent a total of more than 68 hours per week on refereeing. As Howard's sports scientist, lack of recovery is a matter for concern.

Hence, in February, while Howard and his team were celebrating being called up for World Cup duty, I was contemplating their 2009-2010 season being extended by six weeks and their preparation for the 2010-2011 season being cut by six weeks. Assuming Howard's 'trio' aren't willing to forsake a trip to South Africa for a few weeks in the garden with their feet up, my priority is to manage the situation to ensure that the three officials arrive in South Africa in optimum physical condition – in spite of their long Premier League and European seasons.

Biography

After qualifying from University in 2001 with a BSc. and MSc. in Sports Science, Simon was employed by the Human Performance Laboratory at Lillleshall National Sports Centre. There he spent four years looking after the fitness of British Gymnastics squads, football players and athletes from various other sports. Whilst at Lillleshall, Simon was also responsible for fitness testing PGMOL referees and assistant referees. In 2005, Simon was employed by the PGMOL on a full-time basis. He is now Head of Sports Science at the PGMOL where his responsibilities include fitness testing, writing training programmes, monitoring the referees' training and carrying out match analysis.

Maintenance

I am fortunate that Howard, Mike and Darren are three of the fittest match officials travelling to the World Cup. They were praised by FIFA in early March for their performance at the pre-tournament fitness test in Gran Canaria, so I don't have to worry about getting them any fitter for the tournament, just maintaining their fitness until June, when their conditioning will be handed over to FIFA for the duration of the tournament. In the meantime, by sending them weekly, personalised training programmes, I can manipulate their 'training-load' based on their 'match-load' to ensure that they are training enough, but not too much. The plan in the weeks leading up to their departure is to factor in a miniature closed season, during which time they will enjoy a low training load and fewer games, before they get on their flight at the beginning of June.

Acclimatisation

Another consideration concerning Howard's physical preparation for the World Cup is the climate in which he will be refereeing.

Although the temperature and humidity in South Africa in June won't provide a significant challenge, five of the nine host cities are situated at altitudes of above 1,000m. Granted, these venues are at 'medium' rather than 'high' altitude, however, it was clear from Howard and his team's heart rate information from their pre-Confederations Cup fitness test that even medium altitude places the cardiovascular system under added stress. Considering the referee relies on his cardiovascular system more than his two assistants in a football match, Howard will be undergoing acclimation training in an environmental chamber at Sheffield Hallam University in the weeks leading up to his departure. The chamber will replicate the environmental conditions (humidity, temperature and altitude) in which he will be refereeing during the tournament and provide him with an extra edge.

Though I am certain that most of you would give your left leg to swap places with Howard, Mike or Darren in June, just be grateful that you have the opportunity to get some quality rest in the summer before you turn your attention to next season. Keep your eye on www.refworld.com for the 2010-2011 pre-season training programme and put it to good use.

PARAGUAYAN PREPARATION

Paraguyan officials help England's World Cup Preparation

When England play in the World Cup finals in South Africa, they are likely to have non-European officials in several of their matches as FIFA often appoints 'continent neutral' officials. FIFA work very hard to create uniform refereeing styles and interpretation throughout the world but complete uniformity is impossible, as is seen in Europe where Northern European refereeing (e.g. England, Germany, Holland) is sometimes different in style from Mediterranean countries (e.g. Italy, Spain, Greece).

Fabio Capello and his management team thus accepted the suggestion from David Elleray and Neale Barry that non-European officials should be invited to referee the recent England v Egypt friendly game. Given that referees selected for South Africa are not allowed to referee competing teams before the tournament, an invitation was extended to Carlos Manuel Torres from Paraguay (who had just missed out on selection to his fellow countryman Carlos Amarilla) and assistant referees Miciades Zaldivar & Rodney Aquino.

Torres and his team acquitted themselves extremely well during the game. There was some difference in style and interpretation but their overall performance demonstrated how much progress FIFA has made in bringing uniformity to world refereeing. Discussions during the visit look like opening the door to strong refereeing relationships between The FA and Paraguay. Torres and his colleagues were excellent ambassadors for their country and, in a small way, contributed to Fabio Capello's meticulous preparation for South Africa.

This preparation proved so successful that a trio of Japanese officials took control of the England and Mexico friendly.



Biography

Carlos Manuel Torres is 40 years old and his father and brother were also referees. He started refereeing for Paraguay's top federation APF in 1990 and became a FIFA referee in 1998. He officiated in the 2004 Olympics in Athens, Greece (refereeing the Italy v Mali Quarter Final) and the 2007 Copa America. His previous International matches include Argentina v Uruguay, Chile v Ecuador (World Cup qualifiers) and Brazil v Chile (Copa America)

Torres, an electrical engineer, lives in the Sajonia area of Asuncion and speaks Spanish, Guaraní, and English. His heroes are Juan Francisco Escobar ('a big personality on the field') and the Argentinean referee Horacio Elizondo ('the only one in history to officiate both the opening match and the final in a World Cup'). Elizondo was the referee who sent off Wayne Rooney in the match against Portugal in the 2006 World Cup Finals in Germany.

Help support the future of refereeing in England by encouraging others to get involved

Ian Blanchard
Senior National Referee Manager

The 2010 FIFA World Cup™ kicks off on 9th June in South Africa. I don't know about you but I am really looking forward to watching the games. The greatest players in the world will be on show displaying their skills. Imagine England in the final of the World Cup, the whole nation will be watching cheering on the team.

Of course the World Cup is about playing the beautiful game, but the tournament will also be a showcase of the world's top referees. What an opportunity to watch and learn from the best, how they control a game, communicate with players – there is so much we can learn from them.

Refereeing at a FIFA World Cup™ is the aspiration of all budding referees, but we all know that to get there means a lot of hard work, dedication and commitment. We all started in the grassroots game and it's great to see that the likes of Howard Webb, Mike Mullarkey and Darren Cann have all successfully made it to the top. As well as cheering on the England team in South Africa I know we will also be watching Howard and his team with interest. The FIFA World Cup™ is also a fantastic opportunity for us to promote all that is good about refereeing. It is the ideal opportunity to get more football fans of all ages involved in officiating, and who better to bring them into the fold than the men and women who are already involved week in week out.

So, we are asking for you all to help support the future of refereeing in England, by introducing a friend into the world of refereeing. As an extra incentive, we're offering an assortment of both referee and England kit to existing Refs, who refer a friend onto the entry level refereeing course who then go onto take up refereeing.

ENGLAND NEEDS YOU

June 12 will be England Football Day, the perfect day to play, coach and celebrate football.
To find out more and how to get involved visit TheFA.com/EnglandFootballDay

TheFA.com/EnglandFootballDay **Get into Football**

For more details go onto the TheFA.com website and follow the links to grassroots and refereeing.

Good luck and thank you for supporting England!

Confidence and Courage

Refereeing with self-assurance and belief

Ian Blanchard Senior National Referee Manager – The FA

The score is 1-1 in an enthralling Semi-Final encounter between two evenly matched sides. Suddenly, in additional time at the end of the game, a long ball over the top of the defensive line sees a forward clean through on goal. He is about to go round the goalkeeper, who has come rushing to the edge of the penalty area, and is about to shoot when he is challenged and falls to the ground: offence or no offence? Inside or outside the area? Red card or yellow card?

Decisions like this need to be correct, 'sold' and given with confidence. Above all, perhaps, they also need referees with courage. This article focuses on confidence and courage, how you get them, how you develop them and more importantly how you use and convey them.

Confidence

Good referees exude confidence, giving the impression that they know exactly what they are doing. A confident referee uses good and correct arm signals, varies the whistle tone and displays effective player management skills. A confident referee is not afraid to make courageous decisions, no matter what the circumstances or outcome. Of course, too much confidence can lead to over confidence which is the start of the 'road to error'.

Moreover, it can portray arrogance or officiousness, giving the impression that the referee wants to be the centre of attention. This inevitably has an adverse effect on the quality of the refereeing and thus on the game itself.

There is a saying "confidence is not what you have got, or not got, but what you do or don't do" suggesting that confidence is something that you display. Players will more readily accept a referee's decisions (even if they are incorrect) if the referee conveys confidence in what they are doing. Deep down, players and managers also respect referees who show courage when they have to make big decisions. Many assessors will tell you that as a referee enters the field of play you know whether they are confident from their body posture. Are the shoulders slumped or upright? Is the referee looking around or is his head down looking at the ground? Is he striding purposefully or walking timidly as if afraid to be on the field?

Refereeing a game of football is challenging, presenting incidents which require the referee to display and exhibit the skills and confidence needed to control 22 players as well as the 'ebb and flow' of the game. Some incidents will require the referee to show courage. Early decisions e.g. a contested throw in or goal kick produce an opportunity to demonstrate confidence, as well as competence, and the good referee looks for early opportunities to make their mark on the game. Being in the right place is important but so is 'selling' the decision, using the whistle and/or arm signal to reinforce the decision making. If you fail to 'sell' the early decisions, and don't act with confidence, the players will begin to doubt you, making things much more difficult if a big game-changing decision arises which needs courage.

Mental Toughness

Being in the right state of mind also helps develop confidence. Thinking positively and believing in yourself are very important, as is turning nervous energy into something positive. Confidence and courage is required at every level of the game, whether refereeing at the highest level or at grassroots, and these essential qualities come from strength of character. I recently saw a referee officiating a local cup game; there were a number of issues, with several cautions given to one team and one player sent off. Suddenly, the captain of this team confronted the referee and shouted obscenities at him. Several more players joined the confrontation and in the midst of this potentially difficult situation the referee stepped back, ushered the players away, spoke to the captain one to one, sent him off and restarted play. You could feel the tension and some two minutes later another player from that same team committed a reckless challenge and received a second caution and was sent off.

What skills and qualities did the referee demonstrate which made it clear to everyone that he was in control, making correct decisions and demonstrating confidence and courage?

The referee was very calm and self-controlled. He dealt with every situation with purpose, was assertive when he needed to be but was very clearly in control of his feelings.

He took his time and gave himself thinking time. A good referee does not over-react but thinks carefully about "what have I seen?" and then "what am I going to do?"

The referee also applied the Laws of the Game and showed courage in not shirking from his responsibilities even when it involved the ultimate sanction on the separate occasions. Like all good referees he knew he had no choice and asked himself "If I don't do what's right what is the likely impact on the game?"

So referees need to display confidence from the first minute until the last, and sometimes they also need courage to do what is right (and often unpopular). This can be achieved if decisions are accurate, made with purpose and given positively. When players respond positively to decision making and management this gives you confidence; being in control of yourself and the game also breeds confidence. A confident referee is much more likely to find the courage to make the brave decision.



“Being in the right state of mind helps develop confidence. Thinking positively and believing in yourself are very important, turning nervous energy into something positive.”

Courage and confidence are vital for refereeing success and they relate to key attributes:

Control
Opportunity
Uniformity in decision making
Reactions
Attitude
Game Plan
Enjoyment



PROFESSIONAL LINKS

Nottingham Forest FC and Nottinghamshire FA link-up to reward referees

Nottinghamshire's refereeing community is thriving thanks to a successful link-up between the County Football Association and its highest profile professional club. Nottingham Forest are backing the Nottinghamshire FA's drive to retain referees and recruit more match officials at grassroots level. The Championship club has lent its support in a variety of ways, including providing complimentary match tickets to referees.

Nottinghamshire FA's Football Development Officer (Referees) David Coote explains: "For the last two seasons the club has provided us with two tickets for every referee who re-registers by a particular date. This not only encourages early re-registration but is also a way of thanking referees for the work they put in at grassroots level throughout the County. It has been enormously successful in increasing retention rates. At the beginning of this season, 94% of our referees signed-up for another season. We inevitably have referees drop out through age and injuries, but a starting figure of 94 per cent is wonderful, especially when you consider we are also training 100 new referees each season. It means we have had a large increase in the amount of referees within the county."

Coote adds: "For a club of Nottingham Forest's stature to approach a County FA is exceptional. It has been fantastic to have such an opportunity to not only develop our referees but to make them feel valued. They receive a small match fee but it's a fairly lonely job so to come together and watch a Championship game is really positive and should not be under-estimated."

"Our referees were invited to the Barnsley game early in the season for a purely social event and in January FAMOA held a mid-season conference for Nottinghamshire referees of all levels at The City Ground. David Elleray, President of the Referees' Association and Chairman of The FA's Referees' Committee delivered a key-note speech on referees' body language. Our officials then stayed to watch and Forest's game against Queens Park Rangers, which enabled them to study a leading referee in action. It was the highest attended event we've ever held for Nottinghamshire referees."

Forest's Chief Executive, Mark Arthur, said: "I sat on an FA Working Party on the recruitment and retention of referees because numbers were declining and across the game we find ourselves with a major problem. I felt that as a well-respected club we should show some responsibility and try to interact with referees in our area. It's our way of encouraging them and saying 'thank you' for the tireless way they go about their duties, especially in inclement weather and in pretty 'grotty' surroundings. Inviting referees to games is not only a great way of getting them to interact with each other but it also gives them the opportunity to watch match officials go about their business in the higher echelons of the game."

Academy partnership

Forest have contributed more than just match tickets to the Nottinghamshire FA as part of the retention/recruitment drive. Young up-and-coming referees take charge of the club's fixtures at the Academy from U9s upwards, working alongside more senior colleagues who act as 'mentors'. Coote adds: "We have found that because the games take place in such a controlled environment it encourages teamwork between the three officials and also

promotes good practice. The knock on effect of the County's coaching structure is that many coaches have encouraged their group to attend monthly Referee Association meetings, which has increased attendance and the quality of the meetings. The link between Nottingham Forest and Nottinghamshire FA has helped us recognise and reward our officials for their hard work week in and week out, and to help them feel valued. We are creating a 'refereeing community' throughout the county, providing opportunities to socialise, develop skills and support each other with the help of Nottingham Forest FC, which can only be beneficial to refereeing and football as a whole."

Success

The Forest-backed scheme in Nottinghamshire has been such a success that other County FAs are being urged to follow suit. Referee Development Officers have shared good-practice using Nottingham Forest as an example. "Mark Arthur, Ray Olivier and I spoke to all the Football League clubs at a meeting at Leicester City and told them that Referee Development Officer's may be approaching them and urged them to help if they could. Some associations have taken that on board e.g. Sheffield and Hallamshire have established links with their local clubs, while Northamptonshire have forged a link with Northampton Town," explained Coote.

FA Referees' Committee Chairman, David Elleray added: "This is a wonderful example of professional football assisting grassroots football. Football needs referees and the more they are valued, appreciated and encouraged the better it is for them and the game as a whole. We hope that many more clubs will follow this initiative."

Law Questions

Neale Barry FA Head of Senior Referee Development



A player, having scored a goal, runs towards his team's supporters to celebrate and jumps over the advertising boards and places a mask over his face but does not remove his shirt.

Do you?

1. Caution the player for covering his face with a mask.
2. Caution the player for leaving the field of play to celebrate a goal
3. Speak firmly to the player, warning him / her that if this action is repeated, a caution will be administered.



When acting as an assistant referee you signal for the referee to come to you to advise him / her that abusive language has been directed at you by a substituted player sitting in the technical area. What action should the referee take?

1. Show the offender a red card and tell them to leave the technical area and move behind the boundary fence surrounding the field of play.
2. Show the offender a red card and tell them to leave the technical area and stand in the tunnel leading onto the field of play.
3. Tell the offender to leave the technical area and move behind the boundary fence surrounding the field of play.



Prior to the kick off, you notice that one player is not wearing shinguards

Do you?

1. Ask the player to leave the field of play and delay the start of the game until the Law is upheld.
2. Ask the player to leave the field of play but start the game at the advertised kick off time.
3. Take no action.



During kicks from the penalty mark, a goalkeeper is injured and is unable to continue. The team has already used all its substitutes.

Do you?

1. Insist that the goalkeeper continues as it is not permitted to use another substitute.
2. As the injured player is a goalkeeper, allow another substitute to replace the injured colleague.
3. Allow one of the other players participating in the kicks from the penalty mark to act as the goalkeeper.

Answers on page 30

The International Football Association Board (IFAB)

Neale Barry FA Head of Senior Referee Development

Ever since it was founded in the 19th century, the International Football Association Board (IFAB) has played a vital role in international football. It acts as the guardian of the Laws of the Game and is responsible for studying, modifying and overseeing any changes to it.

In late 1848, a meeting of reputable private schools in Cambridge, England, convened to establish a set of reasonable football regulations. This historic meeting was the first step towards a universal set of rules. Fifteen years later, The English Football Association (The FA) was established under a banner of 14 official rules.

The first-ever IFAB meeting took place in 1886 when the English FA, conscious of the need for standardisation, invited their Irish, Scottish and Welsh counterparts to join forces to come up with a uniform code. Up until then, different rules had applied in different countries.

Since its foundation in 1904, FIFA, as football's world governing body, sought to team up with IFAB. The first real steps were made in that direction two years later, in 1906, when Englishman Daniel Burley Woolfall became FIFA President. And although the 1908 and 1912 Olympic Football Tournaments were run under The FA's supervision, FIFA began to take part in meetings from 1913 onwards.

Four representatives from FIFA and one each from England, Northern Ireland, Scotland and Wales meet at an Annual General Meeting where they set out to identify, study and accept or reject possible alterations to the Laws of the Game. Four weeks before the AGM, which takes place in either February or March, the National Associations must send their written proposals to the secretary of the host association. FIFA then prints a list of suggestions that are distributed to all other associations for examination. For a motion to be accepted, a three-quarters majority is needed.

FIFA hold 4 votes, England, Northern Ireland, Scotland and Wales hold one vote each. A second annual meeting between the bodies, the Annual Business Meeting, is held between September and October.

Why have there been so few changes to the Laws of the Game over the years? Why is the International Football Association Board considered to be a conservative organisation? The answer to these questions is straightforward: the attraction of the game of football resides in its simplicity. And as guardians of the Laws of the Game the International Football Association Board seeks to preserve the original seeds on which football has blossomed so spectacularly.

The International Football Association Board celebrates its 125th Anniversary when it meets for its AGM in Wales in March 2011.

The Laws of the Game Amendments 2010-2011

During the 124th AGM held in Zurich on the 6th March the International Football Association Board ratified the following amendments to The Laws of the Game which come into effect on the 1st June 2010.

Law 1 – The Field of Play (submitted by FIFA)

Goals

Present Text

The goalposts and crossbar must be made of wood, metal or other approved material. They may be square, rectangular, round or elliptical in shape and must not be dangerous to players.

Proposed Text

The goalposts and crossbar must be made of wood, metal or other approved material. They must be square, rectangular, round or elliptical in shape and must not be dangerous to players.

Reason

The current definition clarification in order to indicate that goalposts of any other shape are not permitted.

Decision The proposal was approved.

The International Football Association Board (IFAB)

Continued

Law 5 – The Referee (submitted by The Scottish FA)

b) Interpretation of the Laws of the Game and Guidelines for Referees

Injured Players

Present Text

Exceptions to this ruling are to be made only when:

- a goalkeeper is injured
- a goalkeeper and an outfield player have collided and need immediate attention
- a severe injury has occurred, e.g swallowed tongue, concussion, broken leg.

Proposed Text

Exceptions to this ruling are to be made only when:

- a goalkeeper is injured
- a goalkeeper and an outfield player have collided and need immediate attention
- players from the same team have collided and need immediate attention
- a severe injury has occurred, e.g swallowed tongue, concussion, broken leg.

Reason

It is considered unfair that players of the same team who collide are currently required to leave the field of play to receive treatment leaving the team concerned at a numerical disadvantage.

Decision The proposal was approved.

Law 5 – The Referee (submitted by The Scottish FA)

c) Interpretation of the Laws of the Game and Guidelines for Referees

Injured Players

Present Text

The stretcher-bearers should enter the field of play with a stretcher at the same time as the doctors to allow the player to be removed as quickly as possible.

Proposed Text

Stretcher-bearers should only enter the field of play with a stretcher following a signal from the referee.

Reason

Stretcher-bearers' mandatory entry onto the field of play for all injuries where a doctor is requested frequently causes unnecessary disruption to the game.

Decision The proposal was approved.

Law 14 - The Penalty Kick

Interpretation of the Laws of the Game and Guidelines for Referees

Procedure

Present Text

Feinting to take a penalty kick to confuse opponents is permitted as part of football. However, if, in the opinion of the referee, the feinting is considered an act of unsporting behaviour, the player must be cautioned.

Proposed Text

Feinting in the run-up to take a penalty kick to confuse opponents is permitted as part of football. However, feinting to kick the ball once the player has completed his run-up is considered an infringement of Law 14 and an act of unsporting behaviour for which the player must be cautioned.

The Fourth Official

Present Text

He must indicate to the referee when the wrong player is cautioned because of mistaken identity or when a player is not sent off having been seen to be given a second caution or when violent conduct occurs out of the view of the referee and assistant referees. The referee, however, retains the authority to decide on all points connected with play.

Proposed Text

He assists the referee to control the match in accordance with the Laws of the Game. The referee, however, retains the authority to decide on all points connected with play.

Ambassadors of the game

Eleven new Female Referee ambassadors

Janie Frampton National Referee Manager – The FA



An exciting development for women's football and female referees is the appointment of eleven Female Referee Ambassadors. The role of the ambassadors is to raise the profile of female referees, act as role models to inspire and motivate others to take up refereeing, and actively support existing referees. This initiative was launched at Wembley on 1st April 2010 prior to the England v Spain Women's World Cup Qualifier at Millwall.

The FA's 11 Female Referee Ambassadors are:

Lorraine Dechamps

Born in Kenya and brought up in Brazil, I have been a Club Secretary for a grass-roots football club. I am a Level 5 referee and FA Licensed Referee Instructor. I officiate regularly in Men's Semi-Professional football and on the Women's Premier League. I was a founding director, now trustee, of Sporting Equals Ltd – a charity which promotes ethnic diversity across sports and physical activity. I am an Ambassador for The FA's 'Get into Football' Programme, serve on the FA Race Equality Advisory Group and I sit on the World Cup 2018 Bid Inclusivity Advisory Group, which aims to ensure that England's bid builds on football's positive record of inclusion for all.

Amy Fearn

I started refereeing aged 14 as there were no local girls' teams. I worked my way up through men's football (as there was no women's progression available then) and now referee on the Conference and the Women's Premier League. I am a FIFA Women's referee and have an interesting time juggling training, games and a full-time job.

Helen Fulcher

Refereeing plays a major part in my life. The biggest highlight of my career was being appointed to the FIFA Referees list in Jan 2009 and I travel all over the world pursuing the career I love. It does mean a lot of training to perform at your very best in every game. I would definitely encourage others to get involved in refereeing as I have made some excellent friends and it is fantastic to be part of the world's number one sport. Refereeing offers opportunities that you would not get elsewhere.

Sarah Hollins

I'm 26 years old and I am in my 5th season as a referee. I began refereeing when I retired from playing at the behest of my dance teacher, as I felt refereeing was far more sensible if I want to continue to enjoy my love of football and acting. I refereed at the Dallas Cup in 2009 and was an assistant on this year's FA Tesco Women's Premier League Cup Final. I was thrilled to be an assistant referee at a UEFA U19's qualifying tournament in Russia. As a Referee Instructor I hope to impart my knowledge and experiences to those who wish to become a referee. In Cheshire I am part of a mentoring scheme for all newly qualified referees which is proving to be some of the most rewarding work I have ever done.

Una Hong

I am from Seoul, South Korea and came to England in September 2005 to study and referee. I referee on the men's Semi-Professional leagues and in the Women's Premier League. I have just completed my PhD (sport policy) and now teach at Durham University. I have been a FIFA Referee since January 2003. Two career highlights are refereeing the historic 2005 'Unification match' between South and North Korea and refereeing in the 2008 Beijing Olympics, including the Brazil v Germany Semi-Final. I received the Asian Football Confederation (AFC) Referee of the Year award in November 2009. I hope to offer support to others through this initiative.

“I hope to be a role model to encourage more females to become referees.”



Sasa Ihringova

I am 35 and started refereeing in 1995 in Slovakia, inspired by my uncle who was a FIFA referee. I have been a FIFA Referee since 2001 and was 'adopted' by The FA in 2006 when I came to live and officiate in England. I am a Level 3 Referee and a Football League Assistant Referee. I refereed the Women's U-20 World Cup final in 2008, the Women's 2005 EURO final, and the 2002 Women's U-19 EURO Final. I refereed consecutive Women's FA Cup finals in 2008 and 2009. My refereeing aim is to give my best at every game and to enjoy each one. I would love to share my experiences with other female officials and it is a privilege to be a part of the Ambassador programme.

Sian Massey

I am 24 years old, officiating as a Level 3 referee and a Football League and FIFA assistant referee. I started refereeing in 1999 after my father's suggestion. Career highlights include being a FIFA Assistant referee and refereeing the 2010 Women's Premier League cup final. I hope to be a role model to encourage more females to become referees and use my experiences to guide and support young female referees.

Lucy May

I am 20 years old and referee on the Wessex League and Hampshire Premier League. I started refereeing in 2004 when my Dad suggested I became a referee after running the line for my brother's team. My aim is to continue to improve and develop to become a FIFA Referee or Assistant Referee. I hope that by continuing to watch and learn from my senior colleagues that I can achieve my aim. I hope that as a result of this initiative I can help and encourage more females to become referees in our national game.

Lisa Rashid

I have been refereeing for eight seasons, passing my exam on Birmingham County FA's first female only course at the age of 14. In my second season of refereeing open age football I attended Birmingham CFA's School of Excellence and The FA's Young Referees' Conference. I referee in the Women's Premier League, small sided football and the Men's Futsal National League; I also refereed the Women's Futsal Cup Final in 2009. I am a referee instructor, and serve on The FA's Referees Equality working group and have supported various 'Kick It Out' campaigns.

Wendy Toms

I qualified as a referee in Cyprus 24 years ago and when I returned to England I continued to referee and became a Premier League Assistant and FIFA Woman Referee. Career highlights have included being an assistant referee on the Football League Cup Final at Wembley as well as at the Sydney Olympics: both of which were life changing experiences. In recent years, knowing that my active refereeing career would end, I became an FA Licensed Referee Instructor and a UEFA delegate so I could take a lead role in the training, development and education of new and existing referees.

Natalie Walker

My Dad was a referee and when I was 14 he encouraged me to get involved. Ten years later, it is now a major part of my life as I am now a Level 4 referee and FIFA Assistant Referee. I have been an Assistant Referee for the FA Women's Cup Final, The Community Shield and the Women's Premier League Cup Final. I was an Assistant Referee at the 2008 Women's Champions League Final, the U20's 2008 Women's World Cup and the 2009 Senior Women's European Championships. There have been many ups and downs in my refereeing career but the opportunities are enormous and the experiences will never be forgotten. I have made great friends throughout the world and I am extremely proud to represent England.

Grassroots to World Cup

The Referees' Association Conference
4-5 June 2010: St. Johns Hotel, Solihull

The annual Conference is the highlight of The Referees' Association season and this year it will see the formal launch of RAFA, our exciting partnership with The Football Association. Taking place less than a week before the World Cup kicks off in South Africa it will be an ideal appetizer to the world's most important footballing event.

Friday afternoon sees the Referees' Association of England's final AGM followed by a discussion session with The FA and then an update and discussion session with the RA Board. This aspect of the evening received some very positive feedback at last year's event. The evening's social function sees the presentation of RA Long and Meritorious Service Awards by our President, David Elleray.

The Conference on Saturday will see referees of all ages and levels, male and female, from around the country coming together to learn from each other. It is hoped that many County FAs will use this development opportunity for their up and coming officials. In order to support this, the RA Board have opened up the Conference to non-members at a charge of £10 each, which can be offset against the RA membership for the new season.

The Conference will focus on 'Grassroots to the World Cup'. The opening session is 'World Cup Finals – The Referee's Perspective' and will be followed by three interactive workshop sessions, led by Select Group officials (including Martin Atkinson, Stuart Attwell and Steve Bennett), FA Regional Refereeing Managers and Paul

Field, a RA member with vast experience in refereeing and administration at grassroots level. Neale Barry will update us on the Law changes for Season 2010/11 and to round the day off, UEFA have given us special permission to show the Euro 2008 film 'The Referees', part of which was filmed at the RA Centenary Conference. The film features Howard Webb and his colleagues at the Euro 2008 tournament in Austria and Switzerland and provides a fascinating insight into refereeing at a major tournament.

Members will be able to enjoy the Saturday evening dinner and catch up with old and new friends. During the evening five new Life Membership awards will be presented, as well as mementos to those members appointed

to officiate in various senior FA finals. Tickets for the Conference weekend can be booked through the RA Website www.footballreferee.org, through your local RA branch, or by telephoning 02476 601701.

RA Membership

RA subscriptions are payable from 1 April so please make payment as soon as possible through your local branch to ensure that your insurance cover is maintained through the summer.

You can find your nearest RA branch at www.footballreferee.org or by contacting the RA Head Office: 1 Westhill Road, Coundon, Coventry, CV6 2AD. Tel. 02476 601707. E-mail ra@footballreferee.org.

Forging closer links between The FA and The RA to benefit refereeing

Over the last year, there have been very constructive discussions between the FA Refereeing Department and The Referees' Association aimed at bringing The FA and The RA closer together (as achieved with Refereeing magazine) and removing the confusion about the difference between FAMOA and The RA. This constructive dialogue has led to the creation of RA-FA (RA and FA) as the formal partnership for co-operation and joint action between the FA Refereeing Department and The Referees' Association.

Our intention is to bring together the best of the FA and RA for the benefit of all referees, and especially grassroots referees, whilst recognising the vital, independent roles of each organisation. The prime focus will be on recruiting, retaining, developing and supporting referees throughout the country with the aim of making a major contribution to raising retention rates and increasing the total number of referees.

Name and organisation

- RA-FA will not be a members' association. The RA will be the only national members' association for referees.
- There is thus no RA-FA badge – FA and RA badges will be used for dual badging on all RA-FA material/events/publications.
- FAMOA will be subsumed within RA-FA e.g. The FAMOA number, Incentive Scheme and Training Events will become The RA-FA number, Incentive Scheme and Training Events.
- RA-FA will be formally 'launched' at The RA Conference on 5th June 2010.

RA membership

Membership of the RA is vital to all referees in terms of support, assistance and development. As one senior referee said, "I joined the RA to improve my refereeing, share and listen to concerns, hear guest speakers and learn and develop as a referee."

Therefore:

- As from Season 2010/11, all referees (including Level 10 – non-active and workforce) will, (subject to approved at the RA AGM 2010), automatically become Associate Members of The RA, free of charge, when they register as referees with their County FA.
- Associate Members of The RA will receive:
 - invitations to RA-FA Training Events
 - the Refereeing magazine
 - information about meeting dates of local RA Society meetings
 - information about the benefits of Full RA Membership.
- All referees will be strongly encouraged to take up Full RA Membership and thus gain additional benefits which include:
 - Personal accident insurance*
 - Membership, with full benefits, of a local Referees' Society
 - Free attendance at the annual summer RA Conference
 - Support and advice if assaulted or involved in disciplinary proceedings
 - Top quality refereeing supplies
 - Representation at The FA and at County FAs
 - Service awards
 - The RA quiz
 - The Benevolent Fund.

- The RA-FA Incentive Scheme will only be open to Full Members of The RA.
- * The RA is negotiating the provision, as from Season 2011/12, of physiotherapy cover (as part of the insurance cover) for injuries sustained when refereeing/training.

New and trainee referees

- Every new/trainee referee will:
 - be introduced to the benefits of the RA-FA partnership
 - be made aware of the importance and value of membership of The RA at the introduction to the Basic Course, at Module 3 and at the end of Module 5
 - automatically become an Associate Member of The RA when they register as a referee.
 - be strongly encouraged to become a Full Member of The RA after the completion of Module 5 when RA Full Membership forms will be distributed along with details and dates of Society meetings, RA-FA Training events and The RA Conference.

RA-FA and RA events

- All RA-FA Training Event dates will be published in the summer after liaison with Mike Riley (PGMOL General Manager) to secure the services of Select Group and National List officials as speakers.
- RA Societies will be encouraged to hold some 'combined' meetings, especially when a top speaker is invited.
- RA-FA hopes to produce an annual DVD of presentations and video clips for Societies to use for training purposes to be delivered by a qualified FA Tutor (or the Society training officer or referee guest speaker).

RA-FA Liaison Committee

David Elleray
Chairman – FA Referees' Committee
President, The Referees' Association

The FA Refereeing department

Neale Barry
FA Head of Senior Referee Development
Ian Blanchard
FA Senior National Game Referee Manager
Janie Frampton
FA National Referee Manager – Education & Training

Ray Olivier
FA National Referee Manager – Workforce Development

Roger Vaughan
FA National Referee Manager – Recruitment, Retention & Development

The Referees' Association

Alan Poulain RA Chairman
Arthur Smith RA General Secretary; (also on the FA Referees' Committee)
Nigel Genner RA External Affairs Committee
Bart O'Toole RA External Affairs Committee



Respect



One of the most important aspects of the Respect programme is to drive down the level of assaults on match officials. Assaults can range from a petulant push, a card knocked out of a hand to more serious injury. At whatever level, player behaviour of this kind is unacceptable and to help tackle the issue The FA will for 2010/11 introduce 'alternate charging' to improve the process of prosecuting assault cases. We will be working with County Football Associations to offer a consistent level of support to assaulted referees and ensure that at a difficult time key details of the incident are recorded.

Players need to be made aware of the consequences of their actions. The FA premiered the new Respect film 'Are you losing it' at the England v Egypt International. There are now two films – the first deals with the reaction of team mates to an abusive player, the second focuses on the impact on a young player of an abusive parent on the line. These films were broadcast on Sky and shown on stadium big screens at Premiership and Championship matches to the end of the season.

Film images have been reproduced for a hard hitting poster campaign. One version of the poster contains the warning 'It's not big and it's not clever – if you physically assault a ref, you will be banned from playing and could face criminal charges'. These posters will be displayed in club houses, pavilions and changing rooms across the country from April.

Law Questions Answers

Q1: Correct answer is 1

A player must be cautioned if he covers his head or face with a mask or other similar item.

Q2: Correct answer is 1

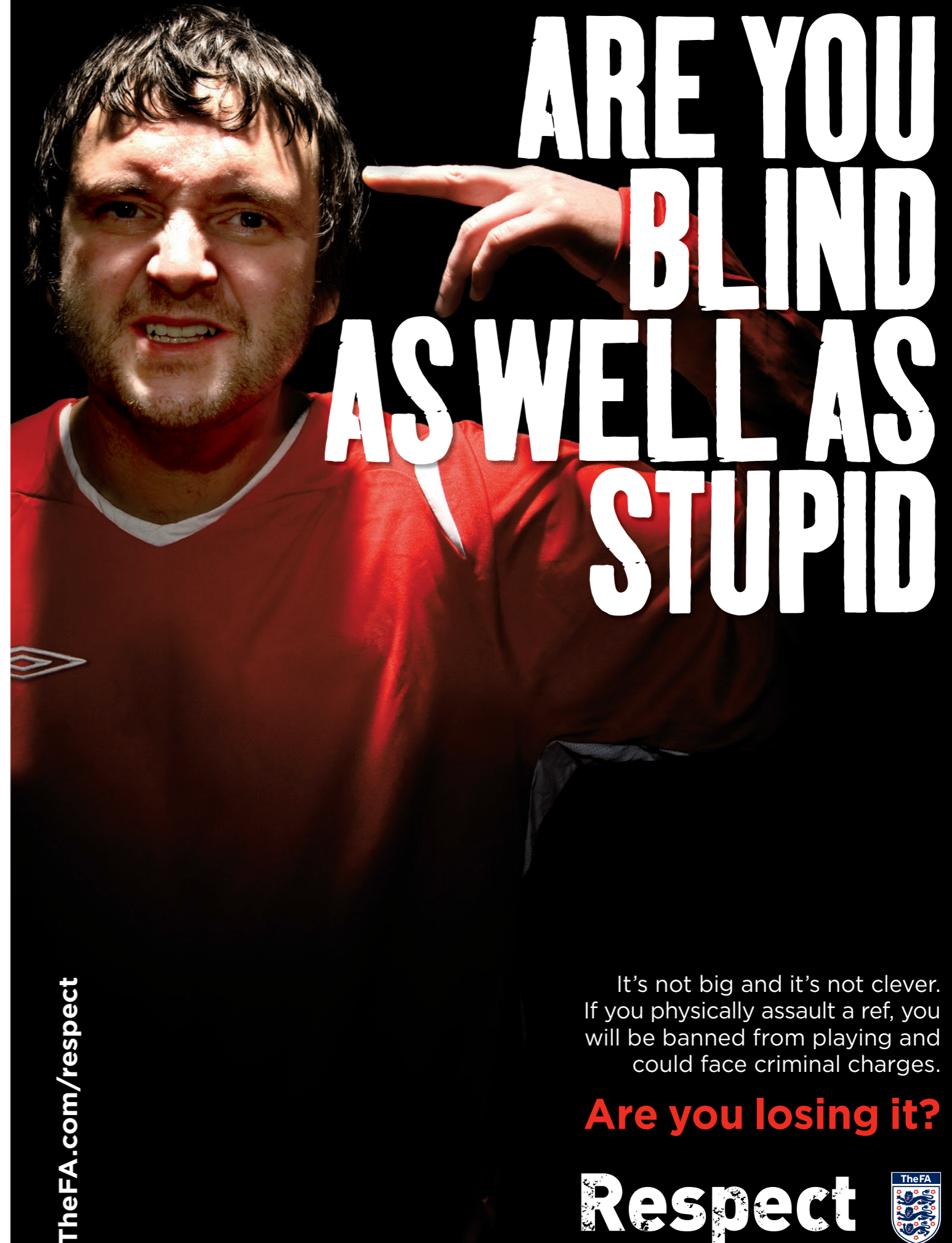
A substituted player, having been sent from the technical area, is required to leave the technical area and move behind the boundary fences - a red card must be shown.

Q3: Correct answer is 2

This offence is technical so the player may rejoin the team once he / she complies with law but the kick off must not be delayed to allow this.

Q4: Correct answer is 3

The Law does not allow an additional substitute to be used in kicks from the penalty mark if all the substitutes have already been used but one of the other players may be used as the replacement.



TheFA.com/respect

It's not big and it's not clever. If you physically assault a ref, you will be banned from playing and could face criminal charges.

Are you losing it?

Respect 

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