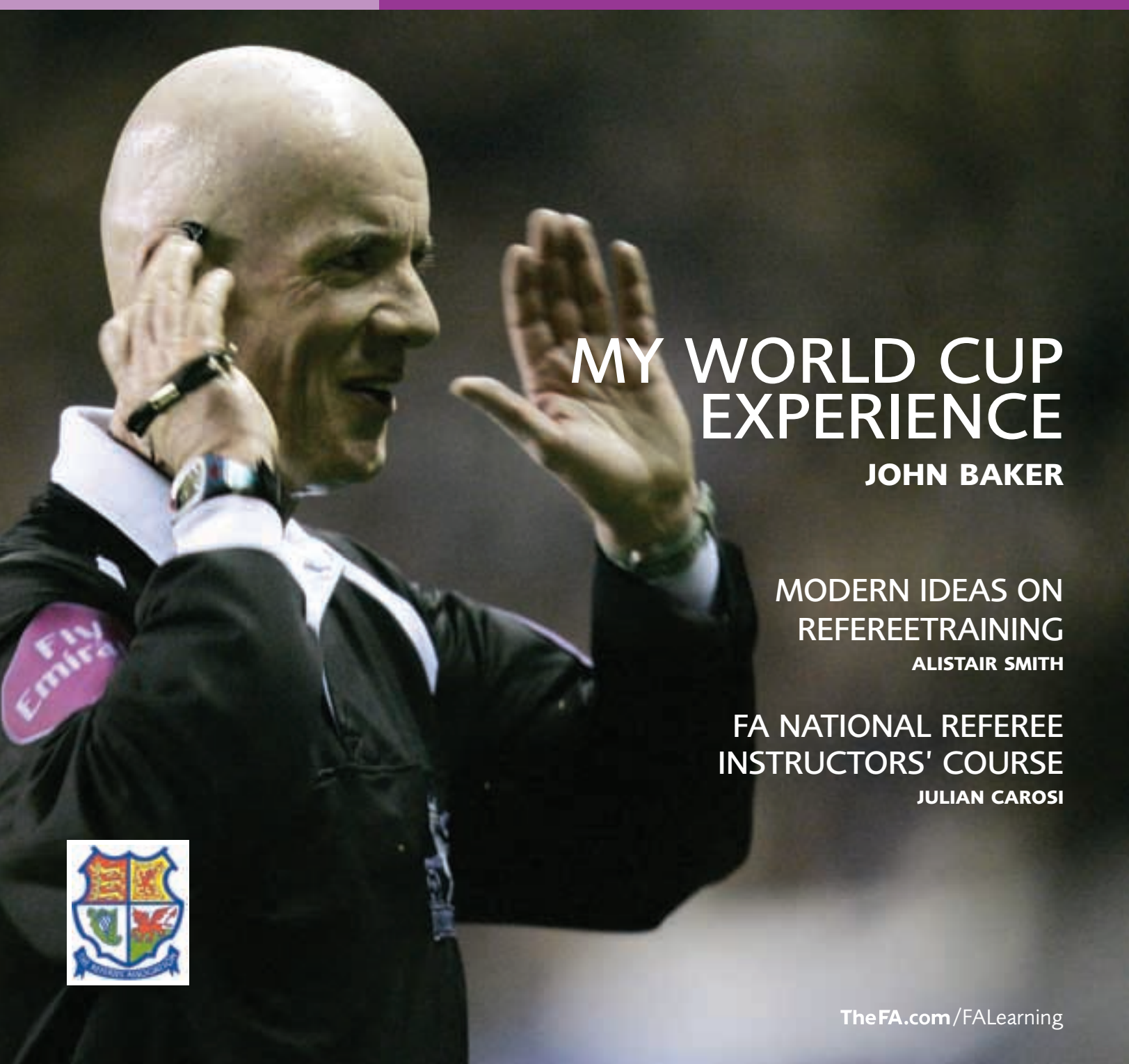


Refereeing

Joint Publication of The FA and The RA



Winter 2006-07



MY WORLD CUP EXPERIENCE

JOHN BAKER

MODERN IDEAS ON
REFEREETRAINING

ALISTAIR SMITH

FA NATIONAL REFEREE
INSTRUCTORS' COURSE

JULIAN CAROSI



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REFEREEING

Quotes from readers on the first edition

In my opinion The FA & RA joint publication "Refereeing" is a quality and enjoyable read covering all levels of the game and the price is not bad either!

CLIVE WILKES, SELECT GROUP REFEREES' COACH

There are articles that can be applied to improve your game and get you thinking, which I think is the aim of any such publication.

AMY RAYNER, PANEL LIST REFEREE

I honestly feel the magazine is first class, a super read whether you are at the top level of football or at local level. Well done to all.

PHIL JOSLIN, NATIONAL LIST REFEREE

From the view of the grass roots referees who are not looking to star at Wembley, it seems to have lost that "this for you feeling, your part matters".

DAVE WALKER, LEVEL 6 REFEREE

The biggest impact was the number of articles from various sources on a variety of different subjects, plus the fact "it was free".

CHELTENHAM RA BRANCH

I believe that the new magazine posted to every referee in the country will act as a conduit for learning and a vehicle to promote all that is good in the sport that we love. Well done to The FA and RA for enabling this to happen.

KEITH HACKETT, HEAD OF SELECT GROUP REFEREES

I thoroughly enjoyed your refereeing magazine, it has something for everyone.

GAMAL GHANDOUR, EX-WORLD CUP REFEREE

FOREWORD

IAN BLANCHARD



In refereeing you never stop learning. Grasp every opportunity available to you, as those that do become better referees.

It is true what they say, you never stop learning. There are always opportunities available to develop, provided of course they are taken. In order to progress, referees need to refresh their thinking, open their minds to learn and develop their skills.

Can I thank those of you who offered a few words of praise for our first joint magazine? Like in refereeing, it's great to receive positives about our performance. However, now the pressure is on. We have set ourselves a standard and it is important that we maintain, if not improve, on the readability and usefulness of future issues.

Both The FA and the RA provide ample opportunities for everyone in refereeing to learn and develop, be it the provision of training events or the organisation of monthly meetings. During the course of a season, FA Instructors deliver some 2000 training courses or

seminars across the country. Of the 320 RAE branches, most organise four training sessions a season during their seasonal programme, so adding a further 1200 training opportunities. This amounts to a staggering 3200 events provided by both organisations to help, assist and support the referees of today.

It would be remiss of me not to take this opportunity to thank our Instructors, Assessors and Mentors who provide such a valuable service to help, support and educate our referees. Everyone involved in educating referees has a clear aim, to help referees become better referees.

You might ask yourself why I have focused on training and the provision of learning opportunities. Well, this second issue has a clear focus on education and training. The contents are diverse to say the least. We include an article from Alistair Smith, an expert on modern day education, who has assisted The FA in developing our Generic Tutor Training programme. The former Head of Refereeing, John Baker, who is now an active FIFA Instructor, offers his insight on assisting and preparing the World Cup 2006 referees. We also include an article on The FA's work in South Africa.

There are many more interesting features and articles which I hope you find both stimulating and thought provoking.

I welcome your thoughts and ideas for future issues and a big thank you for taking the time to read this issue.

Ian Blanchard is the Head of National Referee Development at The FA. Previously he was a National List and Premiership Assistant Referee for ten years. He started working for The FA in 2001 as a Regional Manager and was promoted to his new post in September 2005. He has visited four continents delivering referee training to a wide range of referees and officials.
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MY WORLD CUP EXPERIENCE

JOHN BAKER





One of the challenges in The FIFA World Cup 2002 in Japan and Korea was the teamwork between officials and this was sometimes blamed on poor communication. The newly formed FIFA Referees' Committee decided that the solution could lie in appointing teams of officials from the same Member Association or from the same Confederation. In all subsequent FIFA tournaments this practice was followed.

Eighteen months before The FIFA World Cup 2006™ after determining the distribution of officials across Confederations, FIFA received nominations and selected 46 refereeing teams to work towards selection for the tournament:

"The candidate referees will now be under constant supervision and will be observed during domestic and international matches until the next workshop in February 2006, when the final list of match officials for the tournament will be drawn up."

"In order to gauge the performances of the 46 referees, the Referees' Committee will also assign the officials to take charge of matches in one of the four FIFA tournaments in 2005."

Pre- Tournament Selection Seminars

44 referees from the original 46 were invited back to the Referee Team hotel in Frankfurt for a seminar and to complete a fitness test, a medical examination and a psychological profile, followed by an interview with the Referees Committee. Finally I tested the candidates' written and oral English language ability and the Laws of the Game.

There were originally three assistants attached to each referee. The Assistant Referees (AR) of the referees who had been selected following the seminar in March were invited to attend with the intention of selecting two to go forward to the finals with their referee.

Tests included two videoed practical tests on off-side position, a series of off-side tests using animation and video situations and a fitness test. My area of responsibility was again testing the ARs' written English and their knowledge of the Laws of the Game.



I saw the France game with Korea and the atmosphere was excellent.

FIFA regulations state quite clearly that referees nominated for the FIFA list must work towards acquiring communication skills in English. In the initial seminar for the 46 potential referees in 2005 it was re-emphasised that English would be the language of the tournament and officials should work towards proficiency in communication.

This was reinforced by including tests in spoken and written English and in a Laws of the Game test, based on the Question and Answer booklet, in English, in the selection seminars.

Sample Questions

We were not expecting competency in Grammar and sentence construction. The questions related to occasions in the tournament where officials would need to communicate in English. The following questions will give you an idea of the approach taken.

Written English Test

Please choose the correct word to fill in the gap in the sentences below. Mark the correct word with a cross in the box i.e. X

1. Each match has one referee, two assistant referees and one fourth...
- offer official person teams

Spoken English Test

I had the opportunity to conduct a seven minute conversation with each referee. This is one of the scenarios I presented: The match observer is concerned about you being hit by the ball three times and asks you what you can do about it. How will you respond to him?

Laws of the Game Test - For Referees

Mark the correct punishment and action with a cross in the box i.e. X

1. While the ball is in play, the goalkeeper strikes an opponent in the area enclosed by the goal line and the goal nets. The referee stops play. What action does he take and how is the match restarted?

Punishment

- shows no card
 shows a yellow card
 shows a red card

2. Restart

- With a penalty-kick
 With a dropped-ball at the place where it was located when play was stopped. *

For Assistant Referees

Questions were different from the referee test and centred on decisions in which the AR would contribute.

1. A player moving quickly towards his opponent's goal is penalised for an off-side offence. From what position is the resulting indirect free-kick taken?

- The kick is taken from his position when the ball was last played to him by one of his team-mates
 The free-kick is taken from his position when an off-side offence was committed.

Fitness Tests - Required Standards

FIFA fitness tests have moved away from the 12 minute continuous run. After a number of trials and reviews the sprint test and the intermittent activity run have replaced the Cooper Test.

The Sprints

- 6 X 40 metres sprints
- Dynamic start - 1.5m behind the line where the timing actually starts
- 1 minute 30 seconds recovery time before the next sprint
- Male International Referees - 6.2 secs
- Male International Assistant Referees - 6 secs
- One repeat if the referee falls or fails one run.

The Intermittent Activity Run using laps of a 400m track

	Referees	Assistants
150m run	30 secs.	30 secs.
50m walk	35secs.	40 secs.
150m run	30 secs.	30 secs.
50m walk	35 secs.	40 secs.

Minimum ten laps - for The FIFA World Cup 2006™ 12 laps were required.

Initially it was proposed to reduce the group to 32 referees but this would have meant 32 teams for only 64 matches. Therefore, the FIFA Referees' Committee reduced the groups to 23 teams and appointed five teams to the development group, who would be used as fourth and fifth officials.

The outcome of the seminars, however, was that some teams were only able to send two ARs because of failed fitness tests at home. Ten assistants failed the fitness tests and three referees failed the test through injury but one passed at the AR seminar. Others lost their places because their assistants had failed - one referee came to the tournament with an injury and the team had to go home. Finally, the FIFA Referees' Committee adjusted the final list.

The FIFA referee delegation arrived in the team hotel in Frankfurt on 24 May 2006 for planning meetings and preparation. The officials arrived on 25 and 26 May and started with an introductory seminar for two weeks, including lectures, practical training, fitness training and test, relaxation, massages and recreational activities. The World Cup began on 9 June 2006 with two matches. Five match officials and an assessor left the team hotel the day before each match and returned the next morning, followed by daily debriefing for all officials. On 30 June 2006 the team was downsized to 12 to cover the final eight matches

Following approval at the International Board meeting in March the Refereeing Staff at FIFA HQ held a seminar for the Coaches of the qualifying teams to clarify the sections of Law that were being targeted in order to





improve behaviour at the World Cup and to protect players. The presentation was also used in the pre-tournament seminar for match officials.

In the two weeks before the tournament a referee instructor and a member of FIFA's Referees' Committee visited the team hotel to make a presentation - including video examples from The FIFA World Cup 2002 - to clarify the targets. The audience for these presentations was the players and team officials. The two teams I covered were Croatia and Australia.

When the teams for the quarter finals were determined we visited them again, this time including video examples from The FIFA World Cup 2006™. On this occasion I visited the England Team hotel.

One target was Law 12 - Fouls and Misconduct, specially mentioning serious foul play, holding an opponent, simulation and handball, but also misconduct like removing a jersey when celebrating a goal, delaying the restart of play and attitude towards match officials. Further targets were Law 14 - The Penalty Kick, Law 4 - The Players' Equipment, The Technical Area and Law 11 - Off-side.

FIFA introduced several new initiatives for The FIFA World Cup 2006™. Match officials were selected as a team and eliminated as a team 18 months ahead of the tournament and the teams were reduced to three

officials each. TV and Stadium Assessors both marked the match officials and importantly psychological support and training was given, whilst the communication system between the teams was enhanced.

My Role - I.T. Team - Match Analyst

Game analysis is about identifying learning points, preparing video materials for daily debriefing, preparing video evidence of styles of play, tactics etc. and to brief officials appointed to semi-finals and the final. I also co-ordinated the Assessment Team including stadium and TV Assessors and prepared daily debriefings.

I would watch the two or three matches during the day, "tag" possible incidents and categorise them "off-side", "discipline", "penalty area" etc. Generally I identified between games six to seven incidents to concentrate on. However, at the end of each evening I decided on 15 to 18 such incidents, grouped them into categories across all matches from that day to put them into debriefing. Instructors were then informed for the reasons for selection and the official line to be taken over each incident.

A schedule was produced and regularly updated to indicate the type of training to be followed by each refereeing team. It took into account the appointments and indicated appropriate workouts for the days leading up to and following match days. There were also



optional training sessions and a gym and swimming pool for personal use. The aim of fitness sessions was to appear at peak fitness at match kick-off, to achieve and maintain peak performance throughout the tournament and, of course, to prevent injuries.

Great importance is attached to keeping match officials sharp and alert in preparation for their matches. Every day all match officials in the referee hotel were taken to the training Complex. Groups of young players had been recruited to follow the instructions of tournament staff in order to present incidents for the officials to respond to. Referees and assistants were instructed to respond as if it were a match situation. They were given guidance from instructors on their responses to work towards consistency of approach. Three groups worked in rotation on different topics. Special attention was given to teams on match day minus two to bring all the exercises together under the scrutiny of the head of refereeing and his assistant referee specialist. A video was made of this activity and the teams were each given a DVD to study their responses to the incidents.

There were official occasions for FIFA and for the Local Organising Committee and the German FA (Deutscher Fussball Bund, DFB) to welcome the referee teams and to thank them for their involvement.

In addition there were optional visits to local attractions, golf sessions and shopping trips to fill the time in between training and matches. One very popular visit was to the fan miles which were available in the main cities for those without tickets to enjoy the games. The one we used most was in Frankfurt where there was an enormous double-sided screen in the River Main with tiered seating along both banks for spectators. I saw the France game with Korea and the atmosphere was excellent.

The match officials had plenty to remind them of their involvement in the tournament. As well as the uniforms, leisure wear, referees' kits and training gear they received a watch for the matches. Many people took photographs and these were collected together and burned on to two CDs to be given to each participant. A DVD also reminded them of the physical training, the practical activities and a number of amusing incidents. Finally everyone has their tournament medal and personal memories of The FIFA World Cup 2006™.

John Baker is currently a FIFA Referee Instructor and has travelled the world delivering training. He retired in September 2005 as Head of Refereeing at The FA having been in post for five years. He was instrumental in putting a number of key initiatives to support referee training and development.



TRAINING OR LEARNING?

"I forgot what I was taught; I only remember what I've learnt"

RAY OLIVIER

'Training' suggests putting stuff into people, when actually we should be developing people from the inside out - so they achieve their own individual potential - what they love and enjoy, what they are most capable of and strong at doing, rather than what we try to make them be. 'Learning' far better expresses this than 'training'. Training is about the establishment. Learning is about the person.

Training is (mostly) a chore; people do it because they are paid to. Learning is quite different. People respond to appropriate learning because they want to; because it benefits and interests them; because it helps them to grow and to develop their natural abilities; to make a difference; to be special. Training is something that happens at work. Learning is something that people pursue by choice at their own cost in their own time.

The word 'learning' is significant; it suggests that people are driving their own development for themselves, through relevant experience, beyond work related skills, knowledge and processes. 'Learning' extends the idea of personal development to beliefs, values, wisdom, compassion, emotional maturity, ethics, integrity - and most important of all, to helping others to identify, aspire to and to achieve and fulfil their own unique individual personal potential.

Learning describes a person growing; it focuses on facilitating their development by helping them grow and aspire to fulfilling their own personal potential.

Skills and knowledge are the easy things. Most people will take care of these for themselves. Helping to enable and encourage people into becoming happier, more fulfilled people is what our instructors should focus on. Achieve this and the skills and knowledge will largely take care of themselves.

Give people choice in what, how and when to learn and develop - what are their needs? Don't just pick a training course off the shelf or something you are very comfortable in delivering if it does not satisfy the student's learning needs. People have different learning styles, rates of learning and areas of interest. Why restrict people's learning and development? Help them





learn and develop and they will quite naturally become a more positive and productive referee. Talk about learning, not training. Focus on the person, from the inside out, not the outside in and offer relevant learning in as many ways as you can.

How do our senses affect thinking and learning? How can we use Visual, Auditory and Kinaesthetic Information in our training sessions to greatly improve thinking and learning?

Each of us has a natural preference for the way in which we prefer to receive, process and communicate information. This is largely genetically determined, but is also susceptible to development, particularly when we are young. There are various ways in which we process information and there are some simple ways in which we can enhance the effectiveness of our communication once we are aware of them.

One way to detect a person's preferred processing mode is to watch their eye movements, particularly when they are thinking or answering a question.

VISUAL thinkers tend to look upwards
AUDITORY thinkers tend to look straight ahead
KINAESTHETIC thinkers tend to look downwards

Of course, in practice, it is not quite as simple as this. Additional factors affect eye movements - such as whether the person is trying to recall real or imaginary circumstances.

A person's learning style is a combination of how they perceive, then organise and finally process information. When you are familiar with your learning style, you can take important steps to help yourself learn faster and more easily.

The three main channels or senses we use to take in information are Visual, Auditory and Kinaesthetic (VAK). Most learners use all these senses, but some learners have preferred learning styles through which the brain receives, stores and retrieves information. The brain is



like a TV set with several channels for taking in information. Often, one channel is clearer and stronger than the others and a person may rely more on this channel than the others.

Visual learners process information through what they see. They think in pictures and have rich imaginations.

Auditory learners process information through what they hear. To them, talking is a learning function.

Kinaesthetic learners process information by experiencing, doing and touching. They try out, touch, feel and manipulate. They express their feelings physically. They like to move around and gesture when speaking and may be poor listeners.

Some aspects of learning styles may represent strong inherent preferences, but all learners can benefit from multi-sensory approaches to learning.

In previous years, we have tended to emphasise the visual and auditory methods of instruction rather than the kinaesthetic. Our FA National Course for Referee Instructors certainly endorsed this in the past and we have had to change the way in which we now train our instructors. The previous way may have made learning more difficult for those students who prefer a more physically active mode of learning, those who like to work with their hands and those who are incurable fidgets in the session. Instructors cannot offer every learner their preferred learning style at all times, nor would this actually be in the individual's interest. A variety of activities within a session can, however, better accommodate different learning styles. It can also provide breaks and shifts of attention and prevent boredom. Instructors should therefore plan to use a variety of teaching approaches in their sessions to cater for and stimulate all learning styles.

There are many Learning Styles Questionnaires on the Internet, just select a search engine and type in Learning Styles Questionnaire. Most of them are free and give instant feedback on your preferred learning style - give it a go!



Ray Olivier is The FA's Regional Referees Manager for the Midlands. He is an extremely experienced National List Referee who has travelled extensively in Europe, Africa and South America representing The FA. He is the National Manager for Instructor Training. Ray.Oliver@TheFA.com





THE FA NATIONAL REFEREE INSTRUCTORS' COURSE

July 2006 A Student's View

JULIAN CAROSI

What a great pleasure and an honour it was, to receive a nomination from my Wiltshire County FA to attend The FA National Referee Instructors' Course 2006, held at Staverton Park near Daventry. It was not without some trepidation though that those stories of working up to three or four o'clock in the morning, in previous courses, began to play on my mind.

The course turned out to be a breath of fresh air in one of the hottest weeks on record in England.

The pre-course brief and comprehensive programme, which arrived a good month ahead of the start date, listed all of the candidates, broken down into several groups of six. We would be working together in these small groups and presenting in front of each other throughout the week. Each candidate is required to prepare a 15 minute classroom teaching session prior to arriving at the course, on a given subject ranging from, 'Communication skills when approaching Club Officials prior to the game', to 'Recognising Penal Offences'. The presentations form part of a virtual 'Newly Qualified Referees' Seminar' that each student delivers to his group members, who form the dummy audience on the second morning of the course.

Each group has its own large workroom allocated, where presentations and preparation are carried out. I was allocated to Group Two, headed by Keith Hill who was to be our Group Instructor throughout the week. The course is structured over seven days, from Saturday to Friday. Each day begins with a mass gathering of all the candidates and instructors, to review the previous day's learning. Following this, the candidates disperse to their respective group workroom, where the next presentation topics are handed out and where feedback on previous presentations is discussed. In addition to the pre-course topic, a further four presentations, two classroom and two outdoor practical sessions are required to be individually constructed and presented by the candidates during the week. In total, over the whole week, there are four sessions at 15 minutes each, and one at 20 minutes to deliver.

The course got off to an explosive start at two o'clock, when the thunderstorms that had been brewing all day







Yes, it was hard work,
but it was also very enjoyable.



suddenly erupted, blowing a large opened skylight completely around in its hinges, resulting in a torrent of rain cascading into the lounge where we were all gathered awaiting entrance to the main conference room. Chris Hall, Hertfordshire, was first up the stepladder in a vain attempt to close the opening and stop the rain pouring in. The cool rain provided Chris with temporary relief on that very humid day.

The first day is used to welcome the students, provide an overview of the course and to allow the candidates to mingle and settle into their new environment. A new Instructors' Manual, the thickness of a goal post, was also provided. Course Coordinator Ray Olivier was not long in making us all very welcome at kick-off, by having us all in 'stitches; with his humour and bright personality. The final session of 'Day One' was held in the syndicate rooms, where group members introduced themselves, prior to completing an introductory exercise.

To emphasise the gradual progression that we were encouraged to achieve throughout the week, our Group Instructor Keith Hill introduced us to the fun of Bop It. Pull it, Twist It, Spin It, Bop It, Flick It. This dexterous child's toy requires full concentration, dedication and new skills to increase your individual score. The idea is

to flick, twist, pull, spin and bop the various knobs when instructed by the squeaky electronic voice. My first attempt at the end of Day one was zero. By the end of the week, I had achieved a creditable score of 31.

The juxtaposition of this gradual progression, with the central message of the course, was clearly emphasised. In other words, we would be learning new teaching and coaching techniques that required us to take risks, thus resulting in our gradual progression by becoming better instructors by the end of the course. It is therefore not the level of the individual presentation 'tick mark' assessments that proved to be important, rather our ability to progress forwards by using the newly learnt teaching and coaching skills. The eventual 'Bop It' winner of Group two was Jo Northey with a score of 48. Following day one, the next five days are structured to allow presentations to be set, delivered, marked and constructively analysed by the Group Instructor. Each day, new teaching techniques are provided en masse to all of the course candidates, by the very capable course instructors. For example, in one afternoon session, the audience was split into small groups and asked to draw the 'perfect referee' onto a flip chart. This not only resulted in a great deal of fun that relieved the pressure that had been building up following the delivery of

individual outdoor practice sessions that very morning; but it also provided a way of teasing out from the audience, enough information to provide a very interesting and lively teaching session on what is expected of a referee. Whilst PowerPoint slides still have a part to play in the instructing world, the new emphasis is more on promoting and using coaching skills that involve audience interaction. The future of referee training is moving towards more practical sessions to be held outdoors in the real live environment.

There are two outdoor practical coaching sessions to be delivered by each candidate. These were held on playing fields a few minutes' walk away from the classrooms. The outdoor sessions involved subjects ranging this year from, 'Goal-Kick Management', to 'Caution and Dismissal Procedures'. As the week progressed, a great camaraderie built up within each group.

When candidates are delivering their presentation, the remaining group members have to play the part of an audience, ranging from new referees, to newly promoted Level 4 Referees - depending on the session being delivered. The camaraderie is doubly important, as the members will be invited back together as a group when re-licensing is required in five years' time.

It was very important for the group members to remain focused and serious whilst a colleague was delivering his/her session; but this proved to be difficult on a number of occasions. In one outdoor session, whilst a group member was delivering his session, mimicking a situation where he was a referee having a word with a perpetrating player, the following words were heard, "I told you once before and I won't tell you no more." An image of Leo Sayer singing those famous words in his squeaky voice suddenly appeared in the minds of the group members, who could not help but fall about laughing. Needless to say, those present will never be able to seriously use those words again in a real match situation! "I told you once before, and I..."

Following the delivery of the final individual student presentations on Thursday, the candidates and instructors enjoyed a splendid suit and tie dinner. On the final morning, Alistair Smith, an expert in modern

education and thinking, delivered a brilliant and very humorous session on how to get the best out of an audience. This ranged from blindfolded group members of the audience trying to pull wooden blocks from a towering structure, to witnessing grown-up (spider-fearing) referees cowering in their seats as the power of communication (in this case, an empty shoe box covered with a cloth) travelled nearer and nearer!

So finally to my personal thoughts:
Yes, it was hard work, but it was also very enjoyable.

The accommodation was very good, with en-suite rooms, gymnasium, swimming pool, sauna and golfing facilities available.

The importance of the inter-group participation and the camaraderie was a major factor, and very satisfying; with many new and hopefully long friendships blossoming throughout the week.

Course Director Ian Blanchard and Course Coordinator Ray Olivier can be very proud in putting together a very well balanced week, ably assisted by all of the superb group instructors and presenters. The candidates too, played their part!

If you are interested in becoming an instructor, please contact your County FA. It is a great job, and very rewarding. <http://falearning.TheFA.com>

I can't wait to start using the new teaching and more importantly coaching skills.

Julian Carosi is a Licenced FA Referees' Instructor and Assessor from the county of Wiltshire. He is a member of the Melksham Referees' Society.



WHY BECOME AN INSTRUCTOR?

MICHAEL READMAN

Becoming an FA Referees' Instructor is a very rewarding and enjoyable part of the refereeing world. It enables a vast amount of personal experience gleaned over the years, to be passed on to colleagues who are keen to progress up the promotion ladder. Experience can provide an astute route out of tricky match situations; experience also champions the success of using best practices, not only for those seeking promotion, but also as a fillip to enhance the level of enjoyment for those referees who are happy officiating at their current level.

Involvement in the instructing world also has a great benefit to those who wish to continue officiating. It is a well known fact that humans remember 95 per cent of what they teach, 80 per cent of what they experience and 70 per cent of what is discussed. Conversely, we only remember 20 per cent of what we hear and a miserly 10 per cent of what we read. It follows, that becoming an Instructor, Mentor, or an Assessor, will have a very positive effect on an individual referee's personal performance on the field of play.

Following the setting up of full-time FA Referee Regional Managers and the reclassification of referee levels at the beginning of season 2001/2002, instructors were asked to commit themselves to providing in-service training, promotion seminars, academy coaching, newly qualified referee and call-back courses, instructional presentations at local Referees' Society meetings and other courses. This expanding portfolio continues apace today, with instructors becoming more involved with developing their own course training prospectus, becoming involved with child protection, assessor and mentor training, promotion of physical awareness programmes and diet advice amongst many other subjects; all geared towards recruitment, retention and the development of referees.

Instruction is a tremendous way of putting something back into the game. The feeling you get when you see referees that you have coached gain promotion, is what makes it all worthwhile.

By the time I had achieved the referee level of Class 1 (in the old money!) at 39, I was well and truly hooked and enjoying my refereeing immensely. I soon realised, however, that I had left it too late to have any chance of becoming a top flight referee. About this time, instructor David Kirk was solely responsible for organising the Durham County FA basic courses and recruitment campaigns run by the Referees' Association in Hartlepool. I offered my services and after two seasons of assisting with setting up the training room, marking homework and picking David's brains, I found myself heading to Lincoln for a successful week on The FA Registered Referee Instructor Course; followed two years later in 1999 by becoming an FA Licensed Referee Instructor.



The work at our Hartlepool Referees' Society forged ahead in 2002, with fellow instructor Bill Reid and I, piloting the two-tier FA Basic training course in the North East; culminating in a report provided to The FA on the success of the scheme. Following the successful application by the Hartlepool Society for a £5,000 Lottery grant to purchase multi-media kit, FA Licenced Instructors Shirley White and Gillian Armstrong joined us in a successful Referees' entirely women basic course. The multi-media kit continues to provide instructional debate at each Hartlepool Society meeting, with recent match incidents being dissected via lively debate and solutions provided by the eager participants.

With the encouragement from our Regional Manager Alan Wilkie, Bill Reid and I have moved on to become FA Generic Tutors. We have attended a course with The FA Premier League with a view to delivering Basic Law seminars to the young professional footballers in the English Premier League as part of their Btec qualifications.

I have completed The FA Child Protection Tutor workshop and will be delivering this to candidates on the basic course in Durham since this is now mandatory I am a member of the National Project Group headed by Regional Manager Janie Frampton that is looking at

changing the current format of Basic Referee Training, with a view to modifying the way The FA provides instruction to referees and how we can increase retention figures. I recently attended the National Licenced Instructors' Course at Staverton Park as an observer with a view to becoming a Group Instructor on future courses; and I have also worked as a Group Instructor on Registered Instructor Courses.

I was proud to see four referees who recently attained Level 3 status were students on a Basic Referees' Course that I was involved with. That is a tremendous feeling.

So why don't YOU consider instructing? The support from The FA is superb and it will certainly keep you more involved in the game. Contact your FA Regional Manager for details.

And why not ask who taught them to be referees? I bet they will remember!

Michael Readman is an FA Licenced Instructor and a member of the Hartlepool Referees' Society. This is his first season in retirement. He is involved with gathering news for the National RA website and is web master of the Hartlepool RA site.



The 16th International Instructors Course and The 3rd Advanced Group International Instructors Course

IAN BLANCHARD

Whoever coined the phrase, "Hard work directed in the right direction leads to success", was a shrewd person. For seven days in September 2006 over 50 people came together, in many cases strangers, but by the end of this long week, friends. For many, the challenges presented to them were hard, but for everyone, sheer hard work with a modicum of determination resulted in success for everyone.

The venue for the International Referees Instructors' Courses was Staverton Park Conference Centre, Daventry, Northamptonshire, a location well known to the Referees Department, in fact you could say it has become our second home. It certainly is a comfortable and conducive learning environment with the flexibility to suit our demands. This week-long course running from the 17 to the 23 September 2006 was no exception. A total of 43 students attended the course from 22 different countries, travelling from as far as Australia, Trinidad, Hong Kong and Nigeria as well as having students making the short journey from Ireland, Malta and Cyprus. Six students attended from Malawi, Lesotho and Botswana funded by our International Relations Department as part of the Meridian Project. There are many aspects to organising and running a course of this nature, not to mention being aware of the cultural and social extremes that a group of this nature come from.

It was evident from the first day that we had a unique group of people in our company. A group who quickly gelled, sapped every inch of information from the Group Instructors and myself, as well as finding time to enjoy themselves. There were a number of high profile ex-FIFA officials in the group, ex-World Cup Referees and some who have responsibility for governing and developing referees back in their own country.

The essence of the International Course is to introduce instructional and presentational skills and techniques as well as offering advice on planning, design and delivery. The advanced course offers some of the principles of

the Generic Tutor Training Programme as well as further enhancing the principles of teaching and organising learning sessions.

As well as using the skills of the Regional Managers to facilitate the training I also invited two very experienced County Instructors, Barry Gee (Gloucestershire) and George McCaffery (Wiltshire), both County Training Officers in their respective counties. As expected, they responded to the challenges of being a group instructor, offering a lot of time and effort to developing a group ethic as well as developing individuals within the group. 112 teaching sessions were presented and appraised, 15 key presentations were delivered by the team of instructors, two live games of football were watched, two fitness sessions were held, over 400 meals consumed and goodness knows how many cups of coffee.

I will leave you with a few comments from the students:

"I have been on referee courses throughout the world, but this has been the best"

Stanley Darville, Bahamas

"You ought to think about developing a master's course, what you have is very special"

Steve Fenech, Australian Soccer Federation

"You have a great team with so much passion and knowledge"

Nadeen Veerasamy, Mauritius.

Praise indeed but at least it shows we must be doing something right. Seven students have already booked on next year's course. Here we go again!





MODERN IDEAS ON REFEREE TRAINING

ALISTAIR SMITH

Tofik Bakhrarov is, arguably, football's most famous match official. Azerbaijan's national stadium in Baku is named after him. He was the 'Russian' linesman who gave Geoff Hurst's goal ten minutes into extra time in the 1966 World Cup final. When asked on his deathbed how he knew the ball was over the line he is alleged to have uttered only one word - 'Stalingrad'. Bakhrarov was considered a great referee by his countrymen - an Azerbaijani hero. Outside the stadium, they have his statue, so what are the qualities of a great referee? Will we ever see a statue of a match official here in England - maybe on the patch of grass outside The FA headquarters?

Answering the question about the qualities of a great referee brings them running in white coats. Yet it shouldn't be too difficult and, of course, until you define it then you never know how to get it. Defining the qualities of a great referee allows us to think more productively about selection, teaching, development and support.

Are great referees born or are they made? Most match day crowds would have a clear view on their provenance but ignore that for the moment. Born or made? A psychologist would be able to tell you whether an individual had the personal qualities suited to higher level decision-making in a pressured environment before that child reached their teens. Intelligence is in part genetic, partly a consequence of early experience and partly derived from direct intervention. Refereeing ability - at the elite level - will be much the same. For me the most important qualities of a great referee are the personal attributes which the individual brings to any life experience. Personality testing would identify those who could be great, but in the absence of such tests in this article, let me define my five attributes of the great referee for you.

An attribute is a personal quality. It is relatively stable over time and begins to emerge in early childhood. There are some qualities which are desirable and others less so. The desirable attributes for a referee are:

1. Physical fitness: fatigue leads to errors of judgement - ask any tired lorry driver. A referee needs not only to keep up with play but think clearly when doing so.

2. Sensory acuity: excellent eyesight, hearing and physical awareness.
3. Flexibility of mind: refereeing is problem-solving with rapidly changing variables at speed.
4. Evenness of temperament and concern for fair outcome: stability of emotional response depends upon personality traits formed in childhood. Concern for a fair outcome means burying one's own ego. Not all referees can do this.
5. Resilience: is sticking at it in the face of adversity. This is not dogmatism - but a willingness to shoulder responsibility.

Personal attributes are the most important indicators of the potential for greatness. More so than knowledge of the laws, or skills in their interpretation, or match experience. Choose your parents wisely!

Attributes

1. Physical fitness
2. Sensory acuity
3. Flexibility of mind
4. Evenness of temperament and concern for fair outcome
5. Resilience

Knowledge

1. Laws of the game
2. Contexts in which decisions take place
3. Technical understanding of the game
4. Behavioural response
5. Match procedure

Skills

1. Clarity of communication
2. Understanding of consequences of interventions
3. Advantageous positioning
4. Team working
5. Interpretation of laws in match situations

Experience

1. Performance under duress
2. Errors - learning from mistakes
3. Officiating matches
4. Seeking the views of others
5. Performance collapse





Next comes the knowledge. London taxi drivers spend years on mopeds with maps and an A-Z learning their trade. They drive around in all weathers testing themselves, getting it wrong, starting again and sticking at it. Most referees will have sat in a classroom and seen a few slides.

Things are changing. Referee training is improving for the better, but there may still be some who view learning to be a referee as something to be endured. Knowledge for referees needs to be liberated from classrooms and seen as more than just fluency in the laws. What referees must know does not stop at what's in the book. Here is my list:

1. Laws of the Game: best learned with others and through a variety of methods, the best of which approximates the real situation - for example, role play
2. Contexts in which decisions take place: an appreciation that some game situations generate likelier opportunities for infringements and dissent and being ready for those moments
3. Technical understanding of the game: basic knowledge of how players move, tackle, collide, manipulate and work with each other
4. Behavioural response: being able to read the likely response of players and staff, particularly to unfavourable decisions and manage a way through positively
5. Match procedure: what happens in what order before, during and after a match.

So select first on the basis of the right attributes, then train in the knowledge of the game including its laws. What next? Next we develop the appropriate set of skills, and for me they are as follows:

1. Clarity of communication: unambiguous and timely decision-making communicated in the simplest possible language
2. Understanding of consequences of interventions: an informed and professional understanding that there are times to intervene and times when it may be astute to avoid doing so
3. Advantageous positioning: being fit is one thing but you also need to be smart enough to be standing in the optimal position for you and your team to make decisions
4. Team working: having a game plan, investing trust in your officials and knowing when to defer to another view
5. Interpretation of laws in match situations: this is the crux of refereeing - it's the difference between intent and accident. The skill of judging when a hand across the face is deliberate or a necessary consequence of jumping for a dropping ball.



All of this will produce a good referee but one still not worthy of a statue in Soho Square. Not yet anyway. For that we need experiences. The experiences to which I refer do not all come from football matches. Many will come from handling domestic situations or reconciling conflict at work. Some may arise as a result of mistakes made in the past or from following a course of training in another discipline. For me they include:

1. Performance under duress: this is about problem solving in hostile and stressful situations. It could have been learned in another profession - the ambulance service, teaching, police work. It may be that it has been learned through a different sport such as orienteering. The true measure of a great referee comes out in such moments.
2. Errors - learning from mistakes: arrogance and ignorance are a deadly combination. Truly talented people turn mistakes into learning opportunities provided they get that opportunity!
3. Officiating matches: there is no experience like doing it for real and in as many different contexts as possible.
4. Seeking the views of others: feedback is the breakfast of champions. Seek out the views of others. Watch matches with non-referees and get their take. Be open!
5. Performance collapse: knowing what to do when it all goes 'pear shaped' and you begin to feel less than adequate doesn't get taught on courses. This is part of life. It's also where a mentor could be of help. This is someone you trust who helps you deploy the other tools and techniques to reframe the experience and come out better for it.

Finally, and before I finish, many of you will be thinking about words like authority, control, charisma and maybe even presence that are missing from my inventory of great refereeing qualities. Pierluigi Collina would be someone whom I would regard as having 'presence' in the way that Jack Pallance had it as a bad guy in those spaghetti westerns. However, presence is a consequence of a combination of attitude, knowledge, skills and experiences. Remove Pallance's gun and his presence diminishes. Remove any one of the above qualities and your 'presence' disappears before your eyes! Collina without an understanding of match procedure or a weakness in positioning wouldn't be quite so intimidating.

If refereeing is problem-solving with rapidly changing variables at speed and it involves humans at both ends of any decision, why teach it through compartmentalised experiences? Should we not be trying to recreate the real conditions as closely as possible in our training? It seems incongruous to me that referees at the highest level will do classroom sessions, decision analysis, physical fitness, communications skills and share experiences but have limited opportunities to marry these into a training challenge. It remains a subject for another essay, but I'm already thinking about the equivalent of orienteering for referees. You arrive at a succession of way points knackered and then have to make instant decisions with real consequences. There must be some merit in this sort of training at the elite end.

I'm not sure whether Tofik Bakhranov had any of the above qualities in any degree or whether he did orienteering. I am sure he has a statue - and Sir Geoff Hurst unveiled it.

Alistair Smith is the designated Learning Consultant to The FA. This summer he worked with referee tutors on their residential training programme. In this article he examines an alternative view on what great referees might look like. These views are his own - he would like to point out that he has never been a referee!

DEVELOPING REFEREES IN SOUTH AFRICA PHASE I

PRETORIA, 23-28 JULY 2006

CRAIG COX

I wonder just how many Instructors here in England would drive, or use public transport across nearly 1000 miles in some instances, to attend a training course, and then have to wait 18 hours after the conclusion of the course to return to their homes and families on sporadic public transport? For this was the dedication shown by some of the 60 students from all over South Africa, ranging from a preacher to a quality assurance manager, who attended an FA - provided Course arranged at the request of the South African Football Association (SAFA) to assist in establishing a foundation for future referee instruction and development in that country.

I was part of The FA Instructors team who travelled to South Africa, consisting of FA Regional Referees Managers Janie Frampton and Edward Stone, along with FA Senior Licensed Instructors Derek Bray and Steve Stewart. Our experience in delivering international projects, ranged from nil to extensive! The students were divided into five syndicates of 12 delegates. This was a challenge to administer, particularly for the topic presentations. However, it was not a barrier to the performance and success of the course.

All of the students had been active referees to a relatively high level within their National Game and a number had FIFA experience. One delegate, Achmat Salie, was an Assistant Referee with our own Mark Warren on the 1998 World Cup Final between France and Brazil in Paris. Due to the recently changed principle, that only retired officials could become Instructors, the great majority of the delegates were no longer actively officiating. There are a number of national languages to contend with, English being a second language for most of the students attending. Individuals tended to use two, three or even more names - an anglicised name, a nickname, tribal name and / or other family names. Lack of historic information or records, plus attaching new information under any combination of the names possible, proved to be a considerable challenge.

South Africa is divided into approximately 48 different District FAs, Regional and Provincial Centres, in which it is difficult to achieve uniformity and approach - very



similar to the disparities and interactions between our own County FAs here in England.

South Africa has historically enjoyed close ties with the German Football Federation (DFB). It was the SAFA Referee Development Officer Carlos Henriques who instigated the approach to our Referees' Department at The FA. This was a result of his visit to Germany and attendance at an FA domestically run International Referee Instructor Course as a delegate and later at our Advanced Group event in September 2006.

The next World Cup in South Africa is awaited with keen anticipation, both by SAFA and the populace. A number of developments and TV articles are already circulating in the South African media relating to the tournament, despite a further four years to kick-off.

The venue, The High Performance Sports Centre (HPC), is attached to the sports faculty of the University of Pretoria. It is a modern purpose built self-sufficient



facility for the support and development of sporting excellence across many disciplines.

The facilities are dominated by rugby pitches, many of them with floodlight facilities, although there is a unique design of multi-purpose rugby / football posts with multi-pitch markings. This is quite a common arrangement for many teams to use in their local or even provincial leagues on artificial surfaces. National and visiting sports teams and clubs are able to book time and use of the facilities which support rugby, football, cricket, swimming, hockey, tennis and athletics, along with sports medicine and therapy units plus an extensive gym.

The course timetable was based on The FA domestically run International Course for Referee Instructors. The students were taught the principles and skills of basic referee training with two presentation topics to be delivered by each student, leading on to an in-service training presentation and then a final presentation on an associated theme. An introduction to practical training

and coaching techniques was also included, and this proved to be very popular with the students.

A number of evening lectures were also provided for the delegates. These ranged from information focused topics such as how The FA is structured and how it operates, to one of the recent PGMO Conference lectures covering topical issues. This served to emphasise the link on how basic law and top level refereeing go together.

Progress reports were submitted to the SAFA on student performance during the week. A number of the students have been earmarked to be the main contacts within their Provinces. It is worthy to note that the students found the whole course extremely motivating and their participation and whole-hearted involvement would be examples to any other group worldwide. We were informed that in South Africa extremes of emotion are expressed by spontaneous outbreak into song, particularly the "Shosholozza" meaning "push on move



The students found the whole course extremely motivating.

forward together." This is a native Zulu anthem, and to experience the resonance and rhythm and emotion conveyed when this happened on a number of occasions is difficult to describe in terms of the emotions that it evoked.

The impression given was that the students expected the course to be based around reading and simply explaining the Laws of Association Football (LOAF). To be taught and then examined on teaching and training techniques using the methodology integral to our current thinking and practice was well beyond their expectation. To this extent, we hope to have raised the bar of what will be required in their eyes for the future. The students certainly responded positively and wholeheartedly and reached levels of attainment that surprised us all. This bodes well for the future of the SAFA's plans.

It was the intention to give as much media profile for the event as possible and Carlos certainly achieved this. He arranged for various parts of the course to be filmed as part of a promotional DVD / video to publicise his plans to the SAFA. However, notice was also given to the National TV networks and on two occasions cameras were present to film elements of the particular day's events and the Closing Ceremony. Footage was shown on national news. In raising the profile of the students, they were also provided with a full range of Adidas kit to provide a strong central identity with the ethos Carlos was endeavouring to engender. The success of the marketing aspect of the event was witnessed at the Closing Ceremony, with a significant number of high profile individuals within SAFA wanting to come along and be associated with the project. It is hoped that the SAFA will consolidate and expand the success of the project, by developing it themselves into a more integrated strategy for referee development within their country. Attendees at the Closing Ceremony included Mmbulaheni Nematandani - Chairman of SAFA Referees' Committee and National Executive Member, Zola Dunywa - Head of Football Development (who also supported at other times during the week), Steve Goddard - SAFA Referees' Committee member and Ian McLeod - Chairman of SAFA Technical Committee.

When the Attendance Certificates were presented to all of the delegates, there was a show of genuine enthusiasm and affection. Following attendance of the training, the students will need to be assessed in their Province, to confirm the individual's competence before receiving the final completed course qualification; similar to the competence marking criteria used by The FA for our Licenced Referee Instructors here in England. From the immediate student feedback and from views expressed by SAFA members at the Closing Ceremony, the course seemed to be a success. But the real success can only be truly measured by the sustainability of the SAFA in continuing this programme of training. This is to be discussed further with The FA as part of a longer-term project over future years. This is only the start for the SAFA. It was a privilege for all of us to be part of the team as ambassadors for The FA.

If SAFA throw themselves into the World Cup 2010 with only a fraction of the warmth shown to us, then the tournament will be an incredible event. The welcome given to The FA Instructors team, the enthusiasm shown and camaraderie given to us by the students, the leadership, friendship and support of Carlos Henriques was exemplary. The facilities and The High Performance Sports Centre staff also played their part in contributing to the whole event. For those of us fortunate to represent The FA, it can be defined as a focal point in our own life experiences and we trust we have provided a more stable foundation for the future of refereeing in South Africa.

Craig Cox is one of The FA's Senior Licensed Instructors. He has worked both in his own County FA - Devon - and nationally as developing Referee Instructors. Craig has been a regular staff member on the National Course and the annual re-licensing weekend. He is currently a National List Assessor for The Football League.



THE FA NORTH WEST REGIONAL **REFEREES MANAGER**

STEVE SWALLOW



My involvement in football began at a very early age and my first vivid memory was running out as a mascot on Boxing Day 1987, aged four years old. The match was Crewe Alexandra versus Swansea City. I still have the photographs of me kicking around with Crewe's young star at the time, David Platt. From that point on, I watched with interest from the terraces at Crewe, whilst I stood on top of a milk crate.

My life now revolves completely around refereeing and football - something you'll never hear me complain about!

It wasn't until 1992 that I joined my own football team but around the age of thirteen, I began to struggle continuously with injury before I finally had to stop all sporting activity. Extremely frustrated by not being able to participate, I wanted to stay involved with sport in one way or another. It was my Dad who suggested that I took the referees' course. So, in 1997, aged fourteen, I did just that. If I had known where to go for support at that time, I may have taken up refereeing more seriously and forgotten about playing completely. Thus I completed The FA Junior Team Manager course and was rewarded with an FA Coaching Certificate, now recognised as a Level 2 NVQ. I was subsequently employed by the Ian Rush Finishing School during College holidays.

However, eight years ago the modern day support structure was not in place. I did, however, receive a great deal of help from Crewe Alexandra's Youth Academy and I really enjoyed officiating in that safe, professional environment, and benefited from refereeing at the higher standard of football. This standard is indicative of all the Refereeing Academies attached to professional clubs.

In 2001, I started my degree in 'Sports, Coaching and Exercise Science'. Unfortunately, refereeing had to take a back seat. However, I never once failed to register as a referee and carried on officiating at least once a week and, of course, I continued apace with my development games within the Academy Structure at Crewe.

I became Referees' Development Officer at Cheshire County FA in June 2004. People at the Cheshire County FA, particularly the Chief Executive, Maureen Dunford, displayed a huge amount of faith in me. It helped me to gather a wealth of experience in a relatively short space of time. As I grew in confidence, my profile grew accordingly. During this time, I progressed to Level 4 status as a referee - which obviously increased my credibility within the job.

In March 2006, I was offered the job of North West Regional Referees Manager at The FA, following Ian Blanchard's promotion to Head of National Referee Development. Accepting the offer was probably the easiest decision that I've ever had to make.

I am enjoying the challenges that are being thrown at me. I have been delighted with the response that I have received from the Counties within my region. I have certainly benefited from my ongoing and growing relationships with key personnel within the various County FAs, and with the rest of the Regional Managers team, nurtured from my time as Referees' Development Officer in Cheshire.

My life now revolves completely around refereeing and football - something you'll never hear me complain about! It has been a challenge trying to manage my own refereeing career around the demands of the job, so I have to be extremely vigilant in closing dates and managing my appointments.

I like to think that with the work that I produced and the huge strides that we made in Referee Development within Cheshire, it proves my dedication and commitment, regardless of the fact that I am still a very young and relatively inexperienced referee. My main responsibility as Regional Manager is to supervise and support referee development in the North West, Cheshire, Liverpool, Lancashire, Manchester, Westmorland, Cumberland and the Isle of Man. I have also taken on the national responsibility for referee fitness, which is something I am well equipped to deal with, having a background in sports science and a keen interest in the subject.

It goes without saying that the job I now have is a big challenge. However, I believe the rewards are even bigger. Therefore, I look forward to the continual challenges that the job presents and hopefully, furthering my own development as a referee.

And most of all, I aim to repay the faith shown to me by those who were responsible for my appointments, and by helping referees to the utmost of my ability as part of an exciting team.

Steve Swallow, Regional Referees Manager North West. steveswallow@thefa.com



DALLAS CUP XXVII IN THE USA

GEORGE McCAFFERY

The Dallas Cup is the oldest international youth soccer tournament in the United States, celebrating its 28th year in 2007. Since its inception in 1980, the Dallas Cup has played host to teams and referees from over 45 states, 100 countries and six continents. The tournament is held every spring from Palm Sunday to Easter Sunday. Boys aged 11-19 participate in seven age groups. The Dallas Cup entertains more than 160,000 spectators; watching teams from all over the world participate in an extremely intense and competitive environment. Some 120 match officials are involved in supporting this tournament.

This prestigious tournament provides an ideal opportunity for promising referees to experience an international competition as well as having the opportunity to work with top referees.

In 2006 the Dallas Cup was attended by young English referees selected from academy schemes from the RAF, Royal Navy and Manchester FA. Additionally Gerard O'Sullivan, a Level 3 Referee, offered to attend the event to support the instruction and mentoring of the candidates. The candidates were James Mainwaring (Level 4) - Manchester Academy, Matt Fox (Level 6) - Manchester Academy, Martin Malin (Level 5) - Royal Navy and Ronan Archbold (Level 4) - RAF.

This year a decision was to include two extra candidates who had made their own way to Dallas, Ricky Deller (Level 6) and Jamie Waters (Level 4). Already Surrey and Cheshire FA have expressed an interest in sending two officials to next year's tournament.

The PGMOB again supported the event by sending four officials. As well as the two Level 1 Referees, Gary Sutton and Darren Deadman, they arranged for a Level 2, Michael Oliver, and a Level 4, Chris Kavanagh, to attend. As per last year, the work carried out by the PGMO referees, in support of the academy, was most effective and all of them were approachable and informative throughout the tournament and provided additional motivation to a group of dynamic young officials.

The three designated physical training sessions on the days prior to the tournament were co-ordinated by Gary Sutton and Darren Deadman and, as expected, this interaction was very beneficial to the candidates and continued throughout the tournament. The team ethic and empathy between the officials was established very early and maintained throughout the tournament at an extremely high level. The experience of Chris and the approachable nature of Michael proved stimulus to the candidates and many technical and well-constructed discussions were undertaken during the tournament at every opportunity.

Trevor Simpson, the Referee Coach, who also attended the tournament on behalf of The Football League, was very supportive, discussing and providing good constructive advice. His contribution cannot be over-







The entire event was a memorable experience, one which provided many opportunities.

emphasised with both experience and credibility combined with a very professional approach, his opinion was continuously sought by all of the officials. As was Mike Hickling, an English Referee, who has attended 26 Dallas Cups, as he also, provided logistical and moral support to the candidates.

The candidates completed an average of 15 games, both as Referee, Assistant and fourth official, over the very active ten-day period. As the candidates would be acting as Assistant Referees (AR) on the Contributory Leagues next season, the training focus was on the role of the AR, combined with dealing with mass confrontations and selling the decision. These proved to be worthwhile exercises and all of the candidates took this information and implemented it into their performances. They were all receptive and actively involved in all phases of the academy.

All of the candidates and the PGMO officials took part in local league matches on the Saturday before the tournament to assist with their acclimatisation and provide an early opportunity to work with US officials. This provided the opportunity to observe, assess and



provide immediate feedback to all of the candidates. A candidate log was created for individuals; these enabled them to record feedback and create game plans.

In the tournament round-robin phase the candidates were actively occupied throughout the three days. To their credit they were all involved in either the quarter and semi-finals. Progression after the early rounds is dependant on recommendation from the assessor panel following their performance in those rounds and therefore it was most rewarding to have all of the candidates recognised by their appointments to the semi- finals and finals.

On the Tuesday and Wednesday whilst operating in temperatures above 90 degrees, they were all able to provide extra support to the Dallas Cup by covering additional games. The tournament staff were very impressed by the candidates' attitude, co-operation and commitment. The US officials, both referees and assessors, were surprised when they learnt of the limited experience of all of the candidates and they were all singled out for their professionalism and dedicated approach.



Extra home-stay families were again recruited in the local area and it was gratifying when they all reported that they were impressed by the good manners and positive attitude of the candidates.

Each candidate has been asked to present an individual personal report to their association. However, the common benefits of attending such a tournament are numerous but the main ones are listed below:

The early training sessions and interaction with the FL officials were motivating, valuable and rewarding.

The involvement of the Level 4 Officials provided the opportunity to establish the requirements for the next season on the Contributory Leagues.

The local games organised before the tournament helped in the acclimatisation and provided a positive insight into what will be required of them and immediate feedback.

The cultural visits on the first days worked towards their team-building whilst also creating an interest in unfamiliar subjects. The aims of developing lining technique and

(non-verbal) communication were achieved and should prove to be advantageous for the next season. They were all extremely grateful to their associations for the opportunity to attend the tournament and overall the experience of both the competition and social interaction were considered to be positive and stimulating.

All in all the entire event was a memorable experience, one which provided many opportunities for our referees to learn and develop. It is now down to them to utilise this experience to improve their performance and hopefully gain promotion or advancement.

The date of next year's tournament is 1-8 April 2007.

George McCaffery is an experienced Licensed Referee Instructor and currently the County Training Officer at Wiltshire FA. This year he worked on the International Instructors' Course as a Group Instructor. George is one of the co-ordinators for assessors on the Contributory League System.



REFEREES' ASSOCIATION NEWS

ARTHUR SMITH

RA Conference 2007

Following last year's successful weekend at Warwick, we return to the same venue again on 8/9 June 2007. The ambience and facilities were excellent and the weekend was universally enjoyed by all that attended.

The programme will start on the Friday afternoon for RAE members with the AGM. In the evening, the RAE's LMSA awards will be presented. There will also be a buffet reception with music and entertainment.

The RA Conference business takes place on the Saturday with a series of presentations and discussions featuring key figures from refereeing and football. Our thanks go to The FA for their continued support for this weekend and to the PGMOL, The Football League, The PFA and others who have helped with this event. This underlines the genuine co-operation that exists between the RA, the national RAs and other bodies involved in football.

The Annual Gala Dinner will round off the weekend on the Saturday evening, during which presentations will be made to the new RAE life members and those members of all three national associations who were awarded prestigious cup appointments during the season. There will be a live band following dinner as well as the results of a competition prize draw. Further details and booking forms will be available in the New Year.

Grand Draw

Tickets for the prize draw will be distributed to County RAs and societies during December and January. Do please support this fund-raiser as it has both local and national benefits. The proceeds are split 50/50 between the RA and those societies who sell the tickets. This valuable 'cashback' provides significant funding to the local associations. The more tickets you sell, the more you can earn.

There has been considerable discussion on the perceived benefit of a new (but small) car as the first prize, which has been the tradition. The consensus has been that a major cash prize would be more attractive and so £5000 will go to the winner with a series of supporting cash prizes. Good luck!

RA Supplies

We offer a comprehensive range of clothing and equipment of high quality at bargain prices and would claim to be the best value in the market-place. Stock items are despatched usually same/next working day and special orders such as FA or County badge-embroidered shirts normally take no more than three weeks to arrive.

We have just introduced the new 2006/07 catalogue and copies of it can be requested phoning the Supplies Department on 0800 328 9474. The full range can be ordered direct from the dedicated website: www.RAshop.co.uk via the secure payment process using your credit or debit card. Association members get their orders post-free while non-members have to pay a postage surcharge. Another good reason for joining your national association! Visit the website now or freephone for a catalogue.

Recruitment into the RA

The post-free concession for members ordering supplies is just one of the many benefits of joining your national



association. Benefits also include the personal accident insurance, access to the benevolent fund and assistance with legal advice, for instance. These operate on a national basis while, at district level, being a member of your local society brings you into regular contact with fellow members at monthly meetings. For membership information contact the Coventry office, which will put you in touch with your local branch.

The Website

Our website has had a complete redesign to make it more user-friendly with interesting articles relevant to you. We hope you like it. Visit us at www.footballreferee.org

Centenary of the RA

In 2008 the RA will celebrate its 100th birthday. Alan Poulain gave you some background history in the September edition of Refereeing. If you have any ideas as to how we can celebrate this event marking a century of service to its members, then the RA Board is open to suggestions and invites your ideas to be sent to Arthur Smith at the Coventry office.

Eve of the Final Rally

This became a national institution when The FA Cup Final was held at Wembley and was traditionally organised by LONSAR. When the venue moved to Cardiff, our colleagues in the Cardiff Society took up the challenge and have done a magnificent job putting on an evening each year that lived up to the standards previously set. They are to be congratulated on their efforts, especially doing it once again at such short notice last year.

There is every chance The FA Cup Final will return to its true home in May 2007 and, that being the case, the RA will take over the mantle of organising the event. Watch out for further details.

Arthur Smith, General Secretary National Referees' Association, previously was a referee on the Football League before he retired in 1994. He was Linesman at the 1989 The FA Cup Final. Before taking the post as General Secretary in 1992, Arthur was an engineer in Bromsgrove.
arthur@footballreferee.org





FAMOA

Development Events 2006

ALAN WILKIE

With 15 events yet to take place in the current season of FAMOA Development Days, numbers attending have exceeded expectations and quality of content and delivery has been maintained.

Ian Blanchard, as Head of National Referee Development, took the decision to hand over the responsibility for staging the FAMOA events to individual County Football Associations with support from the Regional Manager.

Events have ranged from an all-day event, such as the one at East Riding FA staged at the University of Hull at which a total of 67 turned up to take part in outdoor sessions in the morning and a series of presentations in the afternoon. Feedback was extremely positive and appreciative of the work of the County Training Officer (CTO), the instructors and the referees committee. The same scenario was repeated in a joint event staged by Westmorland and Cumberland FAs with 40 candidates turning up for that session. This pattern has been repeated across the country with referees, assessors, instructors and mentors attending events that have run all day, to half-day and evening events. To address individual county training needs Norfolk split the morning session of their all-day event with assessors attending a separate session from the referees. All those attending then got back together after lunch to enjoy and participate in the afternoon session.

Other counties looked to stage an afternoon event or perhaps an evening running along the same lines as each other, namely a selection of presentations from the previously provided FA material.

The organisers were encouraged at every event to have a keynote speaker to close the event with the final presentation. There have been too many to list them all but they have ranged from the Head of National Refereeing to current FIFA and Premiership referees, which gives you an idea of the resource and variety available to each county.

Venues have ranged from County FAs to Colleges and Football Clubs. Surely one of the most spectacular venues will be the London FA event which is being held at the magnificent Emirates Stadium, the home of Arsenal. This will be an evening event on the 1 February 2007 with a top referee as the guest speaker.

This new improved format is definitely working. Already 1737 people have attended the events so far, which has easily surpassed the 1054 at the seven FAMOA Days last year. It also exceeds the 1700 that was achieved with ten events a few years ago. And with another 15 local FAMOA Days still to be hosted this season we will have record numbers of referees taking part in their education and improvement as match officials.

Also, those attending have had less distance to travel as the events have been locally based. Some referees have found it easier to attend an event in a neighbouring county depending on their location and this has been encouraged. There has been a FAMOA event near you this season.

Lastly, as previously mentioned, County FAs have been able to use these premier events to provide training and education to a large number of referees and also to address needs specific to that County's match officials.

So if your county is still to stage their FAMOA Development Day please go along, I know it will be worthwhile. 1700 referees cannot be wrong!

Alan Wilkie is a former FA Premier League Referee who completed 456 games as a referee at the top level before retiring from the Professional Game in 2000. Alan is currently a Referee Assessor in both The FA Premiership and Football League. Alan took his position as Regional Manager -Referees for the North East Region in September 2001 and has been fortunate enough to visit three continents delivering training on behalf of The Football Association.



SOCIETY SPOTLIGHT

MELKSHAM

HERBIE MAGRI-OVEREND

The Melksham Referees' Society was inaugurated in the 1950s, and for a period of time it survived under the auspices of the West Wilts Society in Trowbridge; alternating independently until later returning under its Melksham patronage currently 34 members comprising of a very good age mixture with a growing influx of young referees.

Officials are President, Terry Gregory; Vice Presidents, Ken Mulraney, Mike Greenyer, Mick Perrin and Dave Phillips. Hon Life Member, Mrs Ann Bevan. Chairman (and fitness leader), Herbie Magri-Overend; Vice Chairman (and training officer) and Wilts County FA Training Coordinator, George McCaffery; Secretary, Colin Gould; Treasurer Paul Knowles; WebMaster, Julian Carosi.

The Melksham Referees' Society meets in Melksham House on the second Thursday of each month during the football season. Meetings start at 19:45 and are informal social occasions where all aspects of football and refereeing matters are discussed. For example, at the recent October meeting, members were entertained by the RAF and The FA Demonstration Team organised through Ian Thomas. The team played out three possible eventualities that could occur during a match and the Society members, who split into two teams, had to deliberate on what shouldn't have been allowed to happen and how to avert getting into those situations. Everybody got into the swing of things and it was heartening to see the younger element taking part. Many lessons were learnt that evening.

Notable Speakers have included Janie Frampton, Ted Croker, Roger Vaughan, Tony Rock, Ron Roberts, John Day, Alan Robinson, Derek Bray and Joe Guest.

In the 1970s Chairman Mike Bevan re-laid the foundations and made the Supplementary List of The Football League until his untimely death at the age of 42. Mike's legacy was taken over by Terry Gregory, who is currently Chairman of the Wiltshire County FA Disciplinary Committee. Graham Sutherland was the Chairman for season 1986/1987 until it passed, with a membership of only five, to the present incumbent Herbie Magri-Overend. Last year, Chairman Herbie Magri-Overend, an FA Licensed Referee Instructor, received an unexpected surprise when The FA presented him with an award for training his 1000th candidate. A successful commemorative dinner was recently held on the 25 November 2006 to celebrate the 50th anniversary of the Society.

Basic Referee courses are run regularly throughout the year over two weekends. The Society is privileged to have a number of active FA Licensed Instructors within its ranks and their services are regularly used at Society meetings to generate discussion on various subjects.

The Society focus is very much on the young referees, with lively discussions such as 'Problem Corner' being the highpoint of the monthly meetings. The Society is indebted to Melksham House and the adjacent Melksham Town FC for the superb facilities available for meetings and training.

Web Site: The Melksham Society can be contacted via their web site: www.footballreferee.org/web/melksham/

Herbie Magri Overend is an FA Licensed Instructor and FA Assessor of the Milksham Referees' Society in Wiltshire.







CELEBRATING FOOTBALL

through photographs and video



In 2003, The FA developed best practice guidelines relating to the taking of photographs and use of video. This guidance was designed to assist everyone involved in football to play their part in safeguarding children and young people when recording images.

The interpretation of this guidance has been varied and occasionally when it has been taken out of context, families have been prevented from taking pictures of their own children which is inappropriate. As a result The FA has revised these guidelines to bring greater clarity and consistency to the application of appropriate safeguards. The principles of this guidance remain the same but there is a change in emphasis in the way it is communicated. We believe that this change in emphasis is key to addressing any confusion.

There may be times when referees are asked to give their opinion as to whether or not individuals should be permitted to take photographs or video a match. We recognise the important and unique role referees play in helping football to safeguard the young people involved in the game. Therefore we ask that you familiarise yourselves with the revised guidance which allows people to celebrate the game through photos and video whilst safeguarding those under 18 years of age.

The guidance can be accessed via www.TheFA.com/Goal go to the downloads section, click on downloads and then click on 'Celebrating Football through Photographs and Video'

Thank you in advance for your assistance and commitment to safeguarding.

The FA Equality and Child Protection Department



MISCONDUCT PROCEDURES

It is vital that when match officials report misconduct, they submit the forms to the correct Association for processing. Not doing so causes significant delays to the disciplinary process and creates additional work for those involved by having to advise where reports should be sent.

Therefore it is essential that when officiating in a match, you are aware of where to send both participating teams' disciplinary reports. If you are in any doubt then please refer to the details that follow, or contact The FA Referees or Disciplinary Departments or your local County Association who will be able to advise you.

The Football Association Disciplinary Department only deal with teams participating in the following Leagues and Competitions:

FA Premier League (Barclays)	First Team, Reserves and Academy/Youth teams
The Football League (Coca-Cola)	First Team, Reserves and Academy/Youth teams
Conference National (Nationwide)	First Team, Reserves and Academy/Youth teams
Conference North (Nationwide)	1st team only
Conference South (Nationwide)	1st team only
Southern League Premier (British Gas Business)	1st team only
Southern League Div One Midlands (British Gas Business)	1st team only
Southern League Div One South & West (British Gas Business)	1st team only
Northern Premier League Premier (Unibond)	1st team only
Northern Premier League Div One (Unibond)	1st team only
Isthmian League Premier (Ryman)	1st team only
Isthmian League Div One North (Ryman)	1st team only
Isthmian League Div One South (Ryman)	1st team only

In addition, The Football Association Disciplinary Department also deal with disciplinary committed by teams in the Leagues listed above who also participate in the following knockout cup competitions:

The FA Cup (E.ON)	Southern Football League Cup (Errea)
The Football League Cup (Carling)	Isthmian League Cup (Westview)
The FA Trophy (Carlsberg)	Northern Premier League Challenge Cup (Unibond)
The Football League Trophy (Johnstones Paints)	Northern Premier League Chairman's Cup (Unibond)
County Senior Cups	Northern Premier League Presidents Cup (Unibond)

*The FA Youth Cup (E.ON) - FA Premier League, Football League and Conference National clubs only dealt with by The FA

*The FA Vase (Carlsberg) - all disciplinary procedures are dealt with by County Associations



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Refereeing

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