

Refereeing

Joint Publication of The FA and The RA



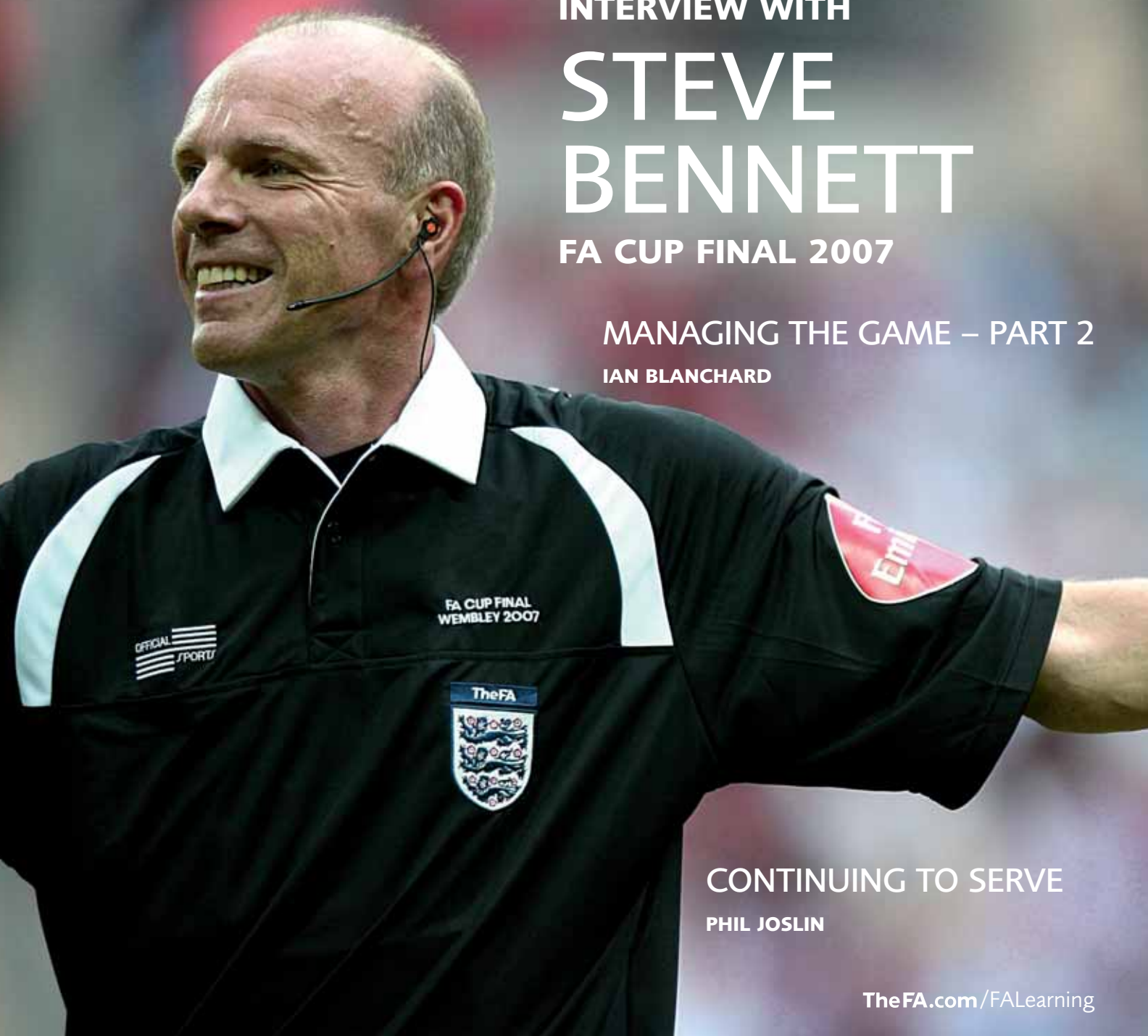
Summer 2007

INTERVIEW WITH **STEVE BENNETT**

FA CUP FINAL 2007

MANAGING THE GAME – PART 2

IAN BLANCHARD



CONTINUING TO SERVE

PHIL JOSLIN

TheFA.com/FALearning

Refereeing

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Foreword

by David Elleray

As a new season starts many of us in football set ourselves targets for the coming months. Where do we want to be this time next year? What do we want to achieve?

Always aim high! At the highest level the focus will be Euro 2008 and Wembley finals, but appearances at Wembley are possibilities for those below The Football and Premier Leagues. Towards the end of last season two young Level 3 referees, Bobby Madley and Steve Martin, experienced the thrill and excitement of receiving an 'out of the blue' invitation to run the line on an U16 International at the new Wembley – an appointment they would never have dreamed of receiving at the start of the season. It was their reward for working hard throughout the season.

Whilst our thoughts and targets may well be very personal I would like to issue a wider challenge to ALL those involved in refereeing and, indeed, football. A recent wide-ranging FA survey attempted to discover what the main priorities were for those involved in grassroots football. The expectation was that top of the list would be better pitches, better dressing rooms etc... but this did not turn out to be the case. The main area where a large majority of people wanted an improvement was in refereeing – the top request was for a qualified referee for every match and second on the list was better treatment of referees! Of course the two are interconnected and, sometimes, those people who complain that they don't have a referee for their match are the very people whose conduct drives referees away.

A neutral, qualified referee will produce a better, fairer and safer game for everyone. Players and spectators need to appreciate this and it saddens me that youth football is suffering from a lack of referees not because of the behaviour of the players but because of the parents on the touchline. It is interesting that some of the country's top clubs now make parents sign a 'code of silence' where they can only watch their son/daughter play provided they keep quiet and do not shout at the players or the officials. If they do, their child is removed from the youth academy.

So what is my challenge?

I would like us to try to increase the number of referees by 50 per cent. Each one of you has a personal challenge: recruit two new referees this season. Over the coming weeks think about



suggesting refereeing to a parent on the touchline, a youngster at school who is not going to make it as a player but loves the game, a local player whose playing career is coming to an end.

By recruiting new referees and supporting existing referees so they are not lost to the game you will be playing a personal but very important part in securing the future of the game we all love.

I shall follow the recruitment figures with great interest! Have a really successful and enjoyable season.

David Elleray is Vice Chairman of the FA Referees Committee and Hon. President of the Referees Association of England. He is a member of the FA Council and the UEFA Referees Committee. David became a Football League Referee in 1986 and refereed on the Premier League from its inception until his retirement in 2003. He was a FIFA referee from 1992-99 and refereed a major Cup final on four continents.

Information on the Amendments to the Laws of the Game and Instructions of the International FA Board

2007/2008

by Neale Barry

For the attention of players, referees, coaches, officials and all interested in Association Football

Attention is drawn to the following: –

1. At its annual meeting this year, the International Football Association Board made a small number of amendments to the Laws of the Game and the decisions thereon. All concerned with the game are urged to ensure that they obtain a copy of the revised "Laws of Association Football – Guide for Players and Referees, 2007-2008", containing full details.
In accordance with earlier practice, the contents of the relevant FIFA Circular (No 1088, issued 22nd May 2007), with the amendments, are printed in this Information Booklet.
All amendments and decisions **must be enforced from 1 July 2007.**
2. **Players** are reminded again that they should ensure that they do not wear anything that is dangerous to themselves or other players (including any kind of jewellery). Taping up of rings is only permitted if this renders them entirely safe. There is growing evidence of players being injured by opponents' studs and blades on footwear. Referees have been instructed to carry out inspections prior to every match in order to reduce this danger.
3. Players and referees are reminded that **racist remarks** constitute a **dismissal offence** in accord with Law 12 (the use of offensive, insulting or abusive language) and **must** be punished accordingly.
4. Players, managers, coaches, referees and administrators **all** have a responsibility to ensure that the image of the national game is not tarnished either by the use, or the acceptance, of offensive language likely to incite, insult or provoke others. The FA is committed to eliminating the use of offensive language towards match officials.
5. The image of the game can be improved by increasing the respect shown towards referees' decisions and by removing practices such as simulation. The FA Disciplinary Committee will use its new procedures to support these principles.
6. Players bleeding from wounds have always been required to leave the field of play until the bleeding has stopped. Players are not allowed to wear blood stained clothing, as this constitutes continuing danger to participants.
7. The FA is concerned over the increasing practice of players surrounding referees to challenge decisions. This brings the game into disrepute. The cooperation of all stakeholders is encouraged to challenge this indiscipline.
8. Finally, a reminder is given that it is a decision of the Council of The Football Association that instructions regarding the Laws of the Game will be given only by The Football Association. **No other Association or League is permitted to do so.**

Brian Barwick
Chief Executive
May 2007

1. AMENDMENTS TO THE LAWS OF THE GAME AND DECISIONS OF THE BOARD

Law 1 – The Field of Play

Decision 4

Present Text:

- There shall be no advertising of any kind within the technical area or within one metre from the touch line and outside the field of play on the ground. Further, no advertising shall be allowed in the area between the goal line and the goal nets.

Law 4 – The Players Equipment

Present Text

- a jersey or shirt
- shorts – if thermal undershorts are worn, they are of the same main colour as the shorts.

Decision 1

Present Text

- Players must not reveal undershirts that contain slogans or advertising
- A player removing his jersey to reveal slogans or advertising will be sanctioned by the competition organiser
- Jerseys must have sleeves.

Decision 4

New Text

- **There should be no advertising of any kind on the ground within the technical area or within one metre from the touchline.** Further, no advertising shall be allowed in the area between the goal line and the goal nets.

New Text

- a jersey or shirt – **if undergarments are worn, the colour of the sleeve should be the same main colour as the sleeve of the jersey or shirt**
- **Shorts – if undershorts are worn, they are of the same main colour as the shorts.**

Decision 1

New Text

- Players must not reveal undershirts that contain slogans or advertising. **The basic compulsory equipment must not contain any political, religious or personal statements.**
- A player removing his jersey to reveal slogans or advertising will be sanctioned by the competition organiser. **The team of a player whose basic compulsory equipment contains political, religious or personal slogans or statements will be sanctioned by the competition organiser or by FIFA.**
- Jerseys must have sleeves.



The Fourth Official

Present Text

- The fourth official may be appointed under the competition rules and officiates if any of the three match officials is unable to continue. He assists the referee at all times.

New Text

- The fourth official may be appointed under the competition rules and officiates if any of the three match officials is unable to continue, **unless a reserve assistant referee is appointed**. He assists the referee at all times.
- **A reserve assistant referee may also be appointed under competition rules. His only duty shall be to replace an assistant referee who is unable to continue or to replace the fourth official, as required.**

2. ADDITIONAL INSTRUCTIONS FOR REFEREES, ASSISTANT REFEREES AND FOURTH OFFICIALS

Celebration of a goal

Present Text

A player must be cautioned when:

- in the opinion of the referee, he makes gestures which are provocative, derisory or inflammatory;
- he climbs on to a perimeter fence to celebrate a goal being scored;
- he removes his shirt over his head or covers his head with his shirt.

Leaving the field to celebrate a goal is not a cautionable offence in itself but it is essential that players return to the field as soon as possible.

New Text

A player must be cautioned when:

- in the opinion of the referee, he makes gestures which are provocative, derisory or inflammatory;
- he climbs on to a perimeter fence to celebrate a goal being scored;
- he removes his shirt over his head or covers his head with his shirt;
- **he covers his head or face with a mask or other similar item to celebrate a goal.**

Leaving the field to celebrate a goal is not a cautionable offence in itself but it is essential that players return to the field as soon as possible.

Neale Barry is Head of Senior Referee Development at The FA and his responsibilities include the semi-professional and professional aspects of the FA Refereeing Department. He attends The International Football Association Board which is the body responsible for The Laws of the Game. He refereed on the National List of Referees for 12 years, eight of which were on the Premier League. He was one of the first group of Select Group Referees who became professional in 2000. He is a UEFA Referee Observer.

MANAGING THE GAME

PART 2

by Ian Blanchard



Wolfgang Stark refereeing the England v Greece International Friendly at Old Trafford

Managing the Game – Part 2

by Ian Blanchard

In the last magazine, we considered the term 'management' in the context of refereeing. In this second of three articles, we look at on-field skills: how to talk to players, which players you can and can't talk to, as well as offering some advice on what to say.

Communication is an art, which can be learned. It is an essential skill set in refereeing that covers a number of key areas, including body language and listening. Without effective communication skills, we will not be able to get messages across nor deal effectively with players.

A Starting Point

The game of football will provide you with a number of opportunities to show players that you are in control of the game, as well as in control of yourself, by exhibiting your knowledge and understanding of the Laws of the Game. The match also offers you an opportunity to communicate directly with players. The first robust challenge, or minor trip, will be a golden opportunity for you – the match referee – to talk to the player concerned. It is vital that the first interaction is handled correctly, as this interaction shapes the control you have for the rest of the game.

It may be as simple as saying 'steady on', or 'careful with that type of challenge'. If said quietly but assertively, it will radiate a positive impression. If this is also accompanied by a positive hand gesture, such as holding your palms down low in front of you, players will recognise what you are doing.

Another important aspect of this first management opportunity is the need to gain eye contact with the player. It's not a case of staring the player out, but just offering confident eye contact; a glance, or short stare indicating your displeasure.

"The crux of astute refereeing is to be proactive, and not reactive. Prevent the problem from happening, rather than just dealing with it when it does."

Congratulations

Often, referees think that the only time that they should talk to players is to offer advice or conduct admonishments, this is far from the case. If a player performs a skillful move, a goalkeeper makes a great save, or there is an encouraging piece of sportsmanship, then why not respond positively? A simple:

"Great save keeper."

"Unlucky. That was fantastic."

"Where did you learn that?"

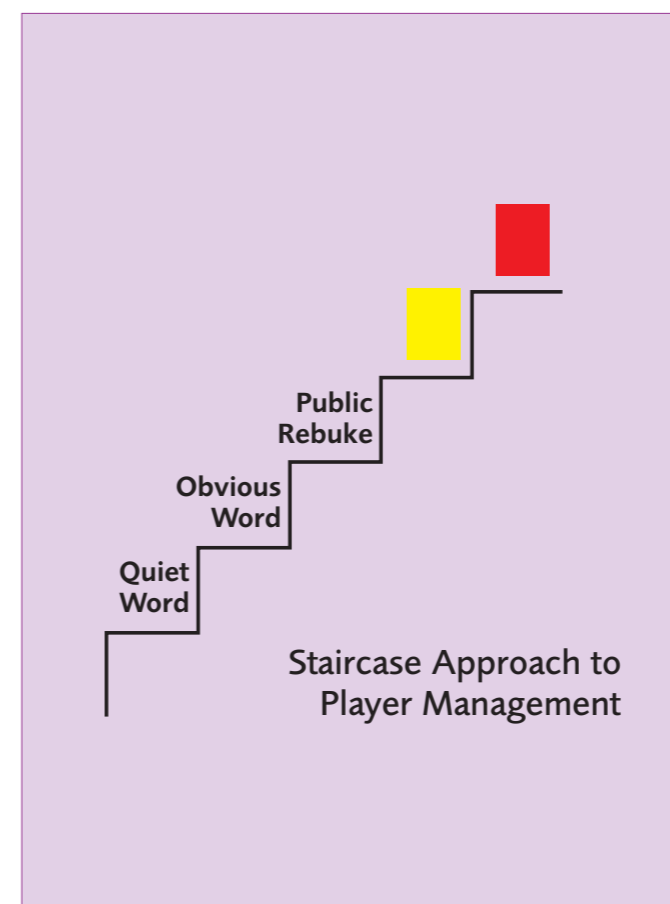
"Well done, thank you."

By responding with a simple plaudit, you are demonstrating that you are in tune with the game, thereby showing empathy with the skills portrayed, as well as having respect. This will earn you lots of points, and creates good working relationships.

Of course, you will need to respond equally to both teams, to avoid allegations of bias.

Diagram 1: A Staircase Approach

The 'Staircase' approach considers various forms of management, from the quiet word, through to managing astutely a sending off when it is required. All these actions need different skills to control and manage effectively.



For example, when offering a quiet word in passing, ensure that your comment is heard, and the words are selected appropriately, punchy to the point, polite and focused.

When delivering a louder comment in passing (which is designed to ensure that everyone is aware of your displeasure), again choosing the words carefully will maximise the impact.

When offering a more 'public' admonishment, engage with the player verbally, make eye contact, and then look to the position which you would like to meet the player. Arrive at a position that allows you the best viewpoint to retain maximum control of the game, and then re-engage eye contact with the perpetrator. Then deliver your message succinctly.

Try to deliver the message with meaning; this should take no more than 15 seconds. Any more time than this provides players with an opportunity to engage in a conversation, which will reduce the impact of your interaction. Cautioning techniques will be dealt with later, but remember your aim should be to sell the caution to everyone (not just the player who is receiving it!)

The caution requires the correct procedure to be carried out and more importantly should be accompanied by a warning to avoid a second caution. (The standard 'Use of red and yellow cards,' can be found in the Law 5 section of the FA booklet, 'Advice on the Application of the Laws of the Game'.)

The dismissal of a player is the ultimate sanction, and requires you to be respectful whenever possible. It is a situation that can be inflamed by the reaction and presence of other players, so be aware. Keep your wits about you, remain calm and deal with the player quickly, assertively and with dignity.



Careful with the Caution

It is inevitable that in some games you will have to caution or send off players. The main points to remember, when dealing with a potentially very difficult or challenging situations, are shown below. This list is not exhaustive – but offers some helpful tips and advice:

- Consider where on the field the incident occurred. Be very careful when admonishing perpetrators in front of technical areas or in front of managers/spectators. Emotions tend to boil over if occupants (and onlookers) feel aggrieved or don't agree with your decision. Taking the player much further away will make life much easier
- Guide players to a neutral area where you can talk to them on a one-to-one basis. Be careful not to guide them physically; instead, use assertive hand and vocal signals to achieve this
- Don't allow other players to become embroiled in the discussions
- Don't interfere with a player's personal space; think carefully about the distance you are standing from the player. Also, don't stand square-on, have one foot slightly in front of the other to give you greater balance
- Gain eye contact with the player; don't talk to the back of the head when bootlaces need to be tied
- Convey a message to the player that his or her transgressions are resulting in a caution, and more importantly, offer a warning that if such conduct persists, then further action will be taken

- Be polite, firm and above all else, ensure that your message is understood. A nod of the head, or a quick eye response from the player will confirm this
- When recording details of the player's name, try not to look down, hold your record sheet in front of your chest, keeping as much eye contact as possible
- Show the yellow card (not aggressively), by raising it above your head to relay the message that a caution has been issued to this player.

Difficult Customers

In every game of football, there will be players who respond positively to what you do and say, whilst others either ignore what you are saying, or choose to become antagonistic. Be aware (and deal with) those players who continuously try to interrupt your train of thought and concentration, when they constantly interject with negative comments one after another. To get their attention, ask them assertively 'Please can you stop talking, and listen to me?'

Of course you need to appreciate that some players are so focused on playing, that any involvement or interjection by you the referee is seen as a negative. In this case, all that is required is a little more time for players to calm down. This can be achieved by isolating them further away, thereby giving them a few seconds more for passions to die down. This is a simple method that works wonders!



You can often tell a 'problem player' by their body language. They look at you with derision after every decision; they offer comments such as, 'well done ref, got that one wrong, again', or, 'there's two teams out here ref.' They glare at you dismissively with a slight shake of the head. They will repeatedly offer you advice, but never want to listen to you.

So how do you cope with this type of player? In the first instance, if you have tried to communicate but only received a negative response, then at least you know where you stand. It's simply a matter of maintaining your concentration, and not allowing your focus on the game to be disrupted. The next time that the player offers you a few words of wisdom, try an injection of humour such as, 'I'll try and get the next one right', or just a simple, 'thank you', said with a hint of sarcasm; this might just offer the player some food for thought.

Sometimes players can step over that fine line of being difficult. They say too much or they become aggressive. In these cases use the staircase approach. Take the opportunity to speak to the perpetrator on an individual basis – even stopping play to do so.

Remember, whatever your approach and whatever the player's response, there will inevitably come a time when the figurative 'line in the sand' is breached. It is then that the player should be informed that any further comment, gesture or incidence of challenging your authority, will result in the appropriate disciplinary action being taken.

Your action when you arrive at this point is vital to maintaining control. Simply take a deep breath and look the player in the eye, choosing the words which suit you best. A response such as "enough is enough", or "it's time to stop now, and for you to concentrate on your own game", are short, simple messages. They clearly demonstrate your stance, and offer a clear warning to the player that he/she has reached the turning point in terms of bad behaviour.

Listen to what is being said

There are lots of things that happen on the field of play. Even by listening to what is being said between opponents and team-mates may give you a clue as to the tempo and temperature of the game.

The player who suggests to a team-mate that he will 'get the opponent next time', should prepare you for potential problems. Don't ignore such comments. A quick knowing glare may be enough, or a "don't do anything stupid" response from you, may just alert the player that you are aware and ready to react. The player who is out of sorts and running around like a 'headless chicken' is obviously looking for trouble and needs managing. A quick, "careful" or "calm down" may be enough, but be aware of the potential for confrontation. The crux of astute refereeing is to be proactive and not reactive. Prevent the problem from happening, rather than just dealing with it when it does.



One final thing to consider. Players are not always wrong, for example, when they say, 'that's the fourth foul by him ref' they might actually be correct, so raise your awareness and observe. If a player says about an opponent, 'ref he's looking for trouble, he's always like that', don't react but take note of the comment and remain aware of it. In short, don't wholly dismiss the communication that you receive from players; use it and add it into your equation of decision-making. In essence, use every opportunity that the game offers you to communicate and manage players. Deal with players in the same manner that YOU would expect to be dealt with.

- In the next issue of 'Refereeing', we will deal with the expectations of 'Managing the Game' after the final whistle.

Ian Blanchard is Head of National Referees' Development at The FA.
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Dealing with faked injuries

by Dick Sawdon Smith

Last summer's World Cup was spoilt for many fans by the number of players who stayed down after tackles, apparently seriously injured, often writhing in agony, only to be miraculously revived after the most cursory of treatment from the physiotherapist. Players often stayed down whilst their own goal was in danger and as soon as that danger passed, they jumped up even without any treatment. Others went down for a breather or to take the momentum out of opponents' play. It is understood that since the World Cup the Technical Committee of PGMOL (the Professional Game Match Officials) has been studying a quite revolutionary solution aimed at dealing with faked injuries. The Technical Committee consists of members of the League Managers Association, the Professional Footballers Association and leading lights of the refereeing world including the Head of Senior Referee Development at The FA, Neale Barry.

If this new idea finds favour with the Committee, the plan will be to put it to The FA. If they approved it, the suggestion was to be put forward to the International FA Board at their meeting to discuss changes to the Laws, which was held in Manchester in March. When announcing the changes to the Laws for the coming season, the Board said "The next IFAB sub-committee will establish a common protocol for dealing with injured players." So what was this grand idea that would put a stop to players feigning injury? It is a tactic already successful in both rugby codes, Union and League. The idea is that an injured player either hobbles off to the touchline for treatment, or is actually treated on the field of play whilst play continues on around him. One benefit for us as referees is that we wouldn't have to stop play to judge how injured a player might be. The physio would just sprint on to the field and treat any player that has gone down. With play still continuing, the physio would be anxious to get the player back into the action quickly. If the player's injuries were serious, the physio would call for a stretcher and only then would play be stopped.

Many aspects of this suggestion would seem to require careful consideration. What happens if the ball should hit the physio or the prone player? Somehow rugby manages to avoid such incidents, but what happens if a goalkeeper is injured? Does he still get treatment whilst play is going on? In the same way, does the physio attend a player lying injured in the penalty area? Should we still stop play for head injuries? And who would not put it past some physios to run on and impede opposing players with the excuse of coming on to treat players?

When the sub-committee get down to their deliberations, it is to be hoped they give careful consideration instead to enforcing the Law on injuries as it is already written, which says, "The referee stops the match if, in his opinion, a player is seriously injured and ensures that he is removed from the field of play. A player may only return after the match has started." What this means is that unless it is medically dangerous for the player to be moved, he is treated off the field of play whilst the game continues without him. The physio would be under exactly the same pressure to get the player back on the field as in the suggested treatment on the field. The Law also says, "the referee allows play to continue until the ball is out of play if a player, in his opinion, is not seriously injured." So stop the silly kicking the ball out of play because a player has got cramp or mud in his eye or other non-serious injuries. Why introduce something new, when the solution is there all the time but needs courage to implement?

Dick Sawdon Smith is an experienced Licensed Instructor in Berks and Bucks and has for many years been at the forefront of referee development and training.





CUP FINAL DAY:

interview with Steve Bennett

by Julian Carosi

Cup Final Day: interview with Steve Bennett

by Julian Carosi

The FA Cup Final sponsored by E.ON
Saturday, 19 May 2007
Chelsea 1-0 Manchester United
Venue: The new Wembley Stadium
Match Officials –
Referee: Steve Bennett
Assistant Referees: Peter Kirkup and David Bryan
Fourth Official: Howard Webb

1. What were your first thoughts when your appointment was confirmed?

I received a telephone call from Neale Barry (Head of Senior Refereeing) whilst on the 13th tee at Burton-on-Trent golf course and apologised to my playing partners for not keeping to the course etiquette. Neale started to talk about everything that was going on in the world and not what I was hoping he might say. As he was about to hang up he said "Oh, by the way, are you available on the 19th May as The Football Association would be honoured if you could referee this season's FA Cup Final at the new Wembley?"

I was stunned. It was a moment every referee dreams about and for a split second I didn't know what to say – however, a resounding 'yes' was soon forthcoming and it was back to the golf. Suddenly, it all became too much and the emotion took over – after all, I had been working towards this for the past 23 years. Having no control over my actions at this stage I promptly put the ball into the lake! I managed to pass on my good news to the family on the 16th fairway when one of my playing partners went out of bounds!

2. How did you prepare yourself for the big day?

Although I had every intention of preparing in the same way as for any other match, it became almost impossible due to the media interest and the overwhelming number of cards and letters of support and congratulations that I and my colleagues received.

Every training session in preparation was a nervous affair and those ghostly twinges and aches which weren't really there subconsciously kept appearing – I guess it happens to us all.

Having visited The FA offices to discuss the matchday arrangements I was able then to draw up a provisional itinerary for my colleagues so they knew exactly what was required both on and off the field. It was so important for me to ensure they were at ease and relaxed prior to the weekend. Nothing would be left to chance: dress codes, tickets, hotel arrangements, match kit, timings etc...

3. Can you tell us a little about the build-up to the final?

The week leading up to the Final was a very special one for me. I had been told by previous FA Cup Final referees that I needed to find time for myself and the family – this we did and we managed to get away for the first two days. On the Wednesday I had a real surprise when I was taken to the UEFA Cup Final, Espanyol v Sevilla, which was played in Scotland. My close friend and refereeing colleague Barry Knight made the arrangements and we spent a great time over the border in the pouring rain.

Thursday was the day when it really started to begin for me. I had always intended this to be the day when I wanted to thank those who had supported me and helped me through the previous 23 years – this was an honour not just for me but for all of them and, of course, for the county of Kent. A large gathering of friends, family and refereeing colleagues from the past made it a night to remember, an emotional night I'll never forget.

Friday soon came and we were expected at Hendon Hall by 11.00am. It was a special moment when we all arrived – genuine delight and respect for everyone. The team bond was so strong and the controlled excitement was there for all to see. We were driven to Wembley to familiarise ourselves with its surroundings and we were taken aback at the enormity of the stadium – it was awesome.

In the early evening we were taken to the 'Eve of Final' Rally which was organised by the Referees Association with the help of Chelmsford RA. It was hosted at the Emirates Stadium in London. It was a very special evening surrounded by refereeing colleagues just wanting to wish our team good luck on the special day. After spending nearly three hours talking and mingling with friends and colleagues, we returned to the hotel for a light meal before retiring for the night.

Breakfast was early on Saturday, as we had to be in the stadium by 11.00am due to the extensive security checks which had to be made. With everyone relaxed in the garden the signal came for us to depart. I just had time to ring Phil Crossley who was extremely poorly in hospital following an awful incident at Derby County where he had broken no fewer than nine ribs following a collision with Seth Johnson. He had left a message a few days earlier wishing me all the best and I so wanted to say 'thank you' to him.

The journey is a fairly short one and the stadium in the distance made the hairs on the back of your neck stand up as we approached. After the sniffer dogs had crawled over our bags we were driven under the stadium into the car park.

4. What type of pre-match preparation did you adopt?

Due to the early arrival we had plenty of time. However, having arrived at the changing rooms my first task was to check the goalkeepers' shirts which were already hanging up. We had a good look around the pitch and surrounding areas before some formal photographs and the presentation of the official match ball from Umbro. I then had to complete a couple of media interviews which had been previously organised before heading back to the dressing room. The customary safety and

security meeting with the Police and Stadium Manager was brought forward as were the presentation of teamsheets which then left our team enough quality time to prepare. This included the pre-match discussion, warm-up, stud and jewellery check before finally entering that magnificent arena.

5. What are your memories of stepping out into the sunshine as the first referee to officiate a Cup Final in the new Wembley Stadium?

My memories are very special to me. I realised the dream was about to come true and I also realised that the difficult times throughout my career which I had experienced were in fact things that probably had made me a stronger and a more determined referee.

Once I had put those thoughts to one side I could then enjoy the moment of leading out the Cup Final teams at the home of English football.

As we approached the edge of the pitch our team split in two and we led the teams around the red carpet. It had to be precision timing as we had to meet in the middle together – to my astonishment as we turned I noticed both teams walking on the red carpet which was obviously meant for HRH Prince William and the other dignitaries from The Football Association.



6. What are your memories about the game itself?

Well, the match itself didn't live up to the pre-match billing. Both teams had had hard seasons and there was an awful lot of respect shown to each other. It never got going in the first half although in the second it did have its moments.

It wasn't until extra-time when the game eventually picked up. Chelsea's winner was a killer blow so near to the end. The game became very frenetic as Chelsea attempted to delay proceedings as best they could right to the very end.

7. Once the game had finished, how did you feel?

At the final whistle I had a feeling of great personal pride not only for me but for my team in bringing the game to a successful conclusion. There was honesty from the players in their recognition of our input and the response from the spectators was staggering.

We had to walk up to the Royal Box through the Manchester United fans and down amongst the Chelsea fans. I was pleasantly surprised by the warmth of the spectators' reaction, not one adverse comment, in fact, the complete opposite. The number of handshakes and shouts of "well done ref" made it all the more satisfying.

Eventually, having reached the dizzy heights we made our way along the gangway to Prince William who was very complimentary too as we received our priceless gold medals – a truly magical moment.

Having watched the teams go up the steps we made our way back to the changing rooms and we all embraced each other with true emotion and feeling. These are special times and they can never be taken away.



8. How did the rest of the day unfold?

Having 'popped' a few bottles we spent plenty of time unwinding before departing the stadium. Arriving back at the hotel we had a short turn around before leaving for a pre-dinner reception at Harrow School which incidentally overlooked the illuminated Wembley Stadium. We then had a very short walk to the restaurant which was a superb venue hosted by the officers of the FA Referees Committee and their wives.

9. Now that a few months have passed by, what important memories did the day leave you with, and what are your aspirations for the future?

The biggest impact I had from the day was when I turned and saw a handicapped child in a wheelchair wearing two scarves, a red one and a blue one. It was obvious this lad wasn't able to walk or even speak very well, his quality of life shattered by his tragic illness, yet he had the biggest smile on his face I've ever seen – it brought a tear and made me realise how fortunate I am.

My aspirations for the future are to continue with the high standards I have set myself. With a minimum of two seasons remaining my pride will not allow me to do anything different. I intend to referee to the best of my ability and enjoy the remainder of the time I have – who knows what might happen!

10. What words of encouragement can you give to the thousands of referees at the lower levels who aspire towards an FA Cup Final appearance?

There has to be a desire inside to succeed. The question is, 'how much do you want it?'.

There are so many opportunities for young referees now and with the right advice and training you can make it to the very top. Listen and watch the more experienced referees and take something from each of them – but most of all enjoy what you do.

Steve Bennett is a current select group referee operating in the Premiership. He retired from the Fifa list in 2006 having been one of only four people to hold the position of Fifa Assistant Referee and Fifa Referee. In UEFA he was in the elite group officiating in many International appointments. Of course he took charge of the 2007 FA Cup Final and to this day remains very supportive of referee training and education at grassroots level.

Continuing to serve

by Phil Joslin

Now that I am approaching the sunset of my 28-year refereeing career my aim is to carry on enjoying my participation in football and to continue passing on the experience I have gained to other referees. The support and encouragement afforded to me by members of the Nottinghamshire Football Association have helped me to develop my own off-the-field career. To that end I am now proud to have been appointed as the Derbyshire Referees Officer.

In July 2006 I attended the FA Licensed Instructors' Course where I spent an enjoyable week with fellow refereeing colleagues involved in practical sessions on learning how to manage and control different incidents on the field of play. The future of referee instruction is being geared more towards delivering outdoor sessions in a live environment, rather than spending too long in the classroom. This is a fantastic forward movement for the future of referee training in this country.

I have already witnessed a massive increase in the quality of training. There is greater consistency in delivering instruction, whether the topic is being delivered in Plymouth or Carlisle. More referees are receiving the same information and this can only benefit the game. In other words, whenever a football match is taking place, at whatever level, in whichever county, there are fewer surprises now in terms of referee performance.

There was never a better or more enjoyable time to be involved with refereeing. The increased fitness at all levels, the interactive and positive roles that The FA Regional Managers have played, the recent structured approach to assessing and the astute coaching provided at the higher levels have all served to enhance refereeing performances. This has not only improved my own consistency on the field of play, but also 30,000+ colleagues at all levels, who will have benefited in one way or another.

"There is no such thing as a stupid question".

The training and dietary guidance for modern referees is immensely better than when I first took up the whistle. Training at the highest level is structured to the individual's needs by close analysis of data gathered via sophisticated body-monitoring devices. Any over-training or under-training is communicated back to the individual, following regular analysis of the data. This is downloaded online to sports fitness co-ordinators and psychologists for close monitoring, with scientifically calculated adjustments being made to an individual's training regime if required.

Referees on the National List and Panel League are assigned an individual coach. When advice is needed, the coach is always available. Regular meetings are held and discussions take place regarding many aspects of performance. This 'learning from experience' ethos has reaped huge benefits in terms of increased consistency witnessed in recent years at the top levels, and in the development of 'standard best practices' being used at all levels of refereeing.

The Football Association has introduced a Regional Referee Coaching Scheme for Level 3 referees. These coaches work closely with these match officials to enhance their performances and develop the skills required to achieve the next level. I am fortunate to have been chosen as one of the ten coaches and we are currently working with all newly promoted referees plus other Level 3 referees who The Football Association feel will benefit from the scheme.

Throughout my career, which started in 1979, I have been a proud member of Newark Referees' Society, where I have undertaken many roles, including the recent honour of being elected as President. In my early years as a teenager I sometimes asked the most unintelligent questions at Society meetings. But the response and encouragement that I received from the members (to keep asking more questions) gradually increased my self-esteem; there was no such thing as a stupid question in their eyes.

"Always enjoy being part of a fantastic game"

This is much the same in all RAE Societies around the country, where, like me, help and support has guided thousands of referees upwards and onwards to better things. Without my Society colleagues and many others who have helped me on my way, including abundant support from my family I would never have:

- Been appointed to the National List of Referees in season 1999/2000
- Been an Assistant Referee in the 1998 FA Cup Final between Arsenal and Newcastle
- Been involved in the European U18 Championship in Greece where I was fortunate enough to be selected as the Assistant for the Final in 1995
- Met Nelson Mandela, as I proudly did in South Africa whilst representing The FA in a friendly game – South Africa vs Germany
- Been appointed to referee The FA Vase Final in 2007 at the new Wembley.

Never be afraid to ask for advice and never get involved in discussing the negative aspects of other referees' performances. Instead, look for positives and promote those. If, like me, you want to move into referee instructing, please contact your local Referees' Society or your County FA Training Officer – it will also make you a better referee.

Always enjoy being part of a fantastic game and never lose track of how very important it is to achieve the right balance regarding family, work and refereeing.

It has always been an honour to represent my County, The Football Association and Newark Referees' Society.

Phil Joslin is a Championship Referee and an FA Level 3 Referee Coach.



Referees – An holistic view

by Mike Gardiner

In May 1994 a letter dropped through my letterbox informing me that 'we are advising you of The Football Association's decision to implement an upper age limit for Contributory and Panel Officials of 44 years' and thus I was to be removed from their lists.

That's it then, on the scrap heap – demoted from Level 3 to Level 5, Highbury last week, local park from now on! UNWANTED AND UNLOVED and like many others before me, time to retire!

The issue here is that I didn't know what I do now – I'm a valuable resource not only to refereeing but also to football as a whole. The problem was: I had nobody to tell me.

Times are changing thankfully and if you are unsure about what the future could offer you then read on.

I think we take it as read that if you referee then you must be mad! That having been said, you, like many before, have a commitment to football that is important to you and to The Football Association. There may come a time when you have reached the pinnacle of your refereeing ability or have reached an age when your opportunities are restricted or your personal circumstances have changed. You have become disillusioned and on a wet and cold Sunday morning, the allure of a pot of tea, the Sunday papers and a cat on your lap is irresistible.

As a referee, you will have acquired some key skills:

- Learned the Laws of the Game (and applied them)
- Understood a little of how football is organised
- Had the confidence and motivation to participate
- Acquired people and communication skills
- Gained a network of friends and colleagues associated with football and refereeing.

Put this list together and you may appreciate just how great a resource YOU are.

So what other opportunities are available to YOU?

In support of Referee Development:

- Referee Mentoring
- Referee Assessing
- Referee Training and Instruction
- Guest speaker.

In support of Referee Administration:

- Support for Referee Development Plans and Schools of Excellence
- Recruitment and Retention 'activist'
- Referees Committee of your County FA and higher
- Referee Association Branch Committee member and higher
- Child Protection Officer.

In support of Football Administration:

- Club administrator or secretary – the Effective Football Club Administrator Programme (EFCA)
- League administrator or secretary
- Election to County FA or higher
- Management of Sports Injury Courses
- Sport England
- Top Sport Football & Sociability (FA and Youth Sports Trust)
- The Football Foundation.



In support of Football Training:

- FA Coaching courses
- FA Coaching licence
- County Football Development Scheme and Charter Scheme
- Trainers
- Agents
- Scouts.

Remember also that your experience is not just of value to adult men's football, there is a wealth of opportunities for you in:

- Mini-Soccer
- Youth Football
- Girls and Women's Soccer
- Schools Soccer
- College Football
- Universities Football
- Services Football.

Still unwanted and unloved? Remember that many of the above can be undertaken concurrently or on sabbatical with your normal refereeing and can help you become a better Referee. For those wishing to explore the administration roles, your experience can help other Referees perform their duties.

So, at what ever level you currently referee or aspire to, start thinking about the future.

FOOTBALL NEEDS YOU!

Mike Gardiner is the County Training Officer for Berks & Bucks Football Association.



Howard Webb steps between Wes Brown and Hameur Bouazza during the Watford v Manchester United FA Cup Semi Final

Zero tolerance

by Ian Blanchard

Football can be a fine lesson in hard work, fair play, discipline and teamwork, but at times it can be threatening, abusive and very unpleasant, especially for the match referee. We should all strive to make football an enjoyable sport for everyone.

Hats off then to Sale United FC, who have put in place a 'zero tolerance' policy aiming at improving the standards of everyone involved at their club.

Colin Dowdy, the Club Chairman, was concerned about the open hostility, abuse and aggressive behaviour shown towards his own players, opponents and match officials. His own son, a 17-year-old referee, frequently returned home after games and told him about the experiences he was having, including the abuse he once received from a nine-year-old lad.

This prompted Colin and his management team into action. They held meetings with the eighty or so coaches, and it was agreed to adopt a policy aimed at improving behaviour of everyone on match days, be they the home or away team contingents. It's too early to identify the impact of this fantastic idea, but so far one coach has been sacked for his abusive behaviour towards a referee.

Sale United, who have been in existence since 1975, operate forty teams, including mini football through to Under 18s, for both boys and girls. They are an FA Charter Standard Club, currently seeking Community Club Status.

A number of other clubs have shown an interest in participating in the scheme, which in the long run can only be of benefit to football, referees and spectators.

"We should strive to make football an enjoyable sport for everyone"

From Ukraine with Love

by Oleksandr (Alex) Saliy



I come from West Ukraine's Ternopil Oblast, capital city of the same name Ternopil. An Oblast is a region, much like the County regions here in England. The city was founded by the princes of Galicia in 1540 as a castle, and was later fortified, expanded and developed as a trade centre. Ternopil declined after passing to Austria in 1772, but revived in the 19th century, with the coming of the railroad. The city became part of Poland in 1919 and of Ukraine in 1939. The population is approximately 227,000.

I spent my higher education in the Ukraine, studying engineering technology, economics and accountancy, all suitable subjects to later help me in my refereeing career!

My love of football stems from my time as a professional player in the Ukraine Premier League. After suffering a career-ending injury, the Ukraine Football Association encouraged me to become a referee and I took up their kind offer in March 1991. I worked hard and by the 1998-1999 seasons I was officiating in the Ukraine National first and second divisions.

Following my subsequent move to Palmers Green in London, and now as the manager of a futsal (5-a-side) team FC White Bear – USSR, champions of England, I accepted the friendly advice from Paul Faulkner, now a retired referee, and registered with the London FA in August 1999. My first appointments as a referee here in England were in the Essex & Herts Border Combination League and as an Assistant Referee in the Ryman League.

My new refereeing career here in England threw up a number of problems. At first, I understandably struggled with the language. I also had difficulties in adjusting to the fact that the focus here is more on man-managing and talking to players, rather than issuing cards quickly as referees tend to do in my home country. There is much more emphasis here in England on referees trying hard to understand the actions of players and managers. The football clubs also have a large influence here on a referee's promotion and this may, at times, detract from doing the job to the best of your ability.

I quickly adjusted to these early problems and with continuing support and encouragement from my very good friend London referee Dave Bushell, within four years I had achieved Level 3 status. I am now currently refereeing at Contributory Level and as an Assistant Referee on the Football League following my promotion in December.

The style of football here in England is much faster, with strong tackling and physical contact more prevalent than in my home country, where the build-up is much slower. The focus of Ukraine football is based more on skill than direct play. The frequency of sarcastic comments in England is far greater than in my home country. At first, these distractions and differences made it difficult for me to adjust as a referee; but I have learnt to manage them in the same ways that other referees successfully manage to do so in this country. It is sometimes difficult for me to get my point of view over to players, but I expect that this is a problem shared with my English colleagues on occasions! Thankfully, I believe that what I am conveying is understood more and more as each match day goes by. And like all referees (whichever country they may come from), I always strive to do my very best in every game.

Last season The FA instigated changes that will aid referees, such as the introduction of full-time Level 3 coaches to develop officials more professionally. Surprisingly, even more time is spent in the Ukraine on developing its referees. For example, in my country, referees from the professional to the lowest levels hold weekly meetings to discuss all aspects of the game. This has a great benefit in building team spirit and identifying best practices at all levels.

My ambition is to reach the highest level in refereeing that my ability allows me to. I aspire to and respect England's former Premiership referee Graham Poll as a referee who has earned respect through his ability to learn quickly and to move onwards with focus, drive and great dignity.

I hope that I have brought over with me some useful aspects of the Ukraine style of refereeing. My time here in England and the new techniques that I have learnt have undoubtedly made me a much better referee, more capable of adjusting to the multi-cultural management techniques required of referees who aspire to reach the high rungs of the refereeing ladder.

Oleksandr (Alex) Saliy was a professional player in the Ukraine Premier League, later becoming a referee in 1991 before moving to England in 1999 where he referees at Contributory Level and as an Assistant Referee on the Football League.



WOMEN'S DEVELOPMENT DAY 2007

by Janie Frampton

Women's development day 2007

by Janie Frampton

The National Women Referees Development Day

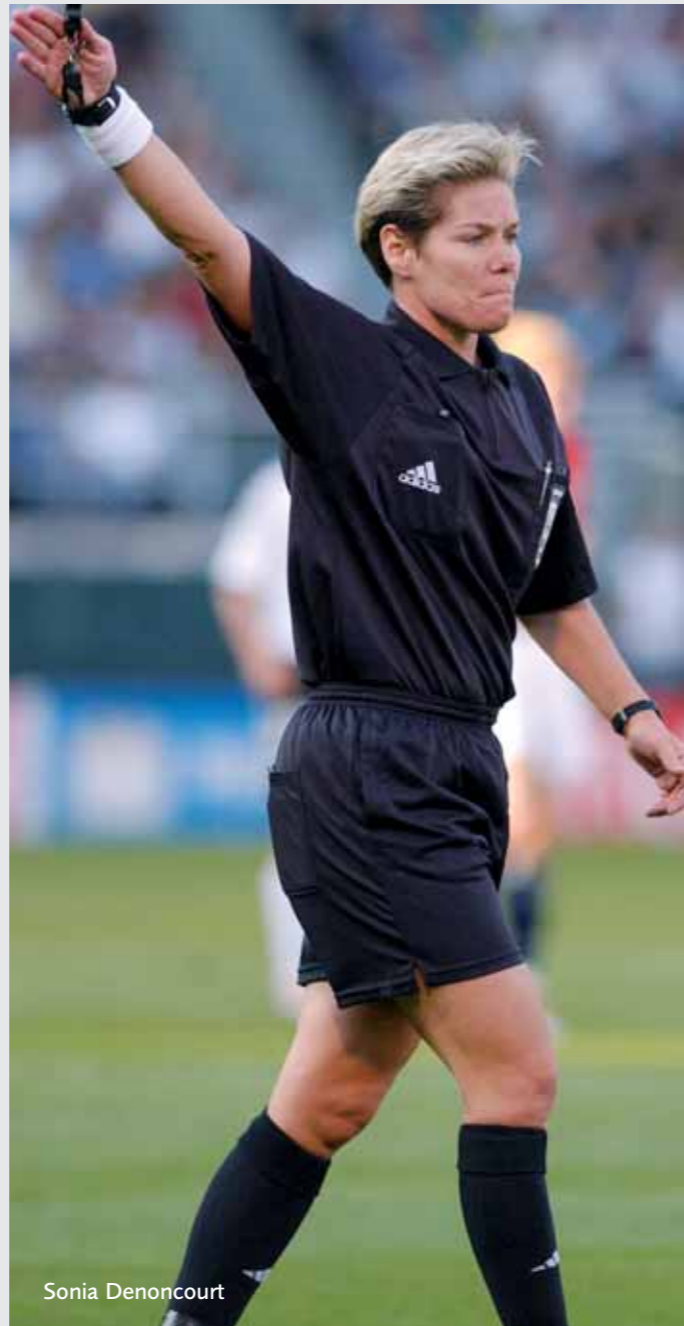
It is with great pleasure that we were able to host the first ever National Women Referee Development Day. It was held on Sunday 10 June at the Ricoh Arena. The event was designed especially with a focus on the development of female match officials at Level 7 and above, along with encouraging others with an interest in taking up refereeing.

We were delighted to secure Sonia Denoncourt as the Keynote speaker, who is a former FIFA Referee of over 20 years experience, but deemed to be the top female referee ever in the world. She is now Head of Female Referee Development for FIFA, as well as having a senior role in the management of referees for both the men's and women's FIFA Tournaments.

Sonia shared her experiences with us from a FIFA level, but offered fantastic advice on how to improve our own individual performances in order to reach our own potential.

Whilst we are extremely proud that the number of female match officials operating at the higher levels is improving, we have recognised that there are many more that have shown potential. This event was designed to motivate, inspire and encourage them to work towards that next step. Along with offering further opportunities to develop those at the higher levels.

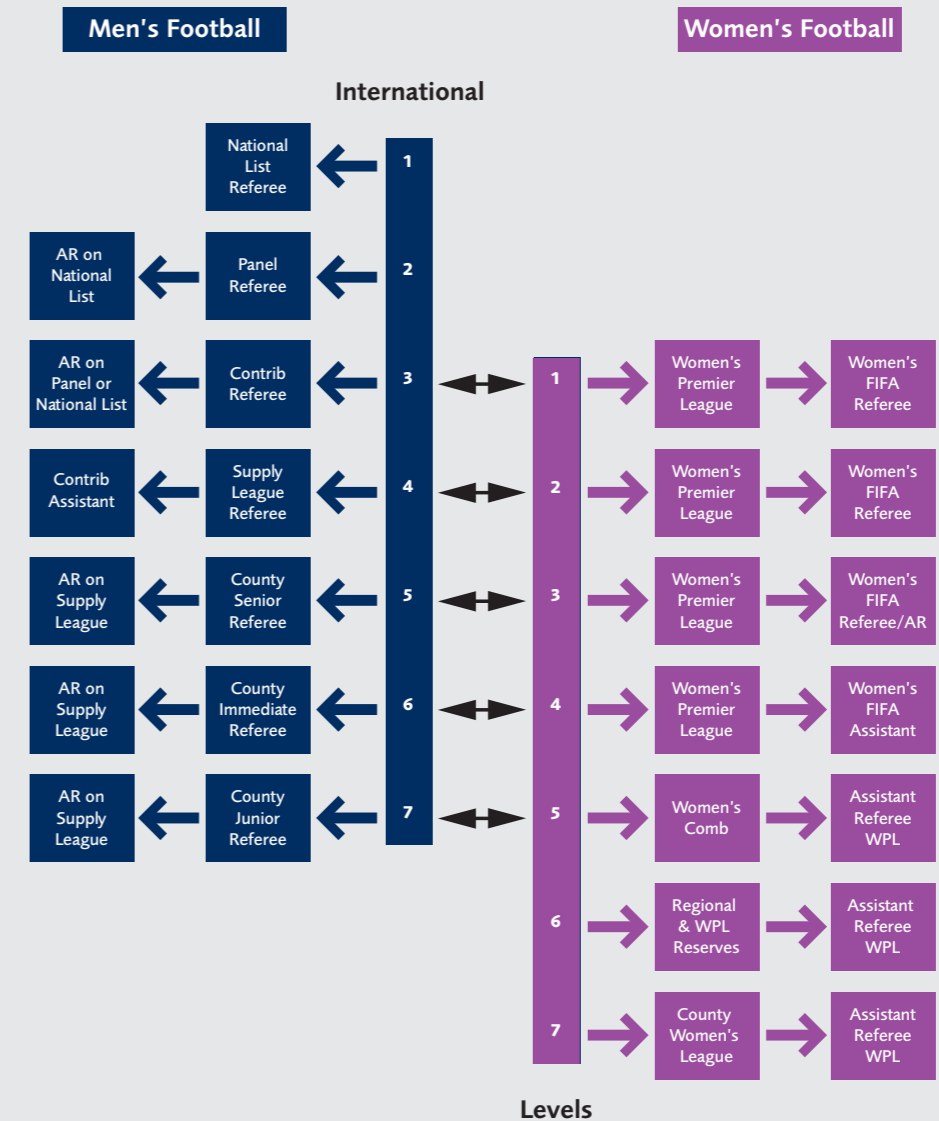
This development day was designed to look at areas that will help female referees at all levels to improve their performance. We covered management and communication, coupled with highlighting the benefits and opportunities that are available for female match officials in both the male and female game and the development pathway to FIFA.



Sonia Denoncourt

Parallel Pathway slide

Development Pathway for Female Match Officials



The day consisted of interactive presentations, information on structures, development pathways, benefits and opportunities and sharing experiences and ended with an opportunity to pose questions to a panel consisting of Ian Blanchard (Head of National Referee Development) Sonia, Wendy Toms and myself.

Presentations on the Day

Vision – Janie Frampton

The Football Association's vision for female match officials followed by a 'news update'

Skills Required to Reach the Top – Wendy Toms

The skills needed to develop and progress as a referee and how Wendy developed and used those skills to reach the top as a FIFA Referee

Mechanics of the Development Pathway – Janie Frampton

Using The FA vision, we looked at the mechanics of delivering the strategy for female match officials and what it means to individuals

Management and Communication – Sonia Denoncourt

Sonia shared with us the management and communication skills that she has developed over the years to make her perceived as the top female referee in the world. How she uses these skills to develop the top female FIFA referees and assistant referees and prepare them for the world's greatest stage...The World Cup!

This really was a great opportunity that was long overdue. To have Sonia with us to share her knowledge and experience was a 'one-off opportunity' within her busy schedule and for those who missed it, look out for the next annual event! We know the day really enthused, motivated and encouraged many of our female referees to start networking amongst themselves. To offer help, guidance and support in order for them to strive to achieve the next level, the big message was 'you aren't alone'. We all have the same experiences, knowing there is someone to share them with who understand is a vital part of the support mechanism needed to keep us motivated.

Don't take our word on how good it was, take a moment to read some of the feedback.

"It truly was an opportunity not to be missed!"

“ I just wanted to let you know how much I enjoyed last Sunday. Congratulations to all of the team who were involved in organising and presenting a very successful day. It was humbling indeed to be surrounded by such talented, dedicated and determined women (in particular I was very touched by the great strength and courage on display from: yourself, Wendy and of course Sonia).

It made me very proud indeed to be involved in football as a female Match Official and I can only aspire to the immense achievements of you pioneers.

I think you are all incredibly brave and at the same time I was relieved to see that you all very clearly aware of the difficulties that women in a man's world continually face.

I hope very much that I am one day able to make a serious contribution to the progression of women in the game as a Match Official...of course only if and when I am good enough!

Many, many thanks for a truly memorable occasion that will no doubt stay with me for many years to come.

Very best of luck.

Warmest regards, “

Sarah Hollins (Cheshire)

“ I attended your female referee's conference today with my wife Clare. After attending the Level 4 fitness test in the morning, I turned up late, but I was quite overawed by the quality of the presentations made by you and your team.

I especially enjoyed the presentation made by Sonia who is certainly quite an inspirational person. I took a lot of good points from her also.

You and your team have also given my wife Clare some hope of making it to the great heights of FIFA, which is another great positive.

Thank you. “

Carl Leungsangnam (Liverpool)
Level 4 Referee

“ I just wanted to say a very big thank you for organising today's development day for women referees. I found the whole day extremely interesting and the speakers were fantastic, giving a real insight into what it's like to be a female referee and the pathways open to us. They were inspirational and I felt that I had to e-mail and let you know!

Cheers. “

Karen Delaney

“ I felt compelled to write to you, firstly to say thank you for putting together the first Development Day for Female Referees yesterday. I came away with such a buzz from hearing your vision and Wendy and Sonia sharing their experiences with us.

I was unsure whether I should go to the conference or not but I am so glad I did. Your presentations were encouraging, formative and inspiring, just what a level 5 referee who has a psychological barrier to running around the track needed.

So I just wanted to say thank you Janie, Wendy and Sonia and I am looking forward to next year's conference. “

Debbie Rhooms

“ Thank you so much for the Development Day for Female Officials on Sunday. It was fantastic! So much information in so little time. It was a delight to see the friendship and support buzzing between you all.

Thank you for a reminder that I really needed and didn't even know and that was 'FUN'. Sometimes we get so bogged down that we forget the most important priority, thank you for making me realise this.

It was a terrific day, I would love to have had 10 per cent of your combined experience, or maybe I would settle for 5 per cent of your energy and enthusiasm.

I wish you all the very best.

Yours sincerely, “

Elaine Wilkinson (Cornwall)

We are very much looking forward to hosting next year's event and would urge all of our female match officials to attend.



ATT Conference 2007 Report

by Ed Stone

The Refereeing Department played host to 90 delegates from the County FA's for the annual ATT (Area Training Team) Conference, which was once again held at Staverton Park in Northamptonshire.

Three workshops on Saturday afternoon allowed delegates to explore and discuss:

- The new basic referees' course – Janie Frampton and Roger Vaughan
- Fitness training for referees – Steve Swallow and Ray Olivier
- County Development Plans – Keith Hill and Ed Stone

It is also an opportunity for the Refereeing Department to give clear messages and guidance to those key personnel who promote and drive these issues at home in their respective counties.

New basic referees' course

This fresh approach to the training of new referees builds on the experience of many years but provides for a consistent method across the counties. It also embeds the principle of a practical element, with the need for the candidate to referee at least six matches as part of the course. Only upon completion of these matches and the other four modules, does the candidate become a qualified referee, giving greater value than ever before to the 'badge'.

Fitness training for referees

This has long been an issue in the counties with a huge variation in the opportunity and frequency afforded to referees. Steve is seeking to give this area of training a much needed boost and focus in the coming months and to establish improved links between The FA and the county fitness co-ordinators.

County Development Plans

Each county is given a grant from The FA towards supporting its referee training programme. Some of this money is set against specified projects but the second part is to support programmes specific to the needs of the individual county.

This session looked at what areas are ring-fenced, whether these are the correct ones and to what extent they should be financed.

Marketing – Stuart Dalrymple

The Sunday morning was devoted to the issue of marketing. Stuart Dalrymple of Goodform, is a specialist sports marketing company, introduced marketing concepts, related them to refereeing and then in the groups the delegates were tasked with marketing refereeing to a potential referee – Stuart himself! As an ex semi-professional footballer, a fit and active 43-year-old, with a son who plays football, Stuart is typical of the many people that show an interest in refereeing. With the right support, Stuart could give a county a good few years' service as an active referee at local level.

Stuart's session covered many other areas including the use of websites, valuing referees and promoting positive images of refereeing. It certainly provoked great interest and debate and showed that marketing is not all about multi-million pound budgets but doing simple things well and correctly targeting the resources that are available.

Conclusion by delegates

The delegates left this year's conference with a sense of worth of the part they play in promoting refereeing and provision of referee training. It provided a focus on specific topics and issues that will be key in driving refereeing forward in this, and subsequent, seasons. It was also beneficial for delegates to realise that the challenges that they face in their county are rarely peculiar just to them. Likewise, solutions can be common too. Networking is a wonderful thing and the Saturday evening certainly gave ample opportunity for that!

Edward Stone
Regional Manager Referees
South-East Region



RA Conference 2007 Report

by Brian Richards

Referees' Association (RA)/Referees' Association England (RAE) Conference – Warwick 8-9th June 2007

The conference has now settled into an attractive format and is becoming a 'must attend' event. Much of this is due to the work put in by Hon President David Elleray and the Head of Operations Arthur Smith. Praise goes to those counties making special efforts to also get their younger members to attend on the Saturday, including amongst others the Berks & Bucks FA for sponsoring six young referees. Indeed, in several instances, groups of referees sponsored by their respective county wore matching and emblazoned shirts.

As is now the custom, the business part of the annual conference was sensibly restricted to the RAE annual general meeting (AGM) held on the Friday afternoon, subsequently followed by an evening reception, at which presentations are made. The presentations of the prestigious RAE Life Membership are usually the centrepiece of the post-conference dinner/dance, but this year, sadly, there were no nominations. However, officials for The FA Cup, Carling Cup, The FA Carlsberg Trophy, The FA Carlsberg Vase Finals and others, were presented with suitable mementoes.

The Saturday event, with its theme of Practical Refereeing, really lifted spirits and gave attendees both an educative and enjoyable day. With no World Cup this year, the event was able to concentrate on the chosen theme of Practical Refereeing, guided by seven elite officials. Steve Bennett began the day by delivering an interesting talk about The Art of Successful Refereeing (the title of Pierluigi Collina's book!). From a series of media quotations, Steve was able to identify a number of key elements to refereeing (anticipation, laws, team-work, presence on the FoP, management), which he then discussed and illustrated using video clips.

This was followed with one-hour workshops; each attendee being able to participate in a selection of three from the following nine subjects: The Offside Law, Match Confrontation, Recognising Foul Challenges, Simulation, Refereeing on Local Parks, Player Management, Improving on-field Performance, Being an Assistant Referee, The RAE – where are we now? These were very interactive and of the highest quality – well worth attending. The Workshop on 'The RAE,' promoted a 'no-holes-barred' discussion, seeking suggestions of the way ahead. The many suggestions are to be distilled by the Board to consider.



Ian Blanchard (FA Head of National Referee Development) covered the 'Law Changes for Season 2007-08'. These were described as "having little interference" this year. Mike Riley was again the star of the conference. This year he was 'tail end Charlie' with his presentation on 'Protecting the Image of the Game' which was from the 'top drawer'. After querying whether the image really needs protecting, Mike asserted that football is a passionate game and every referee has a role to play in protecting its image. He concentrated on three main areas, simulation, confrontation and brutal play, using video clips, and sharp repartee, to educate and entertain the audience.

In bringing the conference to a close, David Elleray used both eloquence and passion to good effect in a hard-hitting summary of the transition of the RAE from the Cardiff Conference of 2004 to Warwick 2007. In 2004 he questioned whether he should become our Hon President, now he is glad he did. "The Conference is no longer boring – the RAE is serving its members." But not everything is rosy. We have major issues to address – membership numbers, financial stability, HQ renovations. Indeed, the very existence of the RAE may be questioned, but in this I am pleased at the co-operation we are receiving from The FA, PGMOL, and the PFA, both on a day-to-day and on a financial basis. We are grateful for their sponsorship of this conference and eagerly await next year's conference, which will be held in Solihull on 4-5 July 2008 with the mouth-watering prospect of Pierluigi Collina as a guest speaker.

Brian Richards is the Secretary of the Berks & Bucks R.A.

Are you a member of The Referees' Association?

If not, why not?

Look at the benefits you are missing by not joining!

The RA will:

- Look after your welfare and protect you from injustice and unfair treatment
- Represent you at your County FA and The Football Association
- Advise with Child Protection issues
- Help you develop as a Referee, partly through meeting and sharing experience with other referees at local society meetings, where you can discuss problems and share information
- Offer you cover through our Insurance Policy which is a conditional part of Membership.

Look at the benefits of the Policy and ask yourself "can you afford not to be a Member?"

Insurance and other Benefits:

- The RA has a benevolent fund for members who fall on hard times
- The RA can help organise victim support/counselling. If you are unfortunate enough to experience Accidental Bodily Injury you are likely to qualify for up to 3 counselling sessions either by telephone or face to face
- Members of The RA can benefit from Life Cover/Funeral Expenses Cover up to the value of £500
- Members of The RA can receive weekly benefit of £125 following a valid claim.

Other Reasons to join

- Discounted kit – visit www.rashop.co.uk
- Commercial Benefits: from; Active Hotels, Buy at site, DRE further insurance offers. All these are available as links from www.footballreferee.org

Join us now and you can share our benefits

The Cost

Generally less than one match fee

Can you afford not to be a member?

For more details or advice please contact head office, Coventry on 02476 601701 or Email ra@footballreferee.org or visit our Website @ www.footballreferee.org



Refereeing – a magazine for referees by referees

Refereeing is a magazine which we would like referees of every level, from Sunday football through to International, to enjoy and find informative.

If there is something which you have read in this edition or there is something you would like to see in the future, then let us know!

You can do this by emailing the Refereeing team at FAMOA@TheFA.com

You can also find all the latest news from the world of refereeing by visiting www.TheFA.com/Refereeing

'Refereeing' is the official joint magazine of The Football Association and the Referees' Association

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Refereeing

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