

REFEREEING

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A GUIDE TO DISCIPLINARY HEARINGS

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Get **into** Refereeing 

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Ian Watmore, David Elleray, Maurice Armstrong, Andy Madley, Simon Breivik, Janie Frampton, Colin Harris, Neale Barry, Ray Olivier, Dave Horlick, Paul Healy



Editorial Team

Ian Blanchard, Peter Glynn, Anna Gray, Neale Barry and David Elleray.

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REFEREEING 21ST CENTURY FOOTBALL

Refereeing and assistant refereeing is central to much of what the FA wants to achieve at all levels of the game today. Since starting as the new Chief Executive of the FA last June, my exposure to refereeing has ranged from global to local, and from policy to personal. Let me illustrate with a few anecdotes.

I ran the line recently at an Under 16's County game and if ever I needed reminding of how important The FA's Respect programme is, that was it. 'Reffing hell' might be the best way to sum it up; at least I think that is what the spectators were saying to me. I love the self-mocking FA videos starring Ray Winstone - we all know parents on whom Ray modelled his brilliant character.

As a parent who has watched three of my sons play in Cheshire County FA football over the last fourteen years, I've seen the improvements that are starting to come through at the grassroots level as a result of The FA's Respect programme - barriers that move the spectators back from the edge of the pitch, for example. So you all have my commitment to making Respect an enduring reality, from the highest level of the game to the most junior match.

I have used the Get into Refereeing service offered by The FA, as a "mystery shopper" so as not to get preferential treatment. I have been very impressed at the responsiveness of the County staff and the information provided. Two of my sons are now committed to doing their refereeing courses, one through school, the other at University.

But having attracted people like my sons to refereeing, the national statistics show that our next challenge is to act to retain them. Family and peer level support must be one answer to that, a favourite example of mine locally being a father, teenage son and daughter who often referee together on adjacent pitches every Sunday.

I also think there is a challenge from non-affiliated football - for example, Power Leagues and other small-sided football. We cannot turn our backs on this emerging means of participation from people for whom the eleven a-side game doesn't work in their lives.

However, refereeing in these games may lose some of the benefits that come from affiliated football for example referee insurance and player identification.

Being a Director of the Professional Game Match Officials Ltd (PGMOL) has enabled me to see how fit and capable our top officials are, and how challenging, yet supportive, the system is to maintain high standards. I think the top players are seeing the benefits from this, as top player/referee relationships are probably better than for a long while. We are also working with the League Managers' Association to try to improve relations with the managers.

Sitting on the International Football Association Board that sets the Laws and guidelines of the game worldwide has given me an insight into the special challenges that exist when trying to improve the game without unintended consequences. For example, the difficulty in accommodating wishes to allow clothing to reflect local culture and customs without causing safety or performance consequences.

Being able to see the early results from the 'six referee' model, as is being experimented with in UEFA's Europa League has been fascinating. More frustrating has been the difficulty in getting the chance to experiment with

goal-line technology to be allowed. But English football is committed to pressing the case and hopefully, one day, we will be allowed to experiment and find out what works and what doesn't in real game conditions.

I'd like to send our collective best wishes to Mark Halsey, one of my favourite referees of the modern game. As many will know, both he and his wife are undergoing treatment for cancer. They are a terrific couple, with a wonderful family, and we wish them well for a full recovery.

Finally, it has been a privilege to meet many of you and your colleagues both formally and informally. I have been impressed throughout by the dedication to fairness and quality that you all have, warmed to the sense of community that you engender, and amused by your humour. I hope as FA Chief Executive I can help in some small way to enable you to garner the respect you deserve, and support you when you are challenged. I never forget the old maxim 'No Ref, No Game' and I thank you all for what you do whether this is at the World Cup Finals or the local County leagues.

Ian Watmore



BIOGRAPHY



Ian Watmore - Chief Executive

Ian Watmore joined the FA in June 2009 from the Civil Service where he worked with Tony Blair in 10 Downing Street amongst other roles. Before that he spent 24 years in the IT and management consulting industry with Accenture where he was UK Managing Director. He holds a degree in mathematics and management studies from Trinity College, Cambridge.

Ian is also on the Board of the English Institute of Sport, a UK Sport funded body focused on delivering sports science and medicine to high performance athletes in Olympic and other sports.

He is married with four sons and is a lifelong Arsenal supporter. He now lives in the North West and watches Altrincham in the Conference when he is not watching his sons playing or refereeing in the Cheshire/South Manchester leagues.

SUPPORT FOR REFEREES



We are at a very interesting time with refereeing in this country. As Ian Watmore, the FA's CEO, outlines in the Foreword, there are many challenges

facing us as we head towards the end of the first decade of the 21st Century.

For me and many at the FA, the development of, and support for, all referees is a key priority. I am, therefore, very pleased indeed that one of the main focuses of the FA's Respect programme in the coming year is going to be the problem of assaults on referees. Under Dermott Collins' chairmanship, we have established a working group to look at how the Respect programme can be used to reduce the unacceptable treatment some referees experience, which ranges from general unpleasantness through to serious assault. We are going to look at ways that those who treat referees in this way are suitably punished, but we are also looking at ways in which referees can be better supported. Sometimes, the ordeal of being assaulted is exacerbated and prolonged by then having to attend a disciplinary hearing and, where it is essential that the match official is present, we must give them greater help. Maurice Armstrong tackles the 'do's and don'ts' for referees attending all types of disciplinary hearings, which I hope will be helpful to those of you who have to undertake this necessary but not always enjoyable task.

In terms of supporting and developing referees, I am very pleased to announce that the FA and RA are going to be working closer together than ever before. FAMOA will be renamed and will work with the RA as a new organisation called RAFA (RA and FA). All registered referees will now automatically become RAFA members and will also automatically become associate members of the Referees' Association. This will ensure that every referee is known to the RA who will be working hard to encourage them to attend meetings to receive the support, advice and friendships that can make such a difference. We have also negotiated enhanced benefits for all Full RA members who, from next season, will have access to physiotherapy diagnosis and treatment as part of their RA membership. This will help injured officials, especially grassroots referees, get back in action much quicker to their and football's benefit. More details will be announced in the coming months but this is a very exciting step forward which will see the very best of FAMOA (including the FAMOA Incentive scheme) transferred into RAFA. It will also enhance the FA Referees' department's ability to deliver training and education more comprehensively than in the past.

At the top of our game there have been two significant changes. Phil Sharp, arguably one of the greatest assistant referees the world has seen, retired from the FIFA List at the end of December and we honour his international career with a special feature written by three young Hertfordshire referees. We are delighted that he will continue to officiate domestically. Another feature

in this edition is the retirement from active refereeing of Mike Riley who stepped down in August when he was appointed to succeed Keith Hackett as PGMOL General Manger. He was the General Manager (Designate) until a few days ago and his influence is already being felt; there is little doubt that he will make a significant contribution to the development of English refereeing in the coming years.

As ever, there have been sad stories, none more so than Mark Halsey being diagnosed with cancer early in the season. His fight against this disease at a time when his wife is also seriously ill, has been inspirational as he has stayed positive and has frequently attended PGMOL meetings and training sessions. Equally heartening have been the many letters and messages of support he has received not just from refereeing colleagues but from some of the country's top players and managers, demonstrating how highly regarded he is. We all wish him a swift recovery and a speedy return to the field of play.

2010 promises to be a very important year for refereeing in England and, in wishing you all a belated, Happy New Year, I hope that the enjoyment you gain from our game will grow and that you will feel, more than ever, that the key refereeing and football organisations in England are working harder than ever to support and encourage refereeing at all levels.

Best wishes

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

A GUIDE TO DISCIPLINARY HEARINGS

Maurice Armstrong

Chairman, FA Judicial Panel, Vice Chairman,
FA Referees' Committee

In the last edition where we focused on the importance of clear and accurate misconduct reports; we now look at Personal Hearings.

Football Associations throughout the country are very keen to support referees who apply the Laws correctly but justice requires that players have the opportunity to defend themselves or plea mitigation, so don't be offended if one of your decisions is challenged. Personal Hearings can be worrying for referees and I would give you three main pieces of advice:

- Don't worry - you are not on trial
- Seek advice and support from colleagues, especially members of your local RA
- Be honest and truthful

The following advice will, I hope, help you when you attend a Personal Hearing.

Post match scenario

Having finished my disciplinary reports, I reflected on my afternoon match. It had been a difficult local encounter, resulting in a couple of cautions and a sending off. After one last check, I sent them off to the County FA office, keeping a copy for any future reference.

Three weeks later I received a letter from the County F.A. requesting that I attend a Personal Hearing regarding the player I had sent off. I was somewhat surprised, as I thought it was an ordinary sending off, but the player had exercised his right to a Personal Hearing.

Preparation:

- Check your diary and close the date with all your local Leagues. Most County disciplinary hearings are on a Monday when there is very little football. Explain the reason for closing the date and confirm your attendance with the County F.A. NB. If you have a match, the Personal Hearing takes precedence.
- Prior to the date of the Hearing, ensure you are fully aware of the venue. Check that there are no major road works etc, which could delay your journey.
- Dress smartly, wearing, perhaps, your R.A. tie or sweater. Certainly not jeans or trainers.
- Take a copy of your Report with you. There is no objection to you referring to it.
- Arrive at least 15 minutes before the appointed time, making a note of your mileage to enable you to claim travelling expenses.

It is more than likely you will be met at the County Office by a County F.A. Official who is acting as Steward or Usher for the meeting. He will take you to a waiting room, offer you some light refreshment and he will probably ask for your travelling expenses. There may be other Match Officials, particularly with a large county, who are also attending Personal Hearings.

The Personal Hearing

- Relax. Remember you are not on trial.
- At the appointed time the Usher will take you to the Committee Room. The Chairman of the Commission will welcome you. The player involved may well be present or arrive soon after.
- Exchange pleasantries. Do not get involved in any conversation with the player, e.g. "Sorry John, perhaps I was a bit harsh on you" or "you dirty you deserved to be sent off". This type of exchange is not acceptable and shows you in a bad light. Similarly, do not become involved if the player does the reverse, e.g. "I played the ball and you know it. You had lost control".
- Act in a gentlemanly and courteous manner.
- The Chairman will take control and introduce the Commission - normally three Members plus the Secretary of the Commission who may be the County Secretary or the County's Disciplinary Secretary. The Chairman will explain the procedure and set out who is in attendance, e.g. number of witnesses, etc.



DON'T WORRY – YOU ARE NOT ON TRIAL

Procedure

- The Secretary will read out the Charge and your Report. Normally, your Report forms the basis of the Charge.
- You will be asked if you are happy with the Report and if you wish to amend the contents. If you thoroughly checked the Report before sending to the County FA there should be no need to alter the report, but if you consider there is a need to make an alteration, then ensure you do so.
- Take a copy of the Report with you. There is no objection to you referring to it.
- The player charged or his Representative will ask you questions based on your Report. Answer honestly with positive answers. Do not elaborate as this can unnecessarily create further questions which may not be relevant. Use a 'flannelgraph' or other aids to explain your position on the field of play or where other players were, etc ...
- The Commission will also ask you questions, perhaps similar ones, but from a different perspective, trying to obtain from you a clear picture of what actually occurred on the day. If you cannot remember, say so. Do not guess, as this can only create an impression of uncertainty.
- Be courteous with your answers and avoid appearing arrogant or aggressive. Commission Members are only seeking to obtain the truth from you and other witnesses.
- After giving evidence, the County F.A. may have received correspondence from perhaps the Manager or Secretary of the opposing Club. Remember, the Commission can only give what weight they consider appropriate. They cannot question the author of the correspondence.
- The player charged or his Representative will then present his case. Normally, the player will give his version of the incident, explaining how he saw it.
- Do not comment or react if he disagrees with your version – which will normally happen. The Commission, when questioning the player, will, from their experiences create their own opinion.
- Witnesses for the player may be called by the player and the same procedure will occur. Again, keep quiet and do not react to the answers if different to your thoughts.
- Witnesses may not be able to attend, but could present correspondence for consideration. The Commission will give what weight they consider appropriate from the correspondence.
- After all of the witnesses have been called and any written observations received, the player or his Representative will sum up his case to the Commission.
- The Chairman will thank everyone for giving evidence and ask them to leave.



The Verdict

Your duties are now over. The Steward/Usher will take you to your waiting room, pay your expenses, and you are free to leave.

The Commission will consider all the evidence and decide if the case against the player has been 'proved' or 'not proved'. The player and his Representative will return and be informed of the decision.

If 'not proved', he will be discharged and have his Hearing fee returned. If 'proved', the Secretary will read out the player's playing record over the past five years of charges of a similar nature. The player can then give a 'plea' requesting perhaps some form of leniency. It may be his first offence or there may be some mitigating circumstances the player wishes the Commission to consider.

The Commission, in private, will consider all these facts and, on returning, the player will be informed of any punishment they consider appropriate. This may be a suspension and/or fine. The player will be informed that he has a right of Appeal to The Football Association in accordance with their Rules and Regulations.

If the Case goes against you, do not be deterred. It is human nature for you to be disappointed. It may be that having considered all the evidence, the Commission felt there was insufficient evidence to find the case 'proved'.

What is most important is that you, as a Referee, implement the Laws of the Game on the field and you should not worry about the outcome of the Hearing. Your prime responsibility is to officiate correctly and submit clear, accurate reports which will allow the judicial process to work efficiently.



ONE OF THE GREATEST EVER



COMPLETE UNFLAPPABILITY AND ACCURACY ON THE FIELD,
INCREDIBLE MODESTY AND DECENCY OFF THE FIELD

Tributes to Phil Sharp David Elleray

Phil Sharp having reached FIFA age limit of 45 years, retired as a FIFA assistant referee on December 31st 2009. Thus ended the international career of one of England, and indeed the world's, best linesmen/assistant referees but we are delighted that his domestic career continues.

Phil joined the FIFA list in 1997 and, after three European matches' preparation in autumn 1996, his first match wearing the FIFA badge was an U21 friendly match between England and Switzerland at Swindon. His next match was running the line to me on a World Cup qualification match in Budapest between Hungary and Norway. By the time Phil retired he had completed 180 international appointments and four friendly domestic international matches. This impressive list included 64 full International matches, the last being the World Cup play-off matches between Portugal and Bosnia-Herzegovina. His international career ended on December 9th in Belgium with the Champions' League match between Standard Liege and AZ Alkmaar.

He officiated in 40 countries and featured in some of the most important matches in world football including the 2002 FIFA World Cup final in Japan and the 2004 Olympic Final in Greece. His impressive list of tournaments include two World Cups (South Korea/Japan and Germany) and two EUROS (Netherlands/Belgium in 2000 and Portugal in 2004).

His many Club Cup finals include:

1996	FA Vase Final
1997	UEFA Super Cup Final
1999	FA Challenge Cup Final
2009	FA Community Shield

In paying tribute to an outstanding professional whose hallmarks were complete unflappability and accuracy of judgment on the field and incredible modesty and decency off the field, three young and aspiring referees from Phil's county, Hertfordshire (where he is RDO), have posed questions to Phil to try to glean what made him so special and what others can learn from his illustrious international career.

Jake Hillier

Aged 22, Level 3 Referee,
South Hertfordshire RA

1. Progressing up the ladder, how did you find having to balance football, work and personal commitments, and how did you deal with the difficulties this can bring?

It really was and still is a balancing act! You have to make sacrifices to succeed at whatever you want to achieve but you also have find the time to give back to those that are supporting you.

2. What do you believe is the most important attribute in being a good assistant referee?

The flexibility to work with any referee and to integrate as part of their team.

3. What do you think about a separate career path for Assistant Referees?

I am totally in favour of a separate career path for Assistant Referees and the specific training required for the job using experienced former colleagues who are prepared to pass on their knowledge and experiences.

4. At what point do you think a choice should/would need to be made between being in the middle/on the line?

At present there is no choice until you attain FIFA status. I would like to see this opened up to any Assistant with potential to be promoted. Just because someone doesn't attain a high level as a referee, why should this prevent them from progressing as an Assistant?

5. Do you still do any refereeing now and is it a big adjustment to go from regularly assisting to occasionally refereeing?

I don't referee anymore because I am currently part of The FA's two year project involving FIFA Assistants in England who are 'Specialist Assistants' and only act as Assistant Referees.

6. Do you believe there should be more training focusing on assistant refereeing?

Yes. In recent years FIFA and UEFA introduced specific training for Assistants firstly at Tournaments and then at organised training events. This has progressed recently to the introduction by The PGMOL for specific training but it would be more beneficial to do this more often.

In my County, Hertfordshire, I arranged two pre season Assistant Referee workshops this year for all levels of referee to develop their skills in the role of the Assistant.



2002 World Cup Final Referee team: Sharp, Dallas, Collina, Lindberg

These were hugely successful because those that attended wanted to learn and commented that nothing had been done before to develop these skills in a referee.

7. Do you prepare for domestic and international games differently, and if so how so?

The differences between the two are that domestically I generally find out my weekends appointment only on a Monday or Tuesday of that week. Internationally, it's more notice and it's booked into the calendar. I don't train the day before a match as I feel rest is the best preparation.

In England we have to be at the hotel to meet with our colleagues four hours before kick off, whereas I prefer it abroad where you meet up the day before the game, fly to your destination and prepare for the game together and then get to the ground nearer to kick off time, without so much hanging around.

8. Where and when was your first international appointment? How did it go, who was it with?

My first International appointment was in 1996 with the FIFA Referee, Mike Read of Birmingham who showed me the ropes as part of my nomination onto the following years FIFA list of International Assistant Referees. The match was in Athens between Panathinaikos and Legia Warsaw of Poland. It was very hot! My second match was with David Elleray as the match referee and Mike as fourth official. I learnt so much from these early trips and have never looked back since.

Anthony Serrano Level 3 Referee

1. What made you decide to pursue assistant refereeing rather than taking the position from the middle?

The choice was made for me in some respects. I had two years on the Panel League List as a Referee (Football Combination and Conference Level) and at the end of that season received a letter stating that I was being removed. Within a month I received a Letter from The FA stating that I had been nominated to FIFA for the following years (2007) list of International Assistant Referees. I had to wait until January 1st for this to be confirmed but it changed my whole refereeing career.

2. What has been your worst mistake/incident as an assistant referee and what did you learn from it?

It would be unfair to talk about this because this would only be my account of the events and I've always said I would never write a book about my colleagues who I felt were friends.

What I've learnt from this, is that it's not a bad thing to put your hand up and admit you've made a mistake so that everyone learns from it and hopefully it doesn't happen again.

Sometimes to improve you just have to accept your own failings.

3. Describe your proudest footballing moment?

Lining on the 2002 FIFA World Cup Final in Yokohama, Japan; Pierluigi Collina was the referee.

4. What, if any (and please describe) is the transition like, working with English referees to international ones?

It's unusual not working with non-english International Referees anymore because FIFA and UEFA now use teams of officials from the same country at tournaments.

But as I was developing in my International career, most tournaments meant you worked with colleagues from different Continents. This reiterates my answer to 'What do you believe is the most important attribute in being a good assistant referee?' The flexibility to work with any referee and to integrate as part of their team.

5. Which element of the changing game over your career do you believe has had the most impact on your job as an international assistant referee?

It has to be the offside law and the technique of judging it correctly. It is sometimes harder to keep the flag down but through experience and watching incidents back on television; you are often proved right after keeping the flag down even though you thought it was a tight decision on the field of play at the time.

SOMETIMES, TO IMPROVE, YOU HAVE TO ACCEPT YOUR OWN FAILINGS

6. Do you structure your training differently over a season based on your specialisation as an assistant referee or is the training similar to those operating in the middle?

My training has always been what's specific for me and how my body is reacting. This would normally include hill running and cycling.

At a tournament things are different because you are following a structured programme to prepare you; not only for your forthcoming match but the best recuperation for your next one also.

7. Have you had any bad habits as an assistant and what have you done to eradicate them?

It's not really a bad habit but some people have stated that I am crouched down too low to the ground on the line but everyone does what achieves the best results for themselves. I do try to stand taller but my natural position is as it is.

8. What are the key tools you employ to maintain concentration during a match?

- Tell myself that I am doing a good job to give myself confidence
- Focus on the job in hand
- Be prepared for the unexpected at ALL times

9. How do you judge your level of assisting the referee on top of the required elements during a game?

I was taught early in my career only to become involved if by giving the decision, it was in line with the same tolerance the match referee had in maintaining control of that game.

10. For many of us who operate without fourth officials during our games, dealing with the on field incidents and the technical areas can often be difficult. What advice would you give to deal efficiently with both areas?

The priorities are as follows:

- On field decisions and incidents first
 - Technical areas second
- Never take your glare away from the field of play to deal with the benches; you can still get your point across, with your body language and voice whilst still facing forward.

Also be strong. If anyone oversteps the mark in the technical area, deal with it or bring it to the referee's attention to deal with it but don't go looking for confrontation or trouble!

11. What are the crucial elements which you believe impress assessors from an assistant refereeing performance?

- Concentration and focus both pre match and during the match itself
- Fitness - to get into the correct position to make credible decisions
- Assisting the referee is not about giving loads of decisions, it's about giving the decisions he has not seen or that you are in the better position to give.

12. What advice would you give to assistants to improve their signal technique?

Think about every decision you give. If you are told your flag is not at the right angle or is bent or that you are using the wrong hand, practise until it becomes second nature.

13. What fitness sessions can you incorporate into your training schedule which reflects the physical movement endured when operating as an assistant referee?

Practice sideways running and the movements that you will replicate during a match. This may include facing the field and turning (one way or the other - right or left) to run forward along the touchline then duplicate this but going the other way.

If needs be, do this with a flag in your hand and keep it down by your side and then practise changing the flag into the other hand until you get used to doing this without looking at your hands. Then in a match situation your flagging technique will look smooth and crisp.

14. What are the most important aspects to focus on if you are a new assistant referee trying to develop?

- Don't 'ball watch' - watch the development of play and where the referee's position might be at any given time.
- Show interest in the referee's instructions and acknowledge what they are saying.
- Remember only '**Assist not Insist**'.

NOTHING CAN REPLACE EYE TO EYE CONTACT AND BODY LANGUAGE TO DESCRIBE WHAT YOU ARE THINKING

Adrian Waters, 19

Level 6 Referee, Hemel Hempstead and District Referees Society

1. What is the best atmosphere you have ever experienced as an assistant referee?

The FA Cup Semi Final at Old Trafford some years ago: Arsenal v Tottenham Hotspur. It was Sol Campbell's last game for Tottenham. The noise was relentless and the atmosphere the best ever.

2. What is the best piece of advice you were given as an assistant referee?

My first ever line at the age of 17 was to a North Middlesex Referee, Dave Dickinson. I didn't know what I was doing and plucked up courage just before kick off when I had the audacity to ask him what to do? He handed me the flag and said, 'Right wings and don't let the buggers grind you down!'

3. Do you set yourself specific aims or goals before or during the season?

Yes, domestically as you can only officiate at The FA Challenge Cup Final once in the same role (In my case Assistant Referee) the next best thing is to officiate at one of the two Semi-Finals each year and this is only achieved by performing consistently throughout the season.

As this is my Final year as a FIFA Assistant Referee my goal was always to be nominated each year to carry on doing a job I thoroughly enjoy doing. I have always tried to maintain a high level of consistency each season and that alone should be a target for all match officials.

4. Do you feel that the communication systems and buzzer flags you use help in your role to assist the referee?

- It is an important tool but we must always remember it is just that; a communication tool.
- Never rely on them because if they break down its back to basics and this still happens today.
- Nothing can replace eye to eye contact and body language to describe what you are saying or thinking.
- The communication system can be overused and it can be very distracting if you are not familiar with it.
- Like any new equipment, always try it first and get used to it before you use it in a match situation
- If you are the referee, instruct your team what you want them to use it for and don't be afraid to inform your colleagues if they are over using it!

5. How often in a week do you train as a select group assistant?

- I used to train 3 to 4 times a week when I was younger, but less since 2006 when I suffered with calf strains.
- Nowadays, I don't seem to have them at all after I cut down my training schedule.
- Listen to your body, if you are tired, rest.
- If you are injured don't officiate and if you are returning from injury don't rush back, as you might not have recovered properly and prolong the injury further.

5. Has the inception of professionally contracted assistants in the Premier League made a difference to your own fitness and performance?

Only referees in the Premier League are professionally employed by The PGMOL. Assistant Referees are not, but I feel they should be, especially those on the international list because of the commitment and dedication they give to the game.

6. Who is the best referee you have worked with and why?

There are many referees that I have enjoyed working with that have helped me in my career none more so than Tony Ward who believed in me at an early age and involved me in many prestigious friendlies in London.

David Elleray saw the potential in me as an assistant and involved me in his team to develop me on the international stage. Being appointed to the World Cup Final was a great honour. To be working with Pierluigi Collina of Italy.... Happy days!

7. Do you believe that there should be an age limit imposed on referees and assistant referees at an international level?

I believe that everyone should be judged on their ability not their age. But we will all know ourselves when the time is right to stop. It is surely better to accept that decision and reminisce about all the good memories rather than carry on too long and be told that decision!

8. What is the most difficult aspect of being an assistant referee?

Apart from some difficult offside decisions, I would have to say how to handle and accept criticism of your performance and also how to handle not achieving your goals. It does take time to move on but learn from the mistakes and disappointments; it will make you a stronger person.



THE LIFE OF RILEY

Andy Madley

Level 2 Referee/National List Assistant Referee/Licensed Instructor/
Member of the Heavy Woollen District RA

After over 20 years of refereeing, Mike Riley decided to hang up his whistle to step into one of the toughest jobs in English football. He took over from Keith Hackett on the 1st January 2010 as General Manager of the PGMOL, the organisation which oversees refereeing at Select Group and National List level.

The 44 year old Chartered Accountant from Leeds spent five years as a National List Assistant Referee before becoming a National List Referee in 1994. In 1996 he started to take charge of Premier League games. Mike's illustrious career spanned 13 years refereeing in the top flight in English Football, making the FIFA list of Referees in 1999, allowing him to take charge of International fixtures.

Mike's career on both the domestic and International front is impressive. Domestically, Mike has been involved in the biggest games:

- In 2000, he took charge of his first major 'showpiece', the FA Charity Shield at Wembley in which Chelsea beat Manchester United 2-0.
- In 2002, Mike fulfilled every referee's dream by refereeing the FA Cup Final between Arsenal and Chelsea at the Millennium Stadium in Cardiff in front of 73,967. Mike later commented that this was, 'The highlight of my career'.

- In 2004, he once took charge of the Carling Cup Final between Bolton and Middlesbrough.
- In 2005 he refereed the Football League Championship Play off Final between West Ham United and Preston North End, said to be the highest prized match of the season.

On the International front, Mike was selected as England's representative for the Euro 2004 finals in Portugal. He refereed 2 games. His first was a 5-0 hammering of Bulgaria by Sweden and the second was Latvia against Germany. Mike has been in charge of numerous European fixtures over the years including two UEFA Cup Quarter Finals.

In 2007 Mike was invited to go to Hong Kong to take charge of the Hong Kong FA Cup Final between South China and Happy Valley. South China won by 3-1, allowing them to achieve a treble in local competitions (First Division League, Senior Shield and FA Cup). He gave three penalty kicks in the match, two for South China and one for Happy Valley.

I recently caught up with Mike to find out how he became the General Manger of PGMOL and what the position entails. Mike explained,

'Following many successful years as General Manager of the Professional Game Match Officials Limited (PGMOL), Keith Hackett retires from the role this year. The Board of the PGMOL sought

applications to succeed Keith in March 2009 and following a rigorous recruitment process, with some excellent candidates, I was fortunate to be offered the position.

For the first few months of this season I have shadowed Keith, learning about the role and gaining a valuable insight into the many and varied demands of the job. I have been extremely fortunate to have Keith to guide me in this process. He has provided great support as I move towards taking up the job full-time from 1 January 2010'.

Commenting on the appointment of Mike, Peter Heard, Chairman of the PGMOL said:

"Mike brings a wealth of top class refereeing experience to the role, in addition to his business experience, in both the public and private sectors, which will stand him in good stead. We are very confident that he will continue to move the PGMOL forward and successfully manage and develop professional match officials at this level."

Being one of the biggest jobs in English refereeing, I asked Mike what his day-to-day role would be.

'I have learnt that there is no such thing as a typical day in this role! The job is to lead the development of refereeing in the professional game. This involves working with referees and assistants, primarily on the Premier League and



Football League. Looking to the future, this also involves working closely with Neale Barry and David Elleray at the FA to ensure that we develop the next generation of officials who currently could be operating at panel, contributory or supply league level. A major part of my role, therefore, means watching referees at all levels. For example, in a typical week I will be at three games (one Premier League, one Football League and one Panel game) and I will probably see another three or four games that I will record on TV.

Referee training is the key to the success of the PGMOL. I oversee the regular Select Group training camp, where the Select Group referees meet for physical training under the watchful eye of Simon Breivik, the sports scientist, and to analyse performance through a detailed analysis of incidents, led by Keren Barratt. These sessions usually produce some lively and honest debate and are a great way to learn from the experience of your colleagues. I also attend Football League and Panel referee training events, which are held regionally. The topics under consideration at these meetings include identification of handball offences, simulation and the use of advantage. I enjoy seeing how referees operating at different levels exchange ideas and good practice.

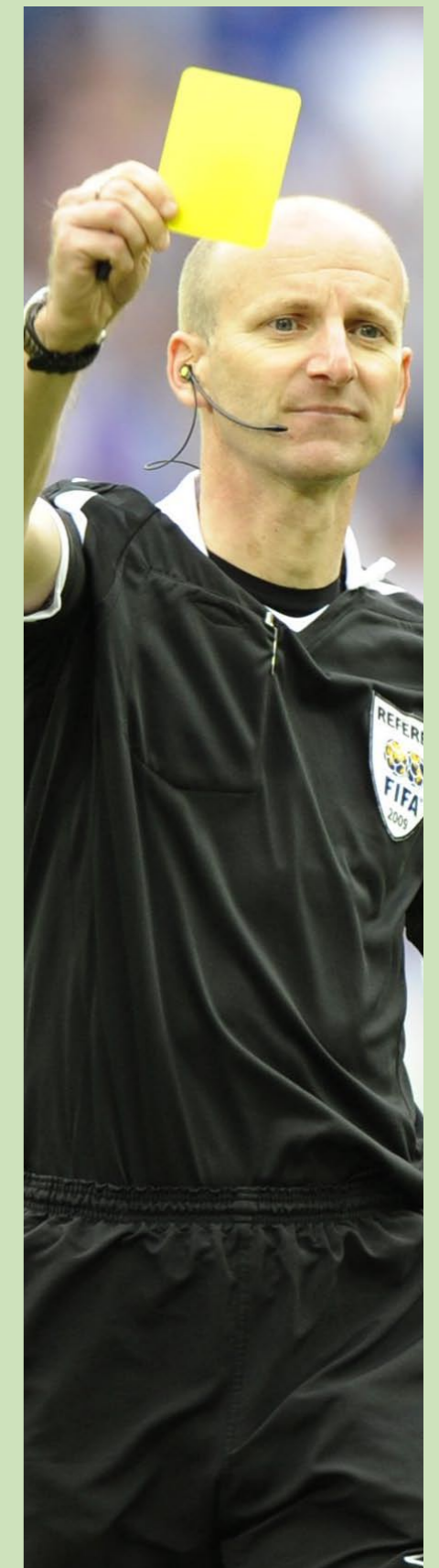
A Sunday in October brought me one of my greatest challenges when I attended the Select Group Assistant

Referees meeting and, just to prove that "lining" is just like riding a bike, I participated in the training session on offside judgements. This involved using youth team players to recreate difficult offside decisions and filming the judgements made by the assistants. I was delighted that when all my decisions are replayed I had improved significantly on my 'stand in' performance last January - not that that would be difficult!

The General Manager also helps represents refereeing to the world of football and it is important that we maintain a positive and constructive relationship with all those who, like us, love the game of football. I have frequent meetings with colleagues at the FA, the Premier and Football Leagues and with organisations such as the Professional Footballers Association and the League Managers Association.

The one constant in my day to day life is my Blackberry! There are times when I appear to be physically attached to it, taking calls and answering emails. It shows the popularity of our game worldwide that I usually intersperse mouthfuls of cornflakes at breakfast with responding to the emails from Australia, Asia and the US that have come in overnight.

So, the day to day job is very varied and, as a result, very interesting. However, its one constant is the drive to improve refereeing standards and that keeps me and the whole team at the PGMOL



fully focussed'.

I'm sure we would all agree, the appointment of Mike Riley to this role can only enhance the reputation of English officials in the years to come and we wish Mike all the very best in his new, exciting and challenging role.

PREVENTING REFEREEING INJURIES

Simon Breivik

We all know that being physically active is good for our health. Exercising regularly reduces our risk of heart disease, promotes healthy body composition and healthy bones. It is even good for the mind. There can however be a downside.

Most of us involved in sport will have probably experienced at least a tight hamstring or calf strain at some stage or another. In more unfortunate cases injuries will be worse. It is also fair to say that some of us are more prone to injury than others – consider the football players who seem to spend as much time in the treatment room as on the field of play.

A recent study observed a rate of five hamstring injuries per football club per season in the professional game. With an average of 18 days and three matches missed per strain, this added up to fifteen matches and ninety days missed per club per season due to hamstring injuries alone. And even when a player ‘recovers’ from a hamstring injury, they are left with a 12 Per cent chance of re-injury. However it’s not just professional players who suffer injuries, referees and assistant referees are by no means exempt.

It seems that regardless of how well we have trained or how much time we spend warming up and stretching, injuries will occur. But should we resign ourselves to the fact that injuries are par for the course and accept that we will spend time side-lined? No, because fortunately a lot of the factors that influence our injury risk can be controlled and thus should be. From what I have experienced, this is not taking place nearly enough in refereeing circles with the result that match officials nationwide are missing games and spending money on treatments unnecessarily.

So what are the injury risk factors and what can you do?

INTENSITY – As the intensity of an activity increases, so too does the force through your muscles and joints, progressively increasing your risk of injury. Thus, the faster you sprint, the more risk you are at of straining a hamstring. When you consider that the modern game is becoming more intense by the season, match officials, who have no choice but to step up their work rate to keep up with play, are bound to feel the effects. Top flight referees are currently required to cover approximately 1km per match at speeds in excess of 20km/h – the top speed most treadmills can reach! They will sprint at speeds of above 30km/h more than 30 times per game and perform hundreds of accelerations and decelerations. Whilst you, as officials, cannot influence the intensity of a match, you can prepare adequately to deal with the demands you will face. This is done by training appropriately. Your training programme should address: Aerobic Fitness, Speed, Agility, Flexibility and Strength (see refworld.com each week for referee-specific training programmes).

FREQUENCY – The training sessions that you subject your body to and the matches that you officiate in have a combined impact on your injury risk too. Doing too much can lead to under-recovery and a prolonged period of under-recovery can lead to injury; inevitably something will take the strain. So you must make sure you have recovered from your training before you officiate and that you have recovered from officiating before you train. The more intense the training session or game, the more recovery you will need. To speed your recovery up, perform a thorough cool-down immediately after training sessions and games and perform a ‘recovery training session’ (a very light aerobic activity for half an hour) the day after a game. Listen to your body and rest when you feel you need it! Nutrition is also a priority when it comes to recovering well. It should be your goal to get carbohydrates, protein and fluid back into your system as soon as possible after a session or game.

WHEN TO STOP – Referees and assistants are notorious for ignoring minor injuries as they can’t bear to miss a game. Pain is a warning, so always stop exercising when you feel pain and seek a medical diagnosis. This way you will catch injuries early and, with a bit of luck, avoid long-term lay-offs. Also try to get to the bottom of the cause so that you can avoid it happening again.

FLEX & STRETCH – Owing to the powerful accelerations and decelerations performed by referees and assistants during games, injuries will always be a concern. Muscle fibres are occasionally stretched beyond their limit and tear. A muscle injury ranges from a minor strain to a ‘pulled’ muscle and, in severe cases, a complete rupture. When you suffer a muscular injury, it is critical that you follow “R.I.C.E.” (rest, ice, compression and elevation) as doing so will restrict further damage and reduce swelling and pain, thus speeding up your recovery. But as we know, prevention is far better than cure. Muscular injuries are caused by, among other things, a combination of poor muscle flexibility and poor muscle strength. So make sure that you stretch regularly and strengthen your running-specific muscles (hamstrings, quadriceps, calves, adductors and hip-flexors) by following an appropriate strength programme. Moreover, a tired muscle is more likely to fail than a

recovered muscle, taking us back to the importance of rest. And it goes without saying that warming up thoroughly before games and training sessions is paramount. Keep an eye on refworld.com for our strength programmes, which are currently in the pipeline.

BACKS – Unfortunately, back problems are commonplace in life, let alone sport. As a well-known spine specialist once said “there are three certainties in life: death, taxes and low back pain”. Evidence suggests that 80% of adults will suffer from low back pain at some point. Luckily though, there are also steps you can take to reduce your risk of back injury. Many back problems occur as a result of poor stability of the spine. The stability muscles that support your spine are often confused with the abdominal muscles but bear in mind that it is not your ‘six-pack’ that stabilises your spine. Your stability muscles are located much deeper down and are not responsible for movement, only stability. ‘Core Stability Training’ has received a lot of attention in recent years as a method of training spine-supporting muscles in an attempt to improve spine stability. It is generally acknowledged that the ‘Transverses Abdominis’ muscle is crucial to the development of core stability and learning to use this muscle correctly to support the spine and maintain good posture is central to stability training. Like any training programme, a core stability programme should start off easy and progress with time and ability. You will need to learn to use your core muscles before you try to impress fellow gym members by doing handstands on stability balls. Remember that you are not doing a core strength exercise unless you have engaged your core muscles and this takes practice.

EQUIPMENT – Over-use injuries are some of the most common in refereeing. Relentlessly pounding up and down the pitch during training and games puts you at risk of sustaining repetitive strain injuries, such as stress fractures and tendonitis. Always make sure that you are wearing a supportive pair of training shoes/football boots. This might necessitate having your running gait (style) analysed by a specialist who will determine whether you are in need of ‘orthotics’ which are supportive insoles specific to your personal needs. It is wise to replace your training shoes/football boots

regularly as they will not support you forever. Where possible, you should also avoid running on hard surfaces.

Although injuries are, in many ways, an occupational hazard for referees and assistants, don’t let them dog you. There are plenty of things you can do to get yourself fitter, stronger and more flexible in an attempt to avoid injuries all together. Control the controllable and spend more time on the pitch.

BIOGRAPHY

After qualifying from University in 2001 with a BSc. and MSc. in Sports Science, Simon was employed by the Human Performance Laboratory at Lillehall 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 Lillehall, 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.

LIVERPOOL COUNTY FA REFEREE MENTOR SCHEME

Dave Horlick Referees Development Officer, LCFA
Paul Healy Referees Officer, Liverpool Academy



The Liverpool County FA's Mentor scheme and Liverpool FC's Academy have been working very closely to help develop young referees. Their success is an inspiration to many and, if it could be replicated across football, it would not only help encourage more youngsters to start (and stay in) refereeing but would build closer relationships between referees, players and managers.

Dave Horlick, Referees Development Officer LCFA and Paul Healy, Referees' officer, Liverpool Academy, report on how the scheme has grown and brought success.

Liverpool's mentor scheme started eight years ago and its success can be measured by the number of referees in the scheme who have gained promotion whilst taking part. It would not exist without the dedication of the mentors, who give up their free time week in and week out, whatever the weather, to ensure that young referees get the best possible advice and tutoring.

The process of selecting which referees will attend the Academy for extra training is determined by the leaders of the mentor groups. If, in their

opinion, they think the referee would benefit from being trained at the Academy, his or her name would be put forward for training. The next step involves the referee receiving a letter inviting him/her to attend the Academy one week every month, to arrive not later than one hour before kick off time, and adhering to the dress code of shirt and tie.

The advantages of being trained in the Academy environment include spectators being kept well back from the pitch allowing the referee to carry out his or her training without being distracted. As the games are played in thirds this allows more opportunities for the coach to speak to the referee throughout the game. It is important that the referee is not overloaded with information. The referee would not be given more than two development points at any one time and they would then go back to their league and try to implement the suggestions into their game. If, when they return the following month, the development points are part of their game they would be given more development points to help them achieve their goal.

Each referee will be coached by a senior County FA coach who has been through the system and at present Peter Bankes (level 2 referee) and Matt Parry (level 3 referees) fulfil this role each Sunday.

On Saturdays the Academy RLO, Paul Healy, will work with the under 16 officials and also help with the under 18 assistant referees. They are given advice on site and are asked to fill in a self-assessment form which the RLO will discuss with the official. We have found this approach helps these young officials build up their confidence as we place a lot of focus on the management of the game and we encourage the referees to develop their inter-personnel skills.

The aim is to take a young referee into the Sunday academy and start them on the under 9 small side games then nurture them until they run the line on the under 18's game. We will also use the academy games for officials who have lost some confidence, taking them back into this environment to boost their morale. This is something we have done successfully on a number of occasions. The club offer the group full support and we hold a mid-week training session for referees

at the academy. We have worked hard with Liverpool FC to develop young match officials and it was pleasing to watch a practice game during the last international break at the academy with many of the first team playing the reserves. It was refereed by Select Group referee, Chris Foy, assisted by two Level 6 assistant referees who gained enormously from working with Chris. He took them out before the game and worked with them on warm up, signalling offsides and eye contact, which was great to see. It was another example of how Liverpool support our work with young referees. Indeed, Liverpool FC had been a partner of the scheme since day one. They have allowed us to use the Academy for the training of the young referees and also putting courses on covering fitness and dietary needs and allowing access to their medical staff if needed.

John Owens, the Liverpool FC Academy Manager demonstrates the Club's very positive view of referee development: "When our young players show the desired attitude and skills, we use our training time to allow our

coaching staff to develop and improve these abilities in training and game situations. Our aim is to help each player to reach his full potential in a very supportive environment. Learning to be a match official should follow the same path. The Mentor Scheme for match officials provides the perfect situation to mirror our development scheme for young players. As with our players, the instruction and coaching for match officials involves issues on and off the field. The senior mentors are able to pass on their advice based on many years of experience in the working situation. It is an excellent idea, but, more importantly, it does exactly what it sets out to do. The proof is in the high standard of the officials who graduate through the scheme. I highly recommend the scheme to all other associations. Our club, coaches and players feel very privileged to experience such a high level of performance from such dedicated young officials. It is especially pleasing to be part of two schemes that work in unison to develop players and officials for the good of the game."

The success of the Liverpool Academy can be seen with the progress many of them have made including, Jake Collin, (Level 2 referee and nominated to FIFA for assistant referees 2010), Peter Bankes and Pete Wright, (Level 2 referees, National List assistant referees), and Level 3 referees James Madine and Matt Parry.

Many people make a real contribution to the scheme and a special thanks goes to George Cain, (FA Level 3 Referee Coach), Bobby Pollock (LCFA Level 4 Referee Coach), Chris Foy (Select Group referee), Ian Silvester (LFC Club Secretary) and also to Rafa Benitez and Sammy Lee for regularly taking the time in a busy working day to talk and encourage the development of young officials when they meet them at the academy or Melwood. Thanks also to Frank Selly, Frank McFarland, John Owen, Kenny Dalglish and all the Academy staff for allowing the scheme to continue at these excellent facilities.

Working together we will achieve our goals.

EXCITING FUTURE

Janie Frampton

National Referee Manager – Education and Training
The FA

The future is incredibly exciting for women's football and, in particular, for female referees. We now have in place our Women's Strategy which has been approved by The FA Referees Committee, areas of which are already being delivered nationally and locally. For other areas, we have identified exactly what is achievable and deliverable for the coming season and beyond; needless to say, it is extremely positive and exciting to see the development of this sector of the game. Some of the key areas of work are as follows:

Implementation programme for 2009 – 2010 Season

- A robust competency based assessment scheme has been implemented to run throughout the Women's Premier League National Division with a view to expanding this going forward.
- The benefits and opportunities of a Women's Referee Development Pathway through women's football will be promoted.
- The appointment of female referees to girls' and women's games throughout the pyramid (including the new Women's Super League due to commence March 2011) will be encouraged.
- Female referees will be appointed to high profile games where appropriate.
- Female Referee Regional Network support scheme has been set up and co-ordinated by our top female referees in each region.
- Recommendations will be made to amend the 'order of precedence' for appointments to include women's football.

Further Research needed

- Look at a robust appointing process through all levels of the Women's Football Pyramid.
- Identify from existing experienced female referees what perceived barriers exist preventing them from progressing, taking a sample from all levels and experience.
- Discover from potential female referees the reasons why they are considering becoming involved in refereeing.
- Consult with other key partners/ stakeholders to ascertain their thoughts on what action we need to take to encourage a growth in participation.

To bring all these plans to fruition we will need:

- A robust communication and marketing strategy, linked to the women's football page of TheFA.com.
- An increase in the number of female referee instructors, assessors and mentors by embedding KPI's in the CDP to achieve this outcome.
- An improvement in the fitness of female referees based on sport science research.

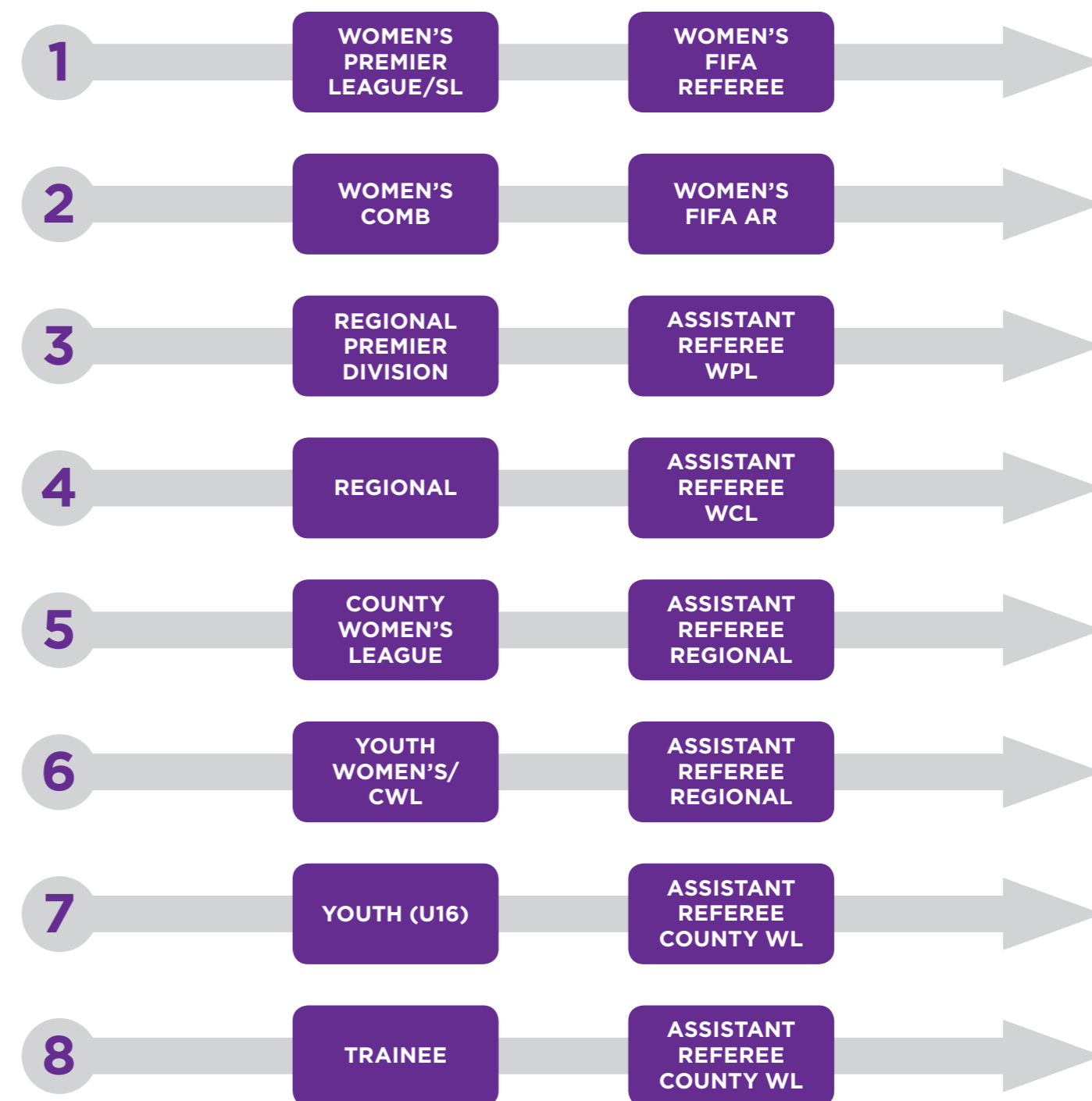
Women's Development Pathway

One of the most important initiatives of the Women's Strategy is the Women's Referee Pathway, which has been designed so that women can referee girls and women's football only and be promoted through the women's pyramid to the FIFA Women's Referee and Assistant referee lists without refereeing men's football if they so wish.

There now exists excellent co-operation between the FA's Referees Committee and Women's Committee with the Chair of both (David Elleray and Sue Hough respectively) sitting on the Women Referee Strategy group. Indeed, to strengthen the work of that group, David Elleray has become its Chairman.

For further information please contact you County FA – Referee Development Officer or janie.frampton@thefa.com

DEVELOPMENT PATHWAY FOR FEMALE MATCH OFFICIALS



UNA HONG

Korea Republic's Hong Eun-ah (Una) was declared as the best female referee in Asia by AFC for her outstanding performances with the whistle in 2009. She beat Australia's Jacqui Melksham and Pannipar Kamnueng, of Thailand, for the AFC Referee of the Year Award for women.

"I am so happy to be here today for this award," said Una, who studies at Loughborough University and referees in England and Asia. "I would like to thank my university for helping me achieve my goals and my family. I didn't expect to receive such an award."

Shangri-La Hotel



Football Aid

A decade of dreams

FOOTBALL AID

Ever dreamt of officiating at your favourite clubs ground?

Of course you have! And now thanks to Football Aid you can do just that. To celebrate our "Decade of Dreams", Football Aid, the national football charitable organisation, has teamed up with clubs from all over England and Scotland to give fans and officials a complete matchday experience at their favourite clubs ground. This fantastic experience is enhanced by the support from former club players, who have in the past included Pat Nevin, Gary McAllister, Denis Irwin and Graeme Le Saux

Our 'Live the Dream' concept is simple: it is the original Football Aid event giving fans the chance to play on the pitch of the club they support, with every effort made to replicate the thrills and spills of a match day at the fans favourite club. As well as giving fans this prestigious chance to play where their heroes played, it is also a fantastic opportunity for any referee looking to progress in the beautiful game.

Match officials play a crucial and central role in the delivery of our 'Live the Dream' events. Like the players who take part, match officials are encouraged to enjoy the experience and to foster the sense of camaraderie which often exists between the players of both teams. Although participating match officials are asked to treat all games as friendly fixtures, they are expected to administer standard officiating practices before, during

and after the game, something which previous Football Aid match officials are only too familiar with.

From Celtic to Charlton Athletic, and from Sheffield Wednesday to Southampton, match officials come from all over the country to provide their valuable experience for our charity matches, which are hosted at some of the world's most prestigious stadiums including Hampden Park, Old Trafford and the Camp Nou.

Mark Taylor was our match official in our 2008 event at Stamford Bridge. He said: "I must admit to being a massive fan of Chelsea since the age of 7, so to be able to officiate at the Bridge on the 30th May was a dream come true"

"I was very fortunate to take the first whistle (all four of us were to take a quarter in the middle - an ingenious idea from Football Aid, thanks guys). It was a life on the East Stand line for myself when I passed onto my colleague for the rest of the half, but what an amazing buzz it was to run that line.

"We all met some amazing people, with the highlight being meeting and chatting with one of my all time heroes - the legendary John Hollins, a fantastic gentleman. To my colleagues and players alike, thank you for a fabulous day, but mostly my thanks go to Football Aid."

Over the past ten years, more than 42,000 people have registered on the easy to use Football Aid website

(www.footballaid.com) allowing them to receive further information on how they, like so many others can live their dream. This has allowed over 10,000 players to run out of the tunnel and step onto the hallowed turf of the team they support, in the knowledge that they have helped to raise significant funds for a variety of charitable and community projects.

This is a fantastic achievement for the small Edinburgh based business, who were originally founded to raise money to help find a cure for Juvenile diabetes (type one). The unique fundraising initiative is the brainchild of businessman and Football Aid Chairman Craig Paterson, whose son was diagnosed with diabetes at the age of 11. It was after contacting clubs in England and Scotland that Craig realised that with a strong backing from the national leagues and the clubs themselves, Football Aid and it's parent charity Field of Dreams had the potential to grow and play an important part in raising funds for diabetes and other charitable causes nominated by the clubs, whilst at the same time allowing football fans to play on the pitch of the club they love.

If you feel that you are up to a new challenge, and would like to provide invaluable support to charity, please contact Simon in our operations team - simon.kershaw@footballaid.com. Alternatively for further information please visit our website www.footballaid.com or call 0131 220 5999.

LAW

APPLYING THE LAWS AND PRACTICAL ADVICE

Neale Barry FA Head of Senior Referee Development

At the request of a number of readers, this article is the first of a series dealing with the management of what should be relatively straightforward aspects of the Law but which can cause (unnecessary) problems and disputes.

Law 15 The Throw-in and **Law 16 The Goal Kick** are relatively small sections within the Laws of the Game and the advice given in the Interpretation of the Laws of the Game and Guidelines for Referees. However, the referee needs to be fully aware of a) the law b) how to successfully manage the correct taking of the throw in and goal kick and c) the next phase of play.

It is worth revisiting the Law itself and the Interpretation and Guidelines issued to referees.

LAW 15 - The Throw-in

A throw-in is a method of restarting play. A throw-in is awarded to the opponents of the player who last touched the ball when the whole of the ball crosses the touch line, either on the ground or in the air. A goal cannot be scored directly from a throw-in.

Procedure

At the moment of delivering the ball, the thrower:

- faces the field of play
- has part of each foot either on the touch line or on the ground outside the touch line
- holds the ball with both hands
- delivers the ball from behind and over his head
- delivers the ball from the point where it left the field of play

All opponents must stand at least 2 metres (2 yards) from the point at which the throw-in is taken. The ball is in play when it enters the field of play. After delivering the ball, the thrower must not touch the ball again until it has touched another player.

LAW 15 - The Throw-in - Interpretation of the Laws of the Game and Guidelines for Referees

Procedures - Infringements

Referees are reminded that opponents may be no closer than 2 metres from the point at which the throw-in is taken. Where necessary, the referee should warn any player within this distance before the throw-in is taken and caution the player if he subsequently fails to retreat to the correct distance. Play must be restarted with a throw-in.

If a player, while correctly taking a throw-in, intentionally throws the ball at an opponent in order to play the ball a second time but neither in a careless nor a reckless manner nor using excessive force, the referee must allow play to continue.

If the ball enters the opponents' goal directly from a throw-in, the referee must award a goal kick. If the ball enters the thrower's own goal directly from a throw-in, the referee must award a corner kick.

If the ball touches the ground before entering the field of play, the throw-in must be retaken by the same team from the same position provided that it was taken in line with the correct procedure.

If the throw-in is not taken in line with the correct procedure, it must be retaken by the opposing team.

Practical Advice

- The referee should take up a position giving a clear view of the throw-in without getting too close.
- The referee must make sure that the ball is delivered from behind and over the head and that the player has both hands on the ball. A way for a referee to determine if a ball has been thrown with one hand is that the ball tends to spin significantly after release.
- As opponents must not stand nearer to the thrower than 2 metres, the referee may need, on occasions, to move off his diagonal to a position where he can verbally communicate with the player.

- The referee should aim to keep both the thrower & the assistant referee in view during the taking of a throw in.
- It is always worth remembering that a team taking a throw-in, already have possession of the ball, so they are more likely to retain it, than losing possession to their opponents.
- During the taking of a throw-in, the referee should be positioned with a panoramic view of the play (the area where the thrower is standing, and the anticipated area that the ball will be thrown into) and his 'active' assistant referee.
- When Club Assistant Referees are used, the Referee will need to take more responsibility for ensuring that a throw-in is taken correctly.



LAW 16 - The Goal Kick

A goal kick is a method of restarting play. A goal kick is awarded when the whole of the ball passes over the goal line, either on the ground or in the air, having last touched a player of the attacking team, and a goal is not scored in accordance with Law 10. A goal may be scored directly from a goal kick, but only against the opposing team.

Procedure

- the ball is kicked from any point within the goal area by a player of the defending team
- opponents must remain outside the penalty area until the ball is in play
- the kicker must not play the ball again until it has touched another player
- the ball is in play when it is kicked directly out of the penalty area

LAW 16 - The Goal Kick

Procedures - Infringements

If a player who has taken a goal kick correctly, deliberately plays the ball a second time when the ball has left the penalty area before another player has touched it, they must be penalised with an indirect free kick from the position where the second touch occurred (see Law 13 - Position of Free Kick).

However, if the player touches the ball with his hand, he should be penalised with a direct free kick and a disciplinary sanction if required.

If an opponent enters the penalty area before the ball is in play and is fouled by a defender, the goal kick must be retaken and the defender may be cautioned or sent off depending on the nature of the offence.

Practical Advice

- The referee/assistant referee should ensure that the ball is correctly placed in the goal area.
- The referee/assistant referee should monitor whether the ball has passed beyond the penalty area into play
- The referee should never turn his back on the active players before a goal kick has been taken - this is a common mistake made by new referees. He must keep his eyes on the ball at all times during the taking of a goal kick. It only takes a fraction of a second (whilst the referee has his back turned) for the goalkeeper to take a goal kick, and an attacker to illegally enter the penalty area, gain possession of the ball before it has left the penalty area and score a goal - and all done when the referee is walking away and looking in the opposite direction.
- The referee should start moving backwards to a new position near the centre of the field of play, in readiness to observe any offences that may occur in the drop zone when the goal kick has been taken.
- The referee should focus on possible offences by players whilst the ball is still in the air following the taking of a goal kick. He should aim to take up a position which allows him a sideways view of the players contesting for the ball as it is being delivered from the goal kick.
- The referee will need to anticipate just how far the goalkeeper can kick the ball from a goal kick to be able to take up an appropriate position to view offences.
- The referee should keep the ball between him and the 'active' assistant referee to maximise his viewing angle



LAW QUESTIONS

Neale Barry FA Head of Senior Referee Development

FIFA MATCH OFFICIALS FOR 2010

QUESTION 1

If a goalkeeper and an outfield player collide and need immediate attention, what action do you take having asked the physiotherapists to assess their injuries, which turn out not to be serious, before restarting the game?

1. Ask both players to leave the field of play and replace the goalkeeper with an outfield player.
2. Allow both players to remain on the field of play.
3. Ask the outfield player to leave the field of play but allow the goalkeeper to remain.



QUESTION 2

A defending player, without making contact, unfairly impedes the progress of an opponent who is running with the ball towards his opponent's goal some 40 metres from goal and close to the touch line. Do you...

1. Stop the game and award an indirect free kick to the opposing team and caution the offender for unsporting behaviour.
2. Stop the game and award a direct free kick to the opposing team.
3. Stop the game and award an indirect free kick to the opposing team.



QUESTION 3

A defending player realises that by stepping off the field of play behind his own goal his goalkeeper will be the only defending player between an opponent who could receive the ball at this feet (and likely to shoot for goal) and his own goal line. What action do you take?

1. Stop the game and award an indirect free kick to the opposing team and caution the offender for unsporting behaviour and restart with a dropped ball.
2. Allow the game to continue but at the next stoppage, caution the player who stepped off the field of play.
3. Allow the game to continue and take no further action.



QUESTION 4

An assistant referee notices a deliberate offence on the 'blind' side of the referee and deems that the punishment should be a direct free kick only. How would you signal this offence to the referee?

1. Use a vigorous flag signal and point the flag in the direction of the restart.
2. Agitate the flag slightly and point the flag in the direction of the restart.
3. Agitate the flag slightly and make a simple, subtle gesture with the free hand to confirm the nature of the offence and then point the flag in the direction of the restart.



Find the answers to these questions on page 38

As reported elsewhere in this magazine, England has lost two of its most experienced FIFA officials with the retirement of Mike Riley and Phil Sharp. In addition, Rob Styles has retired from refereeing at all levels and Steve Tanner could not be nominated as he is no longer refereeing in the Premier League and FIFA requires its international officials to be officiating regularly in their top league.

Congratulations are due to all those who have been nominated and especially to Lee Probert (referee), Stephen Child and Jake Collin (assistant referees) who are new to the FIFA list.

The English FIFA officials for the calendar year 2010 are:

Men's FIFA Referees List:

Martin Atkinson
Stuart Attwell
Mark Clattenburg
Mike Dean
Andre Marriner
Lee Probert *
Howard Webb

Women's FIFA Referees List:

Helen Fulcher
Sasa Ithringova
Amy Rayner

Men's FIFA Assistant Referees List

Simon Beck
Darren Cann
Stephen Child *
Jake Collin *
Peter Kirkup
Mo Matadar
Mike Mullarkey
Dave Richardson
Jez Simpson
Richard West

Women's FIFA Assistant Referees List

Emma Everson
Sian Massey
Natalie Walker

Men's FIFA Futsal Referees List:

Marc Birkett
* - new nomination

PUBLIC LIABILITY INSURANCE IN UNAFFILIATED FOOTBALL

Information for all referees regarding unaffiliated football

As a referee registered with your parent County FA you are covered with Public Liability Insurance for all forms of refereeing that you are involved in within the county. This provides referees with substantial protection and cover for any incidents or unforeseen accidents that may accrue whilst you are officiating in football in this county.

However, it is essential for you to be aware that this Public Liability Insurance is only valid in football that is appropriately sanctioned and

affiliated with your parent County FA or The Football Association. If you referee in any form of football that is not affiliated to either the County FA or The FA and an incident arises, unfortunately you will not be covered by our Public Liability Insurance and the County will not be able to support you through disciplinary action against players and clubs. In addition, any insurance cover you have through the Referees' Association will not be valid.

The FA and County FAs recognise a duty of care to our referees to ensure that you are aware of the risks that you place yourself in through

refereeing unaffiliated football. It is important to realise that in recent times there is a growing number of leagues and teams that are unaffiliated in all formats of the game, including both 11-a-side and 5-a-side football.

We would suggest that you should check with your competition to ensure that it is appropriately affiliated and sanctioned with either The FA or the County FA, by asking the competition secretary for the affiliation number. If you have any concerns or queries on the affiliation of a competition then please contact your parent County FA to verify.

This information is provided so that you can make an informed decision on whether to officiate in unaffiliated football.



PROPOSED CHANGES TO REFEREE INSTRUCTORS

Ray Olivier National Referee Manager - Workforce Development
The FA

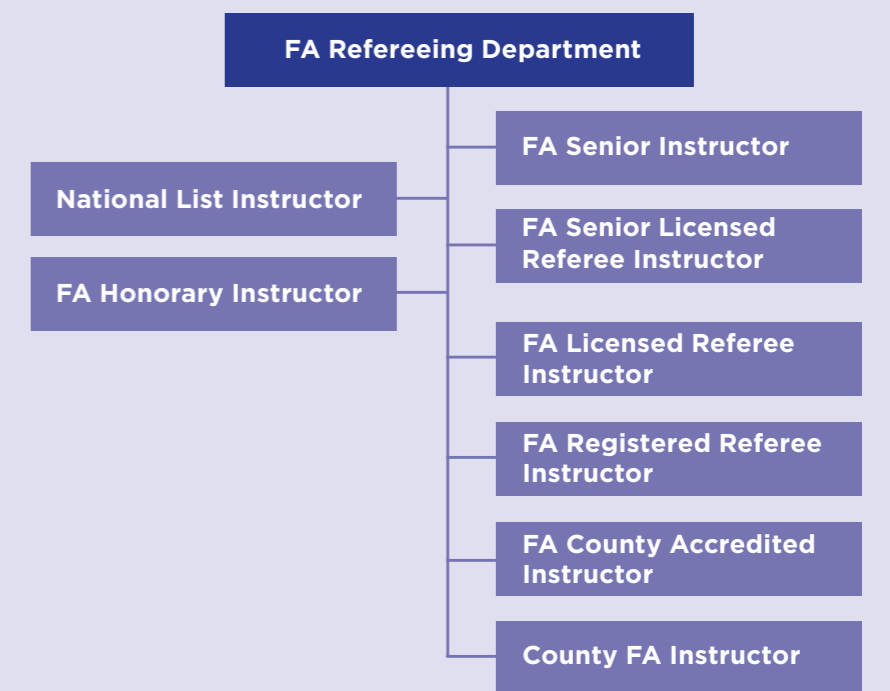
The Football Association has, since 1959, provided training courses for referee instructors under the leadership of the late Syd Stoakes, Ken Ridden, former FA Director of Referees, John Baker, former FA Head of Refereeing and currently under the direction of Ian Blanchard, FA Senior National Game Referee Manager. These training courses, although having changed and developed over the years, are currently the longest serving courses offered by The FA.

The instructors themselves are all volunteers who willingly give up their personal time to undertake the training, utilising their skills and experience to train new referee recruits and to provide quality in-service training to existing referees.

The Current Structure

The current levels of the instructors are based on the following hierarchical structure, some of which has been in existence since referee instructor training was first introduced.

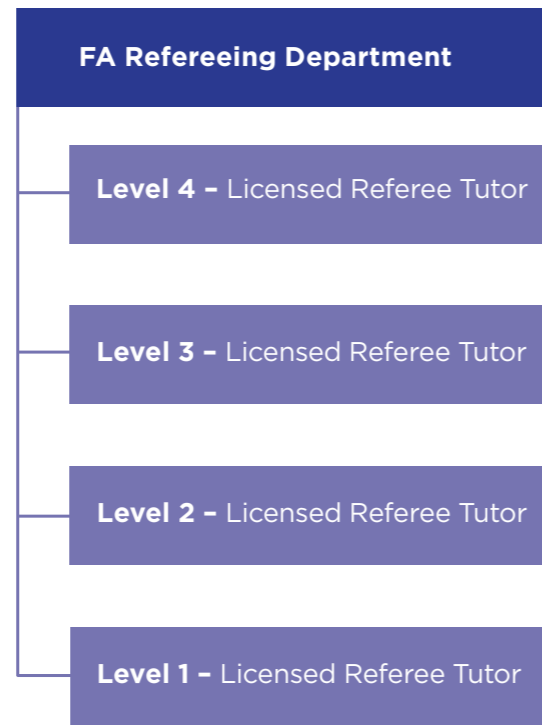
Progression through the levels was based on course attendance, quality of delivery, refereeing experience, number of years as a referee instructor etc. Instructional courses were originally held annually for one week then moved to shorter, regionally based programmes which gave easier entry access to those who could not attend a national programme. Whilst this structure proved robust over many years, we needed to change to suit today's learning environment and teaching practices; bringing our volunteer workforce up to date as part of our continuous professional development.



The New Structure

Five years ago, in line with other disciplines within The FA and reflecting Generic Tutor Training principles, The Refereeing Department, restructured all of their course programmes. This signalled a move away from direct instruction to the development of referees through facilitation. This approach recognises and appreciates the varied skill sets required of a Referee's Tutor including delivery of information to a large number of people through to the skills required to coach an individual.

From the 1st January 2010, The FA Refereeing Department will be changing their Instructional Workforce in line with other areas of the business to become Licensed Referee Tutors. **The process of identifying at which Level an instructor will be placed will be discussed with relevant key personnel within each County FA during December 2009.** Level identification will be based on the level of activity and involvement of the instructor, including any relevant training that has been undertaken.



Level 1 - Licensed Referee Tutor

Responsible for the delivery of the Basic Course Training for new referees.

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

Current active County Accredited Referee Instructors, Registered Referee Instructors who have successfully completed the Registered Referee Instructor Course and Licensed Referee Instructors who only deliver Basic Referee Training will be considered for this level.

Level 2 - Licensed Referee Tutor

Responsible for the delivery of the In-Service Training for existing referees.

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

Current active Licensed Referee Instructors who have successfully completed The National Course and who regularly deliver In-Service Training to referees will be considered for this level.

Level 3 - Licensed Referee Tutor

Responsible for conducting Quality Assurance Appraisals for Level 1 & Level 2 Licensed Referee Tutors and delivery of FA Regional Based Referee Courses including Referee Tutor Development, Assessor/Mentor/Coach programmes.

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

Current active FA Appraisers and Group Instructors from the Regional Registered Referee Instructor Courses will be considered for this Level.

Level 4 - Licensed Referee Tutor

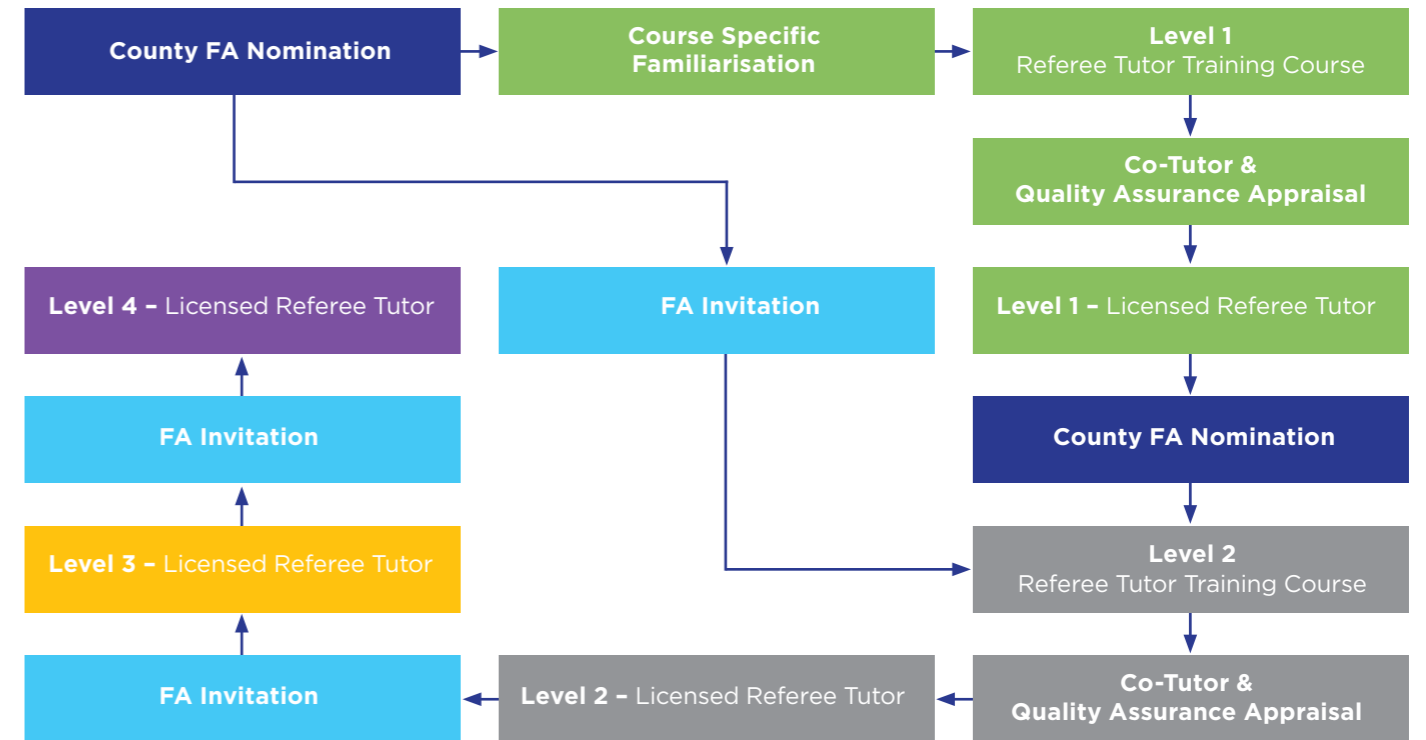
The FA Learning policy for consistency is to maximise the use of experienced FA Level 3 Licensed Referee Tutors and therefore will provide some opportunities to tutor at Level 4 when vacancies arise.

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

Current active FA Appraisers and Group Instructors from the National and International Referee Instructor Courses will be considered for this Level.

Licensed Referee Tutor Training Process

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



Level 1 - Referee Tutor Training Course (Regional Course)

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

Level 2 - Referee Tutor Training Course (National Course)

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

FA Licensed Referee Tutor Information Pack

An FA Licensed Referee Tutors information pack has been developed to ensure that all Tutors are aware of the significance of their role in both the delivery aspects and the personal and professional expectations of FA Licensed Referee Tutors. This will be issued to all Licensed Referee Tutors following our discussions with County FAs in December. We are striving to have a team of Tutors who are excellent presenters and facilitators, who understand the process of refereeing and have specialist knowledge in practical refereeing and modern learning techniques.

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

The FA Refereeing Department is committed to providing a programme of continuing professional development for all Tutors aligning Tutor development to the agreed National Standards. It is our aim to ensure that a long term investment in Tutors will ensure retention, consistency and a quality workforce that we can be proud of.

AFTER REFEREEING

Assessing contributes enormously to refereeing and the Referees Association

Colin Harris, RAE Board Member, Bristol RA

“THE ENJOYMENT DOES NOT HAVE TO END WHEN YOU HANG UP YOUR WHISTLE”

How often have we heard this from referees who are hanging up their boots and whistle? Most of these people still have a lot to offer refereeing and the RA family. The ‘Enjoyment of Refereeing’ does not have to end with the decision to hang up one’s boots and whistle - whatever the reasons may be. We need to ensure that we do not lose the valuable experience gained by these people over the years.

The main role of the Assessor is to offer supportive guidance and to develop a referee’s performance to enable him or her to have the best chance of achieving promotion towards the next level. Much of this is done through the post-match briefing and the assessor’s report that follows. Then, when the referee (or assistant referee) has had the chance to digest the contents of the report, where better to discuss this further than over a drink in

the informal setting of a RA meeting. By that time the official may also be able to discuss how they have had the opportunity to put some of the advice into practice in a subsequent match.

The FA and RA are united in their aim to have every single match refereed by a qualified official and in an ideal world we would have three officials appointed to every single match. We now have a fourth official at the games’ higher levels and we all know that certain people would like to have five or even more officials present.

In the same way as we can never have too many referees, this also goes for assessors. This would negate the need for club marks, and referees at all levels would get regular constructive advice and guidance from someone who has been there and done it. The role of an Assessor is hugely enjoyable and the satisfaction of seeing promotion candidates climb the ladder is beyond measure.

Assessors are able to progress through the levels in a similar way to referees, subject to performance and having officiated at the equivalent level. This season I have stepped up from assessing on my County’s Supply League to the Contributory Leagues and recently saw a referee who I had previously assessed on his first ever adult match on a Sunday morning eleven years ago. He is now a Football League Assistant Referee and hopefully will progress even further. Looking back to that earlier report it is interesting to see not only how he has developed over the years but also how my own assessing style has improved (hopefully!). If there was anything in that earlier report that helped his progress, then I am very pleased.

Many FA Registered Assessors are also FA Licensed Instructors or Tutors. As such they are ideal for providing training sessions of any length or subject at RA meetings or other training



events. So, assessors, please consider how you can make a contribution to your local RA by being a member and attending meetings, being on hand to pass on your experience and advice.

RA Secretaries: Have you made contact with assessors in your area who may or may not have been members in the past, to invite them to join and to help the development of your members?

Apart from assessing and instructing, there are other ways in which less experienced referees can be helped. Most County Football Associations have Mentoring schemes for all levels of referees, such as that at Liverpool County FA (see pages 22-23)- . Often these operate in conjunction with local Referees Associations, which can be an important factor in recruiting and retaining members.

Some of these roles can be taken on whilst still active, with referees using their experience to help others. Many Assessors, Mentors, Instructors and Examiners take immense inner pride in seeing their protégés officiate successfully, whether it is in a Sunday morning game, or at Wembley in The FA Cup Final.

Ray Olivier, FA National Referee Manager for Workforce Development adds: “I believe the RA plays an important part in supporting referees by providing quality in-service training but can increase this support by using the experience of those members who are qualified assessors, instructors and mentors who have so much to offer. This support could be used to provide an opportunity at meetings to discuss individual’s assessments and assist in the process of finding solutions to

their shortcomings. On performance issues, it is very rare for a referee to discuss this in an ‘open’ meeting but by having the opportunity to discuss this with an experienced member in private may help identify and correct some deficiencies. We have some fantastic support mechanisms through the County FA and the RA and by working together we can provide a first class support service for all our referees.”

More information on how to become an assessor or taking on any other of these roles can be obtained from your RA Training Officer or County FA Referee Development Officer.

You can find your nearest RA Society 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.

BLACK COLLARS PERMITTED FOR SEASON 2010/11

The FA Council has approved a rule change, proposed by the FA Referees' Committee, to allow referees to wear shirts with black collars next season.

The rule will now read "All Match Officials...must wear uniforms comprising a plain shirt which shall be almost entirely black with a white or black collar and black shorts".

Referees are reminded that they are not permitted to wear black-collared shirts before July 1st 2010.

Referees' Association events coming up in 2010

MAY
FRIDAY
14
Eve of Cup Final Rally
Russell Hotel London
Guest Speaker:
George Courtney

JUNE
SATURDAY
5
RA Conference
St. Johns Hotel,
Solihull

More information about these events and how to book will be available shortly from RA Secretaries and on the website www.footballreferee.org

Answers to Law Questions on page 30

Answer 1

The correct answer is 2 as FIFA make this an exception in its reference to dealing with injured players as it causes problems if the goalkeeper has to leave and then return and would be unfair if the goalkeeper could remain on the field but not the opponent.

Answer 2

The correct answer is 1 - although this is a technical offence and the restart is with an indirect free kick from where the offence occurred, it is necessary to caution the offender as he has acted in an unsporting manner by taking away the attacking advantage from his opponents.

Answer 3

The correct answer is 2. Following the Law clarification this season, the defender is regarded as being on the field of play on the goal line for the purpose of offside so the attacker is not offside. The referee is now required to caution a player who indulges in these tactics.

Answer 4

The correct answer is 3. As this offence was not seen by the referee, it may help him to communicate the reason for the award of a free kick to the players if the assistant referee uses a simple gesture and ensures that his flag signal is commensurate with the nature of the offence.

NO

Respect Referee Game

One match in three is played without a referee because of abuse from players.

Isn't it time to show some Respect?



TheFA.com/Respect



Respect

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