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REFEREEING

Joint Publication of The FA and The RA

Centenary edition

Why I enjoy refereeing
CHRIS FOY

Dealing with Mass Confrontation
HOWARD WEBB

England do have a team at Euro 2008
DAVID ELLERAY

From Sheffield to Wembley
KEITH HACKETT

Get **into** Refereeing

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Ian Blanchard
David Elleray
Chris Foy
Janie Frampton
Keith Hackett
Len Randall
Dave Raval
Steve Swallow
Howard Webb
Steve & Adam Williams

POOR QUALITY – NEED EPS VECTOR FILE IF POSS.

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David Elleray

AN EXCITING SUMMER AHEAD!

"THE ENGLAND FOOTBALL TEAM MAY NOT HAVE QUALIFIED FOR THE FINALS IN AUSTRIA AND SWITZERLAND BUT THERE WILL BE AN ENGLISH TEAM THERE: HOWARD WEBB, DARREN CANN AND MIKE MULLARKEY."

FOREWORD

Summer 2008 looks set to be an interesting and exciting one for those in England interested in refereeing as well as for the referees themselves. As well as the many cup finals (from grassroots through to The Cup Final) there is Euro 2008 and the climax of the Referees' Association Centenary celebrations with their Conference and Dinner where Pierluigi Collina will be the guest speaker.

Being closely involved with these events, I know how stimulating they will be and I hope that you will all consider being involved one way or another. Something special is happening in each of the next three months.

MAY – Eve of the Final Rally
How often have you wondered what it must be like to referee or run the line in The FA Cup Final? Well, why don't you discover the answer by coming along to the Eve of the Final Rally on Friday, 16th May 2008, 6pm for 6.45pm at The New Connaught Rooms, Great Queen Street, London WC2B 5DA (Two minutes' walk from Holborn Station on the Central Line)? As well as having the chance to meet the five officials who will control The FA Cup Final the next day, you will hear from The FA Cup Final referee himself what it is like to be at the heart of the most famous club Cup Final in the world. You will also be entertained by Bob Wilson, the famous former Arsenal goalkeeper, and have the chance to meet a number of former FA Cup Final referees.

JUNE – EURO 2008
The England football team may not have qualified for the finals in Austria and Switzerland but there will be an English team there: Howard Webb, Darren Cann and Mike Mullarkey. Howard and his team will ensure that The FA, PGMOL and RA flags are flown proudly and I am sure they will have the support of everyone in England, not just the refereeing fraternity. If you want an inside view of the Euro Finals then come and listen to Howard at the RA Conference where, less than a week after the final itself, he will give us the inside view of refereeing in a major International Tournament.

JULY - RA Centenary Conference and Dinner
The first Referees' Society was established in London in 1893 and as football became more and more popular so more people became referees and more Referees' Societies were formed.

The Referees' Association itself was formed in May 1908 and the Centenary is being celebrated in a variety of ways: Every member who joins (or re-joins) the RA in the membership year which begins on 1st April 2008 will receive a Commemorative coin.

A commemorative envelope will be produced with the RA Centenary franking mark. It will feature the RA Centenary crest and photos of four referees including two World Cup Final referees (Pierluigi Collina and Jack Taylor) and Howard Webb, the English referee at the EURO 2008 Finals.

On Saturday 5th July the RA Conference will be held in Solihull. Some of the country's top referees: Mike Riley, Howard Webb, Martin Atkinson, Steve Bennett and Chris Foy will be running workshops or addressing conference. In the evening there will a Gala Dinner during which Geoff Thompson (former FA Chairman and a Vice President of UEFA and FIFA) will propose the health of the RA. I will reply and propose a toast to the guests whose reply will be from arguably the world's best ever referee, Pierluigi Collina. Amongst the guests at the conference and dinner will be Jose Maria Garcia Aranda (Head of Refereeing at FIFA), David Taylor (General Secretary of UEFA) and Keith Hackett (PGMOL General Manager). It is anticipated that a large number of Select Group and National List referees and assistants will be attending and I know they are looking forward to mingling with colleagues from all levels in the game and especially the younger referees and those officiating at grassroots level.

So, whether you referee, assess or coach there is much to interest you in the coming months. Why not treat yourself and come along to the RA Conference or the Eve of the Final Rally? You will be assured of a memorable time. I hope to see you there and assure you that everyone from The FA, the Referees Association and the PGMOL will be delighted to make your acquaintance and talk about the thing that unites us all – a love of football in general and refereeing in particular.

See you there!

David Elleray is Vice Chairman of the FA Referees' Committee, Hon. President of the Referees Association of England and a member of the UEFA Referee Committee.

HOWARD WEBB

DEALING WITH MASS CONFRONTATION – PART 2

FACTS

HOWARD WEBB

Age
36

History
Promoted to National List Referee 2001
Promoted to Select Group Referee 2003
Promoted to FIFA Referee 2006

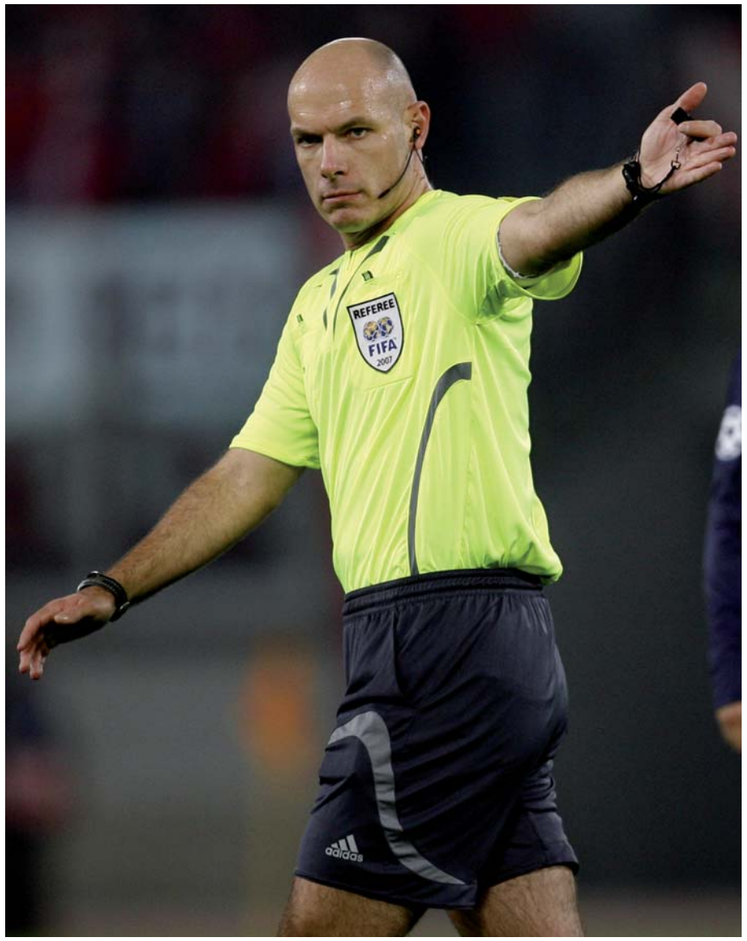
Highlights
2001 FIFA World U20 Finals in Canada – Referee
Community Shield 2005- Referee

Almost as important as the job that we do on the field is the one we do off it and clearly disciplinary reports have to be an accurate reflection of the observations we have at the time. It is important to take your time and to give full consideration to the wording used and as such, it is often beneficial to draft the report in rough prior to committing your observations to paper or in our case, to the phone as all disciplinary reports at the professional level are submitted by telephone to the Press Association (PA) by midday the following day. And that is exactly what we did following the Carling Cup Final. Naturally our partners were with us in Cardiff for the weekend and arrangements had been made at a nearby restaurant for a post-match meal. As such, we decided that our reports would be formulated early the following day.

We all drafted our observations onto paper ensuring that we included details such as the chronology of events and exactly what we saw, the position we saw it from and the clarity of our view. The reports were concise and to the point but sufficiently detailed to paint a full picture of what had happened based on our own observations. These reports were then telephoned individually through to the PA by Darren Cann and me, being the two officials who had witnessed red card offences. Full narrative is dictated to the operator in relation to dismissals so it is useful to be able to read from the draft report. Yellow cards are also reported by telephone but these are done by way of simple details being communicated: the name of the player, his club, the nature of the offence eg C1 unsporting behaviour, C2 dissent and also the time of offence. For C1 offences, an FA code is also given such as FT for foul tackle, DI for simulation and this gives The FA the ability to monitor trends in relation to what type of unsporting behaviour players are being cautioned for within the professional game. In relation to the Carling Cup Final, I also made an extraordinary report requesting that The FA review the video of the whole mass confrontation incident in order to establish whether or not other players who were not disciplined on the day were guilty of actions worthy of retrospective punishment. It is accepted that in mass confrontation situations, referees have obvious difficulties in being able to identify the actions of each individual player. As such, it is commonplace for the referee to ask The FA to review the incident on video and they will then take action against any player who has committed an offence of violent conduct not seen by the match officials on the day.

My report in relation to the Adebayor sending-off merely made reference to the fact that Darren Cann had brought to my attention the fact that the player had committed an offence of violent conduct. Darren's report fully covered what he had observed. My report did, however, describe Adebayor's failure to leave the field immediately.

Within a few days of the reports being submitted, two of the three players appealed against their sending-offs but The FA disciplinary board upheld the red cards. However, Adebayor also faced an additional charge in relation to his failure to leave the field of play immediately and consequently, he requested a personal hearing. After almost 18 years of refereeing, this was the first personal hearing I had ever been asked to attend and was somewhat unsure what to expect. The date which was initially convened was changed because the player was away with Arsenal on European match duty and a second date was identified. However, on that date I was travelling home from refereeing a UEFA Cup match in Northern France, Lens -v- Bayer Leverkusen. Rather than travelling back to Manchester directly from Paris, I flew to Heathrow in the morning and then travelled into central London to FA HQ in Soho Square for the disciplinary hearing in the afternoon, suitably attired in suit, shirt and tie. Emmanuel Adebayor was there together with a lawyer representing Arsenal FC. The legal representative from The FA Compliance Unit put the case forward for The FA, based upon the match reports submitted by myself and Darren Cann. I was asked by the four members of the disciplinary panel if I wished to add anything to my report but thankfully the thought and time I had placed into preparing my reports meant that all relevant details were included. I think it is important to stick to your initial report, that's the account you make soon after the incident whilst the details are still fresh in your mind and any deviation from the report gives the impression of uncertainty as to the sequence of events. I was then asked some questions by the 'defending lawyer' on behalf of Arsenal and the player. This was done in a reasonable way and the panel ensured that any questions were fair and relevant. For me, it was important that I took my time when answering any questions, asked for the question to be repeated when there was any doubt as to what exactly was being asked (this also gives you time to formulate your response), stuck to the facts without feeling the need to add further detail and also saying I didn't know the answer to certain questions when that was the case. The case for the defence argued that by showing the unjust nature of the sending-off, Adebayor's reaction was understandable and they used this as mitigation.



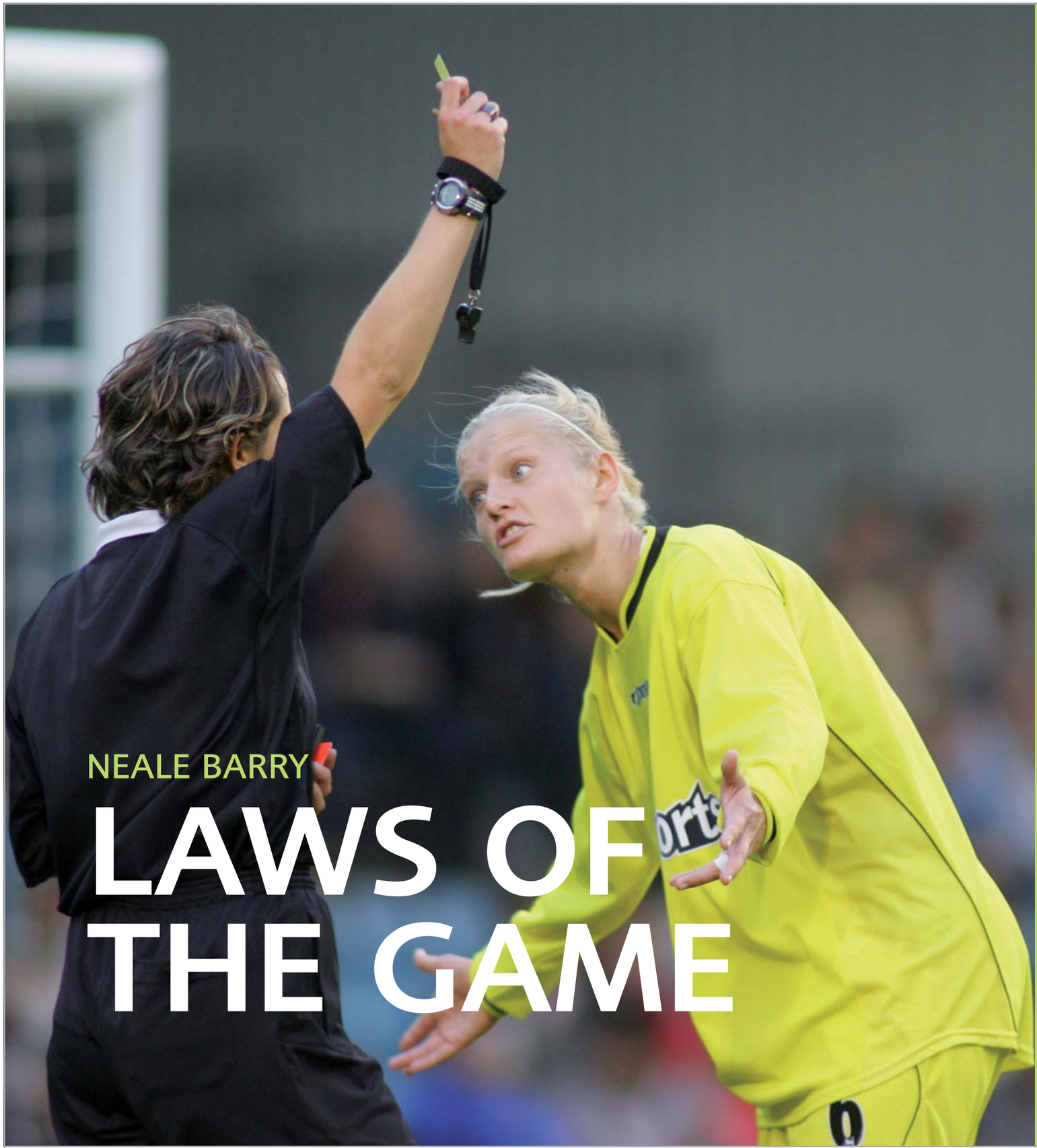
"YELLOW CARDS ARE ALSO REPORTED BY TELEPHONE BUT THESE ARE DONE BY WAY OF SIMPLE DETAILS BEING COMMUNICATED: THE NAME OF THE PLAYER, HIS CLUB, THE NATURE OF THE OFFENCE..."

The whole hearing process was painless from my point of view (apart from the deviation from Paris to Manchester Airport via London rather than direct!) and by sticking to the facts as documented in my discipline report, my evidence remained solid. Adebayor was found guilty and received an additional match ban for his failure to leave the field of play immediately. However, there was no bad feeling from the player towards myself at the close of the hearing and we parted on a firm, friendly handshake after a brief discussion about the UEFA Cup match I had refereed the evening before followed by mutual best wishes for the remainder of the season.

Irrespective of which match we are assigned to handle, we need to have courage on the field followed by a methodical, professional and objective approach off it.

CARLING CUP SEMI-FINAL 2008

Arsenal's Emmanuel Adebayor and Nicklas Bendtner argue as Howard Webb steps in.



NEALE BARRY

LAWS OF THE GAME

QUESTION 1

A player in possession of the ball passes over the touch line without the ball to beat an opponent. What action do you take?

a. Stop the game and caution the player for leaving the field of play without your permission and restart with an indirect free-kick from where he stepped across the touch line.

b. Allow the game to continue as no offence has been committed.

c. Stop the game and caution the player for leaving the field of play without your permission and restart the game with a dropped ball from where he left the field of play.

Correct answer is b.
It is not an offence to move off the field of play as a part of a playing movement.

QUESTION 2

When acting as an assistant referee you signal for the referee to come over so that you can advise him of insulting language by a coach in the technical area. What action do you expect the referee to take?

a. Ask the coach to leave the technical area and to move beyond the boundary fence surrounding the field of play.

b. Ask the coach to leave the technical area and to stand in the tunnel leading onto the field of play.

c. Ask the coach to restrain his language in the future.

The correct answer is a.
A coach, having being sent from the technical area, is required to leave not just the technical area but the area behind the boundary fences.

QUESTION 3

The ball is in play near the halfway line when a defending player shouts at you and runs towards you in an aggressive manner shaking his fist and threatening you. Do you:

a. Send off the defending player for using offensive, insulting or abusive language and gesture and restart with a direct free-kick to the opposing team.

b. Send off the defending player for using offensive, insulting or abusive language and gesture and restart with an indirect free-kick to the opposing team.

c. Caution the defending player for showing dissent by action and restart with an indirect free-kick.

The correct answer is b.
This offence constitutes an act of offensive, insulting or abusive language and gesture so the player must be punished by being sent off and the game restarted with an indirect free-kick as no separate offence occurred.

QUESTION 4

A player who is outside the field of play close to the touch line receiving treatment for an injury deliberately trips an opponent. Do you:

a. Stop the game and award an indirect free-kick to the opposing team and caution the offending player for unsporting behaviour.

b. Stop the game and award a direct free-kick to the opposing team and caution the offending player for unsporting behaviour.

c. Stop the game and caution the offending player for unsporting behaviour and restart the game with a dropped ball.

The correct answer is b.
Although the offender is off the field of play, the offence actually takes place on the field so a direct free-kick is the correct restart.

DAVID BARBER

THE REST IS HISTORY

The Football Association was originally formed for the purpose of framing a set of football rules by which every team could play. Uniformity was the aim. Football of sorts had been played at the public schools as long ago as the middle of the 18th century. But each school had its own rules and these often varied considerably from school to school. None bore much resemblance to the modern game.

It is generally considered that it was at Cambridge University that the first code of rules was compiled which did resemble what we know today. There is no doubt The FA was greatly influenced by the Cambridge rules, but the fact that these rules did not permit "hacking", nor handling of the ball while in play, caused much argument within the new Association.

It took six meetings from October to December 1863 for these FA rules to be agreed:-

1. The maximum length of the ground shall be 200 yards; the maximum breadth shall be 100 yards; the length and breadth shall be marked off with flags; and the goals shall be defined by two upright posts, 8 yards apart, without any tape or bar across them.

2. The winners of the toss shall have the choice of goals. The game shall be commenced by a place-kick from the centre of the ground by the side losing the toss. The other side shall not approach within 10 yards of the ball until it is kicked off.

3. After a goal is won, the losing side shall kick off, and goals will be changed.

4. A goal shall be won when the ball passes between the posts or over the space between the posts (at whatever height), not being thrown, knocked on, or carried.

5. When the ball is in touch, the first player who touches it shall throw it from the point on the boundary-line where it left the ground in a direction at right angles with the boundary-line, and it shall not be in play until it has touched the ground.

6. When a player has kicked the ball, any one of the same side who is nearer the opponents' goal-line is out of play, and may not touch the ball himself nor in any way whatever prevent any other player from doing so until the ball has been played; but no player is out of play when the ball is kicked from behind the goal-line.

"UMPIRES WERE FIRST MENTIONED IN THE LAWS OF THE GAME IN 1874"

7. In case the ball goes behind the goal-line, if a player on the same side to whom the goal belongs first touches the ball, one of his side shall be entitled to a free-kick from the goal-line at the point opposite the place where the ball shall be touched. If a player of the opposite side first touches the ball, one of his side shall be entitled to a free-kick from a point 15 yards from the goal-line opposite the place where the ball is touched; the opposing side shall stand behind the goal-line until he has had his kick.

8. If a player makes a fair catch*, he shall be entitled to a free-kick, provided he claims it by making a mark with his heel at once; and in order to take such a kick he may go as far back as he pleases, and no player on the opposite side shall advance beyond his mark until he has kicked.

9. No player shall carry the ball.

10. Neither tripping nor hacking shall be allowed, and no player shall use his hands to hold or push an adversary.

11. A player shall not throw the ball or pass it to another.

12. No player shall take the ball from the ground with his hands while it is in play under any pretence whatever.

13. A player shall be allowed to throw the ball or pass it to another if he made a fair catch or catches the ball on the first bounce.

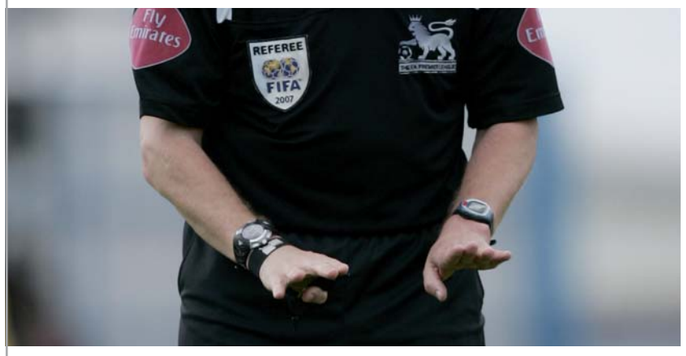
14. No player shall be allowed to wear projecting nails, iron plates or gutta percha on the soles or heels of his boots.

*A Fair Catch is when the ball is caught after it has touched an opponent, or has been kicked or knocked on by an opponent, and before it has touched the ground or one of the side catching it. But if the ball is kicked from behind the goal-line, a fair catch cannot be made.

These rule changes were made within the next ten years:-

1865: Tape to be stretched across the goals, eight feet from the ground

1866: Offside rule now allows a player to be onside when three of the opposing team are nearer their own goal-line



1866: Fair catch rule omitted

1869: Kick-out rule altered and goal-kicks introduced

1871: Goalkeepers mentioned in the rules for the first time

1872: Corner-kick adopted

When did we first have "a referee"?

The first official reference to "a referee" in Association Football did not appear until 1871, when Rule 15 of the new FA Challenge Cup competition read as follows:-

"The Committee shall appoint two umpires and a referee to act at each of the matches in the Final Ties. Neither the umpires nor the referees shall be members of either of the contending clubs and the decision of the umpires shall be final, except in the case of the umpires disagreeing, when an appeal shall be made to the referee whose decision shall be final".

The wording of this rule showed how much the increased competition was already beginning to change the attitude of the players. The days of the gentlemen players, who were proud of the manner in which rival teams were able to resolve any disputes, were beginning to fade. The time had come not only to specify the appointment of both umpires and referees but to insist on these men being neutral.

Umpires were first mentioned in the Laws of the Game in 1874, but there was no mention of referees until this appeared in the Laws six years later:-

"By mutual consent of the competing clubs in matches, a referee shall be appointed whose duty shall be to decide in all cases of dispute between umpires. He shall also keep a record of the game and act as timekeeper.

"In the event of ungentlemanly behaviour on the part of any of the contestants, the offender or offenders shall, in the presence of the umpires, be cautioned, and in the case of violent conduct, the referee shall have power to rule the offending player or players out of play, and order him or them off the ground, transmitting name or names to the committee of the Association under whose rules the game was played, and in whom shall be solely vested the right of accepting an apology".

The umpires were abolished in favour of "linesmen" in 1891, when the referee was moved from the touchline onto the field of play and empowered to give decisions without waiting for appeals. The referee was now in complete control and the demand for his services increased to such an extent that a "Referees' Association" was formed just two years later.

David Barber has been on the full-time staff at The FA for 34 years. He joined the organisation in 1970, working in the International Department alongside Sir Alf Ramsey. After four years he left to do a philosophy degree at Liverpool University, returning to Lancaster Gate in 1978. He has been with The FA ever since as historian and publications editor. David still goes to about five matches a week and is close to reaching a lifetime total of 5,500.

STEVE SWALLOW

PREPARING FOR THE NEW SEASON

At this stage of the season, I'm sure many of us are getting plenty of opportunity to officiate as Leagues try desperately to clear the inevitable fixture backlog which grass roots football suffers as the inclement British weather causes so many games to be postponed during the winter months. The light nights have now set in so most will be officiating once or twice in midweek as well as every weekend.

With so many matches, the opportunities and need to train at this time of year are significantly reduced. When you do train Active Recovery, Speed and Strength/Injury Prevention should make up the majority of your weekly training programme. There is no need for high intensity sessions as your games will easily compensate for this.

However, you should be starting to think about your preparation for next season. This should begin as soon you blow the final whistle on your last game of the season. You need to be asking yourself the following questions:

- When and how long am I going to rest for?
- Do I have a fitness test before the start of next season? If so, when is it?
- How am I going to prepare so that I am ready for the start of the season?

Hopefully the following should give you some tips on how to address each of these key questions:

Rest Period

Football is now played all year round. There are more and more summer tournaments meaning that there is always a demand for match officials. However you need to allow yourself a period of complete rest. The importance of rest is often underestimated – rest is crucial to ensure optimum physical performance. The demands of constantly training and officiating throughout the season result in unavoidable fatigue. A rest period allows the body to replenish its energy stores and helps the repair of damaged muscle tissue, thus providing the body with the opportunity for further physical development. I would suggest a rest period of at least two weeks, and not more than four weeks depending on the level of fatigue at the end of the season.

The Fitness Test

For those of you who will be taking a pre-season fitness test in the summer, I would advise that you begin preparing six to eight weeks prior to it taking place. It would also be very sensible to practise the test at least twice before the real thing. I would suggest one attempt two to three weeks before the test

FACTS

STEVE SWALLOW

Age: 36

History
Level 4 Referee

Bsc Sports, Coaching and Exercise Science

Highlights
Regional Referees Manager, North West

CHRIS KAVANAGH

Age: 22
History
1998
Qualified as Class 3 Referee (Level 7)
2004 – 2005
Received the triple jump promotion from Level 7 to Level 4
2006 – Present
Contributory League – Referee
Panel Leagues – Assistant Referee
June 2007
Appointed Manchester County FA Referees Academy Director

Highlights
Regional Referees Manager, North West
2005 – 2006
Promoted to Level 3 after one season at level 4

LOUIE BARNETT

Age: 24

History
Qualified two seasons ago Level 7 – going for promotion to Level 6 this year

Referee on the Cheshire League 2nd and Reserve Divisions, assistant on the First Division

Occasional games for the Timperley & District Junior League in Cheshire

Cheshire MOA secretary

Highlights
Attended Dallas Cup in March as a Sponsored Young Referee

"FITNESS IS A VERY IMPORTANT PART OF MY LIFE. AS A REFEREE AND A RUGBY PLAYER, IT IS IMPORTANT THAT I AM ABLE TO PERFORM AT MY BEST FOR THE MAXIMUM LENGTH OF TIME".

and one in the week prior. You should turn up to the test safe in the knowledge that you are capable of passing. Many referees who fail the test (especially at contributory league level) fail for psychological reasons rather than physical reasons. It is a proven fact that the unfamiliar causes stress so, if you have completed the test successfully twice recently, you will find the fitness test less stressful as you will know what it involves.

Preparation for the season
The key thing to remember when you are planning your pre-season preparation is to be very wary of doing too much too soon. Research into footballers' injuries has shown that the majority of injuries are sustained around July. This is when players return to pre-season training and their training programmes expect too much too soon. The intensity of your pre-season training is vital. The first few weeks should consist of low to medium intensity activity and this should be built up to high intensity training by weeks three to four of your training programme. For information on different training activities, please view this section on The FA's website - www.thefa.com/GrassrootsNew/Referee

If possible, you will find it beneficial to officiate in some pre-season matches. If you are acting as a referee and as an assistant on a regular basis, I would suggest that you should try and fit in two games to referee and two games as an assistant before the season starts. It is important to make your training specific and appropriate to the level at which you officiate. Below is an insight of how a Contributory League Referee and a Level 6 grass roots referee prepare for their seasons;

Chris Kavanagh, Level 3 Referee. Manchester County FA
"After the season I tend to have around two to three weeks of complete rest that takes me from May into June. In that time I will take a holiday. I think it's important to have the rest after a long season and it allows me to recover both mentally and physically.

I take the July fitness test so I will begin training again mid-June which will continue until the start of the season. I start with some light sessions and build them up to medium intensity work then high intensity work. I will also practise the fitness test at least twice.

Before the season begins I will referee two or three friendlies and about the same as an assistant referee. This gives me the opportunity to get match fit and to become mentally switched on ready for the start of the season and my first competitive game. I also have a quick refresh on any directives leagues have and also ensure I'm fully aware of any law changes."

Louie Barnett, Level 6 Referee, Cheshire County FA
"Fitness is a very important part of my life. As a referee and a rugby player, it is important that I am able to perform at my best for the maximum length of time.

To gain and maintain my fitness I do one main thing – I run. I don't think that you need a fancy gym to keep fit - there's a free gym outside your own doorstep. Every Tuesday I really push myself after a recovery day on Monday. This consists of a run of at least five miles, interspersed with running up and down steps at the local flyover in order to increase leg power (who needs weights?!). Further to this, a bit of Fartlek training never goes amiss. For me, this involves a quiet side road with regular lamp posts. I jog to the first lamp post, increasing my effort as I approach it, ready to burst into a sprint to the second lamp post, followed by a jog to the third and back again for recovery. I repeat this two or three times, and then change it to sprint for two lamp-posts. Finally, I do a sprint from standing. This, I believe, will enable me to be quick off the mark. On Wednesday I have rugby training which keeps me working, and then on Thursday I repeat my Tuesday programme, but doing only four mile and, believe me, that one mile less is a huge difference! Friday is then a rest day before I referee on a Saturday. And Sunday, I play rugby. I am quite lucky playing rugby. This keeps me fit with good aerobic and anaerobic effort, increasing the time at which I can perform at my greatest level, and indeed, the only reason I took up refereeing was due to a rugby injury that sidelined me for a few months leaving me with nothing to do!

Refereeing for me is not a way to keep fit, I believe I was fit before I started. However, I soon realised that in order for me to progress and improve as a referee I needed to improve my fitness still further. In my training I try to remember that, as a referee, I will not be jogging the whole game but will be sprinting for part of it. Therefore, I have tried to incorporate aerobic and anaerobic activities."

Remember what was said earlier, if you are serious about getting fit to referee, you need to start thinking about next season NOW! In refereeing, there are many things that we worry about…so prepare yourself properly for the new season and make sure that your fitness level isn't one of them. Good luck!

CHRIS FOY

WHY I ENJOY REFEREEING SO MUCH

Some say that refereeing is a hobby or pastime, others that it's a job. Although refereeing is my job it is actually my obsession. I think it's fair to say it's every referee's obsession. I love refereeing and all that goes with it.

I am one of the 19 full-time referees on the Select Group. Some say we are lucky to be where we are but I am a firm believer that through hard work and dedication you make your own luck. I don't have a God-given right to referee in the biggest club competition in the world. I had to serve a long, hard and very challenging apprenticeship. Having a match fee thrown onto the floor of my changing room way back in my Warrington and District League days made me a stronger person and gave me the inner strength to become who I am today.

In life you take nothing for granted and the same can be said for refereeing - top of the tree one week and in a heap the week after. Continual assessment and training both physically and practically keep me and my colleagues on our toes. That's the formula that keeps the body and mind healthy and stimulated.

I watch as much football as I can at every level because we as referees are always learning. In some areas I think that we have become a little complacent. We care about our assessments but not what others think. We don't take on board the feelings or comments of players and managers.

The modern day referee is much more accountable and we, along with players, have a responsibility to protect the image of the game, the beautiful game that we love.

In the late 90's I suggested that referees should make visits to football clubs to watch training and talk about the laws. It would give us an understanding of players' and managers' views on match officials. It was also a great opportunity for active officials to get across to players what we as referees expected from them.

I received an invitation from the Wigan manager, Paul Jewell, to train at his club. Paul was positive about refereeing and never criticised officials. I first met Paul when his Bradford City team won promotion to the Premiership at Wolves on the last day of the 1998/1999 season. That day contained everything - a five goal thriller screened live on TV with two penalty kicks and a £17 million prize. That's what refereeing is all about. I had the match of the day but finding out shortly afterwards that I had not been promoted to the

"WE WILL HAVE SUFFERED SOME FORM OF DISAPPOINTMENT AT SOME STAGE IN OUR CAREER. BUT NOW – NO CHANCE!"

Premier League was a massive blow. However, I love refereeing and this was a knock that would drive me on making me a stronger person and a better referee.

Making visits to Wigan enhanced my refereeing skills. Managers are quick to point out that referees know the laws but not the game. I believe that this works both ways – managers and players know the game but not the laws.

So why do I love refereeing so much? Well, it's the beautiful game. Football is our national sport and nothing gives me greater pleasure than watching our national team. I also greatly enjoy watching referees operating in different leagues and at different levels. Recently, I watched a referee take control of a County FA Senior Cup quarter final. When I spoke to the refereeing team at half-time they seemed surprised that I was there but that's what it's about - supporting colleagues and providing guidance for them to make that next step. The guys did a great job and I was pleased to witness it. Enjoy it? I certainly did. Positive feedback from many people at the match gave me a warm feeling on my drive home.

Referee enjoyment isn't always about taking charge of big matches with big crowds. It's about working with young referees. I am involved with our County FA mentor scheme. I recently made an overseas trip to the Isle of Man on a FAMOA Development Day. It was a day of great hospitality coupled with a group of really enthusiastic match officials. That's what it's about. Letting people know that we are human and want to assist when we can.

Refereeing has been good to me and I have had some difficult situations along the way. One of the worst moments relates to Jimmy Bullard, a great footballer and a really nice guy. On the 9 September 2006 I refereed Newcastle United v Fulham in the Premiership. That day was Fulham's first away win for some time. It should have been a celebration but it wasn't as Jimmy suffered a serious knee injury. A harrowing experience for the players and my colleagues. Jimmy's surgeon said his was the worst knee injury he had ever seen. That moment still sits in the back of my mind. To see Jimmy back in action was great and his hug at the end of the game at Fulham was special, not least because it demonstrates that there are good relationships between players and referees.

Last season ended on a high for me as I was appointed referee for the first competitive match at the new Wembley Stadium – The FA Trophy Final between Kidderminster Harriers and Stevenage Borough. It was a five goal thriller played in front of 60,000 spectators. Pure magic.

People like Jimmy Bullard should drive us on as match officials. We should turn our negatives into positives. Get out and enjoy it. If you don't then you have choices to make. As referees things don't always go your way. It's up to you to work hard to stop that happening.

I don't suffer from negativity. I used to years ago but haven't we all? We will have suffered some form of disappointment at some stage in our career. But now – no chance! I still love refereeing and the day I don't I will quit, but don't hold your breath.

'Hard work, endeavour and enjoyment' is the Chris Foy motto. Try it – it might just work for you!

Chris Foy Author sign off (Biog): Pretosius zothecas pessimus verecunde amputat optimus quinquennalis rures. Perspicax apparatus bellis senesceret Octavius. Fiducias insectat saetosus concubine. Perspicax chirographi lucide iocari Augustus. Matrimonii adquireret cathedras, quod vix parsimonia quadrupei senesceret incredibiliter lascivius oratori. Zothecas corrumperet Pompeii. Plane tremulus apparatus bellis divinus insectat Octavius, utcunque ossifragi deciperet pessimus bellus umbraculi

BIOG REQUIRED

DAVE RAVAL

FOOTBALL FOR ALL

When did an English team last win a World Cup? And when did an English referee last lead the teams out in a World Cup Final? Before you think of the answers to these questions, remember that there are many World Cups – men's, women's, learning disabilities, amputees, cerebral palsy, blind, deaf – and the list goes on. Some are held every four years, and some annually. So the answers to the questions? Well, English teams won the Learing Disability World Cup in 2002 and the Gay World Cup in 2006, whilst an English referee was appointed to the 2007 Gay World Cup Final. And in 2008, the Gay and Lesbian World Championship returns to England and is being supported by The FA.

Following small tournaments in North America in the 1980s, the first IGLFA (International Gay and Lesbian Football Association) World Championship was held in 1992, and has since grown to become a massive annual event. In 2007 the tournament was opened in Argentina by the Vice-President of FIFA, whilst the local Government built brand new pitches and even provided a motorcycle police escort to get the team coaches through the rush hour traffic. IGLFA Referees were ably supported by the Argentine FA Referee Academy. In all, about 30 teams took part, with players from Australia to Iceland and Japan to Uruguay and the USA. The event was covered by over 100 journalists, photographers and TV crews, including the BBC and the News at Ten in the UK.

In the Final, the defending champions, Stonewall FC from Middlesex, played the hosts from Argentina in the General Belgrano Stadium in Buenos Aires. I was proud to be chosen as the referee, leading a team of three other male and female officials from Sweden, Switzerland and the USA. (The choice of an English referee caused controversy in the Argentine media, to say the least!). After a tight but goalless first half, the Argentines brought on a Brazilian substitute (he lived in Argentina), who scored. Then a Scotsman headed the ball in for Stonewall - but from an offside position. That's how the match ended and the Cup went to Argentina, at least until next year's tournament here in London.

So why are gay and lesbian tournaments needed? Isn't this self-discrimination? Well, no. Despite estimates of 5-10% of the population being gay or lesbian, the number of players, officials and administrators in the sport is thought to be much lower. No professional footballers or managers in England are openly gay or lesbian and one referee told me that "the only senior referees who are 'out' are those who aren't interested in promotion". Until that situation changes, tournaments like these are great ways to allow people to take part without fear of discrimination, as well as raising publicity to combat false stereotypes such as gay men being unable to play competitive sport.

Lucy Faulkner, The FA's Equality Manager, explains, "abuse and discrimination have no place in football. We are unequivocal in our commitment to tackling all forms of discrimination and harassment and in promoting equality. The FA's opposition to homophobia, along with race and disability discrimination, is punishable with sanctions including abusive players being banned from the game. For example homophobic abuse is an automatic red card offence under Law 12 of the game and we expect referees to take action when they hear it. We at The FA are proud to be supporting the 2008 IGLFA World Championship and will continue to monitor progress towards equality irrespective of background."

The 2008 IGLFA Gay and Lesbian World Championship takes place between 24-30 August in London. The qualifying matches are in Regent's Park, with the Finals at Leyton Orient FC. Referees (of all genders and sexualities) who are committed to non-discrimination can apply to officiate at www.londonwc2008.co.uk. More information on the IGLFA can be found at www.iglfa.org.

Dave Raval
FA Football for All Ambassador

Dave Raval is a Level 4 Referee in London and was previously an active referee with both the German Football Association and the US Soccer Federation. He has been helping to organise IGLFA tournaments since 1997.

FACTS

STEVE WILLIAMS

Age
50

History
Qualified November 1973 – Level 7 referee
FA Coach Level 2
Treatment of Injuries L2
Club Welfare Officer
Youth Chairman of FA Community Club
Manager of U17 team

Highlights
Refereed at the old Wembley in 1999 before an FA Cup semi-final
Refereed at the new Wembley in March 2007 at the FA's Community Day
Middlesex CFA Youth Cup Final U14 at Millwall FC

ANDREW WILLIAMS

Age
17

History
Qualified March 2005 – Level 7 referee
FA Coach L1
Treatment of Injuries L2

Highlights
Refereed at the new Wembley in March 2007 at the FA's Community Day

"DESPITE REGISTERING WITH MIDDLESEX CFA FOR 34 YEARS, IT HAS TAKEN MY SON, ANDREW WHO TOOK UP THE WHISTLE THREE YEARS AGO, TO ENCOURAGE ME TO APPLY FOR PROMOTION FOR THE VERY FIRST TIME..."

STEVE AND ANDREW WILLIAMS

FATHER & SON!

It was in my final year at Ealing Grammar School, West London, that a PE Teacher announced that the Ealing Referees Association would be coming to deliver some refereeing instruction and to demonstrate how to learn the Laws of the Game. Having enjoyed using an old Subuteo board to learn offside, I registered for the six week evening course in an old battered classroom.

To my surprise, having achieved 98% in my written exam, I was given my RA badge and let out through the door to be greeted by a gauntlet of league secretaries just wanting to pounce to sign me up for their outstanding fixtures that season.

Being only 15 and a Y registered official, I was confined to the youth leagues so I signed up for the Ealing Youth League and went to Steve Perryman's local sports shop to get kitted out with a referee's top that had buttoned collar and cuffs for special cleaning when they got dirty!

So in November 1973, I was on my way and had to rely on local fixtures or my parents to drop me off – I was without wheels for the next three years. My fee of around £3 per match provided me with a much needed subsidy for the teenage social scene. My early claim to fame was the middle for the Middlesex County FA U14 Cup Final at the New Den, the home of Millwall FC. What a massive pitch I thought at the time and so like a schoolboy international match with around 150 screaming parents in the stands encouraging their sons.

It was another year on that my refereeing career changed, as I was given a top of the table Premier Division men's match one Saturday and on dispatching three players from the field of play and eight other yellow cards, I was physically threatened after the match.

I was petrified and had no offer of help from anywhere – unlike today. How many of you can remember the misconduct reports being in triplicate and having to use carbon paper to ensure all copies were the same? It took for ever to complete them for that type of match!

Despite registering with Middlesex CFA for 34 years, it has taken my son, Andrew who took up the whistle three years ago, to encourage me to apply for promotion for the very first time whilst he goes hopefully from seven to six. Many other football commitments have 'got in my way' including being a club secretary with two non-leagues clubs and managing a youth team from under 7 to under 17 over the past ten seasons.

What is interesting is how as The FA's National Facilities Manager for the last ten years, my work has affected the role of the match official, hopefully for the better. My role in leading the FA's Goalpost Safety awareness campaign has seen British and European standards created; metal cup hooks have now been banned to prevent serious lacerations and injuries; new or refurbished facility builds see two match officials rooms as compulsory for site/club owners; and mini-soccer and the emerging 9v9 game creating opportunities for the younger referees coming through.

Three years ago Janie Frampton, The FA's Regional Referees Manager, informed me of a 'new' method of training recruits with an outdoor practical course and my son was free so he went along with two friends and thoroughly enjoyed it. Unfortunately, his friends are still not practising officials, but Andrew's footballing world has started to open up with so much more help and advice being readily available than was the case for me.

"WE BOTH BELIEVE THE RESPECT CAMPAIGN IS SO IMPORTANT IN NOT ONLY RETAINING THE OFFICIALS BUT ALSO IN MAKING THE GAME MORE ATTRACTIVE FOR OTHERS TO WANT TO JOIN TOO"

He likes the regular income and is now saving for a car, assuming he passes his test, so he can be his own master when it comes to accepting matches all over the county.

Andrew's big moment came on the 17 March last year when he had the opportunity to referee at the new Wembley Stadium at The FA's Community Day. Things got even better when it was decided he would referee the first match at the stadium with Jack Taylor, the 1974 World Cup Final referee blowing the first whistle to kick-start the day. His two captains that day were Geoff Thomas and Lee Chapman, with the likes of John Barnes, Graeme Le Saux and Mark Bright playing too.

He was also asked by Jarnil Singh, Football League referee, to officiate in a large Sikh tournament last year and 'John' kindly passed one of his League tops to him as a form of keepsake.

Andrew, like many young referees now, has a mentor; Wes Linden, a Level 3 official who has offered good, sound advice; further guidance comes from the Harrow Referees Society on a monthly basis. Entry to the Middlesex Referees Academy came last September and with this group he will be attending his first RA Conference with Pierluigi Collina, a natural target for further advice! Both of us meanwhile learn from each other when constructing misconduct reports, completing referee match reports and keeping each other on their toes with promotion administration.

Both of us are keenly awaiting our promotion news and whether it will be Level 6 to 5 next year and the fitness test that then awaits us. It will probably be son leading dad around the track on the day! Andrew has his sights firmly on the professional game and wishes to follow in the tracks of the young officials who have recently entered those echelons.

The most important aspect of football is the people behind it. If anyone has a good or pleasurable experience they will want to come back for more and to stay in the game for longer. This is why we both believe the Respect campaign is so important in not only retaining the officials but also in making the game more attractive for others to want to join too. Since Andrew has qualified as a referee, his respect for the match official whilst a player for his Under 17 team has greatly improved!

The camaraderie that the game can offer is immense and certainly Andrew has learnt man-management and people skills that he might not have been gained so quickly elsewhere.

Thanks for reading this piece and enjoy your football!

Geoff Thomas, Ed Stone, Andrew Williams, Steve Williams, Lee Chapman at FA Community Day, Wembley Stadium, 17 March 2007

THE RDOs "HANDS ON APPROACH" IS GOING TO BE VITAL IF WE ARE TO MAKE A DIFFERENCE"

IAN BLANCHARD

REFEREE DEVELOPMENT OFFICERS

A fundamental priority of The FA Referees Department is the training, education and development of referees. For the past six and a half years we have been very heavily reliant on the dedication, goodwill and [illegible] Instructors, Assessors, Members and Coaches, supported and guided by the Regional Referee Managers. There have been many successes but it was recognised that at grassroots level these key areas of refereeing would benefit from a clear county focus operating through a dedicated person to formulate and deliver county and national strategies.

In some cases, prior to 2008, counties employed a Referee Development Officer who was tasked to lead the recruitment and retention of their referees. In 2003 Cheshire FA, together with support and funding from The FA, led the way with a pilot scheme employing a full time RDO. Within a very short period of time referee numbers increased as did attendance at training events. Having seen the success of Cheshire and other counties, it was thus imperative that the benefits of this important post were made known to everyone involved in football.

I am pleased to announce that most counties will be employing either a full or part time RDO (Referees Development Officer) in the near future. This is in the main due to the National Game Board making funding available to County Football Associations to recruit for this important role. At the time of writing there are 45 RDOs either in place or due to be in place by July 2008.

Over the past 18 months the National Game Board has consulted with over 17,000 people about the 'beautiful game'. Amongst the feedback were six key priorities, two of which clearly involved referees and refereeing. On the one hand everyone involved in the game agreed that playing football was much better when a qualified referee was in charge and on the other it was agreed that negative behaviour, such as physical and verbal abuse, directed towards match officials, had to be addressed.

So a huge part of the roles and responsibilities of a RDO will be based on referee recruitment and retention. The base line figure of 8,000 additional and active referees by 2012 is a huge target but with key personnel working together, is one which is very much achievable.

The RDOs "hands on approach" is going to be vital if we are to make a difference. This has already been seen in one county where in 2007 the RDOs personal approach helped increase the number of referees by 18%. Another area for the RDOs to tackle is referees not re-registering. A personal phone call by a newly appointed RDO encouraged several referees to register for this season. It is this hands on, caring and personal approach which is required to make this role successful.

There are many key initiatives that work in refereeing, both on a national and county basis such as academies, referees schools of excellence, incentive schemes etc. The RDO will be very much at the forefront of not only maintaining and improving such key areas of work but also generating other initiatives that have a positive impact on referees.

So far we have been able to recruit a variety of people into the RDO role, including postmen, managers, educationalists and IT specialists. One thing is for certain, they all have a common aim, that of improving the experience of referees and refereeing at a national level in this country.

The Referees Regional Managers will have a direct responsibility for helping, guiding and supporting the RDOs, through the CFA's, with their work. Objectives will be set and reviewed on a quarterly basis against county needs but having that national target of 8,000 additional referees at the forefront of there minds. The FA Recruitment and Retention Task Force will also work with the RDOs and offer them examples of successful practice from other counties.

The establishment of Referee Development Officers is a much needed step in the right direction; however they will still need the support of everyone involved in refereeing. The next five years will be hugely challenging but I do believe they will be equally rewarding and successful and will make a key contribution to the game at all levels, especially at grassroots.

Ian Blanchard is Head of National Referees' Development at The FA.
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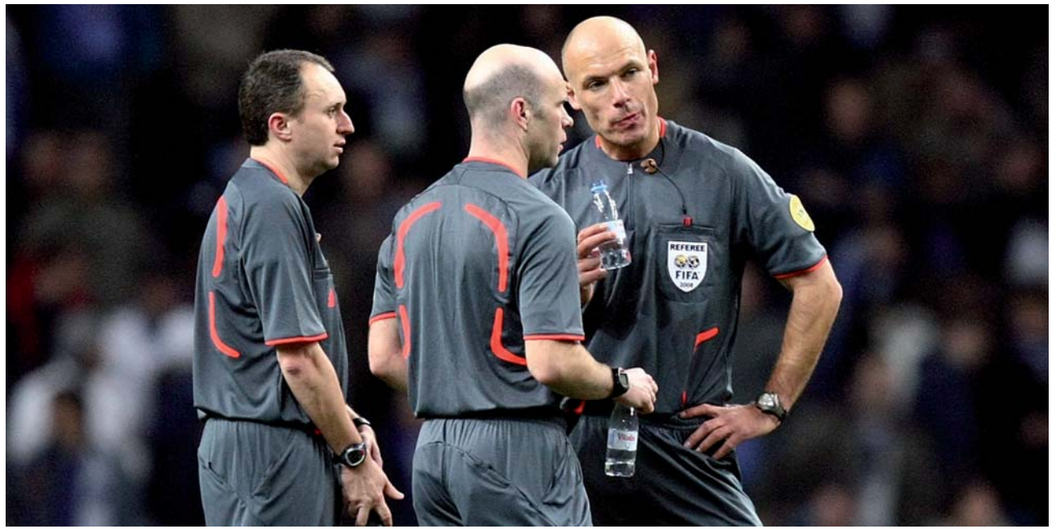
DAVID ELLERAY

ENGLAND DO HAVE A TEAM AT EURO 2008



The disappointment of England's failure to qualify for the finals of EURO 2008 has been tempered in refereeing circles by Howard Webb being selected as one of the 12 referees chosen by the UEFA Referee Committee to officiate in Austria and Switzerland in June.

Howard's selection represents the latest step in his rapid rise through the International ranks and it is a remarkable testament to his ability and growing reputation that he has been selected having been one of UEFA's Elite category referees for less than a year. As one of the least experienced of the 12 referees, talk of him doing the Final is wide of the mark but his selection gives him a great opportunity to establish himself as a contender for the World Cup Finals in South Africa 2010.

Howard will be accompanied by Darren Cann and Mike Mullarkey who were his assistants in the FIFA U20 World Cup Finals in Canada last year. Waiting in the wings, just in case Darren or Mike gets injured, is Phil Sharp who will have retired from the FIFA list by the time the World Cup Finals come around.

Howard, Darren, Mike and Phil go to Zurich in early April for the pre-finals workshop where they will take fitness tests and work with the UEFA Referee Committee to establish the priorities for the matches. In FIFA tournaments if one official fails the fitness test the whole team is sent home. However, UEFA have decided that if one assistants fails then the 'reserve' will replace him; however if both fail then the whole team will not officiate at the tournament. This is particularly welcome news for Greek referee, Kyros Vassaras, who is one of the unluckiest officials in recent times having missed out on three tournaments (including the 2006 World Cup Finals) because on each occasion one of his assistants failed the test. Fitness tests will also be taken when the referees arrive for the tournament itself in June.

"IN FIFA TOURNAMENTS IF ONE OFFICIAL FAILS THE FITNESS TEST THE WHOLE TEAM IS SENT HOME"

As well as the 12 teams of officials, UEFA have also selected eight younger referees who will act as Fourth Officials for all the group games as part of their development as international referees. At the end of the group stages these eight Fourth Officials and some of the 12 referee teams will go home. All matches will have a 'reserve assistant referee', changed and ready to take over should an assistant become injured during a game.

Everyone in the refereeing world will be wishing Howard and his team the best of luck in what will be a fascinating tournament. Howard will be talking about his involvement in the tournament at the RA Centenary Conference in July - another reason for people to attend.

The players will not be there but, as ever, English referees will be flying the flag at a major football tournament. Come on England!

Referees selected for the Euro 2008 Finals

Konrad PLAUTZ (Austria)
Frank DE BLEECKERE (Belgium)
Howard WEBB (England)
Herbert FANDEL (Germany)
Kyros VASSARAS (Greece)
Roberto ROSETTI (Italy)
Pieter VINK (Netherlands)
Tom Henning OVREBO (Norway)
Lubos MICHEL (Slovakia)
Manuel Enrique MEJUTO GONZALEZ (Spain)
Peter FRÖJDFELDT (Sweden)
Massimo BUSACCA (Switzerland)

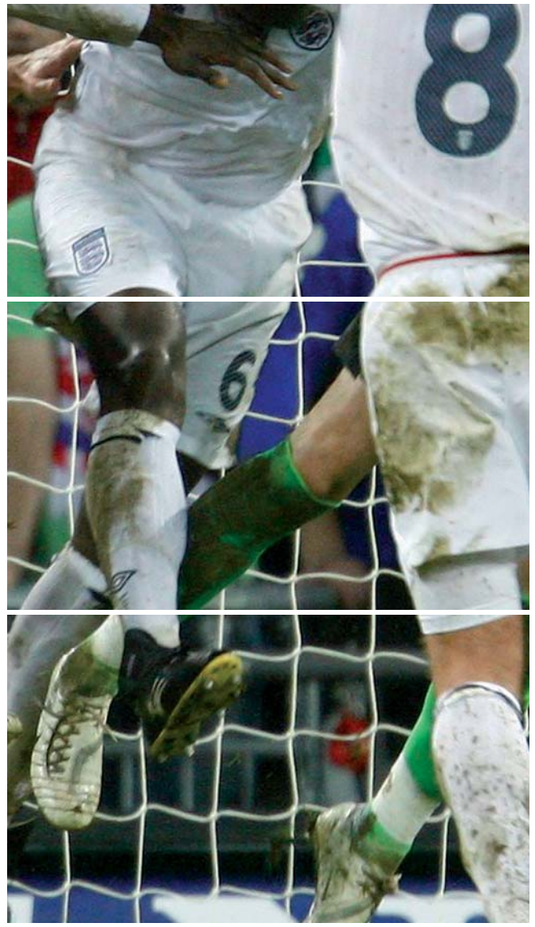
Fourth Officials

Ivan BEBEK (Croatia)
Stéphane LANNOY (France)
Viktor KASSAI (Hungary)
Kristinn JAKOBSSON (Iceland)
Grzegorz GILEWSKI (Poland)
Olegario Manuel BARTOLO F. BENQUERENÇA (Portugal)
Craig THOMSON (Scotland)
Damir SKOMINA (Slovenia)

KEITH HACKETT

FROM SHEFFIELD TO WEMBLEY

"THE PREMIER LEAGUE IS WATCHED BY HALF THE WORLD'S POPULATION..."



In 1960 having attended six evenings of instruction I sat and passed my referees' examination at the Sheffield and Hallamshire CFA. Later that week I attended a meeting of the Sheffield and District RA, signed up and became a member. Joining the RA was one of my first decisions as a referee and probably one of the best decisions I made in my career.

Little did I realise when I was signing my membership form that this would be the passport to visiting countries around the world on the FIFA Referees' List, and refereeing the Centenary FA Challenge Cup Final at Wembley Stadium in 1981, Manchester City v Tottenham Hotspur which went to a replay the following Thursday.

My local RA meetings took place in the now demolished Grand Hotel in the centre of Sheffield. Although I was rather nervous entering the room the first time, I was rather taken aback by the many greetings and best wishes that I received.

Sidney Robinson, who had taken us through the six evening sessions on the Laws of the Game, was in attendance and he gave me a warm smile and thumbs up from across the room. Little did Sidney know that in the months to come he would spend a good part of his life on the telephone answering the many questions that I would raise with him about Law application. His knowledge of Law was terrific and this is one of the strengths of the Referees' Association as in every branch in the country there is a similar person who knows the Laws inside out.

Even today in my role has General Manager of the PGMOL (the Professional Game Match Officials Ltd) I will pick up the phone or exchange emails with Mal Davies based in the Midlands. His knowledge of Law and the history of when and why Laws were changed is excellent and he spends a good part of his life answering similar Law questions from his many contacts around the world. This has led to visits to England by referees from Australia through Ted Kearney, the Referees' Administrator in Brisbane, and our refereeing colleague, Rod Pelosi, Chairman of New Zealand Referees.

The Premier League is watched by half the world's population, so you can guess that my email box after a weekend's programme of games is rather full with questions on Law application and decisions made by our Match Officials. It is good to be able to chat with Mal Davies, a member and firm supporter of the Referees' Association, the organisation that brought us in contact with each other.

Following the handshakes and the warm greeting on that first RA visit in Sheffield I sat down next to a guy called Brian Baker who since that day has remained a real friend. I instantly recognised Brian because I had watched him run a line on 'Match of the Day' the previous Saturday evening. Looking around the room there were several people whom I had seen on television: George McCabe, Jim Carr, Harold Williams and of course Mick Lowe, who ensures even today that referees receive a warm welcome when Match Officials visit Sheffield Wednesday or United. Mick and his after match chicken and mushroom pie or chicken legs always create a topic of discussion amongst Match Officials.

The table at the back of the room was full of refereeing items from those terylene shirts with button collars and cuffs to pencils, notebooks and of course the pocket stopwatch with the 45 minutes clearly indicated in green. Bill Shirt, another referee, came up to me at the interval prior to the main speaker to tell me that he had a spare kit that I could borrow. He also advised me to save my fees until I could purchase kit for myself. Here was a member of the RA whom I had not met before, making this generous offer of help. Neither he nor I could have known that his offer would set me on the path to officiating the Centenary Cup Final and many games around the world.

In 1980 my job took me to Romford and after a couple of days in the South I received a call from David Ainsworth inviting me to become a member of Romford RA. Those meetings were chaired by Ken Aston, a man instantly recognised in football circles around the world. During a 1966 World Cup game at Wembley, Ken went onto the hallowed turf to assist the German referee, Rudolf Kreitlein and escort a very reluctant Argentinian captain, Antonio Rattin, off.

Ken's experience on that day, where the referee had pointed to the dressing room to a player who did not understand English, resulted in his idea of Red and Yellow cards being introduced into the game to aid on-field communication. He informed me that he had been sitting at a set of traffic lights when he had this idea and later brought it to the attention of his friend at The Football Association, Sir Stanley Rous.

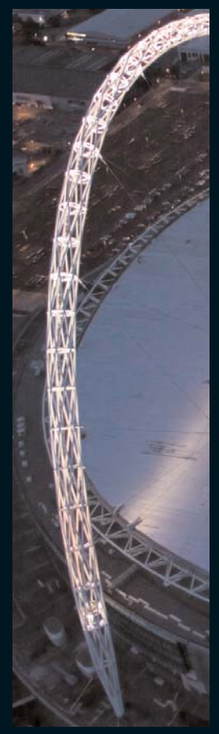
Over many years I have had the pleasure of visiting RA meetings to address referees on issues that arise in games. My first talk was The Four C's in Refereeing – Control, Communication, Confidence, and Consistency.

Recently I had a very enjoyable visit to Stoke-on-Trent to be interviewed by Gerald Sinstadt, whom I had listened to on many occasions when he did the commentary on live football games on television. Gerald, a qualified referee, and a member of the RA, still runs around the field of play officiating.

This year the PGMOL and the RA played a part in the celebration of 50 years of refereeing by Bill Hamilton from the Watford area. Bill, a former BBC Correspondent and friend of John Motson, received our warm congratulations when he joined the FA Premier League's Select Group Referees at Barnsdale and took part in one of our training sessions. Your President, David Elleray, was in attendance at a celebration dinner held in Watford to present Bill with a Special Award on behalf of The Football Association.

Bill and Gerald represent the many thousands of referees who continue to enjoy officiating this great game of ours and who are willing to play a part in the education and development of our referees.

My grateful thanks go to all the members of the Referees' Association who have helped me personally in my active refereeing career and thereafter. I wish the Association my sincere congratulations on its Centenary Event.



Keith is currently the General Manager for the PGMO. His main role is to manage, train and develop the referees and assistant referees operating not only in the select group but also on the National List. He previously was a Premiership referee as well as being on the International list. He traveled extensively representing the FA at various high profile games.

IAN BLANCHARD

ENGLAND'S FIRST FUTSAL FIFA REFEREE

"I HOPE THIS WILL ENCOURAGE MORE REFEREES TO LOOK AT GETTING INVOLVED WITH FUTSAL"

Marc Birkett, 29 from Rotherham, is the first English Futsal referee to be appointed to the FIFA list.

Marc attended the annual meeting of FIFA referees and assistant referees at The FA Headquarters in Soho Square in January and was presented with his FIFA badge by Ray Lewis, Chairman of The FA Referees Committee.

Marc began refeering in 2002 when he retired from playing as a goal keeper for a team in Derby. Marc is a Level 4 referee and officiates in the Central Midlands Football League most Saturdays.

He said, "It's an honour to make it on to the FIFA list and it's even more special that I am the first referee to represent England in Futsal. I took up officiating at Futsal matches and within two years I've made it to the top. I've been refereeing now for six years, and my next ambition to make is to officiate in the FIFA World Championships."

Marc is a Football Development Officer for the Sheffield and Hallamshire County FA and James Hope-Gill, their Chief Executive, said, "I am delighted for Marc. It's a great achievement in a short space of time. I hope this will encourage more referees to look at getting involved with Futsal, as we continue to lead the way at every level of Futsal development in the country".

DAVID ELLERAY

FA RECRUITMENT AND RETENTION TASK FORCE

Work is well underway and the Task Force's efforts were boosted by FA Chief Executive Brian Barwick spending almost an hour with us at a recent meeting. There is a close synergy between our work and the Barwick inspired 'Respect' campaign and we are mindful that the wide ranging National Game survey identified the top priorities as being a qualified referee for every game and greater respect for match officials. He encouraged us to be radical in our thinking.

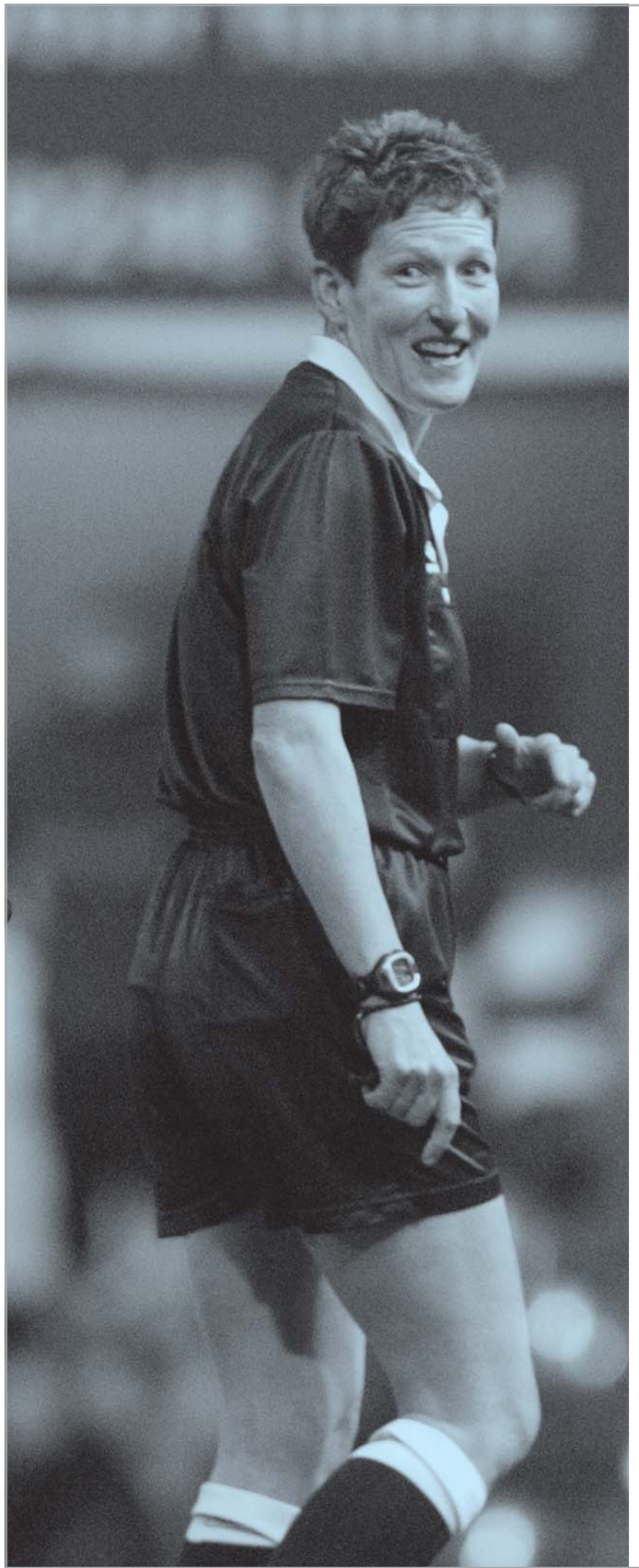
The Task Force has had some very lively and interesting discussions and consists of people from different strands of the game. There are lots of ideas flying around and we have had particularly important inputs from the Football League and County FA representatives. We received superb feedback from many in the game and have started work on a number of areas. Individual members have been tasked with undertaking detailed investigations into a number of key topics including:

- Developing a simpler Basic Referee Qualification
- Recruitment strategies for a pro-active approach in Universities & Colleges
- Requiring all clubs to recruit/provide a referee every year
- Ways in which leagues/clubs/CFAs can be more supportive
- Disciplinary strategies within CFAs
- Referee Mentoring & Help Lines
- Encouraging 'friends' to become refs
- Free RA membership
- National training curriculum using DVDs distributed to RA societies
- Specialist assistants

This list is by no means exhaustive but has helped us focus on the twin branches of recruitment and retention. We will keep you posted as to our progress but, in the meantime, please continue to send us your ideas by e-mail to Ian Blanchard.

Many thanks

David Elleray
Chairman, FA Recruitment and Retention Task Force



"WENDY'S OUTSTANDING ACHIEVEMENTS IN REFEREEING DEMONSTRATE A PROFESSIONALISM THAT IS UNEQUALLED. SHE HAS SET THE STANDARD AGAINST WHICH OTHERS WILL BE JUDGED."

JANIE FRAMPTON

WENDY TOMS – THE END OF AN ERA!

The time comes for us all…Wendy Toms, having been England's top female referee for many years, has finally hung up her senior football whistle following her retirement from the FIFA referees list at the end of 2007.

Prior to taking up refereeing, Wendy always had a great love for football; she started as a player and was a very good goalkeeper for AFC Bournemouth.

Her Journey Began…

She qualified as a referee in Cyprus 23 years ago whilst her husband was serving with the RAF. She clearly excelled and when she came back to the UK she had already gained a lot of experience. She worked hard, was promoted through each level and quickly become the top female match official in England. Her achievements include:

- First female to officiate men's semi professional football
- First female assistant referee on The Football League 1993
- First and only female (to date) assistant referee to have officiated on The Premier League from1997 to 2003
- Only female to have officiated at a major final at Wembley – The League Cup Final 2000
- First female on the FIFA Referees list from England 1994 to 2007
- Refereeing at The Olympic Games in Sydney in 2000
- Refereeing in all the top competitions for FIFA and UEFA, including the World Cup and Champions League, to name but a few
- Representing England as a referee on more than 100 occasions internationally
- Refereeing all the major domestic women's finals

Wendy had an inbuilt strength and determination to excel often against huge difficulties. It was not an easy task 23 years ago being a female referee in a very male dominated sport but she set about changing mindsets in a quiet and unassuming way. Her professionalism, character and achievements have made it much easier for the women following in her path to achieve their own potential now that the barriers have been removed.

Throughout her refereeing career she has never forgotten her roots – she was continually helping, guiding and supporting other referees both male and female; nothing was ever too much trouble. She became a mentor and coach for local referees and also those who were progressing at higher levels.

She was holding down a demanding full-time job as a Customer Service Manager for Parcelforce as well as committing herself to officiate on five men's professional leagues and The Women's Premier League. When she had a free evening she would go to watch other referees so she could offer them constructive advice on their performance in order for them to improve and develop.

In recent years, anticipating the end of her active refereeing career, she became an FA Licensed Referee Instructor (the highest level of instructor status awarded by The FA) and qualified as an FA Registered Assessor. Both these qualifications mean that she can take a lead role in the training, development and education of new and existing referees. It is very good news for English and European football that The FA recently nominated her to become a UEFA Referee Observer.

Wendy's outstanding achievements in refereeing demonstrate a professionalism that is unequalled. She has set the standard against which others will be judged and should judge themselves.

FACTS

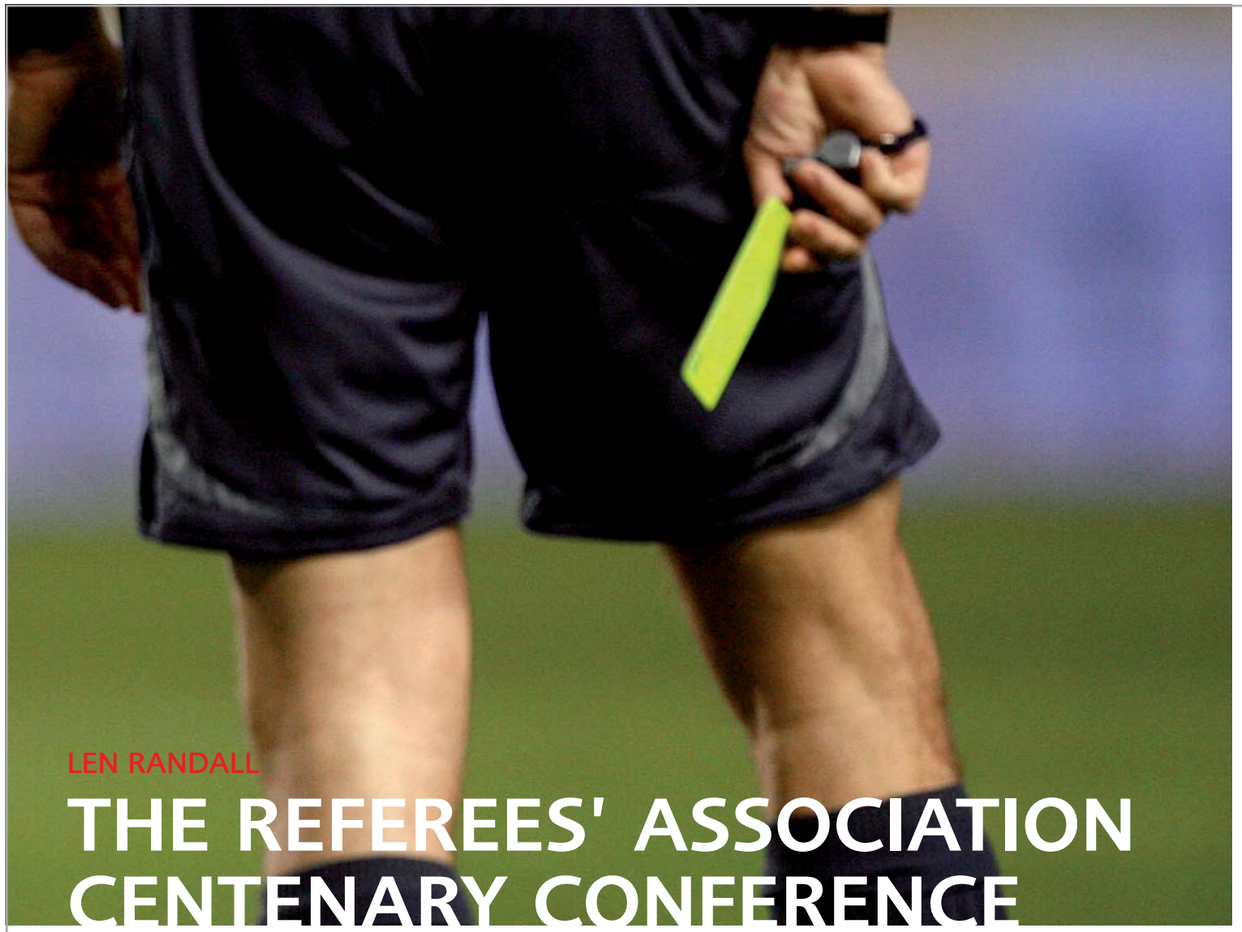
WENDY TOMS

Age
45

History
Qualified as a referee in 1985, age 22
Level 2 qualification gained in 1999

Highlights
Refereeing at the Olympic Games in Sydney in 2000

Officiating at the Worthington Cup Final at Wembley in 2000.



LEN RANDALL

THE REFEREES' ASSOCIATION CENTENARY CONFERENCE

4 AND 5 JULY AT SOLIHULL

Our Association was founded in 1908, originally entitled the Referees' Union. This summer, members of the three constituent National Associations in England, Wales and Northern Ireland will be celebrating the centenary of the Association and its forerunner's existence.

Over the past 100 years, the aims and objectives have changed little and the underlying strength has been in the comradeship and the social, welfare and development benefits that have been provided for members. These are all the stronger for the close ties that exist through the harmonious relationship each national RA has with its FA counterpart.

The celebrations will reach their peak at this summer's RA Centenary Conference being held on 4 and 5 July in Solihull to which all national RA members are invited. While following the pattern established in the last couple of years, this year's event will be made special by the attendance of a number of international celebrities from the football world.

Admission of members to all events is by pre-booked ticket only. Ask at your local Society for details or see the RA website www.footballreferee.org.

The RA Centenary Conference Weekend opens with a reception on the Friday evening in the conference hotel. During this event, the RAE will be honouring its most recent Life Member, Bill Cleere of High Wycombe, and presenting badges to the newly appointed holders of the Long and Meritorious Service Award.

On then to the Saturday: the Conference proper will follow the very successful format of the past three years. Under this year's theme of "Successful Refereeing in the 21st Century", members will come together to listen to the principal platform speakers who this year include Steve Smith and Mike Riley. Mike needs no introduction, being a familiar face to us all as a Select Group referee, and he will be making a welcome return to the rostrum.

The Conference will open with a presentation by Steve Smith. Unless you are a follower of athletics, perhaps less of a household name but very much a worthy guest speaker.

He was a four-time national champion for Great Britain in the men's high jump event and bronze medallist at the Atlanta Olympics. Steve Smith retired after injury in 1999. At 35, he is now a director of Raise the Bar, a training company that uses his experiences in sport as an inspirational learning model. Belief in his goals, mental toughness and a resilience to failure were absolutely crucial to his athletic success and Steve's presentation will show how these relate to the challenges faced by referees. Steve's main connection with football has been in his work with England's senior match officials.

Our Conference Saturdays are now highly interactive and members will break into small participative discussion groups at various times during the day with a wide variety of topics to choose from including:

- Illegal use of hands and arms
- Tackles that injure
- Dealing with dissent
- Managing free kicks and penalties
- To caution or not to caution – that is the question?
- Getting fit and staying fit
- Assessing – a help or hindrance?

All of these group sessions will be led by some of the top FA referees including Steve Bennett, Martin Atkinson, Chris Foy, Mark Clattenburg and Howard Webb.

On Saturday evening the stage is set for the Centenary Gala Dinner. Always a glittering occasion, this year's event will be spectacular. Normally we don't have the formality of after-dinner speakers but to mark a centenary we must make an exception and the format will be slightly different with our main invitees 'singing for their supper'. And what a guest list!

Leading the line-up will be Pierluigi Collina, surely the most famous referee of all time, certainly the most recognisable! Now retired from top-level refereeing, he is Italy's equivalent of our Keith Hackett, managing his country's pro-game match officials.

Amongst those also on the top table will be Geoff Thompson, recently retired from the chairmanship of The FA and a strong supporter of refereeing during his term of office. He will be joined by José María Garcia-Aranda, FIFA's Head of Refereeing, and David Taylor, the General Secretary of UEFA.

During the evening, presentations will be made to our colleagues who were appointed to the year's most prestigious Cup Finals.

The whole weekend is a sizeable commercial undertaking for us and could never be staged without the technical and financial support of our generous sponsors, particularly The FA and PGMOL. We are indebted to them as well as to a number of other organisations and individuals for their generosity. The full details of our sponsorship will be recorded in the members' RA Centenary Souvenir Brochure, currently in production and to be available in June.

RA Annual Conferences have gone from strength to strength since the new format was introduced in 2005, having a far more popular appeal. This has resulted in increased attendances particularly by younger members. Even if it's only for the Saturday no-cost day-session, it will be your once-a-year opportunity to mix with and learn from those who've done it and got the T-shirt to prove it! But remember it is ticket only so get booking now! Will you be there? We hope so.

Len Randall is a former Chairman of the RA and RAE Board Member. County RA Secretary for Middlesex.FA Contributory Leagues Assessor.

"LEADING THE LINE-UP WILL BE PIERLUIGI COLLINA, SURELY THE MOST FAMOUS REFEREE OF ALL TIME, CERTAINLY THE MOST RECOGNISABLE!"

Join our club

Special Centenary Deal for New Referees

If you're a new referee and haven't yet joined the Referees Association here's your chance to become a member in our Centenary year for a special rate.

Newly qualified referees registering with their County FA will be invited to join the Referees' Association for a special rate of £15.00 for a Full member and £9.50 for a Youth member (U18 on 1 April) '

You shall receive:

- Membership Card
- Centenary Coin
- Full member will receive a £10.00 Voucher redeemable against RA Supplies
- Youth member will receive a £5.00 Voucher redeemable against RA Supplies
- Full Personal Accident Insurance cover including the theft of refereeing equipment

Contact details

For further details of the benefits of being a member of the Referees' Association please contact Arthur Smith (RA General Secretary) at the RA Head Office, Coventry (Tel: 02476 601701) or contact your local society.

Booking forms and details of all events can be obtained on the RA website www.footballreferee.org or by phoning the number listed above.

REFEREEING – a magazine for referees by referees

Refereeing is a magazine which we would like referees of every level, from Sunday football through to International, to enjoy and find informative.

If there is something which you have read in this edition or there is something you would like to see in the future, then let us know!

You can do this by emailing the Refereeing team at FAMOA@TheFA.com

You can also find all the latest news from the world of refereeing by visiting www.TheFA.com/Refereeing

'Refereeing' is the official joint magazine of The Football Association and the Referees' Association

Editorial Team: Ian Blanchard, Aaron Cue, Anna Gray, Ed Stone, Neale Barry, Louise Panteli, Arthur Smith and David Elleray.

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