



Becoming an Observer



Observers are an independent support mechanism for match officials and perform a vital role. When appointed to a match, observers watch the performance of match official(s), complete a post-match debrief and write a report. Ultimately, observers will contribute to the outcome of match official promotion applications during the marking season.

Getting Started

Before you can be appointed to observe match officials you will need to have the following:

- ✓ **Credible experience** as a match official and **knowledge of Laws of the Game**
- ✓ An in-date FA Criminal Records Check (**CRC**)
- ✓ An in-date **FA Safeguarding Children Qualification**

Credible Experience and knowledge of Law

Please talk to Ollie or one of the team to discuss why you would like to become an observer and how you think you could add value to the observer workforce. Together, we will be able to create a pathway for you to become an observer and consider your aims and objectives over a short, mid and long term period. Observers must also have a genuine understanding of the Laws of the Game.

FA CRC

Ask Ollie or one of the team for the details on how to get this started online. Worcestershire FA will cover the cost of the CRC for match observers. **Note:** during peak times this process can take 4-6 weeks so you should start it as soon as possible to avoid any delay in becoming an observer.

FA Safeguarding Children Qualification

If you have previously attended a face-to-face workshop then you may be able to renew your Safeguarding qualification online – ask Ollie or one of the team for guidance on how to attempt the online renewal. Failing this, you will need to [book](#) onto and attend The FA Safeguarding Children Workshop. Again, Worcestershire FA will cover the cost of the workshop by way of a refund following attendance.

Once you have completed the above items, your observing career can begin!

To express your interest in observing, or if you have any questions during the process, contact:

Ollie Williams – Referee Development Manager

E: Ollie.Williams@worcestershirefa.com or referees@worcestershirefa.com

T: 07786 570602



Next Steps

Experience as an Observer

You will then need to get some experience with one of our qualified observers. This normally takes place by 'shadowing' an observer for a period of matches. You will need a pen and pad to take notes during the match. As you build up your experience, you will then deliver a post-match debrief to the match officials and, alongside your written report, if the qualified observer deems that you are ready to observe alone then you will be permitted to do so. WFA also run annual Observer Workshops which you will be invited to in order to support your development.

Appointments to Matches

During the season, appointments are sent out by email approximately once per week. You will see the dates and fixtures for eligible match officials. You will then be asked to confirm by return email if you are available to observe and, in turn, you will receive confirmation of the fixture that you are appointed to. Observers should contact the match referee to confirm their attendance at the fixture prior to the match date.

Fee/Expenses

Our observers are currently paid £20.00 expenses for each completed observation. This is done by completing an invoice and sending to Ollie for approval.

Observation Forms

The current forms can be found below and will be sent to all observers by email. Observer reports must be completed electronically and submitted to Ollie – ideally within 5 days of the match. Guidance can be sought from Ollie or other observers to support your training in how to complete the forms.

Observer Expectations/Requirements

As a match observer you will be undertaking a formal role closely linked to the development of referees and their progression through the pyramid. Therefore, it is vital that a referee's performance is judged appropriately – i.e. if the referee does not perform at a level appropriate for promotion then they should be marked accordingly. Only the performance of the match official(s) at the match in question should be taken into account when completing an observation report (previous performances should not be taken into consideration).

Observation reports should be exactly that: a report on the performance of the match official(s). This should include strengths and development advice, as well as a list of all disciplinary sanctions issued (player, time and offence). Timed examples for strengths and development advice should also be included where possible to help the match official(s) refer to incidents mentioned.

All observations reports are reviewed for two reasons:

- 1) Quality assurance (although it is expected that observers use appropriate spelling/grammar)
- 2) To ensure that WFA understand the strength and development trends

Completed observation reports should be sent in to Ollie only. Once they have been reviewed, Ollie will forward to the relevant match official or back to the observer for further consideration.

Who can I observe?

Once qualified, you will begin by observing level 7 referees. This can progress to level 6 within a short timeframe. Observers will be invited to watch level 5 referees by WFA, although interest can be expressed to Ollie.



Worcestershire FA Referee Observation Document Level 7-6

Name of Referee	
Fixture	
Date of Fixture	
Competition	

Match Type (X)	<input type="checkbox"/> Normal	<input type="checkbox"/> Challenging	<input type="checkbox"/> Very Challenging
-----------------------	---------------------------------	--------------------------------------	---

MISCONDUCT	Cautions	Red Cards	Dismissals from Technical Area
Home Team	0	0	0
Away Team	0	0	0

Summary of Referee Performance					
Application of Law					
Match Control					
Positioning & Movement					

PERFORMANCE COMPETENCIES (X)	Well Below Standard	Below Standard	Standard Expected	Above Standard	Well Above Standard
Application of Law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Match Control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positioning & Movement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Strengths and Development Areas demonstrated during the Fixture:

STRENGTHS		DEVELOPMENT AREAS	
1		1	
2		2	
3		3	

Additional Comments (if required)

--

Performance Indicator – Overall Match Performance

Performance at current level	Performance above current level
<input type="checkbox"/>	<input type="checkbox"/>
<p><i>Performance at Current Level = Based on this performance, the referee could not be considered for promotion</i></p> <p><i>Performance above Current Level = Based on this performance, the referee could be considered for promotion</i></p>	

Name of Observer	
Date	



Worcestershire FA Referee Observation Document Level 6-5

Name of Referee	
Fixture	
Date of Fixture	
Competition	

Match Type (X)	<input type="checkbox"/> Normal	<input type="checkbox"/> Challenging	<input type="checkbox"/> Very Challenging
-----------------------	---------------------------------	--------------------------------------	---

MISCONDUCT	Cautions	Red Cards	Dismissals from Technical Area
Home Team	0	0	0
Away Team	0	0	0

Summary of Referee Performance

Application of Law

Match Control

Positioning & Movement

Fitness (& Work Rate)

Management (& Communication)

Alertness & Awareness (including Management of Stoppages & Advantage)

PERFORMANCE COMPETENCIES (X)	Well Below Standard	Below Standard	Standard Expected	Above Standard	Well Above Standard
Application of Law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Match Control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positioning & Movement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fitness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alertness & Awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Strengths and Development Areas demonstrated during the Fixture:			
STRENGTHS		DEVELOPMENT AREAS	
1		1	
2		2	
3		3	

Additional Comments (if required)

Performance Indicator – Overall Match Performance	
Performance at current level	Performance above current level
<input type="checkbox"/>	<input type="checkbox"/>
<i>Performance at Current Level = Based on this performance, the referee could not be considered for promotion</i> <i>Performance above Current Level = Based on this performance, the referee could be considered for promotion</i>	

Name of Observer	
Date	



OBSERVATION FORM FOR L5-4 CANDIDATES

REFEREE		COUNTY	
TEAMS			
COMPETITION/LEAGUE			
DATE			
APPLICATION OF LAW	SCORE	STRENGTHS AND/OR DEVELOPMENT NEEDED	
Recognised and penalised fouls correctly and consistently			
Issued correct sanctions and applied the 'stepped' approach appropriately			
Applied advantage effectively and managed follow-up appropriately			
MATCH CONTROL	SCORE	STRENGTHS AND/OR DEVELOPMENT NEEDED	
Had control of the match at every stage			
Reacted appropriately to changes in the 'temperature' of the match			
Was consistent, objective and not influenced by others			
Was firm, decisive, self-confident & self-assured			
FITNESS, WORK RATE & POSITIONING	SCORE	STRENGTHS AND/OR DEVELOPMENT NEEDED	
Was appropriately positioned to be able to make credible decisions			
Was sufficiently close to play without interfering			
Displayed good stamina and sprint speed throughout the match			



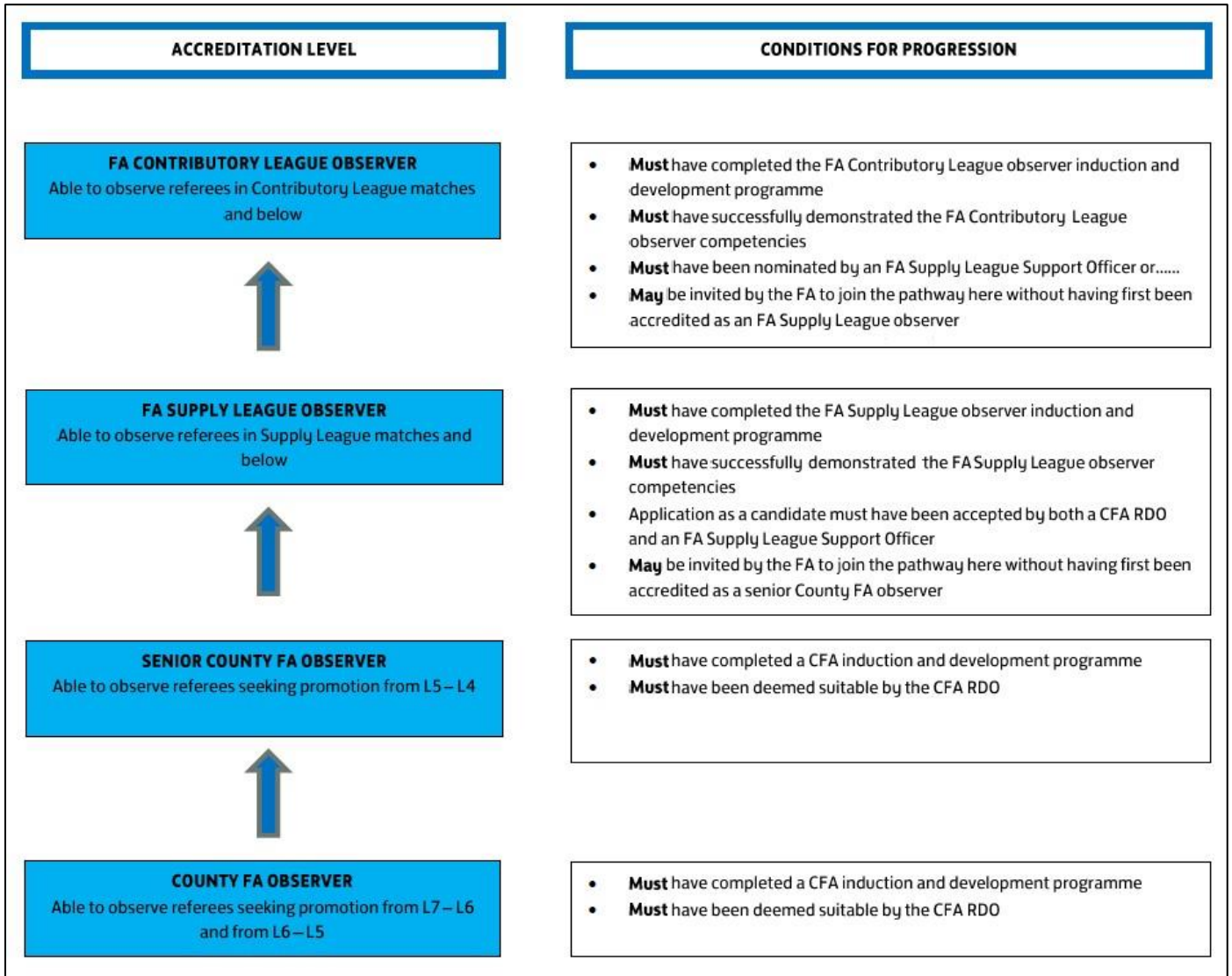
STOPPAGES & TECHNICAL OFFENCES	SCORE	STRENGTHS AND/OR DEVELOPMENT NEEDED
Managed penalty kicks and attacking free-kicks effectively (including free-kicks near the penalty area)		
Managed other re-starts correctly (goal-kicks, corner-kicks, throw-ins, & kick-offs)		
GAME UNDERSTANDING	SCORE	STRENGTHS AND/OR DEVELOPMENT NEEDED
Anticipated what was going to happen next		
Prevented incidents escalating by recognising early potential threats		
Managed player intentions and game situations in an empathetic manner		
TEAMWORK	SCORE	STRENGTHS AND/OR DEVELOPMENT NEEDED
Gave effective pre-match instructions to assistant referees (ARs)		
Acted correctly and communicated well when offences were indicated by the ARs		
COMMUNICATION	SCORE	STRENGTHS AND/OR DEVELOPMENT NEEDED
Signalled effectively and with confidence		
Used the whistle effectively (including varying the tone appropriately)		
Displayed positive body language, especially when under pressure		
TOTAL SCORE		

OBSERVER		DATE	
-----------------	--	-------------	--



Observers are the guardian of refereeing standards and play a huge part in ensuring that match officials are operating at a suitable level. Like match officials, observers can also progress up a pyramid to give themselves the chance to continuously improve and operate at a higher level.

Observer Pathway



Ends