

**County FA New Referee Assessment documents – user guidance and helpful information.**

**Section 1 – Details of match**.

Self explanatory – as normal. No change to existing formats.

**Section 2 – Degree of difficulty**

Further consultation produced a need for this to be included. An assessor should be able to determine the level of difficulty of the game that was refereed. It is very important that an Assessor recognises this as it will then undoubtedly have a bearing on the Referees performance. You will see that there are three categories ranging from ‘normal’ to ‘very challenging’.

**Section 3 – Misconduct ‘count’**

On far too many assessments there are discrepancies on the number(s) and specifics around cautions and sendings off. This is simply a ‘quantity’ box where the assessor records how many and against whom. (e.g. the home team have 4 players cautioned and 1 sent off the boxes against the home team should read 4 and 1.) They DO NOT need to indicate the numbers of players cautioned in this field. It is merely a telly chart.

**Section 4 – Summary of Referees Performance**

This is a simple text box which allows the Assessor to write as much or as little is needed. The assessor should use this box to summarise the Referees performance from start to finish. It should make reference to the competencies and give accurate, factual, concise and developmental information to the Referee. (For further guidance on what ‘best practice’ looks like please refer to the example assessment documents)

**Section 5 – Performance key competencies**

On the 7-6 form there are three competencies and on the 6-5 there are six which indicate the increase in expectation as a Referee progresses through the levels.

There are 5 indicators on which an assessor can simply tick a box to confirm what the Referee has demonstrated against that competency.

The summary of the Referees performance and the strengths and development points should be a reflection in general terms of where the ticks occur within the key competencies.

**Section 6 – Strength and development points.**

The concept of 3 strengths and 3 developments points is widely used across referee observation and assessment in most European countries. These boxes should really be used to give the Referee at quick glance the areas where they are performing well and also those areas where they still need to address, develop and enhance. The principal of this has not changed from the previous documents used at this level. The emphasis on the content of what is completed within these fields should be on quality over quantity. It should contain accurate, concise and supportive information which helps the referee. (For further guidance on what ‘best practice’ looks like please refer to the example assessment documents

**Section 7 – Additional Comments**

Self explanatory. This should only be used by an assessor if there is a fundamental need to provide additional information to the Referee that has not been covered elsewhere in the assessment. (For further guidance on what ‘best practice’ looks like please refer to the example assessment documents

**Section 8 – Performance indicator, overall performance.**

This replaces the numeric mark that was previously constructed by the assessor. However, the overall indicator should be reflective of the entire assessment including the summary and competencies. Essentially the assessor should be asking themselves – can this Referee perform at the next level in which he/she is applying for ? Taking all my observations and feedback into consideration where should I cross the box?

Essentially if the performance observed is:

Demonstrates a performance lower than that of the level they are currently refereeing at = below the standard expected

Demonstrates a performance that is of the standard expected by a referee at this level = standard expected

Demonstrates a performance that is above the level they are currently refereeing = above the standard expected

**Section 9 – Reinforcement of document purpose.**

Our consultation demonstrated that far too many referees saw the assessment document as simply a scoring mechanism against a set framework and were not focusing on the document contents and assessor debrief as being for their development and progression as a Referee. We would like to think that the Referee can use these forms as something that can assist them with their development moving forward and can perhaps revisit this document throughout the season.

For each assessment it is mandatory that a post match debrief takes place. I have a number of reports where this is not happening in certain parts of the country which I have taken up with the RDO’s in question – so this is merely a reminder to all.