

Minutes of the Referees' Committee meeting
held via Microsoft Teams
on Monday 9th November 2020

Present: P. W. Hill (Chairman), J. Bull, C. Abbott, S. Anderson, C. Hills, R. Mallett, R. Nichols, M. Mizon, G. Jolley, M. Foster, R. Pawley, J. Hill, D. Lander

Apologies: M. Leach

No Apologies: A. Durman

RD01/21 Welcome and Apologies

P. W. Hill welcomed D. Lander to his first Referees Committee Meeting

RD02/21 Minutes

RD02/21.01 – Minutes of the Referee Committee February 2020

The minutes of 24th February 2020 meeting had an amendment, recommended by R. Nichols, the date listed within R08/20 Minutes, referencing a the January meeting, was noted incorrectly as the 24th January, but should show the 6th January 2020.

RD02/21.02 – Eastern Pool Minutes – October 2020

- i. R. Pawley questioned funding given to the TN League and whether it had been paid and if so how much. S. Anderson advised it had now been paid at a sum of [REDACTED] with an additional payment agreed in January, pending the financial situation and depending on any lockdowns. S. Anderson advised he believed this had been discussed in the Executive meeting earlier that day.
- ii. R. Pawley also asked around S. Anderson challenging a club mark submitted by Norwich United. S. Anderson confirmed we had been successful in this and the mark had been updated.
- iii. P. W. Hill referenced a query around Assistant Referee appointments on the county league and it being referenced in the pool minutes. S. Anderson advised that this had been recorded incorrectly and will be updated at the next meeting.

RD03/21 Matters Arising

RD12/20 – Any other Business

S. Anderson discussed with Stefan Renwick, Hunts FA RDO, around where the Hunts officials will be officiating. S. Renwick advised that he'd send out our League Registration Form to all his officials to gather further interest. Only 3 individuals completed this. Officials in Hunts have either stopped officiating, moved onto the PDFL or remained on the UCL as an Assistant Referee and Reserve Division referee.

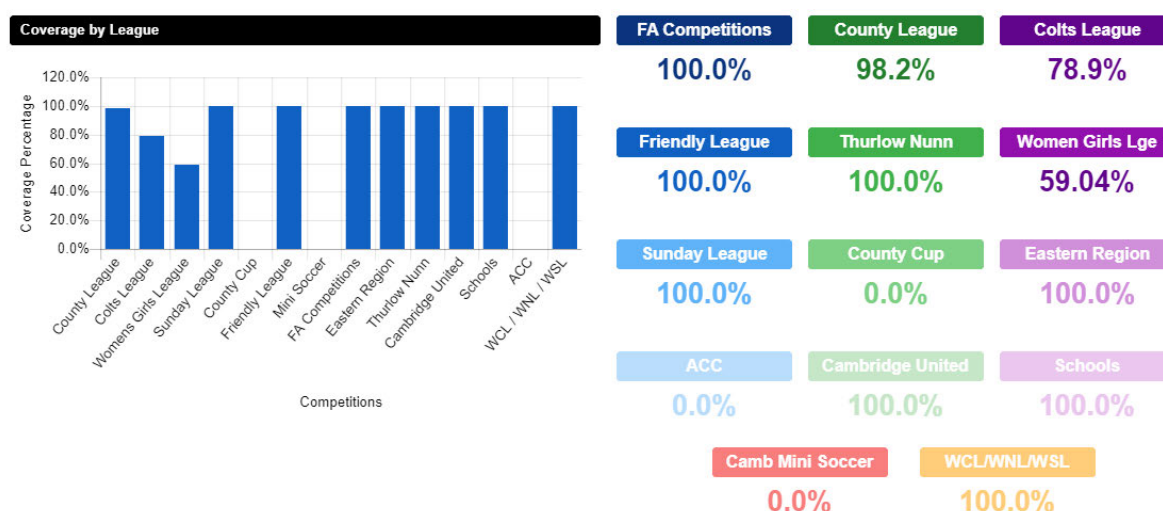
RD04/21 Statistical Analysis

SA showed his dashboard which tracks all data and shows the below:

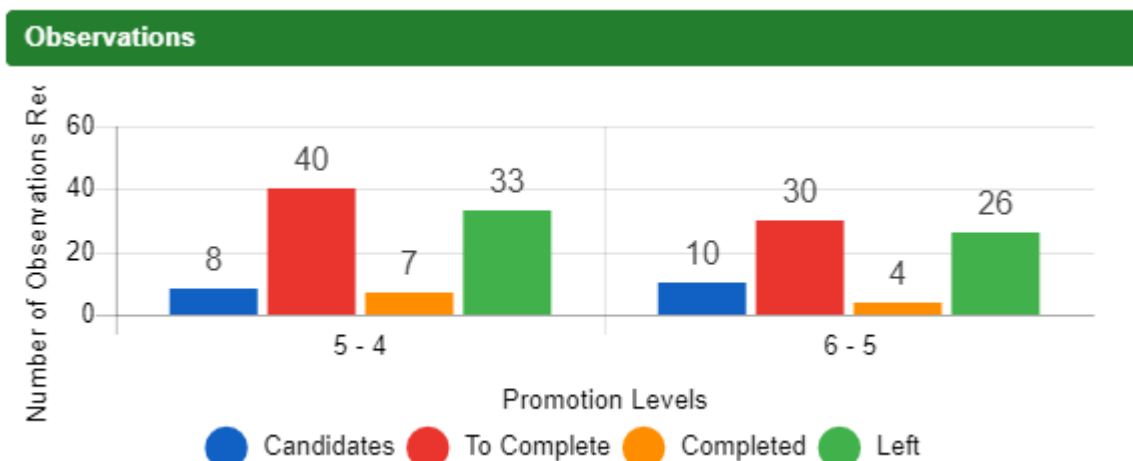
RD04/21.01 - KPI Stats

KPI Targets	KPI Numbers
Total Refs (ex T): 353	Total Refs: 354
Female Refs: 38	Total (Ex Trainees): 309
BAME Refs: 13	Female Refs: 29
	BAME: 20

RD04/21.02 – Coverage



RD04/21.03 – Observations



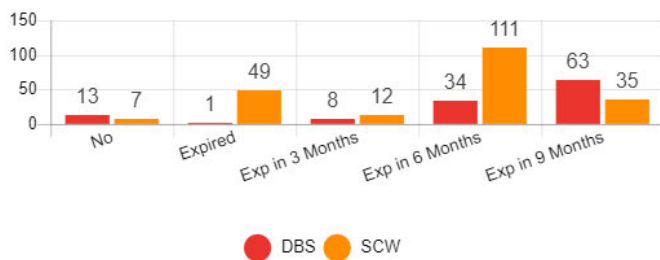
RD04/21.04 – Adverse Reports

See [REDACTED].

Action Point: S. Anderson to circulate a copy of adverse report details along with the agenda for future meetings.

RD04/21.05 – Safeguarding

Referee Safeguarding Exp Periods



Ref DBS Non-Compliant

13

W'force DBS Non-Compliant

1

DBS - Expiring in 3 months

1

Unique Referee Expirations 3m

2

Ref SCW Non-Compliance

7

W'force SCW Non-Compliant

12

SCW - Expiring in 3 months

5

Unique W'force Expirations 3m

0

RD05/21 – RA Report

G. Jolley gave an update on the situation the RA finds itself in. This year's membership figures are down due to two primary reasons;

- lack of renewal uptake compounded by the inability to purchase membership as part of the referee registration process.
- Lack of new referees being made members due to limited courses

G. Jolley advised that he would work with S. Anderson to engage with the newsletter and would re-engage with social media networks to give a consistent outreach from the RA.

P.W. Hill advised that he believes nationally that RA figures are down on last season.

RD06/21 – Strategy Update

RD06/21.01 – Courses

S. Anderson advised that a course had been ran in October which had 18 individuals in attendance which was successful with many having refereed a fixture prior to lockdown.

RD06/21.02 – Tutor Recruitment

S. Anderson advised that due to the new FA Referee Course, The FA had asked all tutors to reapply and allowed applications for new tutors. Cambridgeshire had 5 tutors apply in, S.Anderson, D. Lander, M. Leach, Robert Windle and Richard Fullicks. Unfortunately, two were unsuccessful in M. Leach and R. Windle, but three were successful in S. Anderson, D. Lander and R. Fullicks.

S. Anderson advised that there was a strong pool of tutors in neighbouring counties that we could reach out to should we need to.

RD07/21.03 – Referee Development

The Cambs CORE group has been advised of those involved this year and allocated appropriate coaches. This year's group see's L4's and L3's opting in, all Level 5-4 promotion candidates included as well as 3W to 2W promotion candidates. The first meeting is on Monday 16th November 2020. We have 7 new coaches this year in Roger Coxhead, Kevin Seckington (Northamptonshire), Ian Mitchell (Rugby), Steve Symonds, Iain George, John Steel and Richard Loraine. A list of CORE individuals and relevant coaches is available in [REDACTED].

RD08/21.04 – Appointments/Administration

S. Anderson gave an update on the Friendly League and their appointments process. It was highlighted that C. Abbott had appointed their first week, but since then they had since been able to fully appoint to all of their fixtures this season.

RD09/21.05 – Promotion Scheme

RD09/21.05.1 - Candidates

Level 5 - 4 Promotion Tracker		Level 6 - 5 Promotion Tracker		Level 7 - 6 Promotion Tracker	
Primary	Referee Name	Primary	Referee Name	Primary	Referee Name
59994925	[REDACTED]	27140	[REDACTED]	57337937	[REDACTED]
60377176		55488587		59831313	
56617081		59764824		64492185	
55182385		61002087		57655465	
60663433		58399646		56657710	
58391034		55917028		169776	
482158		482804		1314621	
58248996		486446			
		61487190			
		59269573			
		494970			

RD09/21.05.2 – Observer Recruitment

3 new tutors have been recruited this season in Chris Darling, Richard May and Thomas Kelly from our pool of Level 3 & Level 4 referees.

An observer training session will be held and advertise to all match officials in the new year.

RD09/21.05.3 – Observer Changes

Due to the current pandemic, [REDACTED] and [REDACTED] has understandably, taken a step back from active observing until a time in which they feel safe for their return. Both have left the door open to returning when safe to do so as S. Anderson has had length chats with both individuals.

RD09/21.06 – Mentoring Updates

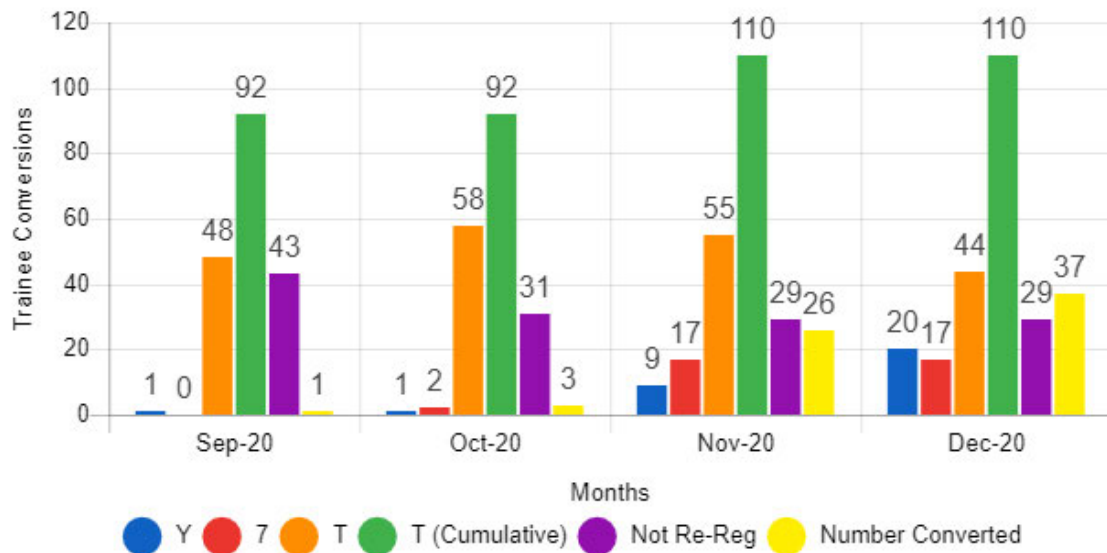
So far we have mentored 20 unique officials so far this season with a mixture of Saturday and Sunday youth football.

Ely City U12 Red	Littleport Rangers U12 Navy
Willingham Wolves U13 (Red)	Willingham Wolves U13 (White)
Chesterton Eagles u12's	Gamlingay Utd u12's
Bottisham U13	Chatteris Town U13
Cambridge Celts U14	Milton Colts U14
Newmarket U12	Fordham U12
Cambridge Rangers WFC	Iselham LFC
Caldecote u14's	St Ives Rangers u14's
Willingham Wolves u13's	Stretham Sporting u13's
Sawston Utd u12	West starting u12
Whittlesey Junior U13 Royal	March Academy U13 White
Bourne Town U11 Claret	Riverside Rovers U11
Newmarket u12 blue	Wittlesford warriors u12
Teversham U15	Linton U15
March Town U11	Wisbech St Mary U11
Whittlesey Junior U12 Black	Deeping Rangers U12 Blues
Exning U12	Harts Academy
March Town FC U13	FC Hampton U13
Eye Juniors Hornets U11	Wittering Harriers U11

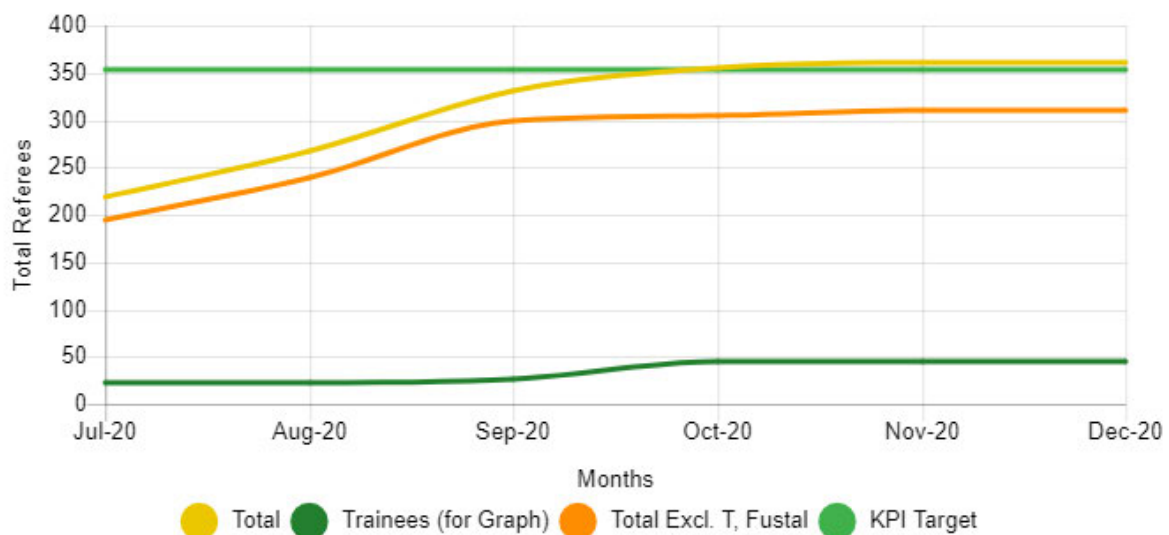
RD09/21.07 – Referee Conversion

So far this season we have converted 37 trainee officials from 81 officials, giving a conversion rate so far.

Refereeing Tracker



Trainee Refereeing Tracker



RD10/21 – Any other Business

RD10/21.01

J. Hill proposed a change in the way that minutes and agenda are presented and had put together a document based on the contents of the operation plan. J. Hill ran through this document (See Appendix 3) and was agreed that this would be a good addition to the pack of information provided prior to and at the end of each meeting.

Action Point: *J. Hill to complete for this meeting and liaise with S. Anderson.*

RD10/21.02

M. Mizon asked S. Anderson how the shortage of match officials in the North of County can be rectified and when that process can begin.

S. Anderson advised that it is not likely that we will be able to run courses until March 2021 but when we are able to do so, we have a process in place. At present we have a Expression of Interest form live for individuals to advise of their interest in courses. A selection process will be used, and more tailored courses will be running i.e. Adult Only, Youth Only, Female Only to help encourage a greater engagement from those areas.

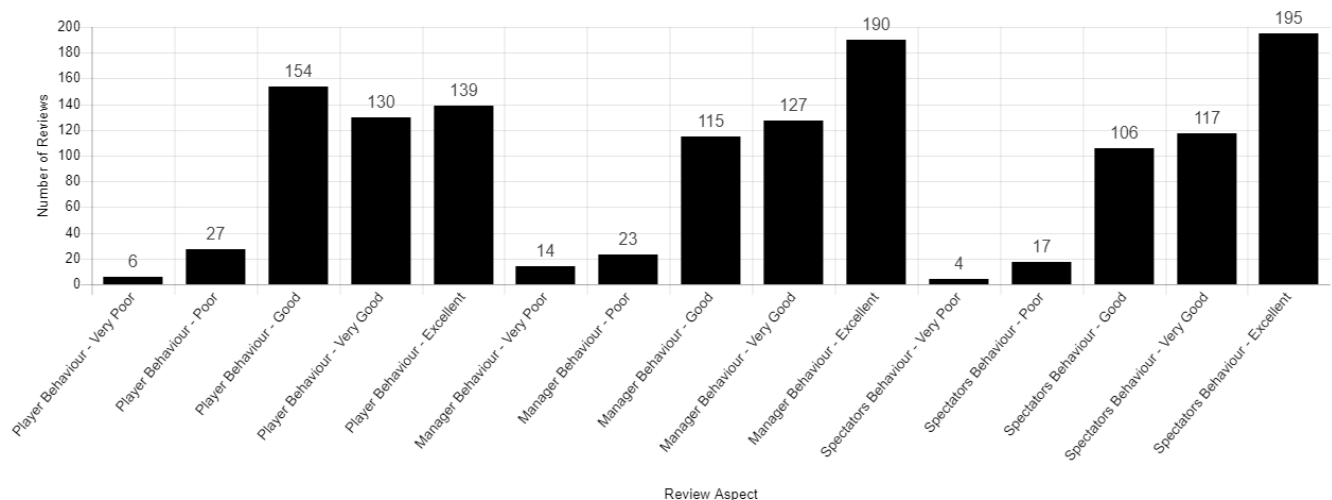
Once we get into the 2021/22 player registration window, we will be able to use the data available of players that haven't re-registered and direct market to them details of referee courses to gather interest.

RD10/21.03

C. Hills asked S. Anderson around the Get into Refereeing Session and whether we could engage with those individuals in the Expression of Interest form to engage prior to the course and provide material to give them an understanding. S. Anderson advised he would look to do this and direct individuals to our twitter account where content will also be released through.

RD10/21.04

Overall Review



S. Anderson discussed the Review the Weekend feedback that had come from match officials this season.

S. Anderson also discussed that this data will be submitted to each league on a monthly basis through a report with coverage details on, to allow leagues to develop an action plan for supporting areas of development. M. Mizon advised that he hadn't seen a copy of the Cambridgeshire County League report in the Leagues & Cups Meeting. S. Anderson advised he would send this across after the meeting.

Action Point: S. Anderson to send M. Mizon CCL report

P.W. Hill advised that he really liked the Review the Weekend set up, but asked if a section could be asked around how COVID safe do match officials feel to give some information to leagues and cups. S. Anderson agreed this was a good idea and would add this onto the form for the December release.

Action Point: S. Anderson to add COVID Secure information onto Review the Weekend

RD10/21.04

P.W. Hill asked S.Anderson to provide a financial report for the next meeting in January.

Action Point: S. Anderson to prepare ahead of the next meeting.

The meeting was closed at 8:30pm

The next meeting of the Referee Committee will be held on Monday 4th January 2021 at 7:00pm via Microsoft Teams.

S.Anderson