

REFEREEING



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JOINT PUBLICATION OF FA LEARNING AND THE REFEREES' ASSOCIATION
VOLUME 21 FEBRUARY 2014



IN THIS ISSUE

BY ROYAL APPOINTMENT

THE FA 150 MATCH AT
BUCKINGHAM PALACE

PLUS

COLD-WEATHER TRAINING
INTERVIEW WITH LISA RASHID
PREPARE YOUR TEAM FOR SUCCESS



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The RA-FA Youth Council

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Image Recognition:

Getty Images, Sam Thompson, RWT Photography and FA Learning

Acknowledgements:

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Published By:

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“2014 is, of course, World Cup year and, as well as the England football team qualifying, we are all delighted that Howard Webb, Mike Mullarkey and Darren Cann have been selected for Brazil.”



FOREWORD

The success of The Football Association's 150th anniversary celebrations throughout 2013 is something the entire organisation can be incredibly proud of.

Its impact was felt by millions of people involved in all levels of the game and, through vastly different events, it demonstrated the significant impact The FA and English football has made to the world game.

Refereeing, too, was rightly acknowledged and celebrated, with the publicity surrounding the guest refereeing teams who controlled the prestigious friendlies at Wembley used to emphasise much of what English refereeing has achieved.

Closely related to refereeing is The FA's crucial role in the formation and evolution of the Laws of the Game, and there was no better enunciation of the evolution of the Laws than Neale Barry's excellent presentation at the RA Conference.

Linking the major milestones in the Laws' evolution with key socio-political events occurring around the same time, Neale examined how football's evolution often reflected major social and cultural shifts around the world. We have an abridged version of his presentation as a key part of this edition on page 32 - 37.

The focus for many of you in the early part of 2014 will be on the possibility of promotion as well as on the challenges of the weather and the difficult 'Do we play?' decision. And so, to help you with these we have some important advice in these keys area on pages 20 - 23.

In addition, there is also advice on getting the best out of pre-match instructions both for the referee and the assistants (club and neutral), plus guidance on tax, dealing with instances of discrimination and fitness training in winter.

We also include a report from The RA and RAFA Youth Council who, alongside their day-to-day business, are working hard in planning the Annual Conference in July and the Eve of the Final Rally in May.

Their work is often overlooked and passes unremarked but there are many dedicated individuals who put in a huge amount of time and effort to support, develop and represent referees up and down the country. Please read the RA and RAFA Youth Council articles on pages 8 - 9 carefully as they contain some very interesting and exciting news.

Last year saw the continued growth in the quality and the number of referees at all levels, including one very pleasing area of progress which was in Futsal. Marc Birkett's appointment to the Futsal FIFA World Cup final in 2012 has, I am sure, boosted the interest in refereeing Futsal and he outlines the attraction of this excellent form of football on pages 46 - 47.

2014 is, of course, World Cup year and, as well as the England football team qualifying, we are all delighted that Howard Webb, Mike Mullarkey and Darren Cann have been selected for Brazil.

But whilst England, all the other national teams and all the other referees will be dreaming of reaching the final, Howard Webb will not have that pressure (having refereed the 2010 final) and so will, perhaps, be able to enjoy the tournament more than anyone else.

Even so, given his status and experience, he is likely to be given some of the tightest matches in the competition and so will need to be at his very best, as always.

2013 was a remarkable year and now we must all work hard to make The FA's 151st year a resounding success.

I wish you all the very best for 2014.

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

NEWS

LATEST FROM THE REFEREES' ASSOCIATION



FAST FORWARD INTO FOURTEEN

The December Referees' Association Board meeting adopted a Strategic Plan for the Future of the Referees' Association - that addressed the following:

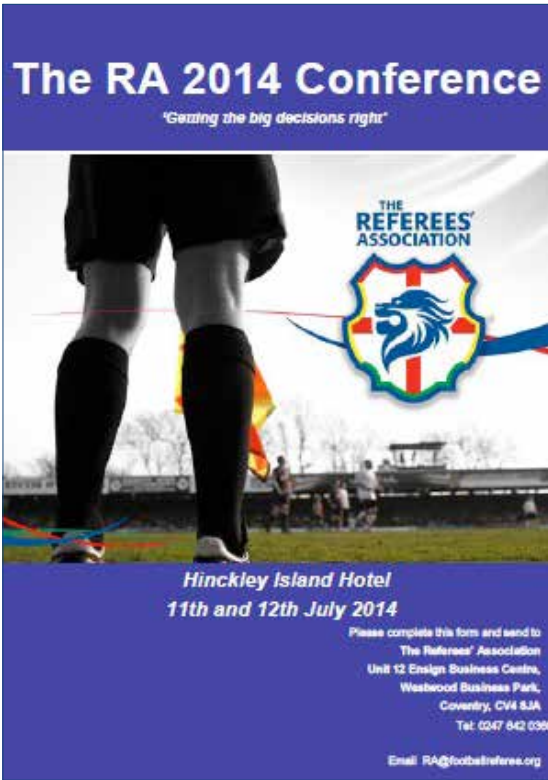
Rules fit for the 21st Century

There was an urgent need to future proof some of the rules of the RA to make things easier for local volunteers and referees who want to join the RA. A small working party under the guidance of Len Randall, former RA Chairman, has spent some considerable time looking at the current rules and has produced a draft within the agreed timescale for discussion at next year's Conference.

Conference 2014 – 11/12 July 2014

The 2014 Annual Conference will again be held at the Hinckley Island Hotel. The RAFA Youth Council will be organising an event for young referees at St. George's Park on the Friday afternoon with an evening event at the Hinckley Island Hotel in the evening.

The Board hopes to have an online booking system available which will members can use to book and pay for the whole event. This will make the event less time-consuming on arrival and departure. The Board are in urgent discussions with a provider for this service.



Kit Supplies

The Board has finalised an agreement with Sporting Touch to become our Kit supplier. This will increase income for the RA and relieve us of the need to provide space at Head Office to store stock. Sporting Touch will undertake to provide an improved service for orders from individual members and Local Referee Associations. In addition to a new website, Sporting Touch will be providing special promotions and be able to offer discount to RA members for their purchases.



Membership and Events Database

Discussions are at an advanced stage to develop a new membership database to replace the much maligned RAMMS. The new database will provide for Annual Direct Membership and members recruited by Local Referees Associations. It is hoped that County Referees Associations will also be able to have access to enable them to take a more informed role in recruitment.



Head Office Support

The Board has appointed Paul Field as Acting General Manager (on a temporary basis) whilst establishing what the RA needs in terms of future administration and support. Further changes in Head Office support will also be taking place following the introduction of new technology systems. These changes will inevitably bring savings which should affect members' subscriptions, although the earliest this can take place is April 2015. The constitutional changes will address this.

Free Membership of the Referees Association

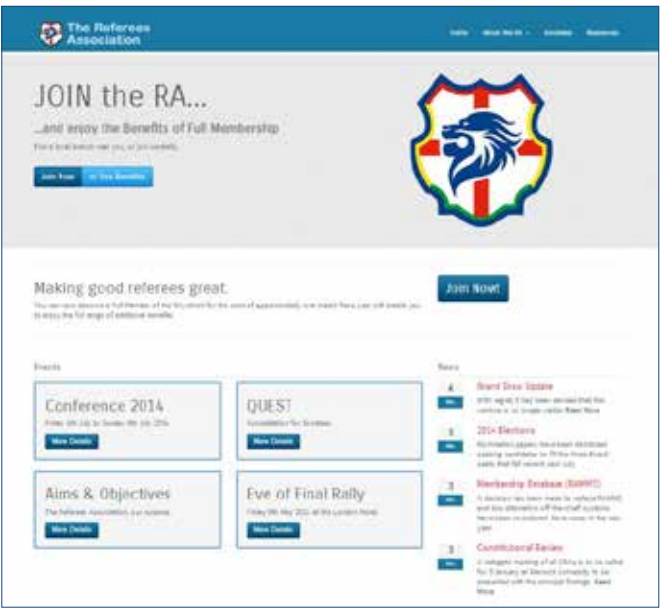
The RA Board has agreed that all new referees will be given free full membership for their first year of refereeing. This means that on passing the Basic Referees Course Examination all new referees will become full members of the Referees' Association. Discussions are about to commence with The Football Association to provide details of recently qualified referees.

Supporting New Referees

All local Referees' Associations will be encouraged to offer support to new referees by way of a Mentoring Scheme and further in-service training; consultation with the County FA Referee Development Officer will be essential. The RA Board recognises that a number of successful candidates are not progressing to complete their first six matches and complete their new referee's course. The Board believes that the Referees' Association has a pivotal role in supporting County FAs and The FA in ensuring that the expense and effort put into running a referees courses is not wasted.

National RA Website

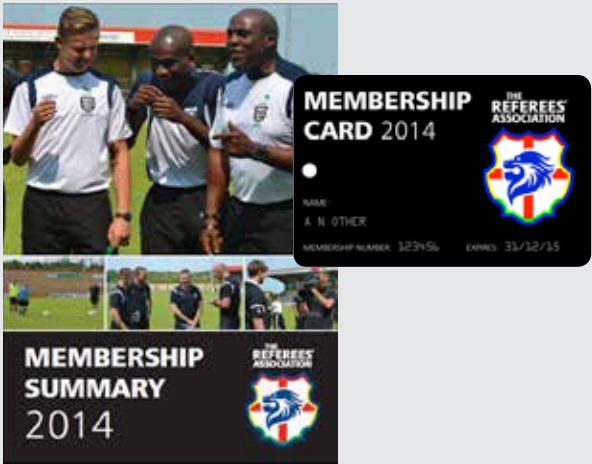
The RA are working to provide an IT solution that will provide flexibility for the information technology platforms with an element of future proofing. The situation is a major disappointment to the Board as the state of the RA website is not reflective of the organisation it will become during 2014. Several attempts have been made to rectify the problems, but the quick-fix IT solutions come with risk. The Board has recently signed an agreement with various website providers who will develop the platforms and subsequent updating of our website/s for the RA. This will ensure that content is kept up to date and that members will be able to access the wide range of benefits that the RA provides for its members.



Members Booklet

In an effort to improve the information stream to members, The RA will be producing a booklet together with a loyalty card to inform members of the benefits of membership and provide details of the various support services available. It is critical that the member is aware of the full benefits of membership together with the helplines.

The booklet will be available from March 2014 and will be reproduced each year.



Quest

QUEST was launched in January 2013 and is aimed at giving a framework of improvement from basic governance to personal reflective planning, building a world class organisation which is in tune with the goals of The Football Association's. QUEST is also aligned with the RAFA Youth Council Best Practice Guide, and the momentum is gathering pace with recent awards being made to the following LRA's.

- Portsmouth
- Bath
- Brighton
- Grimsby
- Horsham

The professional Qualified and Independent Audit team made the recommendations based on the evidence gathered from the LRA. Copies of QUEST are available from the RA for those RAs not aware.



RA-FA YOUTH COUNCIL UPDATE

James Whittaker - RA-FA Youth Council Marketing officer

Following the restructuring of the RA-FA Youth Council team for Season 2013/14, the members have been tirelessly working night and day to create opportunities to help develop youth refereeing in England. Midway through the season is an optimum time to reflect on the progress the Youth Council has made as well as looking ahead to what is planned for the future, focusing on the five pillars that make up the Youth Council's ethos:

- Aspiring Young Referees
- Referee Recruitment & Retention
- RA Recruitment & Development
- Youth Council Awareness
- Events Planning & Integration

At the beginning of November, the RA-FA Youth Council were delighted to announce the opening of the Inspired Fund scheme for a second season. The Inspired Fund is very close to the Youth Council's hearts and has the aim of identifying inspirational individuals who can use a refereeing qualification to promote refereeing, football and the positive values of sport in their local, under-represented communities. The Youth Council's aim is to support motivated, young people wishing to become qualified referees so they can then be role models and inspire others to take up refereeing. The scheme grants a bursary of a maximum of £150 to successful applicants to contribute towards the payment of the Basic Referee's Course.



The New Year will see additional schemes launched in the areas of recruitment & retention and also the project that relates to aspiring referees. The Youth Council are also planning to develop programmes to inspire young officials at Level 4, as well as those going for promotion from Level 5 to 4, by collaborating with the PGMOL to create a monthly fitness plan that can help get officials into peak fitness levels.

These schemes will run alongside the Youth Council's new partnership with BUCS University and Colleges Sport Programme to create refereeing hubs in further educational institutes, and help those officials going through the transitions of relocation to new counties.

The Youth Council are looking to build on their close relationship with The FA and the RA in developing the highly successful Young Referee Development Programme and the Friday night RA Conference event that sold out within 24 hours and saw 180 officials receive UEFA standard training.

Although there are no concrete plans thus far, Tom Bowkett, the Youth Council's Finance & Events manager reports: "We are working closely with the Referees' Association on the 2014 Conference and details regarding the programme for the event will be available in the not too distant future. We are also working with The FA on a number of annual events to help promote and support refereeing. We will hopefully be able to confirm more when all of the events have been confirmed."



Further to this, the Youth Council has been working very closely with the County FAs and RAs on local events such as RA-FA events in Herefordshire, Lincolnshire and Surrey, as well as London FA's Pioneers Day where Julia Ladbroke, Vice Chairperson of the Youth Council, delivered refereeing workshops to promote refereeing. Services have also been offered to many County FAs who showed interest in creating their own Youth Councils and this has successfully seen the formation of these groups in Manchester, Birmingham and Hampshire whilst work is on-going at other counties such as Essex. These are very exciting times for the RA-FA Youth Council.

All this work has not gone unnoticed and the awareness of the Youth Council has risen significantly this season. There has been a considerable increase in activity on the social media websites, where most of the schemes have been announced, and interactions with referees, both young and old have taken place.

For more information and to follow the RA-FA Youth Council's progress join the group on Facebook or follow on Twitter.



TARGET SETTING

Tom Nield – Chair RAFA Youth Council

With the start of the new marking season not far away for many referees, attention will be focused on a fresh start and a new challenge. Whilst some officials face the agonising wait to find out if they have been promoted, others will focus directly on the new marking season and aim to address their shortcomings to start the new season strongly.

This article aims to assist officials with this strong start and also encourage them to evaluate their personal strengths and development areas from the previous marking season and then develop appropriate S.M.A.R.T.E.R targets/goals to ensure the 2014/15 marking season is a successful and enjoyable one.

PGMOL's Sports Psychologist, Liam Slack, explains that the characteristics of S.M.A.R.T.E.R targets are:

- **Specific**
- **Measurable**
- **Attainable**
- **Realistic**
- **Time-bound**
- **Exciting**
- **Recorded**

"Following these guidelines provides a structure for focused self-evaluation and review, enhances persistence and dedication towards officiating, acts as a long-term source of confidence, and enables the opportunity to develop new learning strategies.

"Target-setting should be multi-dimensional in nature and have both focal and temporal targets. Focal targets include process (e.g. focus on the here and now), performance (e.g. focus on consistency and controllability), and outcome targets (e.g. focus on the ultimate aims and objectives). Temporal targets contain short, intermediate and long-term targets."

By focusing on individual areas, over time an overall level of competency will be achieved across all areas.

Examples of well-developed/ best practice focused targets include:

- **Process** – I want to adopt a diagonal patrol path in my next game and be close enough to play to make credible decisions.
- **Performance** – I want to improve my positioning in open play and maintain this good positioning in all my games
- **Outcome** – I want to improve the accuracy of my decision-making by adopting credible viewing angles

Examples of poorly thought-out focused targets would be:

- **Process** – I want all assessors to comment that my positioning is good.
- **Performance** – I never want to be in the wrong position
- **Outcome** – I want positioning to be strength in my next assessment

Referees at all levels are therefore strongly encouraged to analyse their own performance in detail and then develop appropriate SMARTER targets. PGMOL Training and Development Manager and former Football League Referee, Ray Olivier, recommends that officials should reflect on individual performances and specific targets.

Referees should ask themselves questions such as:

- *What mistakes did I make?*
- *What did I do that was right?*
- *What lessons can I learn from that experience?*
- *How can I learn from this?*

Asking yourself these questions will help guide your thought processes when reflecting on your progress and self-assessing each game, but, more importantly, they will help you to re-evaluate your essential SMARTER targets.

Very best of luck in your quest for promotion or, if you are not seeking promotion, in raising your performance levels.

"Goal-setting is a must in the pursuit of officiating excellence. Goal-Setting is a vital psychological strategy that assists referees by directing their attention to a particular skill during competition (e.g. positive body language) and/or a specific area for further development"

Liam Slack



FRIDAY 16 MAY 2014 - DOORS OPEN AT 6.30PM EVE-OF-FINAL RALLY

ONE GREAT GEORGE STREET, LONDON. SW1P 3AA



What better way is there to get into FA Cup Final mood than, on the night before the final, to meet the 2014 FA Cup Final referee and his team?

You can also mix with former Cup final officials, senior FA staff as well as listen to the thoughts of guest speaker Graeme Le Saux.

Come and join us at the RA's traditional Eve of the Final Rally.

Guest Speaker: Graeme Le Saux

Former left-back and England international Graeme Le Saux began his career in 1989 when, having grown up playing football in his native Jersey, he travelled to west London to sign for Chelsea.

After four years with the Blues, he moved north to join the Blackburn Rovers side being built by wealthy benefactor, Jack Walker, where he was part of their 1994–95 Premier League winning team.

In 1997 he returned to Stamford Bridge, staying there for six seasons until moving to Southampton in 2003.

After two years he called an end to a career in which he had accrued over 400 club appearances and saw him twice named in the PFA's Team of the Year - in 1995 with Blackburn and in 1998 with Chelsea.

As an England international, he made 36 senior appearances from 1994 until 2000, including starting all four England games at the 1998 FIFA World Cup in France, and scoring one international goal, against Brazil.



Tickets: £12.00 for adults and £6.00 for those U18s

Venue: One Great George Street, London. SW1P 3AA
(Between St. James's Park and Parliament Square)

Please contact:

RA Head Office, Unit 12, Ensign Business Centre, Westwood Way, Westwood Business Park, Coventry, CV4 8JA

Telephone: 02476 420360

NEW UPDATES FOR THE WHOLE GAME SYSTEM

With referees becoming increasingly comfortable using The FA's online services, the imminent release of the following Whole Game System (WGS) modules will be welcomed throughout the referee workforce.

Referee Reporting Module

From the middle of February referees operating at the grassroots level of the game will be able to enter discipline reports - red/yellow cards and misconduct reports - through the WGS Portal in a process similar to that used by referees within the senior levels of the game.

Until such time as the entire disciplinary process is delivered through WGS these reports, once approved by County FA staff, will be integrated directly into the County FA's current administration system, a process that will save many hours of data entry time for County FA discipline teams each week.

The system is currently being tested by the members of the RDO WGS Working Group and is due to be formally launched at the 2014 Discipline Seminar.

Pending a successful test, which will also involve County FA discipline staff and active referees within the pilot County FAs, Referee Reporting through WGS is expected to be available to all referees from 18 February.

Referees will receive guidance notes on using the Referee Reporting function from County FAs in early February and additional out-of-hours support will be available for referees through to the end of the playing season.

Whilst referees who wish to submit discipline reports by email or post may continue to do so it is hoped that over time electronic submission of reports will prove to be a more attractive alternative.

Referee Registration

Season 2014/15 will mark the fifth year that referees have been able to register online and the first in which WGS will provide the platform for this important process.

Having undergone final development to ensure that the registration process is compatible with the latest CRC (Safeguarding) guidelines, the system is due for testing by members of the RDO WGS Working Group from 10 February.

Pending a successful test, it is expected that WGS Referee Registration will be available to County FAs from Monday 3 March.

Guidance notes will be made available for RDOs to distribute from the middle of February and out-of-hours support will once again be available.

Speaking of the imminent release of Referee Reporting and Referee Registration, WGS Business Lead (Referees) Roger Vaughan said:

"The delivery of these two modules reflects a great deal of effort by both the WGS Team and the RDO WGS Working Group.

"I would like to thank all those who have been involved in the development and testing processes and I am sure that the referee workforce will be delighted with the functionality that is being delivered."

Rob Ray, FA Group Director for IT and Digital Technology added:

"The delivery of these two modules marks an important milestone in the WGS project and is the start of a continuing process by which CRM-based technology will be developed for the benefit of all match officials."

England's FIFA Match Officials for 2014

The FIFA Referees' Committee has confirmed the following English members of the 2014 FIFA lists.

There are no new nominations. Mike Dean has retired as a FIFA referee on reaching the age of 45 having joined the list in 2003. Sasa Ihiringova has retired as a FIFA referee for personal reasons.

Men FIFA Referees

- Martin Atkinson
- Mark Clattenburg
- Andre Marriner
- Michael Oliver
- Lee Probert
- Anthony Taylor
- Howard Webb

Men FIFA Assistant Referees

- Simon Beck
- Simon Bennett
- Stuart Burt
- Darren Cann
- Stephen Child
- Jake Collin
- Darren England
- Peter Kirkup
- Simon Long
- Mike Mullarkey

Women FIFA Referees

- Sarah Garratt
- Amy Fearn

Women FIFA Assistant Referees

- Natalie Aspinall
- Sian Massey
- Lisa Rashid
- Jane Simms

FIFA Futsal Referees

- Marc Birkett
- Gavin Sartain

David Elleray

Chairman, FA Referees' Committee

ACHIEVING AMBITIONS

As a Level 3 referee and FIFA assistant Lisa Rashid's progression in the game is a glowing example for young women officials. However, she admits there is still work to be done for young females.

Some of the attention she received early in her career served as an illustration of some of the negative attitudes that sometimes still exist towards female officials in football.

But Lisa has risen above a back history that has, at times, placed her gender above her abilities as a referee and there is ample evidence that she has done so successfully: she took charge of the 2013 WSL super league cup final, was a fourth official for last year's Women's FA Cup Final and was as an assistant in the 2013 Women's UEFA U17 European championships final.

"There are people out there who don't want to see females in football," Lisa explains

"I was talking to a female official about a comment she came out with that was in the paper: 'we need females in football but we don't necessarily want them in football'.

"We still get the phone calls [from clubs] where they realise we are actually feminine and those moments when we turn up and they say 'oh, you are our official today, but you don't look like a referee'."

Her solution to dealing with these negative perceptions is indicative of Lisa's dogged determination to succeed - indeed later in the interview she refers to herself as "stubborn"

and someone who knows "where I want to get to and will keep going until I achieve those goals and ambitions."

She is an individual in complete control of her journey and one who refuses to allow the negativity of others impact on that journey.

"I turn it the other way and say 'yes I am female, I am here but I deserve to be here. I have passed all the requirements the same as a male'.

"And I think they realise it within the first 10, 20 minutes of a game when you are refereeing to the same levels as a male official."

"[I know] Where I want to get to and will keep going until I achieve those goals and ambitions."

Coping with Confrontation



At just 5'4", Lisa Rashid is quite often faced with the prospect of refereeing players considerably larger than herself.

"Obviously a lot of players are bigger than me, taller than me, broader than me so it is about how you talk to them, your body language, your facial expressions, making sure that you communicate with your hands to keep your own personal space," she explains with a wry smile on her face that suggests this is something she is now accustomed to dealing with.

"It is also a good idea to make sure that there is a distance between you so that when you are looking at them you are not looking up towards the sky at them.

"It is about keeping your cool and using a calming tone of voice. As a female official, we can calm a player down maybe sometimes easier than a male would.

"But ultimately, I am a referee. It doesn't matter whether I am a female, black or white, one head or two heads; I am there to do a job.

"Most players do respect that now. With the amount of females around we are not becoming the strangest thing they see on a pitch."



Thankfully, however, these challenges are dying away thanks to the pioneering journeys of Lisa and the growing number of high-profile female officials who have been supported by The FA's various programmes and initiatives.

"With people coming through, people like Amy Fearn and Sian Massey, they are high profile and are making it easier for more women to come through now.

"And girls do see us now coming through and I would hope we do set an example of this is where we started, this is where we are now and this is what you could achieve"

This attitudinal shift is one that is not simply localised to that of English football, but is instead being felt across sport and across the world.

Just last year the United States saw Sarah Thomas become the first female referee to officiate in the NFL; Kanika Barman from West Bengal became the first woman to take charge of a Kolkata Football League match in India – the highest fixture an Indian female referee has been involved in; while Belinda Sleeman and Kasey Badger moved a step closer to officiating a National Rugby League match in Australia after being tipped to become the first women to be included in the Referee Elite Performance Unit Squad.

It is a movement Lisa is particularly excited to be involved in: "I think it is fantastic. The barriers are being broken down. People realise that it doesn't really matter if we are female or male, as long as we can do the job.

"When it is the same requirements we are having to meet as the males surely it is ability that counts.

"It is not like we are getting away with doing an easier fitness test or things like that because we are passing the same tests as the guys.

"Surely people want the best person doing that job. [It shouldn't matter] whether you are male or female."

Still, with all of this in mind, it raises an intriguing question - Why refereeing?

"Football was in the blood," she explains.

"I had been brought up on football in the family. But it was actually a random comment one day when I was at my Nan and Granddad's and we were talking about part time jobs.

"I was 14 at the time and said, 'how about refereeing?'

"Mum and dad were also very supportive and, by coincidence, there happened to be a female referee course being run that month at my local county FA. I registered for that and passed."

Soon after, Lisa took charge of her first matches in the youth leagues. Recounting those formative experiences, it is interesting to learn of some of the challenges she faced.

Instead of frustrated players or managers, she explains how it was the players' parents on the side lines that were often cause for concern.

"I was 14, I turned up and had to speak to club linesmen, give them the flags and tell them what to do and that is quite daunting when you're 14.

"But it was actually the spectators that were most daunting. The teams and the managers were aware that it was my first day refereeing and they were actually really, really supportive.

"In fact, at 16 I started refereeing open age football and I was naturally quite scared to be running round a pitch with 22 grown men screaming at me.

"But it was easier than refereeing youth football because the parents weren't there to be screaming from the side lines - you just had to deal with the players rather than the spectators."



"Surely people want the best person doing that job. [It shouldn't matter] whether you are male or female."

There is something rather curious about the dynamics in play for young referees in the environment Lisa describes, one in which adult spectators can be quick to forget they are directing their frustrations at a child.

"[The psychological impact] is massive because what you have got to remember is that when referees start they are still children," she explains.

"They are still at school. They haven't got the skills that adults have got. They have got to learn them.

"They have got to learn to deal with confrontation, learn to deal with disappointment, learn to speak to people, learn to be professional and that is a massive journey that I have been on."

As well as being given the room to learn these psychological skills, Lisa believes that, ultimately, young referees should be able to mature with an enjoyable environment where they feel it is comfortable to make the mistakes necessary to improve as officials.

"They are kids, let them enjoy it. As a referee you have got to start that path and have that learning because you are going to make mistakes, you are only human.



"You don't need a whole touchline yelling and screaming at you that you have made those mistakes.

"I look back now and as a 14 year old, would I want to be on that pitch having 30, 40 parents screaming at me? It is not really selling or appealing to those 14 year old girls."

Such experience has, Lisa admits, brought her close on a number of occasions to calling it a day, but she reveals that it is the people closest to her that have given her the support to carry on.

"It has happened to me in games and I think 'yeah that's it, I am finishing I am packing up'.

"But you have got people around you that will pick you back up and make you see that actually it is just one man, two men, three men that have had a bad day, taken it out on you and actually they just didn't play very well.

"My parents have been massively supportive. I don't think I would be where I am now without them.

"And I have got a few other referees that I know who I can bounce ideas off. Plus I have got a coach and a mentor who have both been great.

"I can phone them and rant at them when something has happened in a game and they know just to let me rant.

"Then, once it is out of the system, they can actually tell me whether it was right or wrong."

With a strong support network in place, Lisa's career continues to strengthen and so now, as she looks towards the future, there is only one thing on her mind.

"The ambition is to go as far as I can. I will keep learning, keep developing, learn something new every game and take on all the advice to just see if I can reach the next level."

Innovative Solutions

Aspiring to be the best can often mean finding innovative solutions when faced with potentially troublesome complications.

For Lisa, it was finding the split-second difference in her sprinting that would give her the edge over her rivals. To do that, she employed the help of an athletics coach.

"With having to pass the same fitness tests that the men do then as a female you are going to have to train harder.

"In fact when I first did my FIFA test, had I been 0.01 slower I would have failed. It was that close and it gave me the little kick I needed that said 'if you want it you need to work for it'.

"So I found an athletics coach, found out when and where [the club] trained and I asked if I could join them.

"Before I would go for a half hour run every day and think that was fine. Now I do specific sprint sessions, speed endurance sessions, endurance sessions, plyometric sessions. It has totally changed my training and it shows out on the pitch.

"I am able to get around the pitch a lot easier and a lot faster. My sprints over 60 metres have also come down by half a second, which is quite a considerable amount and I am now at a stage where I am fast enough for the next level within the men's game."

COLD-WEATHER TRAINING

Simon Breivik - Sports Scientists, PGMOL

In recent years, in an attempt to keep up with the increasing pace of the game, football referees have had to adopt a professional approach to fitness training.

Match stats reveal that they have been fairly successful. In the last decade, our top referees have virtually trebled their sprinting performance and they now perform as many sprints per game as the average outfield player.

Unfortunately though, not every referee has the dedication and self-discipline required to train at the necessary level.

The way I see it, if you rely on finding time to train, life will get in the way. But if you have a genuine desire to be fit, you will make time to train.

Admittedly though, even the most fanatical fitness enthusiasts find that the weather this time of year can test their mettle. It's dark before and after work and it's typically cold, wet and miserable. The conditions can also make training a logistical challenge as well as a mental one.

So the following guidance is aimed at helping the enthusiastic referees among you make the most of the winter months whilst depriving the less motivated among you of your excuses not to train.

“There’s no such thing as bad weather, only inappropriate clothing”

Sir Ranulph Fiennes

CLOTHING

As Sir Ranulph Fiennes said, “there’s no such thing as bad weather, only inappropriate clothing”. There’s no good reason not to train in the cold, as long as you’re suitably dressed.

When training in the cold, you should wear thin layers of clothing as this will keep you warm and allow you to strip layers off as you warm up. When it’s wet and windy, you risk losing even more heat so you should wear waterproof and windproof clothing.

There is an abundance of specialist garments currently on the market that are light, allow freedom of movement and keep you warm.

Also be aware of frozen surfaces by making sure that you use appropriate footwear. If it is slippy, you should train indoors.

WARM UP

Regardless of the temperature, you should always perform a thorough warm up prior to training, especially if there is sprinting involved.

You’ll almost certainly find that you need to spend more time warming up when it’s very cold. But bear in mind that it’s physical activity that increases muscle temperature and not standing still stretching. Plenty of jogging is most effective.

STAYING WARM

Exercise generates metabolic heat, so maintaining core temperature whilst you’re moving is easy. But as soon as you stop, you’ll cool down quickly.

If you’re performing a training session that includes long periods of rest, such as a speed session, you should put on an extra layer. If you’re planning on stretching at the end of the session, do it somewhere warm.



INDOOR TRAINING OPTIONS

The most effective training sessions for referees are performed on the football pitch where you can accelerate, decelerate, turn and sprint. Hence you should always do your best to train outdoors.

That said, in severe weather there are a number of good indoor training options you can revert to. In fact, you could see the bad weather as an opportunity to concentrate on an area of your fitness you generally neglect, such as strength and/or flexibility.

SPEED TRAINING

The disadvantage of training in a gym is that it's virtually impossible to work on your explosive speed and agility. A treadmill will allow you to run reasonably fast but there's no substitute for accelerating maximally from a standing start and sprinting at full tilt.

When you have the opportunity to train outdoors, make the most of it by performing a quality speed session. To minimise time spent outside in the cold, you could warm up and cool down indoors. But an indoor tennis court or sports hall could provide a all round warmer alternative.

A high-quality speed session can consist of as few as 10 short but maximum-speed bursts of running, so it won't keep you out in the cold for long. Examples include:

EXAMPLE 1

8 X 50m maximal straight-line sprints



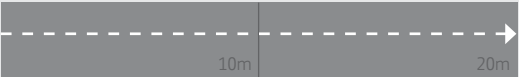
Rest for at least 10 times the length of time it took you to perform each sprint

EXAMPLE 2

3 X 30m maximal straight-line sprints



4 X 20m maximal straight-line sprints



5 X 10m maximal straight-line sprints



Rest for at least 10 times the length of time it took you to perform each sprint

EXAMPLE 3

6 X 40m maximal shuttle sprints (20m out & 20m back) 4 X 20m maximal sprints (10m out & 10m back)



Rest for at least 10 times the length of time it took you to perform each sprint

EXAMPLE 4

6 X 20m maximal 'zig-zag' sprints around cones



Rest for at least 10 times the length of time it took you to perform each sprint

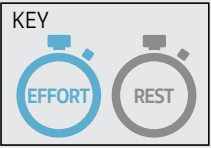
For purposes of specificity, referees should also incorporate backwards running into their speed training and perform curved sprints. Equally, assistant referees should include side-stepping in their speed training and should carry flags to replicate the movements they perform during matches.

AEROBIC TRAINING

Referee-specific aerobic training is best performed on the pitch using short intervals of high-speed running interspersed with short rest periods.

However, when the weather conditions are not conducive to outdoor training, it is possible to perform quality aerobic training indoors.

The training session examples below can be performed indoors or outdoors and on a treadmill, exercise bike or cross-trainer. As long as these sessions are challenging, they will benefit you.



EXAMPLE 1

2 X 12 minutes interspersed with a 4-minute rest



- Each 12-minute effort should be performed at an intensity that is hard to maintain
- Total exercise duration = 28 minutes

EXAMPLE 2

3 X 8 minutes interspersed with 3 minutes of jogging



- Each 8-minute effort should be performed at an intensity that is hard to maintain
- Total exercise duration = 27 minutes

EXAMPLE 3

5 X 4 minutes interspersed with 2 minutes of walking



- Each 4-minute effort should be performed at an intensity that is hard to maintain
- Total exercise duration = 26 minutes

EXAMPLE 4

8 X 1 minute interspersed with 1 minute of walking



- Each 30-second effort should be performed at an intensity that is hard to maintain
- Total exercise duration = 15 minutes

EXAMPLE 5

20 X 30 seconds of running interspersed with 30 seconds of jogging

- Each 30-second effort should be performed at a very high intensity.
- Total exercise duration = 19 minutes and 30 seconds

Hopefully this article has provided you with some training concepts that will help you train effectively through the winter months. The rest is down to you. If you truly want to be fit, you will find time to train and you will achieve your goals.

STRENGTH TRAINING



There are many benefits associated with strength training, including reducing injury risk, increasing speed and efficiency of movement, improving posture and general image.

Fortunately, strength training can be performed in the gym or at home. So whether you're heading to the warmth of the gym or you're stuck at home, strength training is a great option.

And, fortunately the majority of the most beneficial strength exercises can be performed without specialist equipment. Here are a number of key exercises all referees should perform on a regular basis:

[CLICK HERE TO VIEW](#)

NUTRITION

Even in cold weather, you can sweat at a significant rate, particularly if you are wearing many layers of clothing. And as cold air is often dry, fluid loss can be further raised. So don't underestimate the need to constantly hydrate, just as you would in the summer.

Studies have also revealed that we expend more energy training in the cold compared with training in regular conditions so this should also be taken into account when you are fuelling your training. Despite all the bad press, it is carbohydrate that fuels your training so it is carbohydrate you should be consuming.



WINTER RULES: PITCH INSPECTIONS

One of the biggest challenges you may face as a referee this winter is the prospect of unsafe pitches due to the extreme cold or rain. Ultimately, it will be your responsibility to decide whether or not the field of play is suitable for the match to be played on or, should the match have started, for play to continue.

And so, in this article, Peter Elsworth, FA Senior Referee Administration Manager, and Neale Barry, FA Head of Senior Referee Development examine a range of considerations that will help you make the correct decision on the day.

There will no doubt be moments for many of you this winter when heavy downfalls of ice, rain, snow or fog will require you to decide whether a match can take place.


It is no easy decision, especially when it will have an impact on groups of expectant players, managers and spectators.


So, outlined here is the advice given to referees and clubs at senior level, some of which will have application at grassroots level.





Considerations for a Match Abandonment

Matches are abandoned for a number of reasons, the main ones being, floodlight failure or power cut, adverse weather (including fog), serious injury and public or player disorder. Prior to reaching a decision the following considerations must be taken:

-  **Power failure**
- Discuss with the home club to determine the extent of damage or downtime
 - Ask for a prediction as to how long it will take to restore the power
 - If an external problem, arrange to contact the local power supplier
 - The possibility of continuing with partial light. This of course should be with the players' safety in mind and the length of time remaining

-  **Adverse weather**
- If there's possibility of an improvement contact should be made with the local weather centre
 - If fog, is there a chance of it clearing? On some grounds it can drop quickly but then also clear just as fast.
 - If possible players should be taken off the field of play until such time a final decision is made to continue or abandon the game
 - The safety of players and spectators is paramount

-  **Serious Injury or Incident**
- The extent and seriousness of the injury / incident
 - The feelings of both sets of players and management
 - The length of any delay for assessment, treatment and removal from the field of play

-  **Public / Player disorder**
- The degree of disorder, either crowd or player
 - The safety of the players and/or spectators prior to any possible re-start
 - The advice from Police or Safety Officer

Under all these circumstances the referee's decision is final, therefore it is vital that you consider all factors prior to abandoning a match. Consultation and communication are the key factors.



The following are some over-riding points which should always be uppermost in your mind as a referee no matter what level of football:

- 1** Safety is paramount – do not take risks which might endanger the health or safety of the players, you, your colleagues or on occasions, the spectators
- 2** If both teams do not want to play then DO NOT PLAY
- 3** With adverse weather, especially low temperatures, focus not just on likely conditions at the scheduled time of kick off but the likely conditions in the last 10 minutes of the game. In other words, for an afternoon match do not focus solely on what the field will be like at 3.00pm but what it will be like at 4.40pm, remembering that temperatures in winter fall rapidly during the afternoon.

Guidelines particularly for senior football:

Each club must take every precaution to ensure that its ground is in a fit playing condition. When the regional weather conditions are known to be extreme - such as prolonged severe frost, clear water logging or heavy snow - then the game can be postponed at the discretion of the League following consultation with the appropriate League Secretary / Officer during which League Rules will apply. This is not an issue for the match day referee. Should a competition decide to agree to an early postponement under such circumstances there will be no requirement for a pitch inspection.

In all other circumstances, and subject to the time and travelling distance, the match referee should be called in to make a decision. In the event of the match referee being unable to carry out the inspection, the home club must select an alternative referee listed within the National List of Contributory referees.

Should it not be possible to identify an appropriate match official, the appointing authority (The Football Association) will determine a suitable person to carry out the inspection. If a specific League Rule exists where the timing of a pitch inspection is stated, this will apply but is a League issue only.



Prior to reaching a decision the referee who is making the inspection must:

- Consult with the match referee prior to the inspection
- Consult with the match referee during/ after the inspection to mutually agree on a decision prior to notifying the home club secretary or club chairman and the appropriate league secretary (or chairman if the secretary is not available).

Prior to reaching a decision the referee who is making the inspection should consider the following:

- Whether or not the playing area is dangerous e.g. ice/frost
- Whether or not the spectator standing areas are dangerous e.g. ice/frost
- Whether or not conditions are or could turn farcical
- The views of the home club groundsman in terms of local knowledge and draining capabilities in the event of standing water
- The existing condition of the playing surface in conjunction with the prevailing weather conditions as previously confirmed with the local weather authority
- Be seen to be active. Adhere to deadlines and keep all informed - especially the away team manager if they are en route and can be contactable (home club will have the secretary's mobile number); or if the away club are in a hotel locally. If they are within a reasonable time/ distance from the ground it is only courtesy that you await their arrival

- Inspect thoroughly. A professional approach must be adopted when carrying out an inspection. It is not acceptable just to take a cursory look at the field of play in normal dress (i.e. suit/blazer etc.). Sports kit should be worn, along with appropriate footwear (i.e. football boots). All areas of the pitch should be inspected. A ball should be used to determine whether the surface is playable (for movement and bounce), if appropriate, playing staff may be able to assist you in this practical session
- Fog creates its own problems. Use perspectives from ground level and the back of a stand – check forecast (remember that there is a responsibility to paying spectators)
- When dealing with such elements as frost or ice remember that the highest temperature of the day is usually around midday. Get a forecast if necessary of the projected temperature for the time when the match is due to conclude
- The manpower available to the home club to carry out any necessary work to make the ground playable
- The time the visiting club are due to commence their journey
- Liaise with managers BUT the decision as to whether the match is played is yours

If, after consultation with the match referee, the ground is declared fit and the away club is instructed to travel, then only in exceptional circumstances should the match referee reverse the decision.



Secondary inspection

If an early inspection has not been carried out and the match referee arrives at the ground to find the playing conditions in doubt due to unexpected deterioration in the weather, he should first consider as many of the above points before committing himself to a decision.

Fees:

In the event of a pitch inspection being carried out by a referee other than the match referee, a fee of half the referee's fee may be offered, plus travel expenses, paid by the home club. If the appointed, match officials have reported to the ground they are entitled to their expenses plus half their match fee if the match is not played.

Assessors:

If the game is postponed following the inspection, either by the match referee or another referee and if the match day referee is aware that an assessor has been appointed, contact MUST be made with that assessor as soon as the decision is made to avoid unnecessary travel.



PREPARE YOUR TEAM FOR SUCCESS

Adam Watts –PGMOL Senior Coach for Assistant Referees and former FIFA assistant referee

“Success depends upon
previous preparation, and
without such preparation
there is sure to be failure.”

Confucius (551- 479 BC)

Preparation extends to all facets of successful refereeing or assistant refereeing, including pre-match instructions.

This article focuses on the four key aspects for you to consider when giving your pre-match instructions: when, where, how and what. It is not, however, a prescriptive set of rules, but rather a guide with which you can reflect upon, as well as develop, your own pre-match instructions.

Whether working with neutral assistant referees or assistants attached to a club, the referee’s pre-match instructions must be

clear, concise and contextualized, as these three elements positively influence the likelihood of turning the pre-match instructions into successful teamwork on the field of play:

- **Clear** - to ensure that the messages are completely understood
- **Concise** - to ensure that the messages are delivered in a short period of time so that full concentration is maintained
- **Contextualized** - to ensure that the messages are best suited to the team with who the referee is working e.g. club assistant referees, neutral assistant referees, experienced or less experienced colleagues



WHEN?

To get the most out of pre-match instructions, consider carefully how long before kick-off to brief their team.

To avoid any disruption or distraction, the timing should take into account external factors such as arrival time at the ground of the match officials, team sheet exchange, safety briefing, whether an assessor and/or coach will be present.

An interruption during the delivery of the pre-match instructions has the potential to reduce their impact and effectiveness.

Working with neutral assistant referees: Consider a proactive approach ahead of each match day.

When making contact with assistant referees, consider sharing a match day timetable such as the example (right) which could be shared amongst the team.

Pre-match Instructions (pre-team sheet option) 1.45pm / 6.30pm
Change into match kit ahead of team sheet exchange 2pm / 6.45pm
Team sheet exchange 2.15pm / 7pm
Pre-match Instructions (post-team sheet option) 2.20pm / 7.05pm
Warm Up 2.30pm / 7.15pm

Suggested timings are for a 3pm and 7.45pm kick off where the team sheet exchange is 45 minutes ahead of the scheduled kick off, with a pre-team sheet and post-team sheet exchange option

When devising a match day timetable, consider any relevant responsibilities such as making an inspection of the field of play, warm up, time for exchange of team sheets and any safety briefing.

Working with assistant referees attached to clubs:

Where assistant referees attached to clubs are used, a proactive approach on the match day can again be beneficial.

Asking each club to provide an assistant referee at the earliest opportunity, or advising that you would like to see them at an agreed time ahead of kick off are both good examples.

If a team is using their substitutes to act as an assistant referee, consideration should be given to delivering the briefing to them all together so that when a substitution is made by the team, there is no further requirement to brief the new assistant referee.

The very best match officials at every level adapt their strategies and approaches to suit the context of that particular game.

WHERE?

To get the most out of pre-match instructions, the environment in which they are delivered should be carefully considered. Avoiding any interruption or distraction should be a key consideration, while maximising the opportunity for ensuring a clear understanding of the instructions should be the priority.

There are advantages associated with both an indoor and outdoor environment, and so here are some of the key considerations you should take before deciding which one is best for you:

Working with neutral assistant referees: A. The dressing room

Advantages

- Controlled environment – Here you can influence who is present and restrict it to the refereeing team, assessor and/or coach, to minimise distractions and interruptions
- Physical environment – You can organise the physical environment to best engage colleagues e.g. have eye contact during the briefing
- Privacy – You can brief the team without being overheard or interrupted

Disadvantages

- Non-authentic environment – There is a lack of opportunity to walk through instructions by making use of the field of play to visualise key messages

- Interruptions and distractions - There is an issue of possible noise/music from adjacent team dressing rooms
- B. On the field of play** – This is typically an option where the referee elects to deliver their pre-match instructions prior to the team sheet exchange

Advantages

- Authentic environment – You can use the field of play and physical environment to assist the team in visualising potential match scenarios
- Walking through the instructions – Areas of the field of play can be used to assist in developing the sequence of key messages, such as areas of credibility and responsibility

Potential disadvantages

- Poor weather – Low or high temperatures as well as rain can limit opportunity to use the field of play
- Interruptions and distractions
 - Messages/music on the public address system and other people or activity on the field of play and its surroundings

Working with assistant referees attached to clubs:

Where assistant referees that are attached to clubs are used, the pre-match instructions are most likely to be delivered on the field of play around 10 minutes before the scheduled kick off.

CLEAR

CONCISE

CONTEXTUALISED

Messages should be communicated in a logical and sequential way.



HOW?

To get the most out of pre-match instructions, the referee should try to create a positive conversational environment, demonstrating leadership of the briefing.

Working with neutral assistant referees:

- **Eye contact** – Positioning is important so try to position yourself so that you can see both assistant referees and the fourth official. In doing so, you are best placed to recognise any non-verbal cues from the team's body language or facial expressions

Avoid sitting between the two assistant referees, as this results in having to turn to away from one assistant to directly address the other

- **Physiological needs** – Consider how the weather conditions may affect the concentration levels and attentiveness of the refereeing team, e.g. rain, cold temperatures, sun in the eyes

- **Check-list** – To ensure that all of the key points are covered, consider using a checklist as an aide memoir – see an example below of a small laminated card used by one referee:

PRE-MATCH INSTRUCTIONS

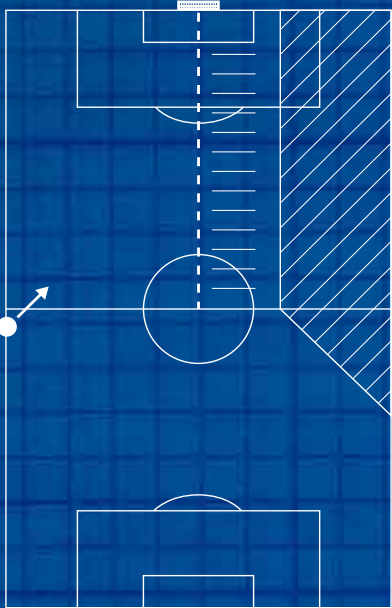
- ☐ WELCOME
- ☐ JEWELLERY
- ☐ RESPECT / NETS / COIN TOSS
- ☐ RIGHT WINGS
- ☐ SENIOR / WRITING
- ☐ TECHNICAL AREAS
- ☐ THROW INS
- ☐ CORNERS
- ☐ GOAL KICKS / MONITOR
- ☐ OFF SIDES
- ☐ FOULS & MISCONDUCT
- ☐ PENALTIES
- ☐ GOALS
- ☐ MASS CONFRONTATION
- ☐ TIME

- **Field of play** – Use the field of play to assist colleagues in visualising situations or scenarios

Note

This can be achieved using the actual field of play and walking through the pre-match instruction.

Similarly, this can be achieved by using a small laminated field of play if delivering the pre-match instructions in the dressing room to illustrate scenarios with a non-permanent marker – see an example below:



- **Examples** – Use examples to illustrate specific scenarios e.g. move to a specific area of the field of play to indicate where the area of credibility for assisting is
- **Encourage questions** – Provide the opportunity for the assistant referees to ask questions or ask for clarification during the instructions. It is better to clarify a point of uncertainty ahead of the match

Working with assistant referees attached to clubs:

It is recommended that pre-match instructions should be delivered to both club assistant referees together, meaning that the same messages are delivered to both.



WHAT?

To get the most out of pre-match instructions, you should take the time to cover all of the key points in sufficient depth to prepare the team, while recognising the context of the match and the team's experience.

Clear, concise and contextualised messages should be communicated in a logical and sequential way.

Working with neutral assistant referees:

Ideally the pre-match instructions should not last any longer than 10 minutes, however what is important is that all of the key points are covered in sufficient depth to prepare the team.

Within the Contributory League system and matches played in the Football League and Premier League, there is a standard set of pre-match instructions.

Referees ask their assistant referees to carry out their duties in accordance with the instructions which are based on the requirements of Law 6 – The Assistant Referee.

The get the most out of pre-match instructions you should cover the following areas:

- ☐ Context of match – 'homework'
- ☐ Seniority
- ☐ Players' Equipment Check – which team to check
- ☐ Lead out > Fair Play handshake > check goal nets > coin toss > patrol path
- ☐ **Offside** (Primary role)
 - "wait and see" technique
 - Key factors:
 - 1) movement of the ball (direction, speed, distance, any deflection, etc.)
 - 2) Involvement of the player in active play by: Interfering with play or interfering with an opponent or gaining an advantage from being in that position
- ☐ **Fouls and Misconduct** (Primary Responsibility – Team effort), 'add value' and 'consider the consequence' – specific scenarios e.g. edge of penalty area, know which player(s) have been cautioned
- ☐ **Disciplinary sanctions** (if asked)
- ☐ **Penalty Kicks** – establish my position as referee and recognise my body language
 - Indication and communication for a retake if significant movement of the goalkeeper (stand still and hold flag across waist)
- ☐ **Restarts of play**
 - Throw-in – eye-contact, monitoring feet/hands and 2m distance
 - Goal kicks – monitoring
 - Goalkeeper with the ball – priority and monitoring
 - Corner kicks – must monitor if attacker there
- ☐ **Mass confrontation** – roles and responsibilities
- ☐ **Actions by players** – dissent, violent conduct
- ☐ **Record of match** – clarification if needed
- ☐ **Time/Watches** – additional time
- ☐ **Technical Areas** – be proactive – 'stepped approach'
- ☐ **Substitutions** – management
- ☐ **Player bleeding** – check/change shirt – assistant referee/fourth official role
- ☐ **Cup Competitions** – competition rules

This is not an exhaustive list, nor is it prescriptive. It is intended as a scaffold for developing your own pre-match instruction.

The purpose of this article was to consider how to get the best out of pre-match instructions, it is not intended to be prescriptive or provide an exhaustive list.

It should allow you to reflect on your own pre-match instructions and consider whether they are fit for purpose and best prepare your team for the task ahead.

Working with assistant referees attached to clubs:

Recognising that assistant referees attached to clubs are not used in every area of the country where assistant referees attached to clubs are used, a briefing of 2-3 minutes is usually sufficient.

The following is a guide to pre-match instructions, although offside judgement is something that in some areas of the country referees do not request assistance with:

- ☐ Greet the club assistants and provide them with a flag each
- ☐ Advise them which touchline they will operate on (usually with their own left back)
- ☐ Ask them to indicate ball in/out of play (throw-in, corner kick, goal kick)
- ☐ Ask them to indicate with a clearly raised flag when a player is in an offside position and is 'active' i.e. plays the ball or is the only player who is clearly moving to play the ball
- ☐ Remind them that you will judge all challenges and they should not indicate any free kicks
- ☐ Remind them that you may make a judgement to acknowledge a flag signal and continue with the game. You should do this with a clear arm signal and voice communication
- ☐ Thank them for agreeing to perform the role

If an assistant referee attached to a club is a qualified referee, he or she is not in an official appointed to the game and therefore the above is still their sole responsibility



GETTING BETTER OR BECOMING THE BEST?➤

For referees on a promotion pathway, the winter season is a challenging one.

The dark nights, plummeting temperatures and tempestuous weather conditions can have their effect on motivation and enthusiasm levels if not managed and tackled appropriately.

But it is worth remembering that the very best officials reach the top thanks to their unerring commitment, desire and belief to improve no matter the challenge.

And so, in this article Daniel Meeson, FA National Referee Development Manager (Workforce) provides guidance and information to help you maintain your promotion chances as you approach the final third of the marking season.



1. Focus, focus, focus and focus some more

During winter it's important to maintain that same level of hunger, desire and dedication as well as to remain focused on the end prize of promotion if you are to succeed.

Understandably, it can be very easy to lose your momentum throughout this period thanks to the rising risk of inclement weather and postponed games. However, by focusing on the routines and practices that have brought you this far you will be able to significantly minimise its impact.

Some examples might include:

- Remembering the fresh desire and enthusiasm that you felt when you embarked upon your promotion
- Recalling that feeling you had during your first few games and the first time you received your assessments
- The regular communication between yourself and either a mentor or a coach in the early stages of your promotion campaign
- Attending promotion seminars hosted by your County FA with you frantically revising the Laws of the Game in preparation for the exam
- Undertaking a fitness test/assessment often in the height of summer

2. Fitness and Training

Whilst the weather is fair, the temperature is mild and the nights are long then training outside is quite a simple task.

However, in winter there are new challenges; ones which can often have knock-on effects that could prove detrimental to your promotion if neglected.

It can often be too dark to train before or after work and gaining access to pitches can be difficult. The important thing here is recognition.

It's the recognition that you want your promotion and you are prepared to invest whatever it takes to achieve it.

It's the recognition of the importance of doing something to maintain your fitness, mobility and well-being.

There are a number of options during this time in terms of fitness training. With so many of us preferring to train with friends and colleagues spread the word amongst your fellow referees about local gyms, leisure centres, artificial floodlit pitches and running tracks all of which may be an option for your to pursue as a group.

Believe it or not, training in a group, some of which may share the same goal, can often be fun while also helping to bring down the costs of facility hire or membership.

For further information about training initiatives please contact your County FA Referee Development Officer.

3. Review your assessments and revisit your self evaluation

Nearly all of you will have received a number of assessments from your first few games with many of you also being encouraged to undertake some form of invaluable self-evaluation.

As you enter the final third of your promotion application, perhaps with some additional time on your hands on a Saturday afternoon or Sunday morning, now is the time to revisit, review and reflect on your assessments.

Study carefully the comments that each of the assessors has made, focus on the key development points identified and highlight your identified strengths.

Try to recognise any patterns that occur within the assessments themselves and then ask yourself - How can I improve? How can I get better? How can I become the best?

During this process, try to be candid and honest with your self-evaluation because this is an invaluable tool for learning and development.

Try to critique yourself in a positive and constructive way and always strive to do better and, put the wrong things right in readiness for your next games.

4. Distance Learning

Whilst grassroots football can often stutter and stall during the winter season, a lot of senior football clubs can cope with the winter chill.

If your games are postponed and an opportunity arises to go and watch a game then seize the chance to take some form of learning and development to help you achieve your promotion.

Take the time, maybe in conjunction with your RDO, mentor, coach or even a senior colleague to watch what the referee does.

Ask yourself - Could that work for me? How did the referee handle that incident? How has the game been controlled? How did the referee communicate with the players? What can I learn from the performance?

You will be amazed at the results and above all it keeps you focused, it maintains that mindset of what you really want for the future; so don't miss these great learning opportunities.

Finally, remember to maintain a healthy dialogue with your County FA Referee Development Officer.

You should be your first port of call for anything and everything to do with your promotion application whether it is assessments, number of games, misconduct report writing etc. These people will always be able to guide and support you, no matter what the issue.

Good luck for the remainder of the season!



FROM TAPE TO TECHNOLOGY: A 150-YEAR HISTORY OF THE LAWS OF THE GAME AND THE WORLD THEY EVOLVED IN



Neale Barry – FA Head of Senior Referee Development

The history of the Laws of the Game doesn't have to be solely looked upon in isolation. Its creation, its past, its evolution; it's all inextricably linked to shifting trends, both internal and external, that have shaped football's path from its medieval roots to the one we know now.

Indeed football has evolved as both the world and our society has changed. For example, this is what was said of football during its infancy:

Mob football, a descendant of the modern game, stormed into England around the 12th Century and caught on to such an extent it was banned by Royal decree by many kings and queens. It was a violent game in which "murder and manslaughter" were allegedly the only barriers to transporting the ball to village ends. King Henry VIII, however, is believed to have been a keen player.

Contrary to some beliefs, football was very much an upper class sport in England during its infancy. The rules of the game were largely drafted by students belonging to public schools and universities. The working class adopted the sport during the late 19th Century.

In this brief 150-year history I will combine the way in which the Laws of the Game evolved as football became more structured and some of the great events in world history that coincided with these changes.



1863

The 13 laws (rules) were originally drawn up by Ebenezer Morley, the first secretary of The FA (Bottom right)

- Abraham Lincoln signs the Emancipation Proclamation during the third year of the American Civil War (bottom left)
- The Yorkshire County Cricket Club is founded
- The first section of the London Underground Railway (Paddington to Farringdon Street) opens (Above)
- Harry Royce and Henry Ford are born



1871

The very first rules are laid down for FA Cup games.

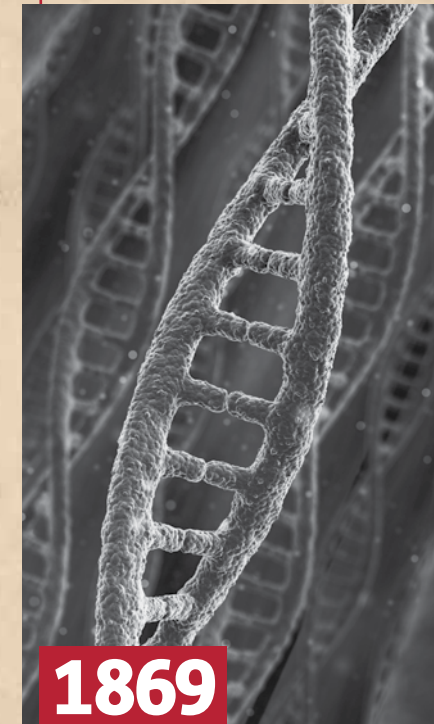
- The first Major League Baseball game is played
- Reading Football Club is formed
- Otto von Bismarck becomes first Chancellor of the German Empire (Above)



1865

Goal 'tape' introduced. (Top)

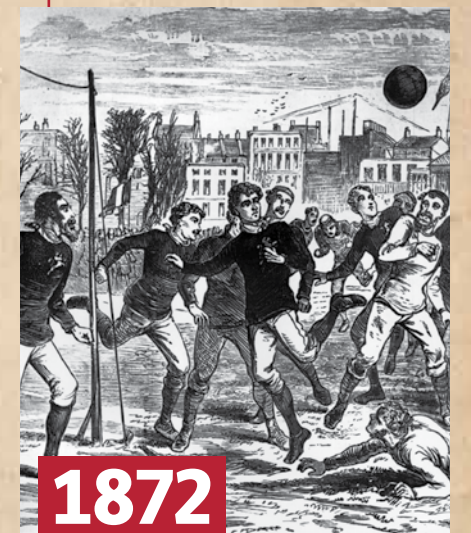
- U. S. President Abraham Lincoln is shot at Ford's Theatre in Washington, D.C. by John Wilkes Booth (Bottom)
- The first speed limit is introduced in Britain: 2 mph (3.2 km/h) in town and 4 mph (6.4 km/h) in the country



1869

Goal kicks introduced.

- Scotland's oldest professional Football team, Kilmarnock F.C. are founded
- Sainsbury's first store, in Drury Lane, London, is opened
- Friedrich Miescher discovers deoxyribonucleic acid (DNA) (Above)



1872

Corner kicks introduced.

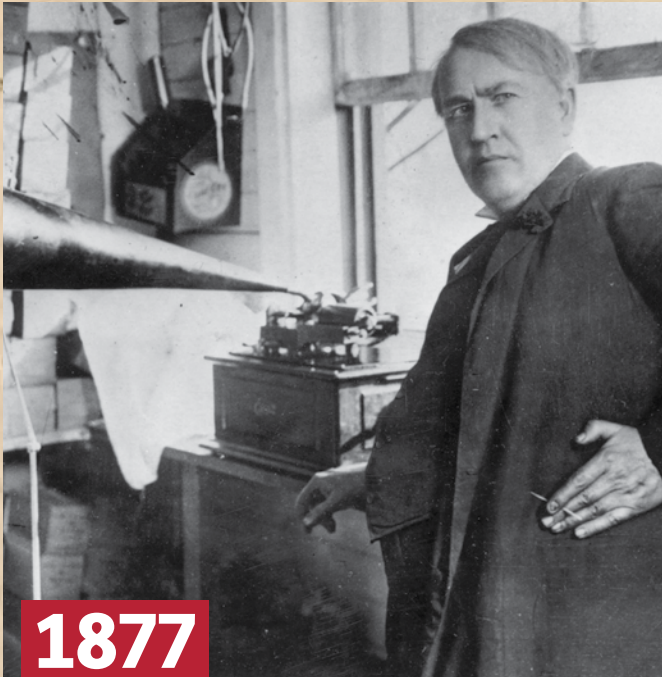
- The first FA Cup Final - Wanderers F.C. defeat Royal Engineers A.F.C. 1-0 at The Oval in Kennington, London in what will become the world's oldest football competition
- Rangers F.C. play their first game on the public pitches of Glasgow Green
- First international football match to be recognised (retrospectively) by FIFA as "official" takes place at Hamilton Crescent, Scotland. The result is Scotland 0-0 England. Earlier unofficial international football matches had taken place in 1870, 1871 and 1872 at the Oval (Above)



1873

Offside penalised only when the ball is passed.

- Alexandra Palace in London is destroyed by fire only a fortnight after opening (Above)
- Liebig's Extract of Meat Company begin producing tinned corned beef, sold under the label Fray Bentos from the town in Uruguay where it is processed



1877

The FA and Sheffield Association agree on a single set of Laws of the Game.

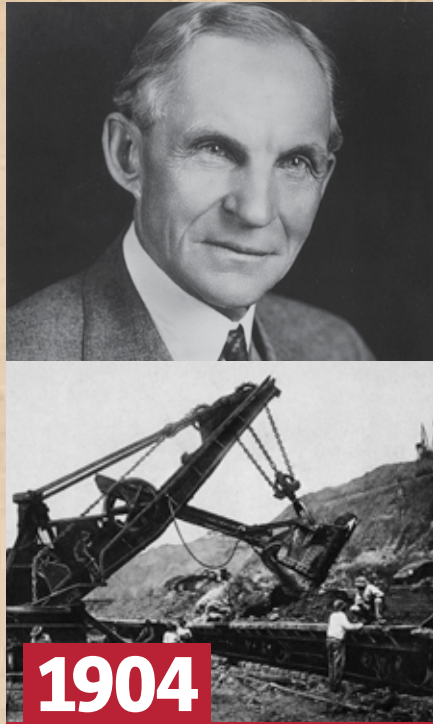
- Louis Renault, founder of Renault, is born in Paris, France
- The first Test cricket match is held between England and Australia
- For the only time in history, the Oxford v Cambridge Boat Race is declared a "dead heat"
- Thomas Edison announces his invention of the phonograph, a machine that can record sound, which was considered his first great invention (Above)



1896

FA publishes first referees chart.

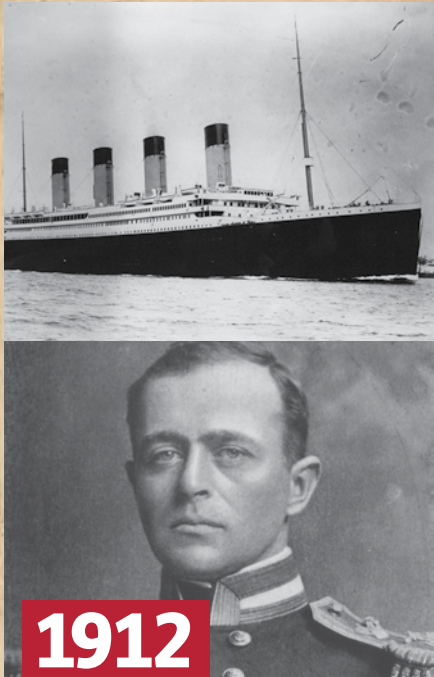
- H.L. Smith takes the first X-ray photograph
- Walter Arnold of East Peckham is fined 1 shilling for speeding at 8 mph (13 km/h) (exceeding the contemporary speed limit of 2 mph (3.2 km/h), the first speeding fine
- Blackpool's Pleasure Beach is founded by Alderman William George Bean (Above)



1904

FIFA is formed.

- Henry Ford sets a new automobile land speed record of 91.37 mph (Top)
- The first underground line of the New York City Subway opens
- U.S. Army engineers begin work on The Panama Canal (Bottom)



1912

Goalkeeper restricted to handling the ball in his penalty area.

- Albert Berry is reported to have made the first parachute jump from a flying airplane
- RMS Titanic strikes an iceberg in the north Atlantic and sinks with the loss of 1517 lives (Top)
- Captain Scott leads his team on the ill-fated expedition to Antarctic (Bottom)



1875

Solid cross bars replace tape on goals. (Bottom)

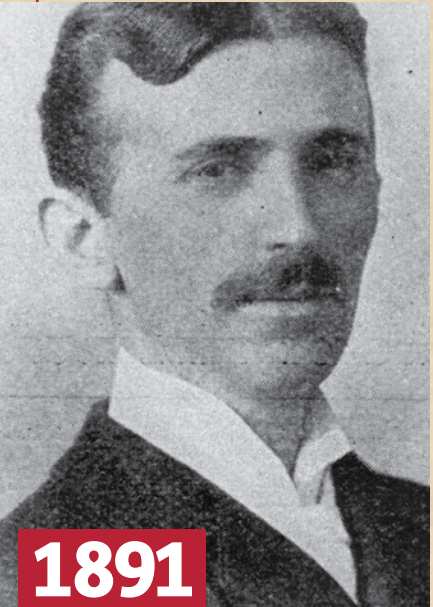
- The United States Congress passes the Civil Rights Act
- Captain Matthew Webb becomes the first person to swim the English Channel (Top)
- Two American colleges, Tufts University and Harvard University, play at Jarvis Field in Cambridge, Mass.in arguably the first game of college football



1878

Referees whistle used for the first time at the English Football Association Cup 2nd Round game between Nottingham Forest (2) v Sheffield (0). This was probably the 'Acme City' brass whistle.

- The 1878 FA Cup Final was refereed by Segar Bastard a race horse owning solicitor.
- The world's first recorded floodlit football fixture is played at Bramall Lane in Sheffield
- The following clubs are formed:
 - Everton Football Club - formed as St Domingo
 - Grimsby Town FC - formed as Grimsby Pelham
 - Ipswich Town Football Club - formed as amateur club Ipswich A.F.C
 - Newton Heath Lancashire and Yorkshire Railway Football Club - the team that will become Manchester United
- The Tokyo Stock Exchange is established (Above)



1891

Penalty kick introduced, goal nets used, two umpires moved to touchline and the referee moved onto the field.

- In The FA Cup Quarter Final, a goal is deliberately stopped by handball on the goal line. An indirect free kick is awarded as the penalty kick had only been proposed and not implemented
- The first penalty kick is awarded - John Heath scores it for the Wolverhampton Wanderers
- Nikola Tesla invents the Tesla Coil (Above)



1902

Penalty area and halfway line introduced to make the field look more like what we know today.

- A new car speed record of 74 mph (119 km/h) is set in Nice, France, by Leon Serpollet
- Nathan B. Stubblefield demonstrates his mobile phone device in Kentucky
- Real Madrid is founded
- Lord Rosebery opens London School of Economics (Above)



1907

Players now only off-side in opponents' half.

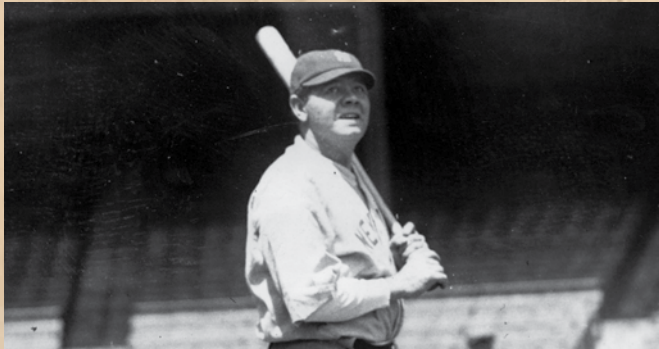
- The first taxicabs with taxi meters begin operating in London
- Robert Baden-Powell leads the first Scout camp on Brownsea Island, England



1913

Distance opponents must retire at free kicks changes from six to ten yards.

- Emily Davison, a British suffragette, runs in front of the King's horse, Anmer, at the Epsom Derby. She is trampled and dies four days later in hospital (Above)
- Death Valley, California hits 134 °F (~56.7 °C), the highest temperature recorded in the world (as of 2012)



1920

Players no longer offside at throw in.

- Babe Ruth is traded by the Red Sox for \$125,000, the largest sum paid for a player at that time (Top)
- The 1920 Summer Olympics opens in Antwerp, Belgium. The Olympic symbols of five interlocking rings and the associated flag are first displayed at the games (Bottom)
- The US Post Office Department rules that children may not be sent via parcel post



1937

The penalty arc is introduced.

- Frank Whittle ground-tests the world's first jet engine at Rugby, England
- In the United States, the German airship Hindenburg bursts into flame when mooring to a mast in Lakehurst, New Jersey. Thirteen passengers and 22 crew die as well as one member of the ground crew (Above)
- Walt Disney's Snow White and the Seven Dwarfs, the first feature-length traditionally animated film, premieres in selected theatres



1990

Shinguards made compulsory. A player who is level with the second last defender no longer off side

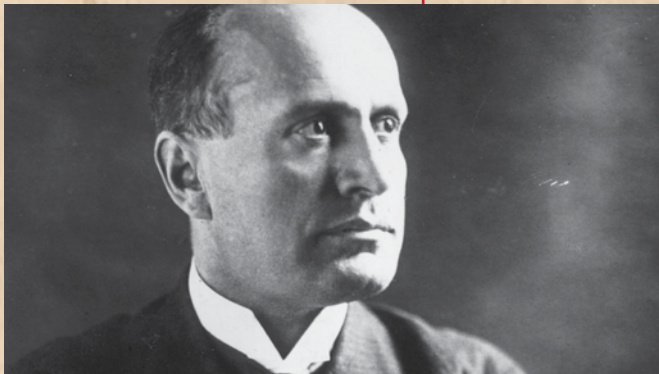
- Nelson Mandela is released from Victor Verster Prison, near Cape Town after 27 years behind bars
- The 1990 FIFA World Cup begins in Italy. This was the first broadcast of digital HDTV in history; Europe would not begin HDTV broadcasting en masse until 2004 (Above)



2005

IFAB give approval for goal line technology experimentation.

- The International Olympic Committee awards the 2012 Summer Olympics to London
- Surgeons in France carry out the first human face transplant.
- Pope John Paul II dies



1925

Player not offside if two (instead of three) opponents are nearer the goal line.

- Benito Mussolini (Il Duce) announces he is taking dictatorial powers in Italy (Top)
- London's first enclosed double-decker buses are introduced
- John Logie Baird creates Britain's first television transmitter (Bottom)



1970

Red and yellow cards introduced for the World Cup in Mexico. (Above)

- Pan American Airways offers the first commercially scheduled 747 service from John F. Kennedy International Airport to London Heathrow Airport
- The North Tower of the World Trade Center is topped out at 1,368 feet (417 m), making it the tallest building in the world



1994

The technical area is introduced into the Laws of the Game.

- The Church of England ordains its first female priests
- Three-time Formula One world champion Ayrton Senna is killed during the San Marino Grand Prix in Imola, Italy (Bottom)
- The Channel Tunnel, which took 15,000 workers over seven years to complete, opens between England and France, enabling passengers to travel between the two countries in 35 minutes (Top)



1997

Goal may be scored direct from kick off, corner kick and goal kick and ungentlemanly conduct renamed unsporting behaviour.

- In Roslin, Scotland, scientists announce that an adult sheep named Dolly had been successfully cloned, and was born in July 1996
- Death of Diana, Princess of Wales after a car accident shortly after midnight, in the Pont de l'Alma road tunnel in Paris
- Albanian missionary and humanitarian, Mother Teresa dies



2013

The FA and the Premier League implement Goal Line Technology for the start of the 2013/2014 season.



BY ROYAL APPOINTMENT

Last year's FA 150 anniversary year saw numerous high profile events around the country pay fitting tribute to the association's history, successes and continuing contribution to the sport at every level.

Their impact was felt by millions around the country, but for two young assistant referees in particular, the jewel in the crown was perhaps the opportunity to officiate at a specially organised amateur match between two of the oldest clubs in the country at Buckingham Palace.

Here, we are pleased to bring you a report from the day plus the thoughts of the two young assistant referees who joined 2010 FIFA World Cup final, Howard Webb, for the experience of a lifetime.

On Monday 6 October 2013, the first ever football match to be played at Buckingham Palace took place in celebration of the 150th anniversary of the first meeting of The Football Association.

The match, which was the idea of The Duke of Cambridge and The FA's President, HRH Prince William, saw two of England's oldest amateur clubs - Civil Service FC and Polytechnic FC - play out a Southern Amateur league fixture on the lawns more famous for the Buckingham Palace summer garden parties.

In the build-up to the game, The FA honoured 150 grassroots heroes by recognising the efforts of the founders of local clubs, coaches, referees and other officials at a reception to mark The FA's Grassroots Heroes Day.

Shortly after, Prince William got the match underway with Civil Service - the only surviving team of the 11 clubs which founded The FA in 1863 - going on to edge a close affair with a 2-1 win over Polytechnic, who were set-up in 1875.

Officiating the match was 2010 FIFA World Cup final and UEFA Champions' League Cup final referee, Howard Webb, who was ably supported by two young assistant referees from the Charlton Athletic Referee Academy, Robert Columb and Ashleigh Ainsley, and a 4th official, Kevin Condor, from the Amateur Football Alliance (AFA).

For this article we asked the two young assistant referees, Columb and Ainsley, to share their reflections on a unique day.



Robert Columb

When I was first contacted about running the line for Howard Webb for the first ever match to be played at Buckingham Palace I was absolutely thrilled.

As the time drew closer, however, and items started to appear in the media, I suddenly became quite aware of the responsibility I had accepted. This was the biggest job of my refereeing career to date and I desperately wanted to not let anyone down.

I travelled to London by train and walked down the Mall to Buckingham Palace. Looking back now, I'm sure people walking past me thought I must have been mad seeing as I was grinning from ear to ear all the way there.

Shortly after I arrived, Howard Webb joined us. As we introduced ourselves, he talked to us about how honoured he felt to have two young referees running the line for him. It was that moment, more than anything else, which probably made me feel most proud.

He then collected the match ball and we walked out to join the waiting teams. The players looked even more nervous than I felt.

Suddenly, however, I was being introduced to HRH Prince William. What a moment.

I remember thinking, how much better could this day get?

In fact, it got better still. I, 17-year old Robert James Columb from London, was about to run the line for the World Cup Final referee at Buckingham Palace.

Working closely with a real professional like Howard Webb I learnt a lot; his fitness levels and the way he interacts with the players whilst maintaining control was so impressive.

He brought his personality to the match along with his in-depth knowledge of the game which he used in his decision-making. But I feel that I learnt most from watching and being aware of his positioning during the match. He was always up with play and able to get a good view of all incidents.

Reflecting on this experience, I owe Jeff Pettit from the Charlton Academy a huge debt of gratitude for having the belief in me to officiate in this match. It was certainly a day I will never forget.

I am now looking forward to putting what I have learnt into practice and to progressing my career, hopefully to the very top.

I, 17-year old Robert James Columb from London, was about to run the line for the World Cup final referee at Buckingham Palace.



Ashleigh Ainsley

It was a real pleasure to be appointed an official for the 150th anniversary game at Buckingham Palace as an assistant referee.

In terms of our pre-match instructions, Howard was very trusting. They were not overbearingly prescriptive but were encouraging.

He emphasised his trust in us to do the jobs we were appointed to do and stressed one main thing: the importance of eye contact.

He was keen to stress that before every decision we had the correct body language and took our time.

With these comments coming from a World Cup final referee, it was incredibly reassuring to recognise that the advice we are given when we start our careers remains the same at the top.

The support from the entire refereeing community has been excellent since I qualified at the age of 14.

The London FA supported my introduction to football, assigning me a mentor and offering workshops at their young referees support group.

I was encouraged to join the refereeing academy at Charlton Athletic through which I've had many fantastic opportunities.

My hopes for the future are simple. I want to be the best official I can be. It's hard to top a fixture like Buckingham Palace but I think for many officials, including myself, the dream is to officiate at Wembley stadium, and I will work hard to get there.

In the shorter term I hope to be successful on a double jump promotion from a Level 7 to Level 5.

It was incredibly reassuring to recognise that the advice we are given when we start our careers remains the same at the top.



DELIVERING THE FUTURE

Neale Barry, FA Head of Senior Referee Development, and **Ray Olivier**, PGMOL Training and Development Manager, outline details of a new initiative designed to boost the number of elite referees in this country.

An Overview of The FA Development Group Programme

In June 2013, The FA and the PGMOL agreed a joint initiative to set up The FA Development Group.

Almost 70 referees from Level 2B and Level 3 were selected who, through their on-field performances and coaching reports, are showing the potential to progress to higher levels of the game.

Amalgamating the work of The FA at Levels 3 and 2B, the FADG programme offers the opportunity to increase the quality of training to accelerate their development and potential for progression.

- These benefits will include:
- accelerating the development of officials with the potential to officiate at Football League and Premier League level
 - higher standards of performance
 - greater understanding and appreciation of factors affecting performance
 - sharing of ideas and dissemination of good practice
 - encouraging team spirit
 - increased motivation and job satisfaction for individuals
 - greater understanding of The FA and the PGMOL organisations
 - greater appreciation of the referee's role as part of the game

The FADG programme will also ensure those referees who are showing potential to reach the higher levels of officiating are provided with the necessary specialist support in a variety of areas ranging from fitness, diet and nutrition, to game management, decision making and performance analysis.

The FADG programme consists of three Modules as follows:

Module 1 – 3 day programme
Focuses on mental toughness, personality profiling, diet & nutrition, fitness, strength & conditioning, injury prevention
Module 2 – ½ day programme
Getting the best from your assistant referees
Module 3 – 2 day programme
Analysing match incidents, coping with the big decisions, fitness.

As part of each Module, all referees undertake a test on the Laws of the Game Test and their body composition is measured.

The Programme

The FADG programme consists of a range of interventions designed to find out as much about each individual referee allowing The FA and the PGMOL to offer support and guidance to their development throughout the entire programme.

The referee attributes on the next page constitute the areas of training and education which the programme is focused on to support the referees in both their on and off-field performances.



PGMOL - FADG Referee Development Programme Model

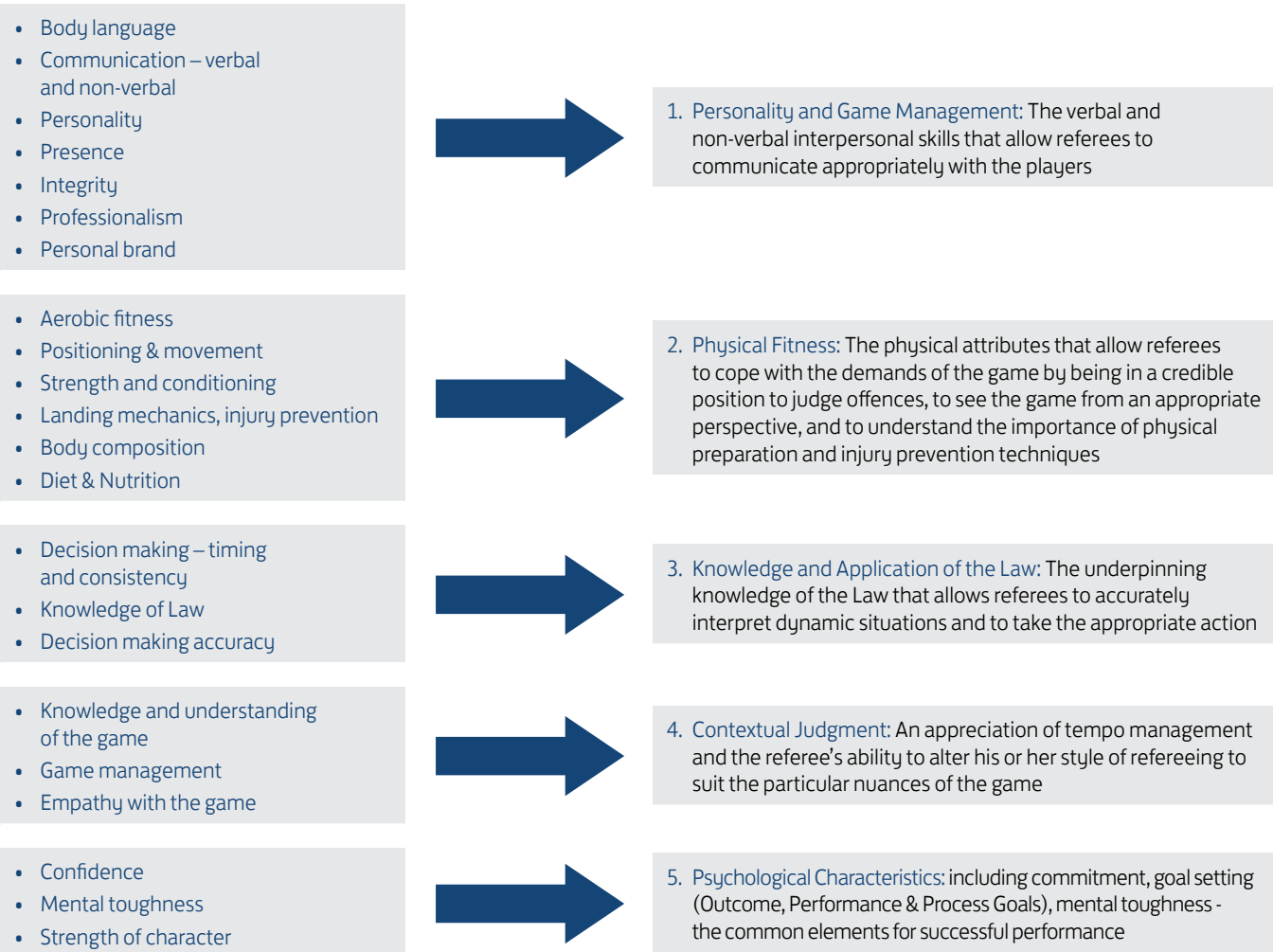


Figure 1 Adapted from Mascarenahs, D. R. D., Collins, D., & Mortimer, P. (2005) 'Elite Refereeing Performance: Developing a Model for Sport Science Support'. The Sport Psychologist, 19, 364-379

Inside The Programme

Module 1
The programme below was delivered over three sessions in October and November with around 23 participants for each programme.

On page 44 is a summary of the sessions delivered by the individual tutors on the programme including summaries from Level 2B referee, Neil Davies, who has taken part in the programme.

Day	7.00	8.00 - 9.00	9.00	10.00	11.00	12.00	12.30 - 1.30	2.30	3.30	4.30	5.30	6.30	7.00	8.00 - 10.00
Sat													Dinner	Body Fat & Weight Measurements Flexibility
Sun	Recovery Session Phill Hewitt Simon Breivik	Breakfast	Mental Toughness Liam Slack PGMOL				Lunch	Diet & Nutrition Rob Scaife Sheffield Hallam University		Professionalism Ray Olivier		Match Incidents Discussion	Dinner	Laws of the Game Test
Mon	Recovery Session Phill Hewitt Simon Breivik	Breakfast	Personality Profiling Nick Holyoake University of Gloucestershire				Lunch	Technical Coaching Session	Fitness Session Phill Hewitt Simon Breivik			Free Time	Dinner	Live Match Analysis
Tue	Recovery Session Phill Hewitt Simon Breivik	Breakfast	Live Match Review	Yo-Yo Test Phill Hewitt Simon Breivik			Lunch	Mental Toughness Liam Slack PGMOL			Review of Goals & Objectives Reflection Ray Oliver			
		Feedback Phill Hewitt Simon Breivik												

Fitness – Simon Breivik and Phil Hewitt, Sports Scientists, PGMOL

The fitness section of the programme aims to prepare match officials physically for the next level of the professional game as well as reduce their risk of injury.

Using a series of assessments the fitness of each official is benchmarked, which allows the fitness coaches to identify areas of weakness. Those falling short of the expected standard are given specific training advice and receive personal targets for subsequent assessments.

The fitness components most relevant to referees include: aerobic fitness, maximum speed, strength, body composition and flexibility.

To evaluate the officials' maximum speed, they are electronically timed over two 40m sprints. The YOYO Intermittent Recovery Test, which is a progressive run to exhaustion over a series of shuttle runs, is used to measure aerobic fitness.

Body fat percentage is calculated using skinfold measurements and the officials are screened for flexibility. Officials also receive coaching on functional strength and injury prevention training in the gym."

Neil Davies: The sessions with Simon Breivik and Phil Hewitt were very helpful. Given the challenges of fitting in training around working life, I took note of the exercises they described as most of them are easy to fit in a lunchtime or in the living room at home in the evening.



Mental Toughness Workshops – Liam Slack, Sports Psychologist, PGMOL

The central objectives of the two Mental Toughness workshops in Module 1 were:

- To gain an awareness of the applied research into the psychology of English Premier League officiating (Slack, Maynard, Butt, & Olusoga, 2013)
- To enhance the FADG's understanding of the conceptualisation of mental toughness and its development in English football refereeing
- To gain an understanding of the content and structure of the Mental Toughness Education and Training Programme currently in operation with eight National-List and eleven Panel-list referees.

It is anticipated that taking the findings acknowledged at the elite-level of English football officiating and integrating them into the FADG programme will enhance on-field performance. Specifically, the initial Mental Toughness workshop targeted seven psychological attributes deemed essential for football officiating excellence and included: coping with pressure, resilience, achievement striving, and refereeing intelligence.

In addition, the second workshop provided a cursory insight into the psychological skills and techniques incorporated within the MTETP - applied relaxation, cognitive restructuring, goal-setting, and 'what-if' scenarios.

To this end, the MTETP has been tailored to develop and enhance mental toughness components - attributes, behaviours, and cognitions - as well as improve the on and off-field performance of National-list and Panel-list referees.

In accordance, it is hoped that members of the current FADG who progress through to higher levels of the English football pyramid will be selected to take part in the MTETP in the not too distant future.

Davies: For me, and I presume for most, this was a completely new area of development. Liam Slack's session, although an overview of a much more detailed programme, left me with some key thoughts on how to manage the mind during matches.

The "stop, breathe, move on" approach was a simple take-away which I have started to use already.

Personality Profiling – Nick Holyoake, University of Gloucestershire

Our personality is assessed and judged by everyone that we meet and impacts on how effectively we build both personal and working relationships.

The aim of the session is to raise individual awareness of the impact personality type has on effective relationship building, officiating and a referee's career progression.

Building an understanding of personality type is a cornerstone of many management development, coaching and personal development courses but very little research has been undertaken with regard to officiating.

Davies: Since the Module 1 session, I have carried out a very similar personality profiling exercise at work, and the combination of this with the FADG Module has really given me a previously untapped insight into my own attributes (strengths and weaknesses), and how to work better with those around me.

This may be because of the belief that a referee's role is a solitary activity that only exists during the 90 minutes on the field of play.

However, a referee functions as part of a team and the role extends a long way outside of the on-pitch parameters. Therefore, an awareness of personality type has a major positive impact on the performance of a referee, their officiating team and the on-going development of skills and careers.

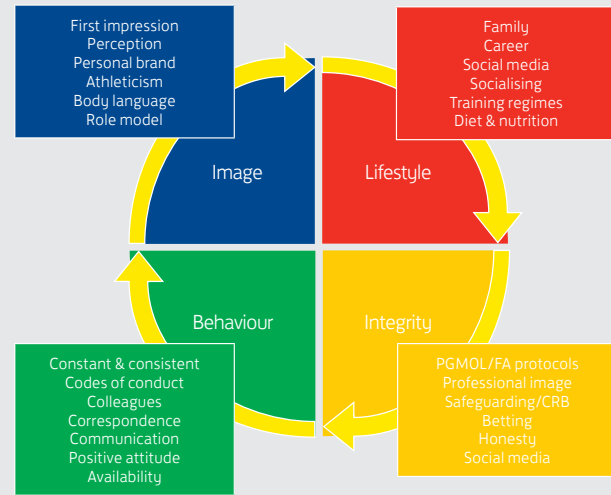
As a result of numerous discussions during the sessions many possible additional benefits of understanding personality type have also been identified such as dealing with conflict, handling stress, player management and managing perceptions.

Professionalism – Ray Olivier, Training and Development Manager, PGMOL

Referees wishing to aspire to the higher levels of the game must adopt a professional approach both on and off the field of play.

The objective of this session was to focus on professionalism off the field of play and the emphasis concentrated on lifestyle, integrity, behaviour and image.

Is your lifestyle giving you the best opportunity to be successful? Professionalism is all about fulfilling your own potential.



Live Match Analysis – Ray Olivier, Training and Development Manager, PGMOL

This session provided the opportunity to analyse a referee's performance on a live TV match.

Grouped into small teams, this is a positive way to analyse an individual's performance, particularly with his peer group and provides an opportunity to analyse video footage at this level of football.

- Positioning at set play situations
- Positioning during fluid play
- Body language and communication
- Game and player management
- Foul recognition including disciplinary action & key match incidents, advantage
- Fitness, speed and agility (including distance from play, viewing angles)
- Teamwork/Cooperation

Davies: For me in particular, having the chance to review one of my own matches was invaluable, even if a little daunting. It is not often that we get the chance to see videos of our performance, but to have this as a reference in a game which contained some reasonable challenges and having the chance to hear the views of others, was a good learning tool.

Summary

Davies: The three-day course was a fantastic experience, and certainly helped to build on the introductory session and the work that I have done with my coach since the start of the season in highlighting how good an opportunity being involved with FADG is.

Diet and Nutrition: Rob Scaife, Senior Sport and Exercise Science Officer, University of Sheffield Hallam

This session focused on the importance of eating the right foods and drinking the right fluids pre-match, half time and post-match.

The aim was to provide FADG referees with key advice and helpful suggestions regarding nutritional support.

This is because nutrition provides the fuel to train properly, the fluid to prevent dehydration and overheating, the micronutrients for health and well-being and the building blocks for enhancing muscle recovery.

Davies: The key element of this session for me was the advice on post-match recovery and how to optimise it.

It is not really an aspect of match days that I have considered in detail before, but having heard the benefits and how to improve this, it seems easy to incorporate some changes.



Technical Coaching Sessions – Steve Dunn, Alan Wiley, Eddie Wolstenholme, Senior Referee Coaches, PGMOL

The aims of this practical session were to consider how referees can improve their positioning and movement at set plays and during fluid play.

Using the field of play, the senior referee coaches offered practical advice on management of set play scenarios and examined the practicalities of positioning in critical areas in and around the penalty area.

Davies: The technical coaching activity's focus on positioning was convenient for me, as this is something that my coach and I have been working on a lot this season. The idea of simulating various match-day situations was really good.



FUTSAL WANTS YOU!

Futsal in England has grown rapidly in recent years. The FA National League expanding to encompass three regions and two divisions (North, Midlands & South League 1 & 2), a growing Futsal 5's programme in counties, The FA Futsal Cup and a steadily improving international side.

With such a growth of competitions and games there is now a growing need for referees and for the development of referees to keep pace with this rapid progress.

Here Roger Vaughan, FA National Referee Manager for Referee Development, plots the sport's rise both as a participation sport and as a valid refereeing career pathway.

Futsal refereeing in England has come a long way since 2005 when there were only 20 active Futsal referees who officiated in local leagues and The FA Futsal Cup.

The majority came from the Sheffield and London areas where Futsal was actively played. In 2006 a Futsal National Group of active referees was formed and began to recruit new referees in other parts of the country where regional Futsal Cup qualifiers were played.

In the same year a FIFA Futsal Referees Seminar was led by Antonis Petrou (FIFA Instructor, Cyprus) and as the game grew so did the number of referees.

Referees also began to get more exposure to a higher standard of Futsal by officiating England home and away friendly internationals as well as European University competitions. This development culminated in Marc Birkett becoming England's first FIFA Futsal Referee in January 2008.

"The fast nature of the game helps a futsal referee to focus on the important things in refereeing such as match control, foul recognition and teamwork. A decision every few seconds helps you to create more time when transferring across into 11-a-side football."

Marc Birkett, FIFA Futsal Referee

"If it wasn't for Futsal, I would definitely not be the player I am today."

Real Madrid winger Cristiano Ronaldo

During the latter part of 2008 the current Futsal Referees National Group began to take shape with the aim of establishing standards consistent as far as possible with those seen in the 11-a-side game.

Fitness Tests, assessors and an appointments officer for the new Futsal League were introduced and a Futsal Referee Promotion and Development Pathway was added to The FA Regulations.

All of this encouraged an increase in the number of Futsal referees, most successfully combining Futsal with refereeing 11-a-side football.

30 million
estimated player
participation worldwide

During the following years until present, the growth of referees increased and in January 2010, Gavin Sartain became England's second FIFA Futsal Referee.

Roles and responsibilities to assist the structure of the Futsal Referee Development Programme were formed ensuring that the general administration and running of the FRDP was now on course to achieve its goals of having a sounder structure and for recruiting more referees and assessors.

This in turn provided the National Group with the opportunity to provide more quality in-service training, match analysis and practical sessions involving our current FIFA Referees, plus Level 1 & 2 Referees.

The group ensures we now focus on the future, with the main remit to service the National League and senior appointments as well as to produce England's next FIFA Futsal Referee nomination. The group now meets three times per season and it is ably supported by David Dixon, who coordinates the fitness work.

The National Futsal Referees Group is co-ordinated by Sean Dipple who, in July 2011, became a UEFA Futsal Match Delegate

Regional In-Service events are also held around the country as it was evident interest in refereeing Futsal was growing with better communication with County FAs as the game was beginning to take off in their respective areas as part of the Football Development Programmes.

Whilst 2012 had been pro-active in refining the development programme and structure, it far surpassed all expectations with the highlight being the appointment of Marc to the FIFA Futsal World Cup Final between Brazil and Spain in Thailand, which followed appointments to UEFA Futsal Championships and the Asian Football Confederation (AFC) Futsal Championships.

It is not just the FIFA Futsal referees who receive international appointments; several national list officials have also experienced games abroad thanks, in part, to our Futsal programme has partnerships with the Maltese, Welsh, Irish and Japanese FA's and appoints English representatives to the annual European Universities Championships.

The Futsal refereeing numbers look positive with:

4 FIFA referees (includes two referees on FIFA list from other countries but now resident in England)

7 x Level 1s

17 x Level 2s

25 x Level 3s

70 x Level 4s

Around 170 of the 209 Fifa member associations play Futsal



However, as the number of games grows so too does the demand on these referees so we need more Futsal referees.

The FA is working hard to support County FAs and the majority of them now have a Futsal programme so there are games available for aspiring referees. In 2014 we will roll out Tutor Training to support the new Basic Futsal Referee Course, which means there has never been a better time to be involved in the Futsal.

For more information on how to get involved in Futsal refereeing please contact your County FA Referee Development Officer or email Holly Papps at holly.papps@thefa.com

"In Argentina, when I was a young boy, I used to play a lot of Futsal on the street and with Newell's Old Boys. It was a really fun game that's helped me a great deal."

Barcelona forward Lionel Messi



THE FA'S REFEREE DIVERSITY ACTION GROUP

Kevin Coleman, Inclusion Projects Coordinator at The FA

Inclusion and diversity across the game is a priority for The FA, with its established ethos of Football for Everyone as much part of the actions and policies of The FA's Refereeing Department as any other area of The FA.

Almost a decade ago The FA established the Referee Diversity Action Group, a group that consults, discusses and acts upon policies and strategies which diversify the referee workforce and aims to make refereeing more welcoming to people from all backgrounds.

The group, which is made up of FA staff, County FA staff, referees and diverse equality contacts has sculpted The FA's approach to diversity in refereeing with a mixture of policy development, strategy design and practical activities, all supported and involving County Associations and grassroots referees.

In December 2012, all of English Football's governing bodies came together and ratified a joint plan which hopes to address inclusion and anti-discrimination across the whole game.

To view this plan, please [click here](#)



The plan has a whole game target of 10% of the refereeing workforce coming from a Black and Minority Ethnic background.

As a result, over the coming years this group, in partnership with football's authorities and the grassroots game, will be supporting and putting in place policies and plans to achieve this target.

This work will involve the wider refereeing workforce to an increasing degree and we openly welcome feedback and suggestions from referees with an interest in this area.

The RDAG group works closely with The FA Equality Team who, like the group, is a resource available for the grassroots refereeing population.

If you would like to contact the Equality Department please email Equality@TheFA.com

A female-only futsal refereeing course delivered in partnership with the Muslim Women's Sports Foundation is an example of the work of the Referee Diversity Action Group

If this area of work is something you would like to support or get involved in, please contact The FA's National Referee Manager Referee Development Roger Vaughan on Roger.Vaughan@TheFA.com

REPORT IT! - FA LAUNCHES NEW FILMS TO ENCOURAGE REPORTING OF DISCRIMINATION

Martin Wilson - Governance Communications and Editorial Support Assistant

The FA will shortly be launching four exciting new films to address the under-reporting of discrimination in the game and to encourage those who feel that they have been discriminated against to report it.

Discrimination can occur in many forms and the use of any threatening, abusive, indecent or insulting words or behaviour in reference to a person's ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability is completely unacceptable.

The four animated films are the result of a collaboration between The FA and celebrated artist and creator of "You are the Ref", Paul Trevillion, as well as involvement from ex-England internationals Dion Dublin and Graeme Le Saux.

The films will explain to participants and supporters how to report discrimination at both professional and grassroots level.

Graeme Le Saux (pictured) highlighted the importance of addressing this issue in football: "I was delighted to be involved in presenting these films on behalf of The FA.

"When discrimination takes place at any level of the game, we need to ensure that we can take positive action, and the best means of ensuring that is to encourage players and supporters to report it."

Le Saux continued: "These films will help explain to players and supporters both the importance of reporting discrimination and highlight the many ways in which they can do so."

It is anticipated that the films will lead to an increase in the reporting of incidents, something that match officials should be prepared for throughout this season and beyond.

It is important that any reported incident of discrimination that takes place, either during or after a game, is recorded clearly and then forwarded to either The FA or County FA to investigate.

The FA and County FA's have a duty to investigate all reports of discrimination. Referees in the professional and semi-professional game must inform The FA the next working day of any incidents of discriminatory abuse. Grassroots referees should submit their report to the County FA within two working days.

The FA has also introduced a mandatory five match suspension and education programme for participants who have a proven charge of discriminatory abuse under FA Rule E3.

Make sure you watch the films once they have been launched at www.thefa.com in early 2014.



"When discrimination takes place at any level of the game, we need to ensure that we can take positive action, and the best means of ensuring that is to encourage players and supporters to report it."

LIVING WITH PARKINSON'S DISEASE

John Hilditch, a former Premier League and FIFA Assistant Referee, has Parkinson's disease and in this interview he outlines how he is facing the disease and how his football (past and present) is helping him cope.

Before you were diagnosed with Parkinson's, what were your symptoms?

I first started noticing things around November 2007 when I started to develop a little twitch in my right index finger.

I didn't put it down to anything major but my wife had noticed a few other things too such as I was slowing down a little bit and was beginning to get tired more easily.

I went to the doctors and he referred me to a neurologist who I saw in June 2008, and after running me through several dexterity tests he confirmed that I had Parkinson's.

How did you feel when you received the diagnosis?

It didn't come as a major surprise as it had been one of the things we'd discussed and talked about before, but it was still something I didn't want to hear.

I set my stall out originally to stay off medication for as long as I could because of my refereeing and assessing career. One of the first questions I asked the doctor was whether I'd still be able to go to the gym.

He said that I could as it would help me to keep supple and fit.

So I attend the gym 2-3 times a week and do activities like spinning and circuit training and boxercise.

I went a full two years without medication after my diagnosis and attended the doctor's clinic every six months. He was satisfied and told me I'd only go on medication when I wanted to.

As a fit and healthy individual who has been involved in sport your whole life, how did you come to terms with the diagnosis?

I've always remained very, very positive and I don't let Parkinson's get me down.

As with any condition you can have certain days where you have a bit of a downer, but I like to talk about Parkinson's with other people because it's there and we've got to face it.



Miami, 1993: John (right) was assistant Referee for a friendly between Germany and Argentina.

I've accepted it in a positive nature and I'll continue to face it in the way in which I have done whilst also dealing with it through my wicked sense of humour.

For example, if ever anyone attends a dinner with me and I have soup, do not sit on my right hand side without some kind of protection for your clothes. My family have accepted it and they are very, very supportive.

How did your condition begin to change and alter after diagnosis?

After two years I really noticed I'd slowed up in my walking and my stride had become shorter.

I was put on a drug called Rasagiline and for two years it made things more comfortable.

But I slowed up again and during an appointment in June 2012 it was decided that further medication was required.

In the July I began taking medication called Beneldopa as well as continuing with the Rasagiline.

Within six weeks there was a marked improvement of co-ordination and performances at the gym.

The tremor in my right hand has increased slightly and it happens when I am either agitated or relaxed but most frustratingly when I eat.

Most importantly, it is progressing slowly and I hope it stays that way for as long as possible.

Every hour, someone in the UK is told they have Parkinson's.

As a former Premier League and FIFA Assistant Referee for 11 and two years respectively, you must have some great memories from your footballing career?

I was lucky to have some great experiences, especially five times being an Assistant Referee at Wembley:

- 1990 Zenith Data Systems Cup Final: Chelsea v Middlesbrough
- 1992 FA Cup Final: Liverpool v Sunderland
- 1993 FA Cup semi-final: Sheffield Wednesday v Sheffield United
- 1993 Coca-Cola Cup Final: Arsenal v Sheffield Wednesday
- 1993 Division 3 Play-off Final: York City v Crewe Alexandra

As a boy, I always dreamed of playing a part in a FA Cup Final at Wembley, and I did.

Away from British football, you also had the opportunity to travel, tell us about your experiences.

As a FIFA Assistant Referee I officiated across Europe in the European Cup, UEFA Cup, full and U21 internationals including a World Cup Qualifier Malta v Portugal with RA President, David Elleray.

The final two games of my FIFA career were two friendly matches in the USA (prior to the 1994 World Cup): Germany v Argentina in Miami and Germany v USA in San Francisco.

You're probably best known for refereeing the final stages of Manchester United's crucial match against Sheffield Wednesday in the first Premier League season (1992-93). What memories do you have from that game?

I remember taking over from referee Mike Peck, who had an Achilles injury, for the last 30 minutes of the match.

I awarded a penalty after only two minutes to Sheffield Wednesday and they were leading 1-0 until the closing minutes.

It was not made as clear to the crowd how much additional time would be added back then and United equalised through a Steve Bruce header with minutes to go.

United needed a win to confirm their status at the top of the Premier League.

Sir Alex Ferguson was out on the touchline looking at his watch, and because of various disruptions and stoppages, seven minutes and 16 seconds of added time were played.

The ball fell to Bruce again and he scored to give United a 2-1 win, and everyone remembers those famous scenes of Sir Alex and Brian Kidd celebrating on the touchline. People say that I started 'Fergie Time'.

Officials come under a lot of pressure from players and fans alike, how did you handle it?

Even in my era there was a lot of TV coverage but football's greater exposure and increased coverage at this current period in time has changed things even more.

I personally always tried to block it out of my mind and you have to. I remember going to Wembley for The FA Cup Final and people would ask me what I thought.

But the only moments I clearly remember are the build up to the match and the aftermath.

I just took every game as a 90 minute match of football and focused the same way, regardless if there were a couple of hundred people in the stadium or thousands as that helps to take the pressure off.

I once officiated a play-off game between Sunderland and Newcastle in 1990 at the old Roker Park and that's the most intense atmosphere I've been in, at any point in my life.

However, once the game starts you've got to face it, otherwise you would possibly crack up under pressure.

You do need a lot of anticipation and concentration to be able to do the job, as I had to have in the final minutes when I awarded a penalty to Sunderland which was saved by the Newcastle goalkeeper.

Is it difficult to control the players?

As an assistant referee you try to stay out of the way of protesting players and hope that the referee comes across, does his job and backs you up if required.

A fine example of that was a Coventry City goal against Leeds United at Elland Road which the Leeds players felt was offside.

I was chased by a couple of them and I had to run through a group of Leeds substitutes.

After the game the BBC commentator Clive Tyldesley came into the changing room and said that I'd got it right.

All the way back down the M1 people were ringing in and slating the decision until Clive rang the show and said the decision was right and that was the end of that.

What are you doing now?

I am a PGMOL Assessor and also assess on the Contributory Leagues.

I attend football matches most Saturdays and for some midweek games, which involve observing the referee and his assistants. I listen to the referee's pre-match briefing and I assess the performance of the officials,

deliver a post-match debrief and prepare an assessment for all the officials involved.

I hope to remain involved for as long as possible because refereeing is in my blood, whether via my assessing duties or presentations to referee societies. It certainly helps to combat my condition, both physically and mentally.

I am coping with my condition and I would like to thank the editorial staff for producing this article to assist in promoting awareness of Parkinson's, because unfortunately it does not receive the publicity that other conditions or diseases receive.

Please everyone, keep the faith as there are more good officials than poor ones and as I have always said, there are no bad referees it's just that some are better than others.

I am sure everyone will join me in wishing John every success in his battle and I am sure that he will show the determination in this stage of his life that he showed when he was an active official.

David Elleray

About Parkinson's

- Parkinson's is a progressive neurological condition.
- People with Parkinson's don't have enough of a chemical called dopamine because some nerve cells in their brain have died.
- Without dopamine people can find that their movements become slower so it takes longer to do things.
- The loss of nerve cells in the brain causes the symptoms of Parkinson's to appear.

If you would like more information on Parkinson's disease, here are some useful websites:

<http://www.parkinsons.org.uk/>
<http://www.nhs.uk/conditions/parkinsons-disease>

SOME NON-TAXING TAX ADVICE

Ian Blanchard – FA Senior National Game Referee Manager

Just looking at the title of this article may prompt you to think “What has this got to do with me? I earn very little as a referee and what I do earn just covers my expenses.”

Well in this day and age it is important to fully appreciate the need to declare any fees and expenses as a referee, at whatever level you operate.

So this article is based on the information, facts and advice provided by Saffrey Champness Chartered Accountants. They are a member of Nexia International, a worldwide network of independent accounting and consulting firms.

For tax and National Insurance purposes, referees are engaged by County Football Associations on a self-employed basis. Whilst HM Revenue & Customs may enquire into whether a referee’s fees have been fully declared for tax purposes, they are less likely to challenge their self-employed status, as there is no mutuality of obligation – ie there is no obligation on the CFA to provide a particular referee with work and there is no obligation on the referee to accept an invitation to referee a particular game. Here are some of the key considerations for referees and the tax allowances available.



Registering with HMRC

As a self-employed individual, it is the responsibility of each referee to notify HMRC that they are self-employed and to report their income via self-assessment tax returns.

If a referee is **not already** registered for self-assessment, they can register online via the HMRC website.

<http://www.hmrc.gov.uk/sa/register.htm>

If a referee is **already** registered for self-assessment and they have a unique tax reference number, then they should complete the form on the HMRC website.

Referees are recommended to register with HMRC as soon as they start to receive fees, if they anticipate making a profit.

The latest they should register is by **5 October after** the end of the tax year for which a tax return is needed. So, for income first received in 2013/14, they should register on or **before 5 October 2014**.

Late registration could result in penalties being charged – the initial penalty is £100, but daily and tax geared surcharges can also be imposed. Any referee who has undeclared income in relation to prior tax years should consider seeking professional tax advice.

Taxable profits

To calculate their profit from refereeing, individuals can deduct the following expenses from their refereeing income to the extent that they are incurred wholly and exclusively for the purposes of refereeing activities:

- Affiliation and subscription fees
- Kit required specifically for refereeing activities (see note 1)
- Training kit (See note 1)
- Laundry of kit (see note 1)
- Accountancy fees
- Insurance
- Mileage expenses (see note 2) for business journeys, such as:
 - Refereeing
 - CPD training
 - Society meetings
 - Fitness training
- Relevant training publications
- Postage and stationery
- Relevant computer software (see note 3)
- Use of home as office (see note 4)
- Business telephone and broadband costs (see note 5)
- Capital allowances on computer equipment (see note 3)

Notes

1. HMRC may contend that items of clothing and footwear have a duality of purpose and are therefore not deductible. It should, however, be possible to convince HMRC to accept that kit (and associated laundry costs) used specifically for refereeing is allowable as it is only used on the pitch. This argument is weaker for training kit and where items of clothing are used for purposes other than specific referee training.
2. Mileage can be claimed using HMRC’s approved mileage rates, which are currently 45p per mile for the first 10,000 miles per annum and 25p per mile thereafter. These rates can only be used if business income is below the VAT threshold (currently £79,000 per annum). Alternatively, the business proportion of the running costs of the vehicle can be claimed. Capital allowances in relation to the vehicle can only be claimed where the approved mileage rates are not used.
3. Relevant computer software can be claimed where it is purchased separately from the computer equipment itself and then only if it has an expected useful life of no more than two years. In other cases, it must be treated as capital expenditure and capital allowances claimed. Capital allowances can also be claimed in relation to computer equipment used in the business, but must be apportioned between business and private use and only the business proportion claimed.
4. Where a room in the home is used as an office for business purposes, a proportion of household expenses attributable to the room and for the time it is used for business can be claimed. What is allowable depends on the particular facts, including the extent and nature of the business activities undertaken in the home. For 2013/14, HMRC has issued standard rates based on the number of hours worked at home per month.
5. Business calls and the business proportion of line rental and other fixed charges may be claimed

National Insurance

Class 4 National Insurance is payable on profits above a lower profit limit (£7,755 per annum for 2013/14) and is calculated and paid together with income tax via self assessment. Class 2 National Insurance is payable separately at a weekly rate (£2.70 per week for 2013/14) by monthly or six-monthly direct debit. If profits are below the small earnings exception (£5,725 for 2013/14) then an individual can apply for exception from paying Class 2 National Insurance, although they may wish to continue payment to retain state pension and certain other state benefits.



Tutors

Whether a tutor is employed or self-employed will depend upon the nature of the relationship between the individual and the CFA engaging them. Detailed guidance and best practice can be found in the CFA’s finance guide. HMRC’s historic view was that tutors were employees. However, of particular relevance is the level of control that is exercised over the way tutors work. For example, if the CFA dictates the format and content of the training, the tutor is more likely to be an employee, but where the tutor has more flexibility around delivery of courses, it may be that they are able to demonstrate that they are self-employed. Note that the cost of training to become a tutor, which is currently met by the individuals, is not an allowable expense in calculating any profit on a self-employed basis.

Assessors

As with tutors, whether an assessor is employed or self employed will depend upon the nature of the relationship between the individual and the CFA engaging them. If the reporting format is dictated by the CFA, then they are more likely to be employees. It is understood that the amounts paid per assessment are relatively low (£10 - £20 per assessment) and in the event of any challenge from HMRC, it may be possible to demonstrate that there are sufficient allowable expenses to result in a negligible or no tax liability. However, a prudent approach would be to pay the fees via the payroll with tax and National Insurance accounted for as appropriate.

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