

The official publication of
The Referees' Association

The Voice of The RA

*Supporting Referees
since 1908*



The Referees' Association

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January to February
2017

Moving Forward Together

The general theme for 2017 will be **Moving Forward Together** as we gather pace and during January and February we have held highly productive sessions with our County RA's, The FA and other football providers; some of the highlights are:

- 1) The loan to the **National Football Museum** of the RA archive, which ensures the safe deposit of materials and allows students and academics to study our valuable history; there will be a formal linkage from the NFM to The RA.
- 2) **Technical** meeting of the development hubs and the phase three. By the end of the pilot we will have had over 2500 attendees, and we will be working with the FA to take the hubs from a pilot to a formal programme with a budget allocated, a significant step forward.
- 3) **Representation** We have supported several members recently. One with an appeal upheld, additionally after some "hard ball" emails to the Managing Director of a leisure league, has resulted in a young member having a threat of Police/Legal and the reporting of a football debt dropped. We have been asked by two members this week for support and, when digging deep into this, the terminology within their reports could have been better but nevertheless they will receive our full support.
- 4) **Welfare.** We have received one report of assault and a report that a member suffered from homophobic abuse; both members have been supported.
- 5) The RA Board together with Tom Bowkett and members of the RA-FA Youth Council delivered a highly successful CRA Workshop, aimed at "**Moving Forward Together**" a full report comes later including an update from the motion 6 working group.
- 6) The RA is having a number of meetings with The FA including the newly appointed RESPECT manager, Small Sided manager, Media/Comm's and Disciplinary. We have an excellent relationship with The FA and this partnership approach will ultimately help us to achieve our goals.

Dynamic Nurturing Accessible

The Referees' Association

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

Representation

FA Appeal hearing result

Back last October, a member was found guilty at a County FA hearing of an aggravated FA Rule E3 charge; it being alleged that he said something to a player whilst dismissing him for a second yellow card that referenced the person's ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability.

Given the evidence and that it was merely one person's word against another because no-one else could have overheard what was actually said (as the referee had correctly isolated the player to administer the dismissal), it was a shock to the referee to find the case proven on the balance of probabilities; this being the criteria used in these cases. It was also a shock to everyone who had seen the paperwork.

The case was referred by the LRA to The RA and we used a High Court barrister to compile the appeal papers and the Association's representative to FA Council, David Crick, presented the case to the Appeal Board this week. There was a lot of hard work that went into the case from all parties but especially these two gentlemen. It is really pleasing to report the appeal was upheld so we have a delighted and very relieved member.

Whilst this is an extreme case, it just goes to prove how important it is to be a member of The RA so that appropriate back-up can be provided.

Paul Field commented that the RA is delighted with the outcome, The RA is supporting members everyday, and we are very grateful to both David Crick and Bart O'Toole for considerable work that goes into the process. This is exactly why the union was formed in 1908.

Is a Reckless Challenge a Yellow or Red Card?

Many disciplinary managers say "when will referees start getting reports correct", and that Referees wonder why cases are dismissed - This very simple comment was put on a twitter poll with 35% getting the answer incorrect and debated on Facebook, we need a step change and we must start use the correct terminology.

CAUTIONS FOR UNSPORTING BEHAVIOUR

There are different circumstances when a player must be cautioned for unsporting behaviour including if a player:

- attempts to deceive the referee e.g. by feigning injury or pretending to have been fouled (simulation)
- changes places with the goalkeeper during play or without the referee's permission
- commits in a reckless manner a direct free kick offence



CRA Workshop 2017

In early January, The RA held a workshop aimed at supporting the boards vision of “**Moving Forward Together**” which will be the theme for 2017. There are significant signs of re-generation with over 100 LRA's showing growth, over 2500 attendees at the hubs as The RA becomes relevant to the majority.

The Schedule of the day was efficiently managed by the Events lead – Tom Bowkett.

- 1) Training Hubs (Introduction – DOGSO – Hub Requirements)
- 2) Designing Development (Giving CRA's an insight into the planning requirements)
- 3) Motion 6 – working group
- 4) Ask the board
- 5) RA-FA Youth Council (events and development funding)
- 6) Events – 2017

However special thanks to **Trevor Massey** (Stockport RA) who delivered “the DOGSO session” and presentation regarding the learning cycle, as the RA prepares for the major uplift in the Development Hubs which on the whole been an outstanding success.

The Chairman told the meeting **very clearly** that the **QUALITY** of the product (**Hubs**) has to be **continuously improved**, and if any LRA and/or CRA underperform (business meetings and/or inappropriate meeting locations) the HUB will be pulled from that area, we will not allow one LRA/CRA to spoil this opportunity for the majority as The RA grows the quality and perception become critical.

We are moving **Moving Forward Together!**



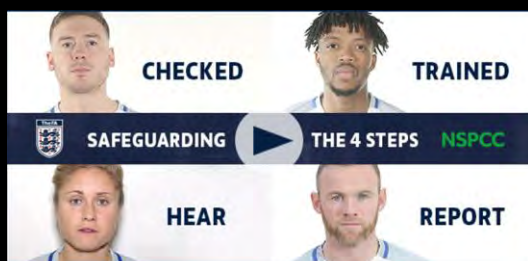
NSPCC
Cruelty to children must stop. **FULL STOP.**

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**



CRA Workshop 2017

After a quick working Lunch the delegates, received a briefing regarding **Motion 6** from Richard Seuke (Chairman of the Working Group) and Deryll David.

Motion 6

That this Annual General Meeting recognises the ever-changing landscape of referee management with the Football Association and agrees to set up a Working Party to investigate and produce a report, by 31 October 2016, with recommendations to be put to the Annual General Meeting 2017 on the best future structure of the RA to prevent its demise.

Reason: *The Association has not responded well to the loss of its control of New Referee Courses, the employment of County-based Referee Development Officers, or the recent changes to the Basic Referees Course (and Mini Soccer Course). This inability to respond has resulted in the loss of 12,000 members in the past 15 years. At this level of loss of membership, the viability of the Association is in question. The FA has changed substantially over this period of time and, whilst referees at level 4 and above receive considerable support and CPD training, no such training is offered to referees from levels 5 to 8. This is an area that the Association could benefit from with a view to providing CPD training for grass roots (parks level) referees, thereby aiming to increase membership and thus save the Association from demise through the continual loss of membership.*



The Chairman of the working group (Richard Seuke) reported that there had been 3 meetings, which had covered a wide range of topics and there are 6 principle areas of discussion;

- 1) **Structure** – board to consist of no more than 7 members, focus on control, ideas and direction as opposed to delivery and operation, with an RA Executive (Full time) focused on the whole range of operational issues and networking. The topic of sub-committees with a reduction from 5 to 2 and the committees would be chaired by a non-board member with three additional non board members.
- 2) **President** – The current constitution requires the President to be an RA member which may be too restrictive and current high profile individuals have contract obligations. It's the view of the working group that the person should be someone from the football world and should be known to all ages.
- 3) **County RA's** – A crucial link, with some operating better than others, each CRA should have a specifically appointed person who shares the same vision of the board, CRA's should be involved in the development and leading of the workshops, CRA's should have Youth Council involved on their committee.
- 4) **Local RA's** – Should consider the format, the sessions should focus on local issues, more pastoral and acting as a clinic for the members that are relevant to members, open and flexible to the training and the quality of the output.
- 5) **The RA-FA Youth Council** – The mission statement of the RA-FA YC needs to consider the role it plays with The RA and all parties need to be clear on levels of expectation regarding delivery and input, workload.
- 6) **Membership** – Needs to consider the categories of membership on offer, the topic of centrally recruited, with more members registering locally at the cost to local RA's, but LRA's must serious consider the quality of the product on offer.

Next steps – The board will take the comments for discussion at the forthcoming meeting early February with the working group meeting at the end of February.

Ask the Board – A range of questions were ask – these included;

- 1) Newsletters, instead of large document it maybe better to have little and often.
- 2) The Chairman was asked about the threat of strike action in the North West, the RA view was to work with all stakeholders to achieve our goals and every year this type of issue blows up.
- 3) Senior Match officials not in membership – The chairman challenged all LRA's to recruit, and reminded the meeting most in the professional group do incredible work for The RA and every Referee should be member.
- 4) The Chairman was expecting a specific question regarding our media silence and posed a question to the meeting about our role within the media, should we become more aggressive and vocal, and only one person spoke, stay away from the media and that our strategy of working within the FA would get the results.

Events – Tom Bowkett gave an insight to the major events during 2017 which the over-arching theme would be Moving forward together.

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



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

Bill Bombroff

On 7th February 2017 RA Life Member Bill Bombroff from Bristol begins his 64th year of continuous Association membership, having started with West Bromwich RA in 1953.

He has now been involved in active work for the Association at various levels since 1966, a total of 51 years serving the interests of referees around the country, something he still continues to do at the present time.

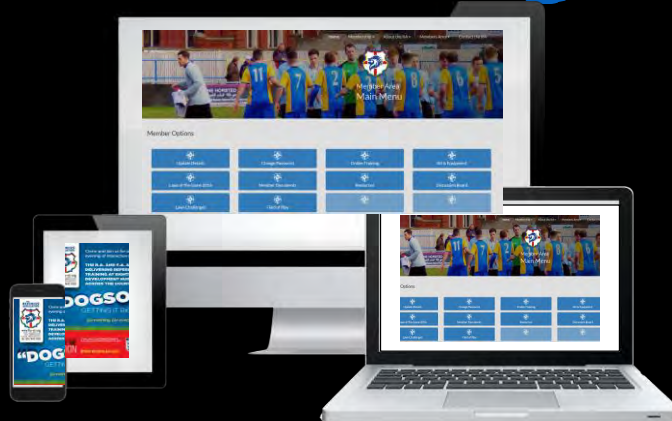
If you can beat Bill's tremendous record of RA membership and/or service, or you are aware of any of your CRA or LRA colleagues who can, then please let us know, and we will be delighted to similarly honour them by name in future editions of the RA Newsletter.



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

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

365 DAYS A YEAR
365 DAYS A YEAR

GET ADVICE LOCALLY
FA VERIFIED TRAINING
MENTORING
TRAINING AND SUPPORT MATERIALS

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

Promotional downloads (incl. videos) now available; ideal for LRA newsletters and general publications

<https://www.the-ra.org/ra-promotions.php>

www.the-ra.org
Tel: 024 7642 0360
Email: contact@the-ra.org
Twitter: @RefAssociation
Facebook: /RefereesAssociation

ABOUT MY CHILD BEING ABUSED BY THE SUPPORTERS ETC IF THEY DON'T AGREE WITH THE DECISIONS GIVEN

BY THE FORTHCOMING EUROPEAN CHAMPIONS CUP FINAL, YOU WILL NEED TO BE A CLUB WELFARE OFFICER
CAN MY CHILD REFEREE MORE THAN ONE GAME A DAY? YES
IS A REFEREE'S JOB AND RESPONSIBILITIES TO SUPPORTERS
WE RECOMMEND THE RA SHOP
WWW.THE-RA-SHOP.ORG
WHAT AGE GROUPS CAN MY CHILD REFEREE?
AND THEIR SIGNIFICANT CONTRIBUTING FACTORS TO BE CONSIDERED AS BEST TO CHECK, CONSIDERED NOT CHANGED, NOT ALL CLUBS HAVE THE FACILITIES
MY CHILD DOES NOT WANT TO GET CHARGED IN FRONT OF ADULTS, CAN THEY REFEREE? YES WE WANT THEM TO CHALLENGE THE WAY WE ASSESS THEIR ABILITY TO BE A REFEREE. CHARGES ARE NOT A BARRIER TO BEING A REFEREE. CHARGES ARE NOT A BARRIER TO BEING A REFEREE.

www.the-ra.org
Email: contact@the-ra.org
Twitter: @RefAssociation
Facebook: /RefereesAssociation
Tel: 024 7642 0360

UNITE THE GAME INSPIRE THE NATION

To grow, enhance and maintain high standards across all areas of refereeing throughout the game

THE REFEREES' ASSOCIATION

DYNAMIC NURTURING ACCESSIBLE

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THE REFEREES' ASSOCIATION

DYNAMIC NURTURING ACCESSIBLE

PROGRESSIVE RESPECTFUL INCLUSIVE DETERMINED EXCELLENCE

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To grow, enhance and maintain high standards across all areas of refereeing throughout the game.

SELLING IS EVERYONE'S BUSINESS

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.

Technical – with Vince Penfold taking a year out of football, we are delighted to welcome **Trevor Massey** to the team and we have already hit the ground running.

Representation - Occasionally referees get charged by the football authorities and/or wish to 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 in representing the interests of members to various bodies.

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 -

RA Structure continues its work, and is considering a whole host of wide-ranging submissions which has been highlighted in this edition.

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!

New Member of the team

Jayne Meggitt. Married to Neil with one grown up son Cameron. Jayne has been working with various companies over the last twenty years in administration and management roles. I have grown up with football and her father was a Director at Coventry City Football Club when we won the F.A Cup in 1987.

Jayne will be supporting Lynn in the office, and we welcome Jayne to the team





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



ATTACH **PHOTOS** AND **VIDEO** TO REPORTS



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REPORT **CONFIDENTIALLY**



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Out and About

QUEST AWARDS UPDATE - Barking and Dagenham LRA are awarded **QUEST silver**, Chairman Wayne Deller being presented with the award from the President of Essex RA Brian Challis. Essex CRA now have more QUEST silver awards than any other CRA, moving forward together.



Lincolnshire awards evening

The Chairman and Hon Secretary (Gary Sutton and John Mulhall) were present at Boston RA Meeting on Monday 9th Jan 2017 to present Terry Knott with the Richard Taylor LCRA Award for services to refereeing in Lincolnshire over the past 30 years and more.

Well done Terry for all the work you do for Boston FL and all your other referee duties over the past decades and more to come. Thanks to Alistair Wilson (Chairman Boston RA) and the rest of Boston RA for a warm welcome and interesting meeting with presentation by our Chairman which was a "Pointless TV Show" style competition for seeking knowledge of famous Referees and the Laws of Football.

Next up was a joint LFA and LCRA awards session at Grimsby RA on Monday 23 Jan 2017. Local RA branch members turned out on freezing foggy night to see their local members, David Haigh, Steve Wright and Tony Drinkell (absent) receive framed photos of the past event at LFA's AGM in July 2016 to go with their medals.

David Cass was also honoured at the LFA 2016 AGM but received his award for Services to Refereeing in Lincolnshire from the LFA at this local meeting from Michael Brader, RDO and John Mulhall LFA Council Member.

The LCRA Stan Ford Award was then presented to Alex Sawden, the new Grimsby RA secretary and Lincolnshire's most promising and improved referee in the Development Group for 2015-16.

The award was donated by Grantham RA in the 1990's by the late Stan Ford who refereed in Lincolnshire for over 30 years. Gary Sutton, Lincoln's EFL Football League Referee and Chairman of LCRA with responsibility for the County's Development Group of Referees presented Alex with his Stan Ford Trophy.



Camaraderie

Friendship, Comradeship, Fellowship and Togetherness

Phil Reade is presented with a merit award from Wolverhampton Mayor Barry Findlay, together with fellow RA members Keith Gidson and Keith Haynes



Cornwall RA hold a celebration dinner

At a special dinner held in Penzance two members of the West Penwith Society received awards for 50 years membership.

W.C."Bill" Williams and W.C "Bill" Pearce joined over 50 colleagues, guests and players for a celebration dinner followed by the receipt of their awards from

Former RA President, Football League and FA Cup Final referee Peter Willis, who made the journey specially down to Cornwall to present the awards."





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.**

