

NORFOLK COUNTY FA REFEREES' BULLETIN

MARCH 2022

WELCOME

MARCH 2022

Hello and welcome to the March edition of the Norfolk County FA Referees' Bulletin.

We hope you are enjoying your refereeing and looking forward to the business end of the season 😊.

REFEREE COURSES

UPDATE

In February we delivered 2 courses at The FDC. These courses were part of the January sale promotion where a place on the course was available for £85. The courses welcomed 45 aspiring referees for their face to face training, which has taken our total number of new recruits to 147 this season. So far, 71 have completed their first 5 matches and qualified as either a Youth Referee or Level 7 Referee.



Well done to all who have completed a course and also completed matches so far. A big thank you to Ashley Tyne and Mike Inder for their support on delivering the courses in their Referee Developer (Tutor) roles.

CONTACT

WORKING HOURS

Please be reminded that 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.

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

APPOINTMENTS

CALL OFF PROCEDURE

Please remind yourself of the appointment call of procedure which is detailed in the Match Officials Booklet. Some Referees are closing dates after receiving appointments on Pitchside Refs. If you cannot do a game, you have been appointed, please go through the correct procedures. It is really important to notify Ryan and David directly, rather than closing the date on Pitchside Refs after receiving an appointment, as this is not necessarily picked up easily as there is no notification, so could lead to issues sourcing replacements at very short notice, which also has a negative impact for the Clubs.

SIGN UP

EAST REGION CPD

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

The next session is on Monday 7th March at 6:30pm. Sign up [HERE](#). If you missed previous sessions, click [HERE](#) to view them.

MENTAL HEALTH CHAMPION

CALLUM PARKE

Hi all, As we approach the business end of the season, games automatically seem to matter more to teams. Promotion, play-off, relegation or safety spots are all decided within the next few weeks, and that automatically ramps up the pressure on us as match officials before we even set foot on the pitch.



As always, it's important we rest, recover, and take time for ourselves away from the pitch to make sure we arrive at grounds around Norfolk feeling our best physically and mentally, which then has a big impact on our performance.

I've been catching up with a number of referees over the past week who have previously been in touch with me with issues, and I'm pleased to say they are now doing well and enjoying their refereeing once again. Whether it has been taking time away, talking to friends and family or even just making small tweaks to our game which make matches flow smoother, it is great to see how the MHC programme helps colleagues across the county in different ways. If you

ever need anything or feel like you could do with a chat, you know where I am, and if you don't, feel free to ask!

A recurring theme in recent weeks appears to be managers or parents who maybe have too much of an opinion to share (to put it politically). This may only ramp up as games carry much more meaning at this time of the season, and cup competitions reach their conclusion. While I know 9 times out of 10 I can ignore them, that doesn't work for everyone, but talking to them nicely doesn't always work either. If you ever have a manager, parent or player that does cause you significant issues, feel free to chat to your colleagues. Some of the vocal manager or player's comments may actually hide some half-decent advice, but some of it is pure rubbish as we all know. Take a moment, sleep on it, and sift through what they said to see what you can disregard and keep for future games. If anyone does truly overstep the mark, however, always remember where the support is including myself, Norfolk County FA and your friends and family.

It has been a difficult season for a number of reasons for many of us, but with cup final appointment slots up for grabs, let's do all we can to end the season on a positive note. I'll be in touch, Callum

FA GUIDANCE

TREATMENT OF INJURIES

The safety of the players is of paramount importance and the referee should facilitate the work of the medical personnel, especially in the case of a serious injury and/or an assessment of a head injury. This will include respecting and assisting with agreed assessment/treatment protocols.



Previously, an injured player who received medical attention on the field of play had to leave before the restart. This can be unfair if an opponent caused the injury as the offending team has a numerical advantage when play restarts.

However, this requirement was introduced because players often unsportingly used an injury to delay the restart for tactical reasons.

As a balance between these two unfair situations, The IFAB has decided that only for a physical offence where the opponent is cautioned or sent off, an injured

player can be quickly assessed/treated and then remain on the field of play.

In principle, the delay should not be any longer than currently occurs when a medical person(s) comes onto the field to assess an injury. The difference is that the point at which the referee used to require the medical person(s) and the player to leave is now the point at which the medical staff leave but the player can remain.

To ensure the injured player does not use/extend the delay unfairly, referees are advised to:

- be aware of the match situation and any potential tactical reason to delay the restart
- inform the injured player that if medical treatment is required it must be quick
- signal for the medical person(s) and, if possible, remind them to be quick



When the referee decides play should restart either:

- the medical person(s) leaves and the player remains or
- the player leaves for further assessment/treatment (stretcher signal may be necessary)

The Laws of the Game and FIFA instructions indicate that any player requiring treatment must be given such treatment off the field of play, with the least delay possible being made in the progress of the match.

Referees must follow the instruction below when dealing with injured players:

- Play is allowed to continue until the ball is out of play if a player is, in their opinion, only slightly injured

- Play is stopped if, in their opinion, a player is seriously injured or receives a head injury



- After stopping play for a serious injury or when recognising the need for medical attention to a player the Referee authorises up to two medical representatives to enter the field of play to assess the injury only and arrange for the player's safe and swift removal from the field of play

• Any player bleeding from a wound must leave the field of play. They may not return until the Referee or, if appropriate, 4th Official (where appointed) is satisfied that the bleeding has stopped

• An injured player may only return to the field of play after the match has started

• If play has not otherwise been stopped for another reason, or if an injury suffered by a player is not the result of a breach of the laws of the game, the Referee restarts play with a dropped ball

Where a player has blood on their shirt, shorts or socks the player will be required to change the clothing for clean apparel.

If you have to abandon a match due to a serious injury then please report this to the competition and include the time of the match, score and reason for the abandonment. These situations are never nice to be involved in so please speak to a member of the department if you need any support.

You can view detailed guidelines on 'Treatment of Injuries [HERE](#).

RESILIENCE IN REFEREEING

WEBINAR

This webinar, timed to coincide with Time to Talk Day, features current and former match officials who have all had to show great resilience in overcoming challenges the game has thrown at them. Watch it back [HERE](#).

• Ray Lewis, who refereed the 1989 FA Cup semi-final between Liverpool and Nottingham Forest at Hillsborough.

• Current Premier League and FIFA assistant referee Con Hatzidakis.

• Former UEFA referee Alan Wilkie, who will explain how he dealt with being stretchered off from the most prestigious domestic appointment of his career, the 2000 League Cup Final.

• Mike Mullarkey, who will talk about overcoming disappointment in the 2008 Euros to officiate in the 2010 World Cup Final.

• Level 5 Kent FA referee, Joshua Williams, who will describe how he has found the strength to get back to refereeing after a shocking experience.

BADGES

COUNTY FA

We now have some Norfolk County FA Badges in stock, they are £6 each. Please contact Harvey to order.

WELCOMING TRANS PEOPLE IN FOOTBALL A GUIDE FOR REFEREES



1

If someone is name-calling or using offensive language in regards to someone's gender identity then this should be a red card



2

How to identify transphobic language:

- If someone is questioning the gender of another player
- if someone is using words like 'tranny', 'shemale', 'he-she' or 'it'
- If someone is intentionally misgendering another player
- Jokes or banter that perpetuate stereotypes about trans people
- Inappropriate questions or comments about transgender peoples identity or sex assigned at birth e.g. 'aren't you actually a woman/man'

But it's just banter?

3

Support transgender people on and off the pitch by challenging or reporting any transphobia you have witnessed. Always make sure that transphobic incidents are reported to your Local FA/ League/ National FA to ensure an investigation can take place. These incidents should be taken as seriously as any other discrimination



4

It is not your job to determine a player's gender. The FA have a Trans Inclusion Policy, which should be referred to and they will support applications confidentially. Once a player has been given dispensation, they are permitted to play and should not be barred from doing so.



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SIN BINS

GETTING IT RIGHT

We are regularly getting queries around Sin Bins. Please remind yourself of the Sin Bin process so you ensure you are getting it right on match day.

There is an online guide which you can complete [HERE](#)

THE MATCH DAY PROCESS

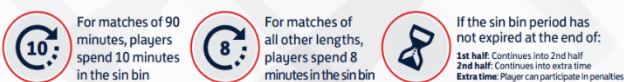


FOUL AND ABUSIVE LANGUAGE IS STILL A RED CARD OFFENCE!

HOW DO YOU FIND YOURSELF IN THE SIN BIN?



DURATION OF A SIN BIN



SOCIAL MEDIA

GUIDANCE

Social media is a large part of 21st century life, with everything from political news, to football videos, to personal thoughts instantaneously available at the touch of a button. This has changed the world of refereeing and the accessibility of referees, so the below guidance is in place to offer some best practice on using social media.

- Good news, positive stories and support of colleagues is encouraged; we can all play a part in raising the profile of refereeing.
- Once something has been said or posted, be prepared to be accountable for it. Avoid commenting on clubs, players, or incidents that you have been involved in.
- Fellow referees and observers, at any level, are considered as colleagues. Remember this when commenting on football. Again, avoid negativity but support and praise is encouraged.
- Remember, if you wouldn't say it in a press conference, don't put it on Social Media!

SUPPORT POLICY

REFEREE ALLEGATION SUPPORT POLICY

Despite being a rare occurrence, we do from time to time receive allegations from clubs raising concerns about the conduct of a referee. At Norfolk FA, we have devised a stepped process to support you during the investigation. The policy can be found on our website and you can also view it [HERE](#).

U18 ARMBANDS

WEAR YOUR GREEN ARMBAND



If you are an U18 Referee, please be reminded to wear your Green Armband.

The purpose of the initiative is to raise awareness of young referees in the game and enable them to be identified when they are officiating to help improve the environment that they are refereeing in.

MENTAL HEALTH EVENT

RESILIENCE IN REFEREEING

Last month our Mental Health Champion Callum Parke hosted Norfolk's very own Resilience in Refereeing Event. Thank you to Callum for organising and guest speakers Lee Betts, Tracey Clayton and Tim Sadler for sharing their inspiring stories from their refereeing journeys.

You can watch the event recording back [HERE](#).

PODCAST

HIGH PERFORMANCE PODCAST

Check out The High Performance Podcast's latest episode with FIFA and Premier League Referee Anthony Taylor: Thinking correctly under pressure [HERE](#).



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

TIM SADLER

We put some questions to local match official, Tim Sadler, about his experiences within grassroots football, the reasons he loves refereeing and why it is vital to respect the ref:



I love that it keeps me actively involved in football and futsal but also that I have been able to officiate at a much higher level as a referee than I ever would have been able to as a player. I have been lucky enough to officiate nationally on many futsal games and internationally at the Cerebral Palsy World Games in 2015. The support throughout my journey and the camaraderie you grow with fellow match officials and other participants within refereeing is great. I have formed many new friendships for life through being a referee and being a member of the Referee Association.

Refereeing has also taught me many life skills such as leadership, teamwork, people management and how to work under pressure. All of these things I have been able to use in my work life outside of football/futsal.

Click [HERE](#) to read more

PARENTING

BREAKING BARRIERS

PGMOL's Breaking Barriers series returned last month, with an episode focused on parenting in refereeing. The Panel was FIFA Assistant Referee Natalie Aspinall, EFL Referee Ben Speedie and Level 5 Referee Emma Guest.



You can watch the episode back [HERE](#).

REFEREES' ASSOCIATION

JOIN YOUR RA

The RA aims to enhance your experiences and inspire you to achieve your refereeing goals. Offering online training materials, insurance cover, and national meetings, the RA is represented in Norfolk by five regional branches.



These groups hold monthly meetings combining in-service training opportunities with social interaction.

On our website [HERE](#) you will find the contact details for the Norfolk RA, as well as the five local branches spread around the county. Please contact them if you are interested in joining.

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](#).

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