

THE
REFEREES'
ASSOCIATION



October
2015

The Voice of The RA

Supporting Referees since 1908

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Did you know!

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Viewpoint

Welcome to the new revamped and official publication from The RA Board. This fresh-look document aims to provide all RA members with our current thinking, issues and policy discussions, on which we seek and welcome the views of our entire membership.

I am saddened by Bill Darby's recent passing. Bill was clearly ill at the RA Conference in July, but chose to attend that whole weekend because he felt "duty-bound" as an elected Member of the Board to do so. Clearly 'Service before Self'.

Our combined efforts and focus for 2015/2016 must be to make The RA relevant and to increase membership. Frankly, there is nothing more important than these goals – every administrator should be determined to **change the perception** and be looking to **increase membership** with renewed vigour.

People say: "What do the Board do for us?". This month there is a very positive examples (see 'Cooling Off' below), and the Board is very grateful to **David Crick** for aiding the safe passage of this new initiative.

The RA-FA Youth Council is broadening the highly successful Referee Development Fund to include County RAs and Local RAs, something which will give a real benefit to **ALL** members. This is an application-driven process with real Key Performance Indicators, and only if all KPIs are achieved will the grant be paid. So The RA, with the support of The FA, will be providing resources to all LRAs, subject to the defined application process. See www.rafayc.co.uk/rdf

Announcements

Eddie McGrath resigned from the Board on 25th September. At their meeting on 4th October, the Board accepted his resignation with much regret, thanked Eddie for his past input (especially "Voice-Over"), and wished him well in his ongoing RA work locally in the Liverpool area.

Appointments

As we continue to restructure, the Board has agreed that:

- EAC Chairman – **Vince Penfold** will be co-opted to the Board with immediate effect and will hold post until 2017.
- Treasurer – **Reg Pullen** will be co-opted to the Board with immediate effect and will hold post until 2017.

Urgent help needed



QUEST has seen a real growth in interest over recent months, and we are extremely grateful to our current Audit Team of Bob Gahan, Sharon Smith and Nick Taplin. We do however need to lighten their workload and thereby aid the overall process. We are therefore seeking additional suitable auditors, who should ideally be qualified to internationally recognised standards, i.e. ISO9000/ISO14001/ISO18001 or SMETA. If you are at all interested, please email Lynn Harris at ra@footballreferee.org in the first instance.

Brief moments in history

1915 – It was reported that Alderman F.R. Viveash, President of The RA, had died following an accident on the cricket field, when he was hit on the head by a cricket ball whilst batting. He was a senior bank manager from St Pancras.

The AGM was postponed because of the war in Europe. It was reported that the number of individual members had increased (*direct members in 1915!*), with the Army now affiliated and associations from Spain and Argentina applying for membership.



1965 – Conference was held in Plymouth, where much dissatisfaction was expressed by Mr Penfold of Essex about why The RA continued to over-spend. He also added that The RA should be less reliant on charity.

Dennis Howell MP, the Minister for Sport, hoped to referee more games during the coming season, and spoke at length regarding player/referee relationships. Too old at forty? - The STONICK report had looked into the question of age restrictions that applied on most senior leagues.

Capt. H.H. Allen reported that the Benevolent Fund had investments of £5350. He commented that the Fund was wide in scope and only two basic questions would be asked: (1) Is he a member? (2) To what extent does he need financial help? A few cases were mentioned where members had been helped:

- Member off work for 16 months with wages not paid.
- Member off work 3 months – still not working.
- Wife of member seriously ill, with 3 young children.
- Self-employed member injured and unlikely to resume his trade.

Membership Fee

Please ensure that payment for membership is efficiently paid. We are currently having to chase LRAs to process payments in a timely manner – failure to do so could impact on your members in a negative way.

Open Letter from the Chairman

The RA is at a critical point. The two images below illustrate the stark choice of what we can achieve together, or what we can revert back to. By making a positive contribution, we will grow together.



My vision for the Referees' Association is **Something for Everyone** – please join me on this journey as we build on what is now a more sustainable platform.

- 1) Improve “benefits” of membership - we are currently in discussion with various third-parties to achieve this.
- 2) Improvement of Governance and Quality - QUEST.
- 3) Delivery of the 3-Year Plan.
- 4) Support the RA-FA Youth Council and give encouragement to young people.
- 5) Making The RA relevant to refereeing development via CPD events. (Update will be in next month’s edition)
- 6) Building sustainability and increasing membership numbers.

On another matter, it has been brought to the attention of the Board over recent months that some LRAs are allowing referees to subscribe to a “local” membership only. This is contrary to the current Rules, for which over 98% of votes cast were in support. Please refer to Rule 11e:

- (e) LRAs shall affiliate to the Association by maintaining rules that:
- require all current and former registered referees within their membership to subscribe through them to the Association and be known as Full Members of that LRA, unless those members are subscribing to the Association as Full Members of another LRA

The Board will listen to any “real and positive” criticism, and all I ask is that if you don’t like a policy, rule, idea and/or initiative, then please give us a better suggestion – we are open to all constructive remarks.

Should you have any news, training topics, educational articles, etc., please email these to ra@footballreferee.org

Cooling-off periods for Contributory Leagues

Northern Premier League, Ryman League, Eastern Counties League (Premier Division), North West Counties League (Premier Division), Northern Counties East (Premier Division), Western League (Premier Division).

The relevant FA Committees have discussed and agreed in principle an optional protocol that should benefit the image of the game on the Contributory Leagues by regulating the post-match contact between Match Officials and players or club officials (managers, coaches, etc.).

For matches where a competition adopts the protocol

For all matches under the auspices of a competition that has asked to take part in this scheme, the protocol is that club managers, coaches, etc., may not approach the match officials at half time nor until at least 20 minutes after the game has finished (this to include not going onto the field of play at the end of the match, nor waiting for the match officials in the tunnel area).

In principle, post-match 'cooling-off' periods are:

- Applicable after the end of every game.
- Applicable to all occupants of the Technical Area and all players.
- Designed to reduce confrontation by creating a period of reflection so that any discussion can take place in a calm atmosphere and be as fruitful as possible for all parties, leading to greater understanding.
- result in fewer cases of misconduct.

Benefits of having such a post-match 'cooling-off' protocol

- Prevents obvious public dispute on the field of play that detracts from the image of the game
- Reduces the likelihood of confrontation / misconduct and all that the aftermath of this entails
- Reduces the adrenaline levels in everyone concerned
- Allows a calm, rational conversation to take place that should benefit both parties
- Allows all parties to have a period of reflection, and results in a reduction in the stresses the game produces
- Allows the match officials time to complete their official paperwork
- Gives the opportunity for an Assessor to be present so that he can watch, listen and offer advice or an opinion, if appropriate to do so
- Reduces pressure on referees
- There would then be a consistency across all Steps where "Professional Game" referees operate, thereby allowing a smooth transition as they or the clubs migrate upwards through the game.

Executive Summary: Board Meeting - Sunday 4th October 2015

Members should be aware that two-day weekend meetings are gone, as the majority of the Board are referees who are active on Saturdays. Board Meetings will focus on the formation of policy and delivery, therefore the summary will seem concise but nevertheless accurate.

- 1) The Chairman's opening remarks reflected on the sad news of Bill Darby's death, and the Board stood in respectful silence. The aim is to have positive meetings, in the hope that the constructive foundations from July are built-on. There was however a lot to achieve, but with all the expected reports already submitted, the progression of business should be focused and timely. The Board was thanked for their continued support and time given to the RA. Tom Bowkett was welcomed to the RA Board Meeting, representing the RA-FA YC.
- 2) All previous action points had been closed off to the satisfaction of the whole Board.
- 3) Formal appointment of co-opted Board Members Reg Pullen as Treasurer and Vince Penfold as Chairman of EAC.
- 4) It was agreed that the lease for the rental of the new office (1c Bagshaw Close) could be signed, now that all legal matters had been covered off to the benefit of The RA. The target date for ownership was 9th October.
- 5) Reg Pullen proposed that, given the poor service currently received from the Bank of Scotland, The RA should change banks, and a recommendation after market research concluded that Natwest offered the best service packaging - Reg Pullen would arrange and manage a smooth transition.
- 6) Budgeting - Reg Pullen will be providing a sustainability assessment, now that the new membership season has started, with a watching brief to understand the impacts of moving our membership year.
- 7) Applications now received for the role of RA scrutineers - Ian Campbell and Reg Pullen to approach candidates formally.
- 8) IT development – Derek Mansfield was thanked for his considerable contribution. Please do not under-estimate the extraordinary time and effort made by Derek, and his vision for continued development. The results can be viewed on the RA Website.
- 9) County Liaison Meeting will be reinstated for January 2016 – again each CRA should send one person under 25. This will be a positive event aimed at delivering change.
- 10) The County Buddy system is suspended, given the constant changes within the Board. It was agreed that Ian Campbell will be the principle contact for all Counties, thus providing a level of consistency and stability.

Events

CRA Liaison Meeting: Jan/Feb 2016 (venue = tbc)

Eve-of-Final Rally – meet the FA Cup Final Match Officials:

Friday 20th May 2016 in Central London

The RA Conference: Hinckley on Sat.16th/Sun.17th July 2016

(Further details to follow shortly, along with information on other annual RA Events)

Did you know.....

Dear Paul,

Further to our conversation please note the current Motor Legal Expenses policy provided by MSL is a benefit for all FULL members of The Referees' Association.

The global policy is provided on an annual basis and falls due for renewal on the 31st of March 2013.

The cover being provided means that any full member of the association can remove Legal Protection from their own personal motor insurance which could save anywhere between £15 and £40.

If a full member is involved in an accident MSL will assist them in any legal aspect of the claim – examples of this are, Personal Injury, Hire of Alternative Transport, Repairs and Recovery of Uninsured Losses.