

**Referees Committee - Minutes - 19<sup>th</sup> February 2020**

**In Attendance:**

Roger Fox (RF)	Gordon Manning (GM)	Russell Howes (RH)
Steve Kelly (SK)	Nicholas Wright (NW)	Alison Wade (AW)
John Taylor (JT)	Russell Howes (RH)	

1. Apologies

Jeff Pettit (JP)	Ken Baillie (KB)	Hugh Gilroy (HG)
Beth Archer (BA)	Derek Harris (DH)	Lib Di Cesare (LDC)
Paul Howard (PH)		

2. Approval of Minutes

*Proposed by RF and seconded by JT.*

3. KPIs

NW - KPIs as of 12/02/2020

KPI	Target	2019-11	2020-01	2020-02
Female	82	54	56	62
BAME	425	248	264	273
Numbers	815	799	811	893

NW - Explained the reasoning behind growth in numbers and about the expected totals for March (especially female).

NW - Also shared the changes to the 2021 - 2024 KPIs and the areas to which the change will occur Recruitment, Conversion, Retention & Promotion

RH - Raised a concern regarding the BAME target, NW explained that London FA had made The FA aware of the unrealistic nature of the BAME number

4. Promotion Scheme Updates

FYI - General update for Promotion

RH - A lot of referees have had the maximum number of observations 1 at (7 to 5) 5 at (7 to 6) 3 at (6 to 5) and 4 at (5 to 4). Usual problem short of observers on Saturdays, overall in a good place to get everyone seen the minimum amount of times.

JT - The discrepancies between the way games are allocated between North and South

RH - Next season the process will be going automated due to the changes being put in place by with google sheets.

RF - How many 5 to 4s?

RH - There are 23 (5 to 4s)

AW - What is the biggest problem when it comes to promotion candidates especially 5-4?

RH - Administration. However, for every referee we nominate to The FA we track the observation mark, clubs' marks and comments, which is given to The FA alongside the nomination for The FA to make their informed decision.

5. Mentoring

FYI - General update for Mentoring

NW - Ref 2 Ref is thriving and The FA are happy with what we are doing as a new mentoring project.

6. Development Group

General update for Development Group

NW - Update on the planned summer event with key guest

7. Any Updates from Academies / IMFL

NW - Academy games have all been covered, no issues to raise

SK - Things doing well, no games lost due to weather or unforeseen circumstance. Referee Development programme doing very well, and 1 referee hasn't received all their observations but in happy as no threat of them not receiving.

8. Female Referees

NW - Brief consolidation about what was discussed in item 3 regarding females and the first event whereby it will be female only workshop

RH - Great London Women's league - will hopefully be able to host their first female only referee cup final this season.

9. AOB

RH - Misunderstanding with cup final appointments - youth and senior appointments went out officially and not through the parameters of the Referee Committee as had been agreed.

To avoid stripping the referees of cup final appointments, Cup Subcommittee were happy ratify the appointments made.

HG, RF, RH and Paul Bickerton [PB] (CEO) had a meeting after Christmas - to discuss the future of the cup final appointing for adult football. It was noted that there was nothing in writing within the current Terms of reference of the referee committee regarding ratification of adult cup appointments.

The terms of reference have now been rewritten to include the cup final appointment ratification and this will be a board agenda item to ratify the changes at the next board meeting.

## RH - Referee Level restructure

Addressing the imbalance that's in place L3 S3-4 L5 S4,5,7 in other areas of country

Level 3 will effectively officiate Steps 3 & 4 leagues

Level 4 will effectively officiate Steps 5 & 6 leagues

## RH - Addressed the changes made in to the divisions

Creation of a "pure" football pyramid from Step 1-Step 6, resulting in additional divisions at Step 3, Step 4 and Step 5, and the repositioning of what is currently Step 7 outside of the System; these to be known as 'Regional NLS Feeder Leagues'.

For the start of season 2020/21 the league structure will see:

- 2 additional step 5 divisions (Combined Counties League & United Counties League)

These changes are in addition to the creation of the fourth Step 3 league (2018/19), the seventh Step 4 division (2018/19), and 3 additional Step 6 divisions (South West Peninsula League (2019/20), Eastern Counties League (2018/19) and North West Counties League (2018/19)).

Consequently, for the start of the 2020/21 season the league structure will have:

- 4 Step 3 divisions
- 8 Step 4 divisions
- 16 Step 5 divisions
- 17 Step 6 divisions

The changes in the new league structure affords refereeing an opportunity to achieve a more consistent environment for Level 3 and 4 referees across the whole country.

Put simply:

Contributory Leagues = Step 3 & Step 4 divisions

Supply Leagues = Step 5 & Step 6 divisions

This will result in the following key changes:

the inclusion of the following two new Step 5 divisions into the Supply League system for 2020/21:

- Combined Counties League
- United Counties League
- the inclusion of the U18 Professional Development League (North & South) into the Contributory League system for 2020/21

## Exceptions

At Supply League level there are, however, three regional exceptions to the principle of referee pyramid alignment.

**South East** - The changes to the league structure and reclassification of Step 7 divisions will result in

insufficient Level 4 referee in the south east to service all Step 6 divisions.  
The following four Step 6 divisions  
will not therefore be offered a position as a Supply League for season  
2020/21:

- Combined Counties League - Division 1
- Southern Combination - Division 1
- Southern Counties East - Division 1
- Spartan South Midlands - Division 1

RH - LSA next month - 6pm start - paper received week before

AW - Given apologies for next month

RF - LSA Sub committee will consist of RH, RF, JT

Next Meeting: will take place on Wednesday 18<sup>th</sup> March 2020, location  
Aldermen's Court Room, Guildhall, Gresham Street, EC2V 7HH.