

The official publication of  
The Referees' Association

# The Voice of The RA



The Referees' Association  
1c Bagshaw Close  
Ryton on Dunsmore  
Warwickshire  
CV8 3EX

*Supporting Referees  
since 1908*

Tel: 02476 420360  
Email: [contact@the-ra.org](mailto:contact@the-ra.org)  
Web: [www.the-ra.org](http://www.the-ra.org)

July - August 2016

## Building Momentum

As we enter a new season, we ALL need to continue with the momentum we are building. In this edition we will be covering many aspects that every CRA and LRA should be aware of as we aim to improve Quality and increase Membership.

- 1) Supporting the revised Laws of the Game
- 2) Playing an important role in The FA National Referee Strategy
- 3) Market-leading membership portal – one stop/self service
- 4) On-line resource and training 24/7/365
- 5) Completed support package 24/7/365
- 6) Events
- 7) Development Grants for CRAs & LRAs
- 8) Effective Representation
- 9) Promoting positivity via the Media
- 10) Find it all on [www.the-ra.org](http://www.the-ra.org)



**D**ynamic **N**urturing **A**ccessible

**The Referees' Association**

is run **by Referees** for the **benefit of Referees**

# Revision of The Laws of the Game

Summary of the Law changes for 2016/17 effective from 1 June 2016

The RA is delighted that The FA have publicised within their National Refereeing Strategy that The RA and the RA-FA Youth Council are their only key partners, and that every LRA and CRA has an important role to play in aiding this process.

The RA also has a critical role in supporting The FA and the revised Laws of the Game – IFAB training and Neale Barry presentation material can be found on the [www.the-ra.org](http://www.the-ra.org) members-only section. This area will be constantly updated as more material is developed and approved.

The RA has been working extremely closely with the FA's Referee Development team and we have now been provided access to important video footage in order to develop training materials for every member. All of this is on-message and has been correctly calibrated, unlike other organisations or independent RAs.

The RA will shortly be providing The FA with “20 x local” delivery hubs, which will be based on QUEST and also Membership numbers. These carefully selected LRAs will be obligated to arrange and deliver training events, but also inviting non-members (i.e. potential members) to attend. This MUST be seen as an ideal opportunity to recruit – we are providing a great resource package.

If you want your own LRA to be one of these delivery hubs, please contact us with a compelling reason which shows your ability to provide something for everyone that is fully accessible: [contact@the-ra.org](mailto:contact@the-ra.org)



We need to grab this huge opportunity with both hands, and we cannot allow poor quality to tarnish the great work that is happening nationally via some excellent LRAs and CRAs.

All resources can be found on the [www.the-ra.org](http://www.the-ra.org) Website.

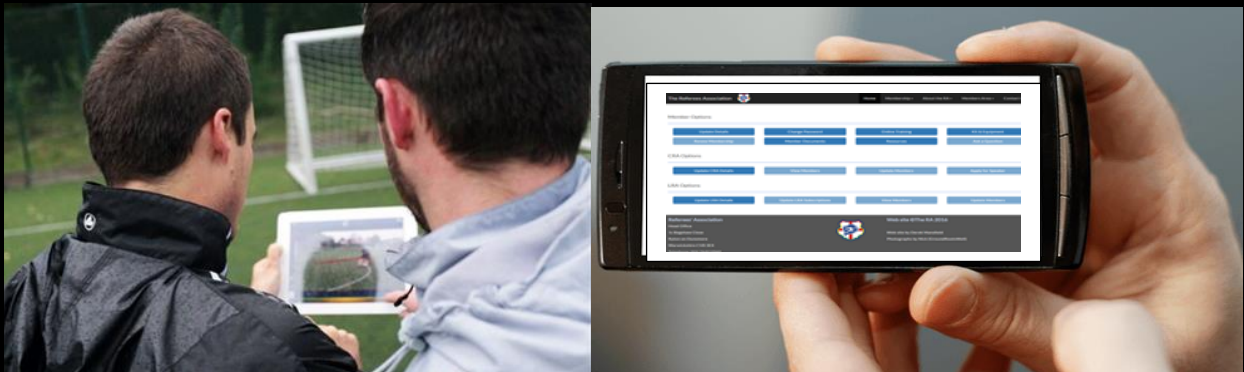
# [www.the-ra.org](http://www.the-ra.org)

## Self-Service – 24/7/365

- On the RA portal there is everything an LRA needs to function
- All forms are downloadable
- Support is available 24/7/365
- Discussion Board is now open
- Training materials

24/7  
365

It's simple and relevant to all: [www.the-ra.org](http://www.the-ra.org)



The RA Website is seeing a significant increase in traffic and it is now likely that we will need to change provider in order to ensure that its speed and operational efficiency is maintained – the user experience is critical and we will be seeking a “scalable” platform.

- Should you have any questions, then please use the Discussion Board, where we have a team of tutors and sports scientists ready to help.
- If you need a claim form for anything, you will find it on the Website.
- If you are new to LRA administration, everything is there that you need to get you started.
- Our recently-revised Manual of Guidance will give you “best practice” advice.
- If you want training material for your LRA, it is on the Website - all you will need is an internet connection or buy a dongle (around £25)!
- We are always looking for high-quality material to share with others.



# The RA Conference 2016

The RA held its 2016 Annual Conference at Hinckley Island in Leicestershire on Saturday 16th and Sunday 17th July. This re-formatted weekend proved to be a great success in providing high-quality learning. The programme delivered “something for everyone” and we have received very positive feed-back indeed.

We started with the AGM, which was productive for the RA, but only time will tell if this was achieved in a positive way. The declining attendance at the AGM is however very concerning, with only 32 LRAs/CRAs participating on the day. Sadly 157 LRAs failed to vote at all. Minutes have been sent to all LRAs, CRAs and Life Members, as well as being uploaded to the Website.

Delegates got involved in a practical event at Hinckley United FC, and this can be seen on the RA Website and on social media pages. This year the RA held a new “informal quiz” event which included questions on the Laws of the Game in order to reinforce the weekend’s learning aspect - this proved to be a great success.

Also this year for the first time, The RA-FA Youth Council presented a new award for young volunteers, and Sussex RA member Alex Bradley won the inaugural **Joel Richards** Young Volunteer of the Year Award at the Association Dinner held on the Saturday evening, 16<sup>th</sup> July. See The RA Website or Sussex CFA website: <http://www.sussexfa.com/news/2016/jul/sussex-referee-wins-inaugural-ra-award>

On the Sunday (17<sup>th</sup> July), the main day started with an introduction by Tom Bowkett from the Youth Council, which was followed by David Ellera giving a great insight into Refereeing in England. The principle speaker was Neale Barry who presented a highly informative overview of the revised Laws of the Game.

The subsequent high-quality workshops supported the Laws and gave all delegates a real competitive advantage against those who didn't attend.

These presentations are now available on the RA Website, and in HD. They give the full detail and provide quality training materials for every LRA – [www.the-ra.org](http://www.the-ra.org)



## Notice

We are now planning for our 2017 Conference, which will be held in early July and in the Midlands area - if you know of a potentially suitable venue, then please share it with us: [contact@the-ra.org](mailto:contact@the-ra.org)

# Getting the message across

The Board are working tirelessly for our members, and we are gaining momentum plus some impressive traction. To aid the Board's vision and our DNA, we need now to raise the bar in terms of our marketing excellence and delivery performance. In order to improve our share of the voice and to push the organisation forward, we are seeking professional people from within our membership who can clearly demonstrate modern thinking and skills as we evolve an RA that is fully fit for future generations.

- Sales & Marketing
- Marketing development – brand guidelines and “On-Brand messaging”
- Database Work Flow planning
- Creative Development (both static media and E-Marketing)
- Social Media – Creative development including Snapchat, Instagram, Twitter and Facebook

Apply: [contact@the-ra.org](mailto:contact@the-ra.org)

## SELLING IS EVERYONE'S BUSINESS

Who is the best salesperson in your LRA or CRA?

Are your LRA and CRA actually delivering what the local referees actually want and need?

What is your sales line?

Clearly many are not delivering the message ... so here is some help.

- 1) Every member is treated as an individual
- 2) The RA is the core delivery partner of the FA, providing both a national and a local framework
- 3) Provision of a world-class portal available 24/7/365
- 4) Delivery of on-message training to all
- 5) A unique Family
- 6) Development to aid your career path
- 7) RA-FA Youth Council
- 8) Training Events
- 9) The RA is the only official Refereeing representative to The FA
- 10) Aiding the development of ALL members
- 11) Physiotherapy cover
- 12) Enhanced medical cover available\*
- 13) Discounts on supplies
- 14) Retailer discounts
- 15) Provision of professional welfare support\*
- 16) Legal support – just in case
- 17) Market-leading insurance scheme\*

Terms apply \*

215488

## SELLING IS EVERYONE'S BUSINESS

# Representation Matters

**Did you know?** – The RA has a proud record of representation for Referees. Over the last 108 years, the Referees' Union/Association has been working behind the scenes. We have real expertise in this area, and we have advised hundreds of members over the decades.

*In 1910 – clubs were failing to pay referees and the Football League were supporting the clubs!  
The Union called on members to close dates which threatened weekend fixtures*

*1913 – The FA failed to present The FA cup final referee with his medal – The RA has since held its Eve of Final Rally every year to ensure the cup final referee always gets his medal!*

Pressing the Authorities for tough sentencing on people who abuse referees – this continues today.

**More recent examples below.....**

In **2013**, during a Supply League game, a player was injured when crashing into advertising boards. In **2016**, the player tried to make a claim against the Referee. Working with the Referee and The FA, we took care of the claim, which was dropped. The Referee is still refereeing thanks to the support of The RA.

Season **2015/16**: Cooling off periods. This was driven by The RA Representative to The FA, and its roll-out has significantly aided all referees!

Sometimes we **can't** defend the indefensible, but we make recommendations to reduce the impact.

In early **2016** a parent made a formal complaint to a CFA regarding a tutor's social media page which had a number of inappropriate postings.

Representation is important, and The RA is grateful for the support given in this area by Bart O'Toole, John Harvey, David Crick and Ian Campbell. If you feel you can help, then please email into us at [contact@the-ra.org](mailto:contact@the-ra.org)

*We continue to represent ALL referees by improving benefits and training for individuals who feel unfairly treated or sometimes make misjudgements.*



# Member Benefits Comparison Table



BENEFIT	2015 / 16		2016 / 17
Physiotherapy	Cover only provided following a valid claim		Cover now includes Injuries*
Personal Effects	£200		£350*
Referees Kit	£200		£350*
Hospitalisation	No Cover		£25 Per Day Up to 30 Days*
Broken Bones	No Cover		£100*
Dental (Following Assault)	£200		£250*
Accident Assistance	Standard Motor Accident Assistance		£3.00 - option to upgrade to legal policy
Young Driver Cover	No Benefit		Full Quote and Buy System
Gadget Cover	No Benefit		From £49.00*
Hometyre	No Benefit		Exclusive Discount for Members*
Health Cashplans	No Benefit		Access for all Members*
Private Medical / Life Cover	No Benefit		Bespoke/Tailored Service - all Members*

\* Member benefits are subject to Terms & Conditions

**Spencer Hayes** | Insurance

# Appeal for articles and video footage

Do you have any training articles or interesting news items? If so, then let us spread the word that the Referees' Association is open for business. Let others know how you are leading the way in the development of your own LRA and in enhancing the performance of your members.

Please send your articles in Word, images as jpegs, and videos as MP4 (or something similar) to:

[contact@the-ra.org](mailto:contact@the-ra.org)

## Technical Working Groups

The RA is setting up three technical Working Groups with the aim of providing the very best practice and advice to the Board and our membership – all Groups will have a Board Member involved.

**Welfare** – a group aimed at providing a robust resource for the rare occurrence when a referee has a poor experience. We are looking for high-calibre individuals from education, police, welfare support (Victim Support), the legal profession and government.

*We have started this work via a highly positive engagement with The FA, and we now seek to push the police to take an interest and the government to increase sentences.*

**Technical** – The RA have “headhunted” for this Group, which will be led by Vince Penfold, and which will include Professor David Hutchinson and Trevor Massey plus a number of highly respected matter experts from within the football family and RDOs.

*The first batch of training has been very well received and the second batch is about to be launched, giving quality training to everyone. We will very soon be in a position to provide high quality material regarding sports science.*

**Representation** – Occasionally referees get charged by the football authorities, so we have approached a recently retired disciplinary manager and others.

*The Board have recently advised a small (but significant) number of Referees regarding social media comments and swearing at players.*

If you are interested in joining any of these Technical Working Groups, then please apply with your detailed CV, plus a covering letter outlining your vision, to: [contact@the-ra.org](mailto:contact@the-ra.org)





# Media – Communication – Messaging

The RA is supporting a positive approach to Refereeing in England, working in conjunction with the Senior Communications Team at the FA. We are calling on the authorities, including CFAs, to support Referees. In particular we call on the Police to take full and proper action in all cases, and on the courts to sentence at the highest levels.

**One assault is one too many – but despite almost 200 incidents of poor practice, this should be kept in the context of 1.6m football events in England, which is 0.0125%.**

**We request that all media approaches are directed to [contact@the-ra.org](mailto:contact@the-ra.org) as it is critical that we achieve a uniform message.**

## Some of the Messaging

- It is great to see that player behaviour is now being tackled in the professional game, as this is a shop window for the millions who play in the grassroots game week in and week out.
- The FA will continue its Respect scheme. 88% of youth games are currently played in Respect leagues.
- Respect has also had a strong positive impact on adult football. Since its introduction in 2008, the number of dissent cautions and misconduct charges has decreased by a third.
- We must never be complacent, and more needs to be done to ensure Respect remains fresh and relevant. We will reiterate our Respect messages ahead of the new grassroots season.
- We will have our Respect Awards on 7th August to promote good initiatives at grassroots level. We will also be promoting the good work and best practice that takes place.

## Referee assaults

- Any assault on a referee is one too many, but thankfully the headline-grabbing extreme incidents such as referee assaults remain extremely few and far between.
- Recruitment and retention of referees is on an upward trend - and for our 28,000 referees in the country we want to ensure they continue to operate in a safe and positive environment.

RA Chairman Paul Field (centre) working with Will and Ashley (both left) from Peterborough RA, plus Radio 4 presenter James Walton. This wide-ranging interview was scheduled to be broadcast on Radio 4 on 8<sup>th</sup> August 2016.



# Camaraderie

*Friendship, Comradeship, Fellowship and Togetherness*

## Cannock Chase RA's Annual Dinner

Held on Friday 20<sup>th</sup> May 2016. The first photo is of Cannock Chase RA member John Wells receiving his 50-year membership award from the Chairman of Staffordshire County RA, Alan Owen.

The second photo is of Cannock Chase RA member Dennis Hemmings receiving the Cannock Chase RA award, The Roly Thompson Award, which is voted upon by the members and given to the colleague who is considered to have best represented this LRA in the previous year.

**Alan Owen - Secretary**



## Dave Rogers receives the President's Shield

A highlight of the Sussex County RA's 2016 AGM was the awarding of the SCRA President's Shield to Dave Rogers of Eastbourne LRA.

This was the eighth such awarding, which is decided by the President from a number of nominations by Sussex LRAs. The little quirk is that the nominations must not carry the name of the nominee or their nominating LRA, and must be worded in a way that does not make it (too) obvious who the nominee is.

The award was introduced during the 2008/9 season and is intended to award those loyal LRA members who have made a contribution to their LRA over a shorter period than required for National or County long service awards.

Dave Rogers has been a member of Eastbourne LRA for about 30 years, holding various posts including Chair and Delegate to the County Association. His major contribution was acting as our Delegate to the Sussex County Football Association for the previous ten seasons. Quite an achievement, as being a member of the SCFA Council requires a considerable time commitment. During this period Dave went out of his way to support his colleagues, paying special attention to those who suffered the misfortune of being assaulted while refereeing.



As I said, this was the eighth awarding of the SCRA President's Shield, with the previous recipients being:

2009 Derek Mansfield, Worthing; 2010 Paul Saunders, Brighton; 2011 Keith Brisley, Worthing; 2012 David Hughes, Worthing; 2013 Doug Austen-Jones, Mid-Sussex; 2014 David Fraser, Mid-Sussex; 2015 Peter Hudson, Worthing.

The photograph shows Dave receiving his award from Sussex CRA President Dave Jackson.



## *There is strength to help from the* **RA Benevolent Fund**

*Just been made redundant?*

*Young family, washing machine broken down?*

*Unexpected illness and help needed?*

*Very sick child that needs life-saving surgery in a hospital hundreds of miles away,  
and you have to take time off work unpaid?*

The RA Benevolent Fund is not just a title. It was set up in 1914 at the outbreak of the 1<sup>st</sup> World War, when referees each gave one match fee to start the Fund off. Since then, **this Fund has helped thousands of Referees** over the years, and all you have to do in order to enjoy its benefits is to be a Full Member of the Referees' Association.

To manage expectations, there has to be a document process (which is also a legal requirement), and yes you will have to demonstrate a need, but many people have been aided over the years by this support from the RA family.

*Tom aged 25 (Midlands) has a young family and works on a zero-hours contract. He hasn't had many hours this month, and now the washing machine has broken down. A grant from the RA Benevolent Fund of £250 has allowed Tom to purchase a washing machine and has relieved that family pressure.*

*Wayne aged 34 has just been made redundant and has a sick child in a London hospital. In view of the considerable cost of regular visiting from their home in Yorkshire, a grant of £3000 was made.*

*Sid (aged 55) from the north-west has a serious illness and needed our help to purchase a stair-lift for his disabled wife. A grant of £2000 made this possible.*

The RA Benevolent Fund is open to all Full Members of the Referees' Association and is managed by Trustees who evaluate every application in **total confidence and with a great deal of sensitivity and empathy**.

