



Worcestershire FA Mentoring Scheme Information

This document is to be circulated to the mentor, mentee and parent/guardian if mentee is under 18

As part of the commitment to supporting referees Worcestershire FA (WFA) offers a mentoring scheme. An application form must be filled in before a mentor will be appointed.

The Mentor Scheme

A mentor is a person willing to share direct experience in refereeing by assisting someone ready to grow in the same role. The partnership is between a mentor and a referee who requests advice and guidance from the mentor who offers support and possible solutions.

About Mentors

- ✓ All WFA mentors have an in-date FA Criminal Records Check (CRC)
- ✓ All WFA mentors have an in-date FA Safeguarding Children qualification

Please see page 2 for an in-depth mentor role profile

Methods of Contact

It is expected that mentors will have contact with their mentees; specifically via telephone, text, email and face to face interaction. For mentees aged under 18, a parent/carer will also be required to confirm their acceptance of the mentoring scheme with WFA prior to any contact details being shared.

Mentors will predominantly support referees from a distance, i.e. via phone and email. However, occasionally it may be possible for a mentor to attend a match to observe the referee and offer feedback on their performance. Where this is possible the mentor will also complete a short feedback form to support the development of the referee.

It is expected that the mentee leads the direction of the mentoring relationship and uses the mentor for guidance and support throughout.

Questions or Issues

In the event of any queries regarding the mentor scheme, WFA can be contacted as follows:

Ollie Williams Referee Development Manager

Contact Ollie with any refereeing queries relating to the mentoring scheme.

E: Ollie.Williams@worcestershirefa.com

M: 07786 570602

Anna Konstantinides Safeguarding & Investigations Manager

Contact Anna with any safeguarding/welfare queries relating to the mentoring scheme.

E: Anna.Konstantinides@worcestershirefa.com

M: 07990 548681



Mentor Role Profile

This role profile should be considered alongside the expectations and protocols

- The mentor will have the relevant training and qualifications as outlined on page 1 and commit to updating this regularly
- The mentor will be a more experienced and trusted advisor who will use their experience to provide support and development in a one to one relationship with a new/less experienced referee
- The mentor should be friendly, patient and approachable
- The mentor should be readily available to communicate either in person or through other means with their mentee
- The mentor needs to create an open environment in which support, help and advice can be provided
- The mentor should be proactive during the early stages, taking the lead with communication and support
- From the moment the mentor is assigned to the mentee, contact should be made and both parties should agree the outline of the mentor relationship including short, mid and long term objectives

Expectations and Protocols within the Mentor Scheme

- Parent/guardian will have details of the mentor including their name, contact details and any other relevant information
- Confirmation of agreed contact will be confirmed via parent/guardian including phone calls and/or social media
- Parents will sign a consent form to confirm they are happy with the relationship
- The mentor will aim to make contact by agreed means for every game they don't attend and to confirm the time they will arrive for those they are able to watch
- The mentor will aim to contact the referee by agreed means after each game they don't attend at an agreed time
- The mentor will complete one of the feedback forms every time they observe a referee. This will reaffirm their verbal feedback at the end of the game which will include:
 - ❖ What do you feel went well today?
 - ❖ What could you have done better?
 - ❖ Aim to focus on three strengths and only one area of development
- The main aim of a mentor is to support the referee to increase their confidence
- The mentor and mentee will be aware of who to contact in the event of any issue within the scheme

Ends