

### WELCOME

#### JANUARY 2022

Hello, Happy New Year and welcome to the January edition of the Norfolk County FA Referees' Bulletin.

We hope you had a great festive break and are looking forward to getting back to refereeing in 2022!

### CONGRATULATIONS

#### PROMOTIONS

We have some good news to share regarding our promotion candidates.

I am very pleased to confirm that after a Referee Committee Meeting, 3 Level 6-5 candidates have been promoted. Congratulations to:

Jaden Lister, Chris Gray & Kye McCourt-Hall

I would also like to congratulate 2 of our 5-4 candidates, Tom Rampling and Harley Golder, who also received mid-season promotions by The FA.

### MENTAL HEALTH CHAMPION

#### CALLUM PARKE

"Happy New Year one and all. I hope you had a safe and happy festive period with family and friends, and didn't have Covid like I did!



Going into 2022, one key lesson I have taken from 2021 is that small changes and gestures of self-kindness off the pitch can have a hugely positive impact on it. As many of you know, I took a short break from refereeing last November, which taught me the benefits of taking, or making, time for yourself.

These changes do not have to be football related. Taking a day off work, reading, doing sudoku, walking, cooking, writing down our thoughts, having a bath, whatever it may be, doing things that you enjoy little and often improves our wellbeing and how we deal with the stresses of day-to-day life. But these changes have also reignited my passion for refereeing, which was extinguished when I didn't look after my wellbeing.

It is absolutely OK to feel worn down by the challenges of the past year. With the increased demands of

refereeing placed upon us this season, added to the stresses and constant changes the pandemic forces upon football at all levels, it is only fair and reasonable that we take more time for ourselves.

If you find nothing is working, chat to those around you, and as always, remember that I am always happy to lend an ear, whenever you may need it, on [norfolkrefmhc@outlook.com](mailto:norfolkrefmhc@outlook.com) and on the **NORFOLK REFEREE MENTAL HEALTH HUB**.

I'll be in touch, Callum"

### COURSES

#### RECRUITMENT UPDATE & COURSE SALE

The success of our completed courses this season has seen 102 new referees trained, ranging from 14 to 68 years old, with encouraging numbers going straight into the adult game. Following attending the face-to-face training, the candidates must officiate five matches to successfully complete their qualification, and nearly half of the 102 have already done this.

Norfolk FA Referee Development Officer, Harvey Newstead, who has been central to the work that has been done this season said: "I am very pleased with the progress we have made so far this season to help address the referee shortages that we have faced, however this is very much the first step in the process and I am looking forward to continue to recruit in the new year as well as support and develop our current workforce."

Head of Football Services Matthew Lemmon added: "With the recruitment to date, the building blocks are in place to overcome the challenges experienced so far this season. It's now up to the Norfolk Football community to work together to support and retain not only our newly qualified referees, but also our existing group of committed match officials to ensure a positive footballing experience for everyone."

**PLEASE SHARE WITH ANYONE YOU THINK MAY BE INTERESTED:**

**BECOME A REFEREE - JANUARY SALE!**

We are delighted to announce that we will be running two further courses at The FDC in February and as part of a January sale special offer, both of the courses are currently priced at £85, offering a 30% discount to anybody who books by January 31st.

Further details, including online booking information can be found [HERE](#).

### POLICY

#### REFEREE CHANGING ROOM REQUIREMENTS

##### ADULT REFEREES

- Adults must not get changed with under 18s or be in the changing room whilst they are changing.
- It's the responsibility of the adult referee to confirm the changing process; allowing the under 18 to change on their own and then switch with any adults or vice-versa.
- If you're unsure of the age of a fellow referee, feel confident to ask their age to ensure the young person feels supported and comfortable as part of the team.
- If before matchday you are aware of an under 18 in your team, please ask the host club if they can provide a separate changing room if possible.

##### UNDER 18 REFEREES

- You must not get changed with adults (anyone 18-years-of-age or older) or be in the changing room whilst someone else is getting changed.
- Refereeing colleagues and host clubs will have been told this – perhaps they have not realised you are U18.
- If necessary, please remind the referee, or other referee(s) that you need to get changed on your own and then leave so they can get changed.
- Please let your League or Club Appointments Secretary, County FA or Referee Mentor know so this is not repeated in future.
- Some clubs may be able to provide you a separate changing room to change on your own or if possible, arrive at the game in match kit so you don't need to change.
- If you have a concern about the behaviour of another adult or young person towards you please tell an adult you trust this could be your parent/carer, Referee Mentor or County FA.

##### SUPPORTING DIFFERENT GENDERS/GENDER IDENTITY

- You must not be getting changed with officials of a different gender/gender identity or be in the changing room whilst they are getting changed.
- Be confident to confirm the changing process, agreeing who will get changed and who will be outside the changing room.
- Once all officials are changed and if comfortable to do so, the changing room can be shared as standard pre-match protocol.

### CPD

#### EAST REGION CPD

In 2022 we will be continuing our joint CPD with Cambridgeshire FA and Suffolk FA for referees within the East Anglian Region.

Sessions are being held online via Microsoft Teams on the first Monday evening of each month and all registered referees will receive an email each month to register to attend.

If you missed the sessions, click [HERE](#) to view them.

**October CPD** delivered by Suffolk RDO, Alan Dale covered Dealing with Inappropriate Behaviour

**November CPD** delivered by Norfolk RDO, Harvey Newstead covered Penalty Area Decisions

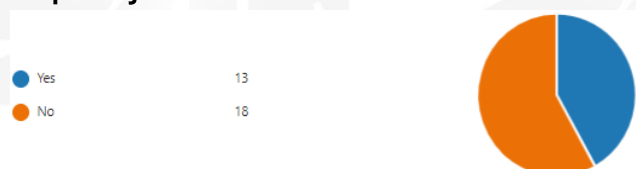
**December CPD** delivered by Cambs RDO, Sam Anderson covered Advantage

### SURVEY RESULTS

#### HOSPITALITY

The Hospitality survey, which was in the November Bulletin, got 31 Responses. Thank you to all who submitted a response. Matt Lemmon will be passing this information onto the Leagues for their interest.

Do you think clubs should have to put on post match hospitality?



Do you stay for post match hospitality when it is on offer?



What would you expect as a referee for post match hospitality?



What is your favourite food item/dish for post match hospitality?



### TOP TIPS

#### OFFICIATING IN COLD WEATHER

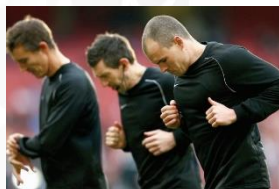
Here are some Top Tips to help you when you are officiating in cold weather from Simon Breivik, PGMOL Head of Sports Science.

Have you ever considered how well prepared you are to deal with the wintry conditions? If ignored, the cold can present a real challenge – one that goes beyond cold fingers and toes.

A drop in core temperature can bring about a loss of stamina because of a drop in your maximum heart rate and a reduction in the oxygen being delivered to your muscles. The good news is that the detrimental effects of the weather can be prevented – providing you are well-prepared.

#### WARM-UP

The first line of defence against the cold is the warm-up. The easiest way to structure your warm-up is to break it down into stages.



- Jogging: starting slowly and steadily speeding up
- Dynamics: straight-leg swings, high knees, heel flicks etc.
- High-speed running: Perform increasingly longer high-speed runs and progress into all-out accelerations over 10-30m.
- Specific movements: ARs should perform side-stepping movements into an acceleration whilst referees should perform some backwards running into forward curved accelerations.

#### PRE-MATCH

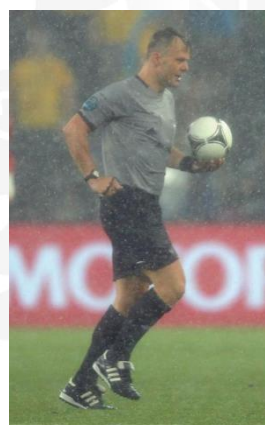
The first hurdle is to keep warm between the end of your warm-up and the start of the match. It's not ideal warming up for 15 minutes only to spend the ensuing 15 minutes cooling down again.

Wear the correct amount of clothing for your warm-up, and the match. Only strip off your warm-up top just before you head out for the first half. Put an extra layer on at half time and only strip it off just before walking out for the second half.

#### HALF-TIME

You should come off at half-time feeling warm. But beware you will cool down very quickly when you stop moving, especially if your clothing is wet.

Have a spare set of clothes for the second half as your body will lose up to 25% more heat if you're clothing



is wet so the first thing you should do is change as much of your kit as possible.

Take on extra carbohydrates & Don't forget to drink - Exercising in the cold tends to deplete glycogen stores more quickly so it's important to replenish stocks at half-time. Also, although you may feel less thirsty in the cold, you are still losing fluid and therefore need to replace it.

Studies on football players have demonstrated that muscle temperature can drop as much as 2°C during the half-time break.

So, the half-time challenge for referees is to stay warm by moving around as much as possible. Easier said than done given you're confined to a small changing room but perhaps jogging on the spot intermittently – thirty seconds on, one minute off – would be enough to retain a degree or two.

In an ideal world, you'd use the last five minutes of the half-time break to perform a mini 're-warm-up'.

The most effective method of warming up is to jog, you should attempt to perform at least a couple of minutes of light jogging before kick-off. Assistant referees have the excuse of checking the nets to squeeze in some running.



Referees would benefit from using the time it takes the players to get into position to run back and forward across the half-way line a few times.

#### POST-MATCH

Once you've blown the final whistle, you should get back to the changing room as quickly as possible and have a hot shower.

Ideally, a cool-down would be performed immediately after the match, but this can be problematic so instead, you should try to perform an 'active recovery' training session the day after your game. This should consist of 25-30 minutes of light aerobic activity.

You also need to rehydrate and replace the energy you've used so consume a high-carb, medium protein snack/meal as soon as possible.



### WINTER MONTHS

#### PITCH INSPECTIONS

It is vital from the referee's viewpoint that when asked to undertake a pitch inspection, you do so professionally and remembering the overriding factor of player safety.

At the forefront of your mind, you must always think: is the playing surface safe to play on?

Prior to reaching a decision the Referee making the inspection should consider:

- Is the playing area dangerous? e.g. ice /frost
- Whether or not conditions are or could turn farcical
- Pitch draining capabilities in the event of standing water
- The existing condition of the playing surface
- The Home Club's people power available to carry out any pitch work



Remember, do your homework. Have a look at the forecast and anticipated conditions the day before your game. You can also be proactive - pick up the phone and make contact. Don't be afraid to make initial contact if the weather is already looking uncertain. Ask the club what their plans are in terms of ground inspections or what the current condition of the field of play is like.

### DBS & SAFEGUARDING

#### ENSURE YOU HAVE THE CHECKS

Safeguarding children is everyone's responsibility. As a referee you have a responsibility to make the game as safe and enjoyable for everyone.

If you are aged 16+ and officiate in Youth football (including Academy games) you **MUST** have a valid, in date DBS Certificate. Lasting for a three year duration, a disclosure certificate costs just £10.

Please contact Harvey Newstead to start your DBS process via the whole game system.

You must also ensure your Safeguarding Course is up to date and you can check your expiry date on your Whole Game System under the Learning section on 'My Account'.

### RESPECT THE REF

#### JADEN LISTER

We spoke to local grassroots match official, Jaden Lister, about his experiences within grassroots football, the reasons he loves refereeing and why it is vital to respect the ref:

"I started refereeing at age 14 with David Robinson taking my first course.

I started Refereeing because I fell out with my Manager at U14 level and wanted to stay within the game. My main motivation was gaining some extra pocket money but over time refereeing has become so much more, it's now a part of my life and I have met so many great people along my journey." Click [HERE](#) to read more



### BELIEVE TO ACHIEVE

#### THE FA WOMEN AND GIRLS REFEREE DEVELOPMENT EVENT

The aim of the event is to offer key development skills to the match officials, whilst motivating and inspiring them to progress within both the men's and Women's pathway. The event will take place on Saturday 12th February at Warwick University, 10.30am till 5pm.

The target audience is Female referees Youth, Trainee, Level 4W, Level 7 & 6 who have potential and the ambition to progress in the game.

Click [HERE](#) To sign up:



The FA  
FOR ALL

## BELIEVE TO ACHIEVE

The FA Women and Girls  
National Referee Event  
Saturday 12 February 10am

[SIGN UP NOW](#)

### RAINBOW LACES

#### HEAR FROM TIM SADLERR

The theme the Rainbow Laces campaign is 'Lace Up and Speak Up', and as part of it we posed some questions to Norfolk County FA Level 5 Referee and National list Futsal Referee, Tim Sadler. Tim's is currently Chairman of Norwich Referees Association. He also sits on the Norfolk County FA Inclusion Strategy Advisory Group.



*As an openly gay man and involved in grassroots football, what have your experiences been within the sport?*

"I have found my experience to mostly be good and supportive. Prior to being openly gay in football I was very cautious as I knew no one who was gay and involved in football in any format. The impression was it was not a very welcoming place to be openly myself, especially as a referee and not having a team of teammates to have the support of. I was very worried how people would view me and if even fellow referees would want to officiate with me due to being gay. The only role model I knew of at the time was ex Norwich City player Justin Fashanu. With no modern role model to look up to, I felt very isolated and alone. When I did finally find the courage to come out and openly be myself some of the most supportive people were within football. [Click HERE](#) to read more.

### COUNTY CUPS

#### THE START OF THE CUP COMPETITIONS

As we move into 2022 we will start to get through the County Cup Competitions and move into the latter stages of the rounds. Please remember that there is **NO EXTRA TIME** in any competitions, and you can also check the fees and who pays you in the match official booklet which is below.

### REG

#### REFEREE ENGAGEMENT GROUP

Whether you have a refereeing concern, a matter that you think could improve your refereeing experience or you have a new idea of how we, as your Norfolk County FA Referees Department, can support you better has a match official, please let us know [HERE](#).

### DROP INS

#### REFEREEING

Starting in January we will be running a monthly drop-in session for referees during the evening. These will take place between 5pm-8pm on Microsoft Teams.

All the drop ins will be 1 to 1 and you can discuss anything referee related, any concerns or even help with starting DBS procedures.

An email with full details will be sent on the week of the drop-in evening but the Microsoft Teams Link can be found [HERE](#).

### BADGES

#### IN STOCK SOON

I have had many requests for new Norfolk FA Referee Badges. I have made an order with our suppliers and as soon as we have them in stock, I will make you aware via email or the February Bulletin.

### CONTACT

#### WORKING HOURS

Please be reminded of the Referees' Department working hours.

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Harvey	9am-5pm	9am-5pm	9am-5pm	9am-5pm	9am-5pm		
Ryan	9am-11am		8am-3:30pm	8am-3:30pm	8am-3:30pm	8:30am-12:30pm & 5pm-6pm	
David	7am-9:30am	6.30am-9am	6.30am-9am	9am-11:30am	6.30am-9am		7am-3pm

As well as the office numbers, each member of the Referee Department now has a work mobile and the numbers are below.

- Harvey Newstead - Mobile: **07467 806248**
- Ryan Starkey - Mobile: **07467 806238**
- David Robinson - Mobile: **07554 422301**

Please ensure you contact the correct member of staff that your query relates to.

### INFO

#### MATCH OFFICIALS BOOKLET



The answer to 90% of the questions we're asked, lies in this guide. We love to talk to you; but help us by checking here first!

Download it NOW by clicking the link [HERE!](#)

**HAVE A GREAT MONTH OF REFEREEING**  
NORFOLK FA REFEREES DEPARTMENT

