



**Referees Committee - Minutes - 18<sup>th</sup> March 2020**

**In Attendance:**

Roger Fox (RF)	Gordon Manning (GM)	Russell Howes (RH)
Steve Kelly (SK)	Nicholas Wright (NW)	John Taylor (JT)
Russell Howes (RH)	Alison Wade (AW)	Beth Archer (BA)
Lib Di Cesare (LDC)	Paul Howard (PH)	

- Apologies  
 Derek Harris (DH)                      Jeff Pettit (JP)                      Ken Baillie (KB)  
 Hugh Gilroy (HG)

- Approval of Minutes  
*Proposed by [GM] and seconded by [JT].*

**Matters arises**

*Board ratified referee committee terms of reference regarding the changes to the ‘ratification of all county cup appointments’*

*KB - What is the meaning behind the Committee’s role of ratification*

*RF - Explained full details of the powers of referee committee. The office is to nominate the officials for cup finals and it’s the committee’s role to approve or veto the appointments.*

- Sub-Committee (Long Service Update)  
*NW - Meeting postponed due to COV-19 pandemic and following of government advice.*

- KPIs  
*NW - KPIs as of 12/03/2020*

KPI	Target	Diff.	2019-11	2020-01	2020-02	2020-03
Female	82	+9	54	56	62	91
BAME	425	-142	248	264	273	283
Numbers	815	+140	799	811	893	955

*NW - Explained the increase in numbers (Female and Numbers)  
 Female changes due to successful completion of 1<sup>st</sup> referee courses in partnership with 100FC program.*

*PH - Tutor on the course of female only stated about the positive impact of doing the course and how keen the referees are to stay within the game  
 BA - Approached by referees but feedback has been positive from all those involved.*

*Numbers increased to the amount of referees now taking the online exam.*

## 5. Promotion Scheme Updates

\*LDC Arrived at minute 4

FYI - General update for Promotion

RH - Number of observations down due to weather. With current situation, there needs to be a plan in place in case the candidates do not complete criteria of officiating on 20 games. Season extended until end of April 2020.

Challenges faced for Sub Committee - when deciding on those who have been successful, RH suggest to using a pragmatic approach and to find a number cut off for those who have not reached 20 games or had less than 3 observations.

No FA guidance on those that are 5-4 but awaiting to hear something.

GM - requirement of how many games they officiate should be as flexible as possible.

PH - Pro rata system depending on where the season goes if completed season. Pro-Rata example - number of months in the season divided by games to see a season percentage completed. From that percentage, a number of games must have been submitted/completed to be considered for promotion. (i.e. 70% season completed, 30 games played then there should have been ... number submitted)

RF - How many more weeks left?

RH - 6 weeks left

RH - Sub Committee in May - 1 week before referee committee

NW - to arrange and liaise with RH about using online conference (Teams)

## 6. Mentoring

FYI - General update for Mentoring

NW - Develop the Ref event on March 10<sup>th</sup> explained what happened and how event ran.

## 7. Development Group

General update for Development Group

PH - Successful year (2<sup>nd</sup> year) 11 x level 3 referees (seniors) and 47 referees (juniors) started in development group but there were removals due to poor admin and attendance at meetings. Number of referees in the group at 39 for next season

Ref2Ref scheme explanation given, very successful due to the engagement of brand new referees

180 new referees paired with the 39 referees

JT - where do the parameters of the coaches come from when giving feedback to referees

RF - Guidance from The FA that if mentor/observer is doing a feedback session with a referee, then a coach is not allowed to do feedback unless otherwise stated

8. Any Updates from Academies / IMFL

NW - Academies are closed until April following The FA guidance

SK - Had to pull games due to pandemic but have booked pitches until June as a result to ensure we can finish the season

9. Female Referees

NW - Update on plans were to hold a female group introductory day but plans on hold until after the pandemic

10. AOB

RF - How to best get ahold of NW

NW - to provide information on how to get ahold of him via email and mobile number

Next Meeting: will take place on Wednesday 15<sup>th</sup> April 2020, location will be online or conference call.