



WOMEN AND GIRLS REGIONAL REFEREE SUPPORT CENTRES

Role: Women & Girls Regional Referee Support Lead (RSL)

- Are you a current or former Referee, Referee Coach or Mentor?
- Are you committed to supporting Women & Girls Grassroots Referees?

About the Role

Refereeing can be challenging and an inability or unwillingness to overcome those challenges can lead to someone deciding to give up. We know, however, that with the appropriate support, referees are likely to remain active beyond their first 12 months of refereeing. Supporting a new referee is one of the most crucial factors in developing, sustaining and increasing participation. To ensure an individual remains in the game The Football Association are committed to offering support which will fulfil several different objectives, covering the technical, tactical, physical and mental aspects demanded by our game.

In order to support approximately 2000 Women & Girls Grassroots referees, it is proposed that 8 Women & Girls Regional Referee Support Centres (RRSC) are introduced across the country with each Regional Support Centres being led by a Women & Girls Regional Support Lead (RSL). The aim of each RRSC is to provide a regional point of contact for anyone wanting support or wishing to discuss the opportunities and progression through the refereeing pyramid.

The Aim of the Regional Support Lead (RSL)

Each RSL will preferably be a current referee, ex referee or a senior member of a County Football Association. Each RSL will lead on their dedicated RRSC and will have a detailed knowledge of processes and practices within refereeing, and will be able to build relationships, give advice and guidance, have constructive conversations over the phone, group chats, social media etc., and if needs be, face-to-face. Most importantly, each will have experience of providing 'ideas for consideration' rather than direction, in addition to the support offered through the County Football Association. The RSL is not a Referee Development Officer or line manager, and they are not there to replace the work that is already happening within County Football Associations or replace existing support or development groups. The work of an RSL is to assist and guide the referee with the quality of their thinking about their personal self-development, which will help them learn for themselves. The RSLs will be more experienced than the referee. They may take on many roles: being a sounding board, helping build networks and a lot of the time simply being there to listen. The role is mostly a remote supporting role but one that offers the referee bespoke support.

Key attributes of an RSL

Each RSL will need to be adaptable. They are not there to push an individual but more about providing support and nurturing. Their focus is on building that relationship and having a good rapport either with an individual or with a group. Each RSL will be able to communicate and be an excellent listener and can question, explain, offer feedback and summarise. This role should not be complicated and is designed to offer any women referee the opportunity to engage with someone who is understanding, engaged, experienced and above everything else human.



Key attributes of an RSL:

- Open mindedness - be open to ideas and suggestions
- Engaging - be curious and use questions to draw out and get to the root of any concerns.
- Listening - be aware of what is being said and what an individual is asking for.
- Honesty - be able to speak freely but without ever offending. Build a rapport and instil trust into the relationship.
- Be able to challenge - can pose questions that challenge an individual. Find out what someone wants to know and be prepared on occasions to offer advice that may not always be what someone wants to hear.
- Confidentiality - confidentiality of all conversations should always be maintained.
- Commitment - demonstrate a level of commitment and a positive attitude which is commensurate with the expectations of both The Football Association and referees.
- Experience - the RSL will be more experienced than the referee and will be up to date with modern thinking and practices.
- Role Model - Act as a suitable role model for all match officials, adhering to FA's safeguarding guidelines

Roles and Responsibilities

- Each RSL will lead on their dedicated region and will have a detailed knowledge of processes and practices, and will be able to build relationships, give advice and guidance, have constructive conversations over the phone, group chats, social media etc., and if needs be, face-to-face.
- Each RSL will act as a point of contact for each referee/group of referees, helping them to identify "their own" strengths, growth opportunities and goals; offering support advice and ideas for improvement.
- Demonstrate a level of commitment and positive attitude in keeping with the expectations of The Football Association and within keeping of what a referee would expect of an RSL.
- Maintain a good relationship and collaboratively work with the County Football Associations within that region.
- Always conduct themselves in a professional manner.
- Maintain a sensible approach to social networking.
- Work to build a trusting relationship with each of the referees in your RRSC.
- Get to the heart of issues both positive and negative by asking the right type of questions.
- Have appropriate, and agreed, forms of communication following any conversation with your referee.
- Wherever possible identify where a referee is showing the commitment, desire and attitude to progress.
- Will identify a referee who shows the desire, commitment and attitude to progress to the National Referee Manager so that they can liaise with other parties to support/encourage/monitor this individual.

How to Apply?

If you are interested in becoming a Regional Support Lead then please complete the application Form stating which Region you wish to be considered for and return it to Stephen.Tanner@TheFA.com by no later than Monday 29th March 2021 (if successful Informal Interviews will be held during week commencing 12th April 2021)

A Recognition fee of £750 plus expenses shall be payable for the provision of these supporting services per year.



There will be 8 RRSC across the Country all of which align with the regions of FA CORE.

- North East and Yorkshire – Northumberland, Durham, West Riding, North Riding, East Riding and Sheffield
- North West – Lancashire, Cheshire, Manchester, Liverpool, Cumberland, Westmorland
- Midlands – Birmingham, Staffs, Worcester, Derbyshire, Shropshire, Herefordshire
- East – Nottingham, Leicestershire, Lincolnshire, Norfolk, Hunts, Cambridgeshire
- South West – Gloucestershire, Somerset, Devon, Cornwall, Wiltshire
- Central – Bedfordshire, Northants, Oxfordshire, Berks and Bucks, Hertfordshire
- Southern – Surrey, Sussex, Hampshire, Dorset
- Capital and South East – London, Middlesex, AFA, Kent, Essex, Suffolk
- Other Counties - such as the forces will be allocated an appropriate region based on their location