



Referees Committee Operation Plan Progress

09/11/2020

Note! Those activities without a Task number are in addition to the Operational Plan

Task No	KPI	Current Pos	Ambition	Action	Responsible	Progress
Referee Welfare						
		Non-Comp 13 DBS 7 SCW	Ensure Safeguarding is in place	Operating procedures for transport, training & development	Sam	Procedures and measures in place & being monitored
			Covid safety	Referees operating to FA Guidance	Sam	Procedures and measures in place & being monitored. Return to Football and COVID guidance session ran in September. Recording to be prior to Return to Football 2.0
Referee Administration						
261/262			Make it easier for referees to close dates and track availability	Use Pitchside Referees	Sam	All officials and observers on Pitchside. County league confirmations also on the system.
Referee Retention						
	354	310 355	Total Number of Referees Total Number of Referee (inc. Trainees)	FA KPI Target	Sam	
263/264		97 56 – U18 41 – 18+	Reduce number of referees not reregistering	Contact those not reregistering	Richard/Sam	Being monitored- see Dashboard. RN contacted all adult officials. SA contacted all youth officials to contact those that haven't responded again.
265/266		N/A	Retain those trained pre COVID-19	Offer refresher training	Sam	Refresher ran in September, recorded and circulated to all course attendees.
		21 appts	Manage those completing the induction course to qualify	Mentoring provided	Sam	Being monitored- see Dashboard
271		N/A	Work with clubs to identify "Drop Out" risk	Target youth male/female	Sam	No movement yet due to lack of courses. EOI form sent out to clubs.
280		N/A	Youngsters feel safer	Use mentors/match day support	Sam	Being monitored- see Dashboard. 21 mentored games provided to date
282/283		2 with coaches	Support youngsters away at Uni	Support integration into "Away" County FA	Sam	2 x coaches sourced for J.Dods and M Whitworth. No response from Leicestershire for W. Perry
284/285		456 matches reviewed	Identify those having problems	Weekly questionnaire	Sam	Being monitored- see Dashboard. 456 returns received with just 10 judged very poor. Assessment of COVID safety to be included.
		80 reports	Identify those referees who have struggling and in need of additional support.	Use of Adverse Reports	RefCo	Being monitored- see Dashboard



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Referee Recruitment						
268/269		18 recruited	Increase number of officials by 100	Run courses	Sam	One course completed, but further courses held release of new course by the FA. Informed this will not be until March 21 and we have 70 on waiting list
274/275		N/A	More people seeing courses	Use all marketing streams	Referees Committee	Held 268/269
270		N/A	Recruit in areas of shortage	Identify areas of shortage	Sam	Currently Fenland both adult and youth.
277/278		N/A	Target youngsters	Use Purple Shirts	Referees Committee	Marketing to be re-released ahead of Restart of Football 2.0
272/273		N/A	Get into refereeing sessions	Run online "Get into Refereeing" sessions	Referees Committee	Run online sessions to give insight into those individuals on the EOI form and prepare for the course.
Match coverage with an independent qualified referee						
120		84.9%	Improve referee coverage on League		Referees Committee	Being monitored- see dashboard
259/260		N/A	Increase overall coverage- hit at least 80% coverage	Map by LA and advertise online courses	Referees Committee	Being monitored- see Dashboard
287		N/A	More games covered	Referee incentive scheme	Referees Committee	Removed for 2020/21
		N/A	Provide way forward with appointed assistants on the Kershaw Premier		Referees Committee	Decision to be made by the year end on the way forward. Noted that the current flexible system has improved referee coverage, supported the lower league with no complaints from Premier clubs. But there is word on the street of player discontent
BAME Refereeing						
290/292/294	13	20	Increase BAME referees	25% bursary for courses. Explore with current BAME referees and IAG promotion into the community	Referees Committee	Being monitored- see Dashboard
Disability Refereeing						
295/296/297		N/A	Build a Pan Disability refereeing base	Work with Disability FDO and local County FAs	Referees Committee	No courses, awaiting update in March 2021. EOI went out in 2019/20 – limited interest. Try again in new year.



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Female Refereeing						
467	38	28	Increase numbers of female referees		Referees Committee	Being monitored- see Dashboard
468/469		N/A	Create pathway from ACC	Use ACC exit strategy	Referees Committee	EOI to go out to all U16 ACC players that go into adult football. Opportunity to ref on Saturday and play Sunday.
470/471		N/A	Track female players using the WGS	Targeted promotion	Referees Committee	No movement due to COVID and no courses. Re-institute in 21/22
472/473		N/A	Improve quality of female referees	Through "Female CORE"	Referees Committee	Limited number of officials to be involved in this. Those showing promise involved in CORE. Loss of 15 females officials limits this. Recruit and re-engage in 21/22
475		N/A	Retain and develop all female officials	Use female mentors	Referees Committee	Limited number of officials to be involved in this. Those showing promise involved in CORE. Loss of 15 females officials limits this. Recruit and re-engage in 21/22
Referee Development Process						
299/300		25 refs inc. FA CORE	Improve quality of targeted referees through "CORE"	Select targeted referee and provide sessions and coaching	Referees Committee	25 referees in the process with no more than 2 per coach
301/302			Improve quality of all referees	Provide bi-monthly online sessions	Referees Committee	1 st Session ran in September, pre-recorded content to be released in November.
303/304			Develop our referee Developers	Provide online sessions for observers and mentor	Referees Committee	Training session ran in September for Observers and Mentors.
			Quantity & Quality of our Referee Course Tutors	Review of current situation	Sam	Of 5 applications 3 have been accepted to become tutors
305/306		15 Obs 8 Active	Increase the number of observers	Provide an online session	Sam	Online recruitment session to be organised.
307/308			Provide a promotion pathway	Develop and manage a promotion pathway for ambitious referees	Referees Committee	Being monitored- see dashboard
			Improve our match officials club marks at L3 & L4	Exploratory session with Soham Town Rangers to be held on 11/11/20	Sam	Session arrange to understand Soham viewpoints to put to referees and create discussion around.
			Support the development of the Referees Association	Cambs FA to promote membership	Referees Committee	RA to request any special action