

**FOR REFEREES**

The FA Referees Department

Level 4W-3W Observation Scheme Season

Match Category	Normal	Challenging	Very Challenging
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Section 1 - Application of Law

Performance Criteria Skill	6	6.5	7	7.5	8	8.5-10
	More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
1.1 Consistent and credible disciplinary sanctions						

(Comments)

1.2	Consistent and credible use of the Sin Bin process. Takes appropriate action against players who show dissent by word or action						
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(Comments)

1.3	Awareness and management of player injury including assessment, treatment, the restart of play, ensuring a safe and sensible return to the field of play, making sure that they have no clear impact on active play						
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(Comments)

1.4	Effective management of all restarts; particularly free kicks, drop balls and penalty kicks						
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(Comments)

1.5	Ensures that Technical Area Occupants/Team Officials behave responsibly in accordance with the Laws of the Game and competition rules. Takes the appropriate action against offenders						
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(Comments)

Section 2 - Decision Making Accuracy

Performance Criteria Skill		6	6.5	7	7.5	8	8.5-10
		More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
2.1	Correct identification of Key Match Incidents (goals, sending off offences, penalty area decisions)						

(Comments)

2.2	Consistent and credible recognition of Careless and Reckless foul challenges						
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(Comments)

2.3	Correct recognition and application of the Advantage clause in accordance with the Laws of the Game (when the non-offending team have a clear and immediate attacking opportunity, or a clear benefit over the offending team)						
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(Comments)

Section 3 - Match Control

Performance Criteria Skill		6	6.5	7	7.5	8	8.5-10
		More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
3.1	Identifies and works with players, not necessarily the captains should conflict arise, managing player frustrations. Demonstrates awareness of when to use a range of management techniques available, before resorting to formal disciplinary action (STEP process)						

(Comments)

3.2	Displays empathy for the game, recognising potential threats and minimises misconduct through effective management. Adapts refereeing style and management to suit game situation (temperature, player attitudes, score-lines, match demands, etc)						
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(Comments)

3.3	Effective management of misconduct (including mass confrontation) and or discrimination should it occur. Follows the correct protocols and procedures						
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(Comments)

Section 4 - Positioning, Fitness & Work Rate

Performance Criteria Skill		6	6.5	7	7.5	8	8.5-10
		More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
4.1	Demonstrates high levels of work rate, appropriate running including sprinting, moves effectively to obtain optimum viewing angles, works physically hard for entire duration of game						

(Comments)

4.2	Achieves a credible distance from play without impacting play and without invading player's space. Adopts effective starting positions at restarts						
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(Comments)

4.3	Can demonstrate anticipation and awareness of those situations which may lead to a Match Changing Incidents and move into a credible position						
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(Comments)

Section 5 – Communication & Teamwork

Performance Criteria Skill		6	6.5	7	7.5	8	8.5-10
		More than 1 Major Dev	Major Dev	Expected	Above Standard Expected	Outstanding	Challenging Situations
5.1	Effective, clear and approved signals, including appropriate use of voice and whistle. Displays effective disciplinary techniques						

(Comments)

5.2	Displays self-control; calm but assertive body language that demonstrates authority and confidence, but not arrogance						
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(Comments)

5.3	Effective communication with assistant referees; eye contact, recognising when to enter into face-to-face dialogue. Provide support to colleagues who are under pressure from players and team officials						
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(Comments)