

SURREY CFA & RA REFEREE DEVELOPMENT GROUP



LEARNING

REFEREE DEVELOPMENT GROUP

SUCCESS IS ABOUT GETTING
THE BASICS RIGHT



LEARNING

SURREY FA & RA JOINT VENTURE

Criteria for membership

Ideally have gained experience as a match official on a recognised Academy

If below Level 5 be currently on the list of Promotion Candidates

Membership of the Referees Association

Attend an Interview

Agree to maintain the highest levels of commitment identified at the interview.

Agree to maintain the highest standards of administration identified at the interview.

Having attained Level 5 status pass the Fitness Test leading to Level 4



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INTERVIEW QUESTIONS

- *What are your aspirations for rising within the referee pyramid system?*
- *How much do you know about the time that is necessary to devote to rising within the pyramid system?*
- *What changes in your lifestyle will you adopt to achieve your ambition?*
- *Will your personal circumstances allow these changes?*
- *If selection to join the group is confirmed will you attend the meetings?*
- *If selection is confirmed are you happy to participate in consultation with your mentor?*



SURREY CFA & RA JOINT VENTURE

- Criteria for removal from the Group
- Failure to comply with the Criteria
- Failure to communicate effectively
- Non Attendance or Non Regular attendance (minimum 60% - 3 meetings) at Development Group Meetings. (Appointment to matches excepted)
- Not having made regular contact with the Mentor
- Having made no Promotion after a 3 Year membership
- Failure at Level 5 to pass the Fitness Test after 2 consecutive tests



LEARNING

The Development Group currently consists of 21 referees of high potential under the age of 30, at the time of entry, whatever their level.

The academies run by SCFA at Fulham & Chelsea help us groom potential members and fill any vacancies that may arise within the group.



The composition of the Group Membership is monitored at all times and reviewed annually.

New members are introduced to the group when places become available.



LEARNING

ANOTHER KEY TO SUCCESS

Selection and allocation of Mentors

Each Group Member is allocated to a Mentor who are all senior referees most of whom made the National List of Match Officials.

Contributory League Referees have recently been introduced as Mentors for up to Level 4 Group Members



Mentors receive assessments from their Mentee for analysis and discussion on key areas for their development.

Where possible, the Mentors will accompany their Group Member to games and discuss their development areas.

Weekly telephone contact is expected and for the first time this season every mentor is to report back to the co-ordinator an end of season report on the mentee.



The Group and their Mentors attend five meetings arranged annually with specific appropriate content.

- Ken Ridden (Vice Chairman, UEFA Referees' Committee),
- David Elleray (FIFA & Premier League Assessor),
- Joe Guest (Ex - FA Referee Officer)
- Neale Barry (Head of Refereeing - FA)
- Roger Wiseman (National List Assessor)
- Paul Melin (National List Referee & SCFA)
- Paul Taylor (National List Referee)
- Paul Armstrong (National List Referee)

have all addressed our meetings recently.



Success Last Season

- 2 members have gained Level 4 status
- 4 members have gained promotion to the National List of Contributory League Referees (Level 3)
- Every level 7 & 6 was successful in gaining their promotion.
- One Member has gained promotion to National List of Assistant Referees and to Panel Referees' List at the age of 23 (Level 2)
- Another member has gained promotion to Panel Referees' List at the age of 22 (Level 2)



LEARNING

In conclusion

- We have had a total of 44 members in the group
- 22 past members have been removed or failed the criteria for membership.
- 10 failed to be promoted during their membership
- With the exception of the 4 new group members all of the present group have received 1,2 or 3 levels of promotion.
- For the first time this season, we have currently one referee being monitored by a mentor for possible future inclusion.
- We have 5 new candidates to interview for possible inclusion for season 07-08