

The official publication of
The Referees' Association

The Voice of The RA



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*Supporting Referees
since 1908*

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November to
December 2016

Development Hubs

Supporting the National Curriculum

The RA is working proactively with The FA in the delivery of the National Curriculum via over 20 of its LRAs, with others now requesting to also be part of this drive.

The first sequence of events have been held during November and December, with future events being planned early in the New Year.

This is a developing scheme, and we will be working with The FA to gather the feedback. We may however be inviting several CRAs to aid the process of development, as there will be operational requirements needed to ensure a full and successful delivery.

The initial feedback has been extremely positive, particularly in respect of previous members re-joining The RA, as we are delivering something which now aids educational benefits to ALL referees.

This whole exercise would not have worked without the flexibility of LRAs in moving meeting dates, changing locations and organising local marketing. We are very grateful also to the RDOs and tutors who have supported The RA in achieving a highly successful first pilot.

However this doesn't come without a lot of hard effort via our excellent working relationship with The FA team of Danny Meeson and Richard Glynn-Jones, plus RA Board Member Vince Penfold. The RA is very grateful for The FA's support for this training in respect of both materials and financial backing. We see this support increasing as this mutually beneficial partnership grows into a robust delivery platform.

We have to grasp the opportunity, and we will therefore be pleased to consider any other LRAs who can demonstrate an equally holistic and robust approach, without barriers, to help ensure a successful delivery in supporting this unique opportunity. **Can YOUR LRA step up to the plate in this initiative?**



The Referees' Association

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

Development Hubs

The calendar of Hubs is shown below for the remaining part of the 2016/17 season. The standard is being set high, with high-quality function rooms being sourced by proactive LRAs.

LRA	November	January	March
AFA & LONSAR	10th Nov	9th March	14th April
ALDRSHOT	10th Nov	N/A	9th March
BARKSTON ASH	7th Nov	16th Jan	13th March
BRIGHTON	14th Nov 24th Nov	9th Jan 26th Jan	10th April 30th March
BROMSGROVE			
NORTH STAFFS	N/A	12th Jan	9th March
NOTTINGHAM	N/A	16th Feb	16th March
PETERBOROUGH	N/A	TBC	TBC
PORTSMOUTH	10th Nov	12th Jan	13th April
ROTHERHAM	1st Dec	2nd March	6th April
STOCKPORT	10th Nov	12th Jan	9th March
SUNDERLAND	21st Nov	16th Jan	20th March
THURROCK	28th Nov	23rd Jan	27th March
WEST DEVON	N/A	5th Jan	2nd March
WEST SOMERSET	N/A	9th Jan	6th March
WOKING	7th Nov	9th Jan	6th March
WOLVERHAMPTON	N/A	N/A	20th March
COVENTRY	N/A	30 th Jan	24 th March



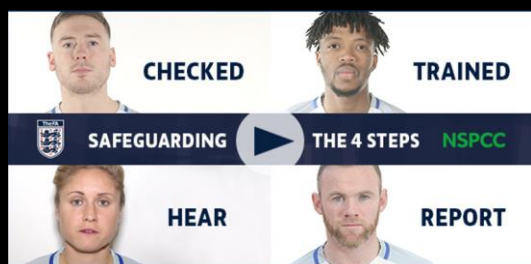
NSPCC 
Cruelty to children must stop. FULL STOP.

SAFEGUARDING

Please ensure you are extra vigilant regarding your safeguarding procedures. If you have any concerns, please contact us via contact@the-ra.org or safeguarding@thefa.com

The FA has commissioned, together with the NSPCC, a specific **Helpline**.

Please ensure that **ALL** of your members are aware of its number: **0800 023 2642**



8th Peterborough Young Referees Day / Evening

Supported by Vivacity, Peterborough Schools FA, Northamptonshire FA and Whittlesey Town Council.

FIFA and Premiership Referee Craig Pawson was Guest-of-Honour for the full day. St John Fisher was the first port of call, followed by Thomas Deacon Academy and Southfields School Stanground, plus Sir Harry Smith School Whittlesey where a mini festival for four local primary schools was organised. The evening session was held at the Italian Community Centre (The Fleet) where 140 Young Referees, along with parents and tutors, were present to receive certificates from the recent courses, be grouped for workshops, and hear Craig give his key presentation.



Awards were presented by Craig (top left image, left to right) to:

Robert Windle (PRA Chairman)

Referee of the Season -
Ray Smith

Young Referee of the Season -
Jakub Komisarczyk

Service to Football - Peter Camm

Craig Pawson is on the right

Paul Field, RA Chairman, attended the Peterborough RA Young Referees Development Evening at the invitation of Peterborough RA (PRA), and he has shared his feedback of the event with PRA. Paul spoke with a number of stakeholders, and without doubt this has to be one of the best LRA events of the year, with over 100 young referees, plus approximately 70 parents, in attendance.

The event is supported by the PGMOL. In addition to Craig Pawson, also there were Stamford RA's Dave Bryan (the current longest serving Premier League assistant referee), Neil Hair from Huntingdon RA (Level 2b), plus three RDOs and a number of FA tutors. These events do not just happen, so a special mention for Robert Windle who put in over 100 hours of volunteer time to arrange the day-long programme.

During the day, Craig and PRA attended a number of schools to promote refereeing, but these events do require funding. The Director from Vivacity commented that they were delighted to be part of such a positive event and with the development of young people on their career path.

Equally impressive was former RA Chairman Alan Poulain who delivered a workshop for parents which was extremely interesting and which led Paul to wonder how many other LRAs engage this way.

Congratulations to Peterborough RA for a great night providing relevant training and education to all – Something for Everyone.





Peterborough in footballing terms is in the centre of everything and yet on the edge of everything. There are four County FAs immediately close to Peterborough: one-third of the city is in Huntingdonshire, with two-thirds in Northamptonshire. Within 10 miles are Cambridgeshire to the south-east and Lincolnshire to the north. 15 miles away in a north-easterly direction is Leicestershire & Rutland, with Norfolk to the east.

Faced with this situation, and with each County FA Headquarters being a minimum of 40 miles away from Peterborough, except for Huntingdon at a distance of 20 miles, our fear was that local referees (no matter what County FA they belong to) might be forgotten and that they were not going to travel to any of the County HQs for training events.

We firstly re-formed the Peterborough RA 10 years ago - it was a very tough start with just 15 members. Today we have 75 members representing between them 7 County FAs. Our membership includes 60 referees **UNDER** the age of 18, making us one of the most youthful Associations in the country. We are not shy at blowing our own trumpet via the local media, and any opportunity to have articles printed or radio/TV interviews conducted on local BBC have been taken. We are fortunate to have the support of the local junior and adult leagues who happily contribute to our funds every season, as they reap the benefits of our hard work. Indeed two of these leagues have been recognised nationally by the FA in annual awards.

Even with low numbers to start with, we had the support of top officials such as Peter Walton, Kevin Wright and Mark Halsey, who all came and helped us get underway. In 2008 we became more ambitious and invited Howard Webb, when we had an attendance of 90 people. Not only did Howard give a great inspiring presentation, but he also refereed a local schools cup final in the afternoon. Both u-13 teams were shocked when Howard arrived and led them out for the game. This was the forerunner to our Peterborough Young Referee nights. The first of these was in 2009 when new PGMOL manager Mike Riley was our first top guest, followed in future years by Martin Atkinson, Michael Oliver, Anthony Taylor, Jon Moss, Andre Marriner, Kevin Friend and this year Craig Pawson.

These evenings have developed into full days which now include school visits and the overseeing of a mini festival. This year Craig Pawson, supported by our RA Committee, made visits to 4 local schools which involved practical as well as lecture-style events. In addition to a Q&A session which addressed a full junior school assembly, we were involved with another 4 primary schools as part of a festival which we organised in the early evening. In the planning of the event and in the day itself, well over 100 man-hours were invested to ensure its success. And indeed it was a huge success, with over 600 young people having direct and personal interaction with Craig throughout the 12 hours he was with us.

The evening itself provided many parts to the day's jigsaw, including certificates for new referees, a parents workshop on how best to support their young referee, and 3 mini-workshops for all attendees of no matter what age or ability. These were conducted by 9 Tutors from our supporting counties and as far away as Suffolk. We now appoint some of our senior young referees (aged 18-20) to be part of the workshops and to help deliver the subjects. Other elements include free refreshments and quality FA gifts for all who registered, name tags to make it easier to strike up conversations, plus top-quality awards for our various referees of the season. In the last 4 years we have also introduced our prestigious "Service to Refereeing" Award which is presented to a deserving recipient from within our friendly counties - and they don't even need to be a member of our RA!

The night is filmed and photographed, and is then placed on our very successful Facebook site (Peterborough Referees Association) which now has close to 1200 likes.

Peterborough RA has also created its own development initiative, namely the Peterborough & Fenland Referee Development Scheme, which is now in its 6th season and has three tiers: Select Group, Development Group, and New Referees. Our young referees attend the courses and they get mentored. In the 2015-16 season we made 107 actual viewings of our referees, with written feedback being sent in each case to the referee, their County FA, and the league they referee on. The success we have had is phenomenal - from nothing, we now have level-4 referees amongst our numbers. In fact, we had previous members of our scheme officiate on a supply league match with a total age of 57 between them. We have also had referees officiate in Schoolgirl and Schoolboy International matches and national cup finals, plus our young referees have travelled further afield to such places as Portugal, Spain and Northern Ireland, and even to Croatia and China.

I was fortunate to visit Buckingham Palace and meet Prince William to receive the FA's 125-year Grass Roots Award to add to the FA Carlsberg National Award for the Development of Referees. However, although I may be the captain of the ship, we have a great team who plug the holes. Otherwise, no matter how good you are, the ship will sink. We have also been grateful to receive grants and donations totalling in excess of £10,000 over the last 10 years, which has helped us to keep achieving our aims.

Our target is 100 members within the next 18 months - **Bring it on!**

Robert Windle - Peterborough RA Chairman

Is YOUR LRA doing something extraordinary? Then let's share the best practice! Give us your insight! Contact us on: contact@the-ra.org

How can Parents help? 😊

- Encourage your young referee to deal fully with all correspondence - this is often their greatest weakness.
- Letting the leagues know their availability and non-availability is very important. A lot of time is spent appointing match officials, and this is almost always done by volunteers. Try and work a month in advance.
- If your young referee is unwell or unable to referee their match for any reason, contact the League's referees appointments secretary. If you cannot contact them, then at least ensure that you let the home team know.
- If you are transporting the referee, ensure you know where you are driving to and make yourself aware of any road issues that might delay you.
- If you are watching the game, try to avoid standing with the managements or spectators from either team, and do not get involved with any controversial on-field issues.
- Encourage at half time and full time - if you spot issues, make the young referee aware.
- If you did not attend the game, enquire how their match went and whether there were any issues.
- Go through the Referee/Parent check-list after each game.
- Encourage your young referee to attend Referee meetings - you can come along as well.

REFEREE/PARENT CHECK-LIST

After every referee appointment, the referee and parent should work together to answer truthfully all the questions below. Honest self-criticism and subsequent corrective actions will markedly improve your standards and effectiveness.

ASK YOURSELF - DID YOU AS REFEREE:

1. Conscientiously prepare for the referee role, including dealing with all correspondence for the match?
2. Arrive at the ground at least 30 minutes before kick-off?
3. Ensure all your kit, including especially your boots, were clean for the match?
4. Adopt an open attitude to the game ahead?
5. Give your full attention to the field of play and do a thorough check of the ground and player footwear?
6. Inform the home team of any issues, and check to ensure these were addressed?
7. Have all your tools for the job: whistles, notebook, pens, red/yellow cards, coin, stop watch (possibly 2)?
8. Warm up before the match, including stretches, jogging and sprinting?
9. Enter the field of play in a smart and confident manner?
10. Brief the two club assistants together about their duties for offside, throw-ins, corners and goal-kicks?
11. Do a proper boot check and organise the Respect handshake?
12. Maintain eye contact with your club assistant referees?
13. Maintain optimum positions to judge all potential match-play incidents, i.e. max 15m from where the ball is?
14. Acknowledge any signals from the club assistants, either by blowing the whistle or saying "No thank you"?
15. Explain to young players why a free kick or foul throw was given?
16. Ensure the ball was always between you and a club assistant?
17. Keep alert at all times and sprint when the occasion demanded rapid movement?
18. Make a note of all the goals that were scored?
19. Ensure the correct entry of substitute players?
20. Quickly move towards the halfway-line when a goal was scored?
21. Record the name, initials and club identity of any player on whom a Misconduct Report is to be submitted?
22. Report any disciplinary action taken in the game to the appropriate County FA?
23. Inform the League's appointment secretary of dates when you are and are not available in the next month?

Thanks to Peterborough RA for allowing us to share this with you!

Gabby Logan

TV presenter best known for her groundbreaking roles with BBC Sport and ITV.

Eniola Aluko

England forward and first female footballer pundit on Match of the Day.

Sian Massey

Football referee, performing the role of assistant referee in the Premier League and the Football League.



Celebrating Women in Football

Celebrate the Women in Football in your life by tweeting @WomeninFootball

Join Women in Football

Women in Football aims to remove all barriers and support women in reaching their potential in the football industry.

If you work in or around the football industry and want to be part of this network then contact info@womeninfootball.co.uk to join for free.

Report sexism

If you would like to help Women in Football highlight incidents of abuse or discrimination tweet us @womeninfootball. Should you wish to report sexist abuse during your matchday experience today or at any other time, you can do so anonymously by contacting us at info@womeninfootball.co.uk.

You can also report abuse to The FA footballforall@thefa.com or Kick It Out info@kickitout.org



Women in Football is a networking organisation representing over 1,400 women employed across the football industry which seeks to champion female talent and raise awareness of sexist abuse and discrimination in football.

WOMEN IN FOOTBALL

Events 2017

Sunday 22nd January 2017

County RA Workshop – Moving Forward Together

Sports Connexion, Coventry CV8 3FL

The 2017 County RA Workshop will take place on Sunday 22nd January. Invitations have been sent to all County Referee Associations, with two delegates from each County permitted to attend. This may be the Chair, Secretary and/or, given the content of the programme, the lead Training Officer where appointed. County RAs are able to send a third delegate if they are aged 25 or under.

The theme for this year is: 'Moving Forward Together' and the programme for the day is packed with content aimed at delivering development to members and moving the organisation forward as one united team. This includes information on Training Hubs, Working Groups and the RA-FA Youth Council.



Upcoming Events:

Friday 26th May 2017

Eve of Final Rally *One Great George Street, London*

Saturday 24th June 2017

AGM and RA Quiz Final *Sports Connexion, Coventry*

Saturday 8th - Sunday 9th July 2017

RA Development Weekend *Hinckley Island Hotel, Hinckley*

For more information on any event, please email contact@the-ra.org

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



It's simple and relevant to all: www.the-ra.org

The RA Website has seen a huge 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 you.
- 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 you can buy a dongle (around £25)!
- We are always looking for high-quality material to share with others.

The new RA advert uses Kinetic topography and will give every tutor and LRA a dynamic advert which clearly shows the benefits of the RA.

THE REFEREES' ASSOCIATION

COMPLETE DEVELOPMENT AND SUPPORT PACK AG

PROUD TO BE WORKING WITH YOU ON YOUR CAREER PATH TO ACHIEVE YOUR AMBITIONS

FOCUSED ON DYNAMIC NURTURING ACCESSIBLE

THE REFEREES' ASSOCIATION

WILL PROVIDE ALL THE HELP YOU NEED MINIMAL COST TO YOURSELF

DO YOU NEED KIT

OUR ONE-STOP SHOP HAS EVERYTHING YOU NEED

GET ADVICE LOCALLY

FA VERIFIED TRAINING MENTORING

TRAINING AND SUPPORT MATERIALS

Working Groups – Updates

The RA has set up three Technical Working Groups with the aim of providing the very best practice and advice to the Board and to our membership. All Groups will have a Board Member/s involved - but, more importantly, we will be creating an RA which is developed by the members for the members.

Welfare - RA Board Member **Lee Markwick** will develop a Group aimed at providing a robust resource for the rare occurrence when a referee has a poor experience. In October we have received two reports of members being assaulted and we are pro-actively supporting these members of our family. We have recently been advised that a player who assaulted a member has been sentenced to 20 weeks in prison suspended for twelve months. Our welfare frame has been submitted to The FA to ensure we have the best possible framework and support to our members.

Since last July we have received 4 notifications of assaults and we are working to ensure best support is given.

Technical - 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.

Representation - Occasionally referees get charged by the football authorities and/or we persuade the football family about constructive improvements, e.g. cooling-off periods. We are very grateful for the support of **Bart O'Toole, David Crick, Vince Penfold and Ian Campbell** in this area. It has become apparent recently that there are an increasing number of referees who are being charged with using abusive language and/or inappropriate remarks towards players, and also for comments made on social media about players and/or clubs. In all cases, our Representation Team have been advising our members accordingly.

UPDATE – we have recently supported 5 members, with one case now going to appeal. We have also been notified of another referee being sued for damages by an injured player - he will of course get our full support, and we will work with The FA to ensure a successful conclusion.

QUEST - With the advent of the FA's National Refereeing Strategy, and with QUEST now being a little over four years old, the time is right for this fantastic initiative to be reviewed. This is quite normal, as standards and norms are usually reviewed at a frequency of around every three years. RA Board Member **John Key** from Barkston Ash (QUEST Gold) will chair the review, together with **Lee Markwick** (Thurrock – QUEST Silver) and **Nick Taplin** (Portsmouth - QUEST Silver), along with Audit Team members **Bob Gahan** (Leicester), **Alex Mullett** (Barking and Dagenham - QUEST Silver) and **Ian Birch** (Portsmouth – QUEST Silver).

QUEST AWARDS UPDATE - We are delighted to announce that:

Oxford County RA and **Kingston LRA** have both been award **Bronze**;

with **Barking and Dagenham LRA** being awarded **Silver**.

RA Structure continues its work, and is considering a whole host of wide-ranging submissions.

Membership Database - we have a focused team of **Reg Pullen, David Crick and Derek Mansfield** creating a suitable platform which will be developed and tested to industry standards. It is well-documented that the legacy of RAMMS meant that the initial platform wasn't developed as a membership database, and the cost was around £14,000. In order to have a functional system, we have been initially advised that the cost will be £11,000 to tidy-up and de-clutter RAMMS, which would bring its total cost to around £25,000 for what is only a basic platform.

The working group are therefore producing a work-flow document and a testing protocol. We have already had one false start, which was pulled at the last moment due to the lack of a key functionality. We will be engineering a portal which is suitable for the next 10 years, has a modern feel, is easy to use, produces effective reporting, is cost-efficient, and which is significantly cheaper than the £11,000 previously mentioned. The RA membership voted for this, and we are delivering - but it will be **right**, it will be a **robust** engine room, and it will not be called RAMMS!



Media – Communication – Messaging

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.



<http://www.kickitout.org/get-involved/report-it/grassroots/>



HANDS ON REPORTING!

THE NEW, FREE KICK IT OUT APP ALLOWS YOU TO REPORT ALL INSTANCES OF DISCRIMINATION ACROSS EVERY LEVEL OF THE GAME



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Camaraderie

Friendship, Comradeship, Fellowship and Togetherness

William (Bill) James Gatward – Long and Meritorious Service Award (right).

At the AGM of the RA in July, Bill was awarded the LMSA to mark 20 years of dedicated service as the Training Officer for West London Referees' Society. Bill qualified as a referee in 1971 and has been a member of the RA and West London Referees' Society ever since – a total of 45 years. Bill became Training Officer in 1996. As a former Coldstream Guard, he ran his courses in a strict, well organised and efficient manner which quickly earned the respect of the trainees under his wing. That was reflected during his time in the middle where he was known as the Colonel. Unfortunately, due to ill health, Bill was unable to make the journey to the AGM. However, he was delighted and very proud to receive his LMSA Award at the West London Referees' Society meeting held on 29 September 2016 at the Royal British Legion, Putney. The presentation was made by Ray Mallery (front left), Chairman of the Surrey County Referees' Association. It was a great night for Bill, attended by family and members.



50-year Award for Keith Miller

Keith began his refereeing career half-a-century ago in the Bishops Stortford & Stanstead District League plus the Harlow & District Football League, gaining his Class 1 status in 1973. Having risen rapidly through the ranks of the Herts County League and the Essex Senior League, he was promoted to the line, and subsequently the middle, of the Football Combination.

From there he progressed to the line of the then Football League, and ultimately to the middle of England's most senior competition. Keith also enjoyed several European trips on behalf of UEFA, a particular highlight being the European Championship semi-final between Spain and Denmark in 1984.

After leaving the Royal Navy, he worked at an engineering company in Harlow called Holbrooks, before joining the Aluminium Supply Aerospace Division of the British Aluminium Company, where he became their national salesman of aluminium to the aircraft industry.

Keith qualified as an FA Assessor, as well as continuing a lengthy period of sterling work on behalf of his local Societies at Epping and Harlow. At Epping, he became their Treasurer and Coaching Officer, before joining Harlow RA in 1982, where he again took on the roles of Treasurer and Training Officer. He also became Chairman of Harlow RA, and ultimately its President, a position he still proudly holds today. Keith also put in a 17-and-a-half year stint as the Referees Secretary of the Harlow & District Football League, and received not too long ago the FA's own 50-year Award for services to the game. So Keith has not just been simply a member of the Referees' Association during those last 5 decades, but has worked hard during that time to share his experience, expertise and enthusiasm with his whistling colleagues in the game he obviously continues to love so much. Another example of someone who clearly personifies the RA motto of "Service before Self".

The picture above shows Keith (on the left) receiving his Award at Harlow LRA on 10th October 2016 from RA Board Vice-Chairman Ian Campbell.



Leslie Adler – 50-year Award (below).

Barking and Dagenham Referees' Club.

Commenced refereeing in November 1964 to date.

Treasurer of Romford Society from 1982 to 1992.

Romford Society Supplies Officer 1975 to 1982.

Assistant Secretary of Romford Society 1979 to 1982, and Delegate to Essex County RA.

Secretary of Romford Society from 2011 to 2016.

Romford Charity Cup Referees Secretary 1977 to 1983.

Received the Essex RA Long Service Award in 2009.

A total of 52 years as an RA member.

Leslie (right) receiving his Award from Essex County RA President Brian Challis on 6th October 2016.





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 1st 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.**

