

The official publication of
The Referees' Association

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The Voice of The RA

*Supporting Referees
since 1908*



September to
October 2016

New Membership Year

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 the Quality of our training and educational aspects, and thereby increase Membership.

The Board structure for 2016/17 stays the same as last year, with **Paul Field** remaining as Chairman and **Ian Campbell** as Vice-Chairman. In his opening address at the recent Board Meeting, Paul thanked his fellow Board Members for providing the much needed stability. There are signs of recovery, with every measurement showing a positive traction. However, this momentum must be maintained, and the push for excellence and relevance will continue to drive us. Last year we built a foundation, and this year will see us provide on-message training and education to an increasing number of referees in England.

To support this growth, we have strengthened the Board and will be facilitating a number of Working Groups. The roles of Board Members and Sub-Committees, together with the relevant KPIs, can be found within this Newsletter.

The Board has a new member joining the team in **Lee Markwick (Thurrock)**, who brings considerable experience and much-needed expertise in a few key areas. Lee has joined the Internal Communications Committee, and will be leading our Welfare Team as we seek to provide guidance and support to all, both structurally and to the individual, when needed.

The membership voted at the recent AGM in favour of Motion 6 regarding the best RA structure for the future, and this Working Party has started its task. The group comprises John Harvey, Ian Campbell, Vince Penfold, Tom Bowkett, Deryll David and **Richard Seuke**. It will be chaired by Richard, every member of the team brings something very different, and nothing is ruled out or in. Paul Field said that this is critical for the sustainability of the RA, and there may be a need for some significant changes. The membership in giving this approval clearly wants to see a positive change. This may be a challenge for some within the RA, but the world is now a different place and we are only the temporary custodians of the Referees' Association.

The RA was saddened by the recent death of ex-President **Ken Burns**, and we are grateful for the obituary provided by former General Secretary Arthur Smith.

September saw the appointment of **Adam Davies** as the new Chairman of the RA-FA Youth Council, with **George Lowe** and **Deryll David** as his two Vice-Chairmen. The Youth Council enjoys our full support.

Dynamic Nurturing Accessible

The Referees' Association

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



From The President

The Chairman and Board of Management

The Referees' Association

29th August 2016

Dear Chairman and Board Members

RA President

The 2016 AGM saw the completion of my second 3-year term as President of The Referees' Association and, as I was President of the Referees' Association of England from 2003 – 2009, I have now been President for more than 13 years.

In addition, since January 2016, I have been the Technical Director of The IFAB, a position which involves considerable time and travel on top of my commitments with UEFA, The FA, etc.

All organisations need 'new blood' and with my growing football commitments in mind, and the current strong leadership and membership of the RA Board, now is the right time for The RA to find a new RA President who can be in place no later than the 2017 Conference.

The last 13 years have seen many challenges but also great progress, notably the revitalisation of Conference, significantly better relations with The FA and PGMOL, and the exciting increase in young member involvement, as best seen by the hugely impressive RA-FA Youth Council.

The whole of my first RA Conference, at Cardiff in 2003, was spent on rule changes (apart from a short talk by Kate Hoey)! At the Board meeting the next day I commented that there was virtually no one below 40 at the Conference. How things have changed!

It has been a great honour and privilege to have been President of The RA and the RAE for so long.

Yours sincerely,

David Elleray, RA President

The RA President - Comment from the Chairman

The Board will acknowledge David Elleray appropriately during the Conference in 2017, but it is worth sharing some reflections now on working with David. Having been on the Board since just before the 2012 Board of Inquiry, I witnessed first-hand the challenges that the RA was facing during that particularly difficult time, when the Association appeared on the back pages of the Daily Mail and other national newspapers for all the wrong reasons. David was a steadying influence to the RA, and particularly to me who had just been elected as Treasurer and to Albert Astbury who had suddenly become Chairman. During that period, David provided reassurance and sound advice. You will also recall that a further rocky spell soon followed when the RA effectively had four Chairmen in one year, but now we are seeing consistency plus real positive growth in every measurable attribute.

As David mentioned in his letter, the Conference in 2003 appears to have been a crucial turning point and a positive change for the good of the Association. The Development Weekend that Conference has now evolved into is a flagship event where unbeatable training excellence is delivered, while I do accept that the AGM is extremely important to a small minority.

When I first suggested in February 2012 that young people should be much more involved in the development of refereeing, this idea was taken on, and together we launched the RA-FA Youth Council. The results of this can now be seen in every county as a real achievement and also as a lasting legacy.

David has been a great support to many people within the RA, and I have been comforted by the knowledge of being able to call on him at any time for his wisdom and counsel.

Going forward: At the moment we have certain restrictions within our Constitution, particularly in respect of those RA members who are employed by other stakeholders. This currently restricts and/or prevents approaches to them, which is a real problem.

So what's the role?: The role is to inspire current and future members, to have a positive outlook, to have great relationships at the senior professional level, to be an ambassador for the RA, and to support the Association.

What's the work load?: To have a network which is of direct and robust benefit to the RA, to the Eve-of-Final Rally and to the Annual Conference.

So: Can you suggest someone with all these attributes and who is an RA member?

Here is a question: Does the President really need to be a referee or an ex-referee in order to inspire the Association, or could it be someone from the wider football family or perhaps an elite match official from another sport or an elite sports-person? What we need is someone who will make a 14-year-old on a basic course or a 50-year-old seasoned referee both say: **Wow, I want to be a part of this organisation!**

Spreading the RA Board Workload - Responsibilities of Committees 2016/17

The workload will be spread across five, rather than the current three, operational Committees. Within any Committee, individual members might be asked to take an individual portfolio, but the initial reporting function should remain to the Committee, which in turn reports to the Board. The outcome would be better-focused management as a result of greater Committee activity with less concomitant main Board activity.

Head Office	F&GP	External Affairs	Internal Communications	Events
Chairman: Reg Pullen Members: Ian Campbell John Harvey John Wilson Derek Mansfield	Chairman: Reg Pullen Members: Ian Campbell Phil Reade John Harvey Accountants Audit team	Chairman: Vince Penfold Members: Paul Field Co-opted: David Crick (The FA) Technical working group RA-FA YC members Derek Mansfield Two more with sales/marketing drive.	Chairman: John Wilson Members: Phil Reade John Key Ian Campbell Lee Markwick Two more to be recruited – for creative development.	Chairman: TBC Members: Paul Field Ian Campbell Reg Pullen Co-opted: RA-FA Youth Council
<ul style="list-style-type: none"> Operate to budget Personnel management Facilities management including head office IT Manage the membership database Management of website (not creative management) IT Security Managing the insurance operations including RA's own liabilities Delivery of Customer excellence 	<ul style="list-style-type: none"> Financial management and reporting including Forecasting. Oversight and Governance of all operations/rules. Relationships with bankers and accountants Overall budgetary control for the RA and its committees Maintenance and interpretation of the Constitution and ensure compliance. Setting up any necessary Board Emergency Committee Acting as prime Committee-without-portfolio Recruiting members (providing the operational support) Monitoring and control of RAsop operations AGM Financial reporting Recommend member to the Benevolent fund 	<ul style="list-style-type: none"> Operate to budget Manage relationship with the FA Work with County FAs Handle external correspondence that cannot be dealt with by head office staff unaided Manage PR and relationships with the media Represent and assist individual members needing advice when charged with misconduct by the football authorities Joint ventures with the FA and CFAs and the development of the RA-FA Youth Council The positive recruitment (Selling and marketing) External Marketing (incl. Web) Basic course up-selling Creative Development (incl. Web) On Message Training materials Sponsorship Recruitment schemes working with CFAs 	<ul style="list-style-type: none"> Operate to budget Drafting Board minutes and ensuring on time reporting. Writing and distributing general information to members Drafting documents for AGM Organising CRA Liaison Meetings including presentations and documentation Arranging AGM and safe delivery of the process. (Pre & Post) Dealing with ad hoc correspondence Maintenance of the Manual of Guidance Management of Membership database. Retention/Recruitment of Members working with LRAs/CRAs Membership packages Awards QUEST Design and Delivery of customer Excellence 	<ul style="list-style-type: none"> Financial Forecast/costing Operate within budget Eve-of-the-Final Rally logistics, bookings and publicity AGM and Conference Weekend logistics, bookings and publicity Annual Quiz logistics, bookings and publicity CRA meeting – Publicity and development. Event sponsorship
Head Office KPI	F&GP KPI	External Affairs KPI	Internal Communications KPI	Events KPI
Delivery of Excellence	Achieving a surplus	New Training material	Retention %	Numbers increase – every event
Robust Emails	Budget accuracy	New Membership gains	Membership gains	Budget performance
Membership system & Management	Recruitment	Creative Development including Web materials	Improvement of Membership benefits	Quality measuring
Office support and succession planning	Governance and Audit	Supporting the football Family and FA magazine	Delivery of Excellence	Sponsorship
Board reporting (2 weeks)	Board reporting (2 weeks)	Board reporting (2 weeks)	On time board minutes and AGM management & Board reporting (2 weeks)	Board reporting (2 weeks)

Membership Data Systems

At the recent AGM, Motions 1 and 2 were approved by the members, so let us reflect on what needs to be done.

Motion 1. This Annual General Meeting is concerned that a considerable amount of membership funds has been spent on the development of the Participant Membership Data Base, which enables referees to join the RA by use of their Debit or Credit card, when so little use has been made of this method of paying membership subscriptions. It instructs the Board to publicise this method of joining the Referees' Association to as many non-member registered referees as possible.

*It is actually not correct to say that a considerable amount of money has been spent on Participant - in fact, **nothing** has been spent on it! The supplier has completed some work on the platform, which will not be rolled out until it functions in full. This platform has a significant benefit as it allows individual people to join centrally. Last year (2015/2016) 50 joined by this route, and the system this year has already attracted 50 for 2016/17. However, while we are aggressively marketing this method, we are extremely disappointed that when we have allocated a new member to an LRA, and passed on £9 to that LRA, almost ALL of those LRAs have not even bothered to contact the person concerned.*

Motion 2. This Annual General Meeting is concerned that the Board has continued with the use of the RAMMS Membership Data Base system that so clearly fails to provide data to LRAs, CRAs or the Board. It assumes that no members' funds are being used to support its continued use. If funds are being used, it calls upon the Board to ensure that the Data Base is improved to be able to give LRAs a better level of support in 2016.

The history of RAMMS is well known, but it is worth a short recap. This scheme was introduced to allow the RA and the FA a platform to manage the now-defunct Incentive Scheme in 2010. The Board of Inquiry in 2012 reported a five-figure cost for the project, which was a less-than-ideal system, which suffered from project scope creep, and which will take more money to rectify. The cost of this rectification is now known - £11,000 is the initial figure. This effectively means that RAMMS will have cost over £25,000 and is still not a world-class portal.

At the recent Board meeting, the Chairman stated that he wasn't suitably qualified in delivery of IT platforms, and hence this is a job for professionals recruited from within the RA membership. He wasn't prepared to persuade the Board that keeping with the current RAMMS was the right course of action, but we don't need RAMMS Mk2 either. What we do need is to sort this out with a deep dive, using people who understand data flows and who are able to align membership with accounts. The new set-up has to understand and accommodate the limitations of our LRAs, whilst ensuring accuracy in its reporting functions and remaining future-proof. We must learn from previous mistakes, and not guess!

Working Group

We invite suitably qualified members to support a team which includes Reg Pullen (Board Member and Treasurer, with a rich experience in office management and accountancy), Derek Mansfield (a senior IT management professional and our current RA Webmaster), and David Crick (who recently retired from his position as a senior manager with a world-class IT company).

*If you feel that you can aid this critical Working Group, then please get in touch with us via contact@the-ra.org, detailing your IT career. In addition, if you are an experienced administrator within one of our larger LRAs, then your input would be equally welcome. **Our vision is to produce a membership portal which is world-class, totally flexible and with a modern feel - a system developed by RA members and for RA members.***

Other Working Groups

QUEST is now four years old, and with the changes currently occurring within the National Refereeing Strategy and National Curriculum, it is time to review QUEST. As with all norms and standards, documents should be reviewed to ensure they are still fully relevant. In September a review team was commissioned, led by RA Board Members, which comprises:

John Key (Barkston Ash)
Paul Field (Redditch)
Lee Markwick (Thurrock)
Nick Taplin (Portsmouth)
Bob Gahan (Leicester)
Alex Mullett (Barking and Dagenham)
Ian Birch (Portsmouth)



One of the core benefits will be to provide a framework for education, training and development whilst supporting good governance.

Structural Working Group

In line with members' wishes in respect of Motion 6 at the 2016 AGM, a group representing a cross section of the RA membership has held their first meeting. Let us just recap what Motion 6 says:

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.*

Over the coming weeks the team will be assessing from within our organisation, but also seeking outside views from our stakeholders. The RA is seeing encouraging signs of change and growth, and the Board is sure that the Structural Working Group will produce some progressive ideas.

Dates for 2016-17

CRA Liaison Meeting 2017 – to be confirmed, dependant on the Working Group and its outputs.

Eve of Final Rally @ One Great George Street, London – Friday 26 May 2017

AGM & RA National Quiz Final @ Ryton Village Hall (tbc) – Saturday 17 June 2017

RA Conference @ Hinckley Island Hotel – Saturday 8 July and Sunday 9 July 2017

The RA AGM in 2017 is being taken away from the RA Conference Weekend, a move for which there is a sound rationale. The initial planning for Conference 2016 was greatly impacted upon due to the whole schedule of that weekend needing to be moved around in order to accommodate the AGM, which (if you recall) was initially going to be separate to the actual Conference. Regrettably we received a number of requests to hold the two events on the same weekend. This move was driven by one small group, and we listened! However, it was interesting to see that the total number of attendees present at the AGM included only a few from the email “protest” group, and that from the 60 members who did attend the AGM, only 12 bothered to attend the rest of the Conference. As a Board, our duty is to the majority.

Moving the AGM will reduce the time pressure on everyone, and will allow those interested in the Procedures and Rules to have the necessary scope to fully discuss and debate as needed, without impacting on the flagship that is the Development Weekend.

Conference 2017 itself will be held again at the Hinckley Island Hotel over the weekend of 8th/9th July 2017. The Saturday will host the full-day Conference, with a half-day practical session on the Sunday.

Supporting the National Curriculum

The RA is working proactively with The FA in the delivery of the National Curriculum, with over 20 of our LRAs taking part. Interestingly, as a result of an article in the last edition of this RA Newsletter, only one LRA came forward giving a compelling reason why they too should be included. Hence Aldershot is now also part of the trial, working in conjunction with Woking.

The pilot scheme will be expanded in due course, but will be aimed at LRAs who have gained QUEST accreditation, at large LRAs, and at growing LRAs.

The first sessions will be held in November, using specially developed material resources which have been verified by The FA. These events will be delivered by FA tutors, and therefore we will be delivering what we promised, namely verified training for all. This will be further supported by The RA Website and by social media channels.

All members will be advised locally via a proactive marketing campaign.

The Local Referees' Associations invited to take part include Bolton, Bromsgrove, Woking, Barkston Ash, Wolverhampton, North Staffordshire, Sunderland, West Somerset, Devon, Aldershot, Peterborough and Stockport.

We are very grateful for the support given to the RA by the Football Association in the production of training materials, and also by their provision of tutors in order to facilitate the start of educational and development hubs for every referee.

www.the-ra.org

Self-Service - 24/7/365

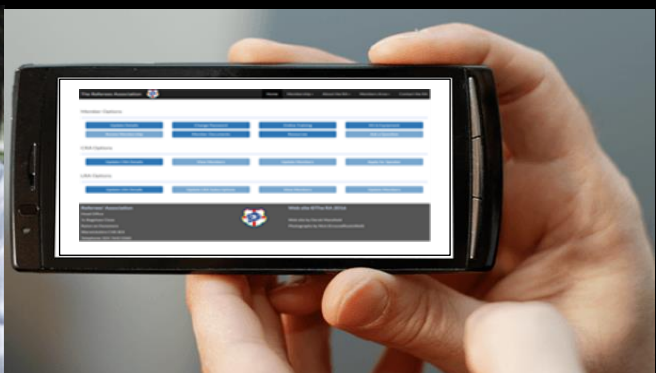
- On the RA portal there is everything an LRA needs to function
- All forms are downloadable
- Support is available 24/7/365
- Discussion Board is now open
- Training materials are there too



It's simple and relevant to all: 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 to buy a dongle (around £25)!
- We are always looking for high-quality material to share with others.



Getting the message across

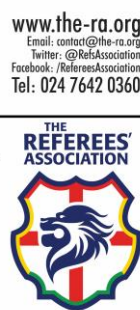
The Board are working tirelessly for our members, and we are gaining momentum plus some impressive traction. To aid the Board's vision and our DNA, we need now to raise the bar in terms of our marketing excellence and delivery performance. In order to improve our share of the voice and to push the organisation 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>



SELLING IS EVERYONE'S BUSINESS

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

Technical Working Groups

The RA has set 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 – Lee Markwick is a Group which aims at providing a robust resource for the rare occurrence when a referee has a poor experience. We are looking for suitable 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 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.



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, i.e. around 0.0125%.

We request that all media approaches are directed to 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 each 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 very 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.

Camaraderie

Friendship, Comradeship, Fellowship and Togetherness

Sunderland Referees Society

On Monday May 16th 2016, Society President **Bob Hodgson** presided over his final annual general meeting for the Sunderland branch. Bob, who during his refereeing career officiated on the Football League referees and linesmen's list, has served the Sunderland Referees Society as President for forty years, and Chairman **Geoff Eltringham** presented Bob with a certificate and glassware to commemorate his long service. Former Society Chairman and more lately Vice President George Tyson was elected as President and is looking forward to many years at the helm.

On the same evening, youth member **Karl Barron** was voted Referee of the Year for the Sunderland branch and was presented with the award by the Chairman. Karl who has just completed his first season in 'open age' football, has had a successful season with appointments as assistant referee in the Ship Owners Cup Final, Sunderland Sunday League Cup Final, 4th official in the Durham Alliance League Cup Final and referee in the Durham County FA Youth Cup Final. In addition to that, Karl was promoted from level 7 to level 6 and has been recommended for FA CORE Tier 1. To finish his season off on a high, Karl officiated in the Iber Cup International Youth Tournament in Portugal & Spain.

Once again, it's a great time to be a member of the Sunderland Referees Society. (Sunderland images above).



WITNEY RA - The photo below left was taken on Thu.08/09/16 when RA Board Vice-Chairman Ian Campbell presented the Association's LMSA to **Alan Longford**, Secretary of Witney RA, at their opening Branch Meeting of the new 2016/17 season. Alan is also seen with other senior Officers of Witney RA, plus Ken Leach (on the right), Secretary of Oxfordshire CRA.



Sussex County Referees' Association Event: An evening with Mike Jones.

Premiership Referee Mike Jones from Cheshire entertained and educated sixty Sussex and Surrey referees at a Sussex CRA event held at Horsham in mid-September.

Mike delivered an interactive presentation looking at the recognition of challenges that were careless, reckless or involving excessive force. After establishing a definition of each, Mike used video clips from top flight games to stimulate discussion. He also used his knowledge and experience to improve the audience's ability to recognise offences and to develop their ability to apply the correct sanction.

One foul, a late and uncontrolled double-footed frontal jump, required no discussion - just dismay from the audience!

After the break it was the turn of RA Board Member Vince Penfold and Surrey CFA's RDO Tim Lawrence. Their remit was to ensure that colleagues were 'fully across' the changes to the identification of DOGSO offences and the correct sanction to be applied to players committing them, in light of this season's Law amendments.

The evening continued with a general and varied Q&A session with Mike, Vince and Tim. An interesting question to Mike concerned sending a player off for a second caution when the second one is for persistent infringement.

Mike recalled that he once sent a football league player off for two cautions, both persistent infringement, a series of seven fouls. Some players just don't get the message! In closing the event, Sussex CRA President Dave Jackson thanked all for their contributions to an excellent evening.



Mike Jones & Dave Jackson

The LMSA presentation to Bill Gatward of West London Referees' Society took place on Thursday 29th September 2016 at the Royal British Legion Club in Putney. I am very grateful to Ray Mallory for making the presentation and for his generous comments. For once Bill was speechless, but clearly very proud to receive the Award. It was a great evening. Many thanks for all you did to make it happen. Regards, Paddy Boshell, Hon Assistant Secretary, West London Referees' Society.

Right: Bill receiving his award from Ray Mallory





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.**

