



R.A. BOARD VOICEOVER

Issue 1 June 2015



Welcome to the first of what will hopefully be a regular publication from the Board of the Referees' Association. Our aim is to keep members **FULLY** informed as to news and developments on all fronts. With this in mind LRA's and CRA's are invited to submit newsworthy items for publication. Please e-mail eddie.mcgrath2@gmail.com. Remember to include relevant photographs as "a picture paints a thousand words."

F.A. Cup Final 2015

The Referees' Association congratulates the **FA Cup Final Match Officials**, Aston Villa vs. Arsenal at Wembley Stadium on Saturday 30th May 2015. The team are all RA members, Jon Moss (Wharfedale & District) Darren England (Barnsley and District) Simon Bennett (North Staffs Referees Club) Craig Pawson (Sheffield & District) Harry Lennard (Brighton R.A.).



Europa League Final 2015

Congratulations must also go to Martin Atkinson, Anthony Taylor, Andre Marriner, Mike Mullarkey, Stephen Child and Jake Collin on a superb performance by OUR team.

Conference 2015

Have you booked your place? If not, why not? Book online at:
www.participant.co.uk/tra/raconference2015

Conference Workshops

- 1) Managing the Technical area
- 2) Promising attack or DOGSO?
- 3) When to play "Advantage"
- 4) How to recognise simulation
- 5) Keeping the lid on things
- 6) How to plan your fitness training
- 7) Assisting or Insisting

Officer Changes

The A.G.M. season is well and truly upon us at both LRA's and CRA's. Secretaries are reminded to inform Head Office of any changes in order to keep the database fully updated.





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The RA-FA Working Party

With David Crick in the Chair the Working Party consists of representatives from both the RA and the FA. With support from both organisations, one of the core offerings to the members will be for the FA to provide Tutors to lead high quality training at LRA meetings four times a year. These will become formal CPD events for Referees and may well underpin promotions and appointments.

QUEST

The audit team has recently awarded Thurrock with Silver QUEST, the third LRA to achieve this award and we hope they push toward Gold.

As an aid the RA-FA working group's aims it would be helpful if ALL LRA's aimed to achieve at least the Bronze Award, which is a relatively easy step, as every LRA has Rules/Accounts/Auditor, the basic objectives of support to the RA and the local members.

Appeal

The RA is extremely grateful to the Audit team – Bob Gaham (Leicestershire) Sharon Smith (Lincolnshire) and Nick Taplin (Hampshire). We are currently seeking additional auditors to support the team, ideally qualified with an industry recognised standard, i.e. Quality management/H&S/Environmental/SMETA – please contact the RA office – ra@footballreferee.org



ALL ABOARD TO REFEREE ABROAD



The opportunity to officiate at an international tournament abroad is a fantastic experience. Some local RAs have taken the plunge with huge benefits for their members. Careful preparation and planning is the key to success. **Barkston Ash RA (BARA)** are now in their third year of attending such events and this year will be officiating at two international tournaments. Four officials travelled to Dubai for the TTD Dubai Super Cup over the Easter break. This is the second year that BARA officials have been invited to officiate at this prestigious tournament. A further five officials have been selected to represent BARA at The Spanish Iber Cup in June. They will be accompanied by a team of officials from neighbouring Castleford RA which represents the opportunity for BARA to forge links with other local associations. Congratulations to all those selected!

Secretary **John Key** led the group out to Dubai. If you would like more information, advice, or just a chat about taking groups of officials abroad then please contact him via email john.key2@btinternet.com.



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(John Key – Elected to the Board 2015)

The R.A. Board is pleased to introduce our newly elected member. John Key registered as a referee in 1999 and is currently a Level 4 match official, mentor and recently qualified assessor. He has been Secretary of Barkston Ash R.A. since 2001. Having witnessed significant changes in his own LRA over recent years and seeing the positive impact this can have on people's lives his motivation to join The R.A. Board is to support other LRAs in moving forward and giving their members the support they need. He has been handed the responsibility for the R.A. QUEST scheme, liaising between the auditors and LRA's. QUEST has been a key factor in Barkston Ash's progress and he is extremely passionate about getting LRA's involved in this process.

R.A. Benevolent Fund

One of the benefits of membership of The Referees Association is having access to the Benevolent Fund. However the majority of members are probably not aware of what it is and how it can be used.

The Fund was originally started in the 1920s and was set up to give assistance to members who were in need of financial help. Over many years donations from individuals, societies and bodies have been made into the fund and it has been subject to good husbandry. As a result the Fund currently has assets well over £100000.

The purpose of the Fund is (quoted from the Trust Deed) "to provide

partial relief in times of hardship to full members of the Referees' Association and their dependents at the time that their hardship was identified and to former members or their dependents". Grants have been made for small sums such as £100 as well as larger amounts some in excess of £2000.00

L.R.A.'s and C.R.A.'s are requested to bear in mind the Fund when you become aware of members in need, even if it is only a temporary financial difficulty caused by illness, injury, unemployment or other misfortune. The Benevolent Fund is there to help such members and the Trustees will do all they can to assist them.



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3 Year Plan – Executive Summary

The board agreed a 3 year business plan in January 2015.

(Full copies are available – please email ra@footballreferee.org)

The proposed Executive Summary of the 3 year plan 2015 to 2018 is the restructuring of the RA to ensure it becomes more relevant to Refereeing development, and offers **Something For Everyone.**

Background – The RA is 106 years old and a close study of its history shows nothing new, as the 1914 records show indifference from The RA to the Football Association (The FA). Many local associations refused to join the National Union of Referees with Bradford and other LRAs (Local Referees' Associations) in “industrial areas” feeling that The RA was not active in challenging The FA. History also shows Board difficulties in 1921 when it moved from being a union to The Association. More recently in the last 10 to 15 years The RA has suffered from a loss of focus with a bottom up strategy in which the County RAs (CRAs) and LRAs have become distanced from the national leadership. The net impact is an organisation which has three individual levels – Board, County, and Local with no overall strategy for recruiting referees or retaining members in The RA.

Mission Statement - *“We provide outstanding support to all Referees, through continuous training, development and linked to social opportunities.”*

Organisation Vision - *“To provide our members with the best possible experience from the beginning of their refereeing career through a support structure that ensures their match day experience is enjoyable safe and allows them to progress through The FA levels of refereeing. We believe in the deep collaboration with The FA which allows us to change as the game changes and ensures our core values are so embedded that we become the organisation of choice for all Referees”*

Highlights

- 1) Appoint **Independent Chairperson**, re-model the board with 7 elected board members from the membership and 4 non-executives representing The FA, The PGMOL and RA-FA Youth Council plus one other from the football family.
- 2) Each County RA to be targeted with **75%** of the membership coming from active referees, and therefore a national target of 75% of the active refereeing workforce in membership.
- 3) Each County RA to raise the quality standard of Refereeing Development by enhancing all aspects of QUEST, with **50%** of LRA's achieving Bronze award by December 2016 and **20%** of LRA's achieving Gold by December 2018.
- 4) Every CRA and LRA to produce a marketing plan in conjunction with the CFA to achieve awareness and attendance.
- 5) To ensure the RA as a business is sustainable for the long term benefit of future members.
- 6) The value for money should not be under-stated - 25p per week or £1 month, investment in training/development and support materials should be at the core of all activities – target **50%** of turnover.
- 7) Strengthen the RA conference to becoming a nationally recognised CPD event.
- 8) Consolidation of LRA's for meeting experiences/events and pro-active support of local CPD events.
- 9) Locally and via the County structure to be a first choice organisation for refereeing development by protecting the reputation of the RA with holistic thinking of how the wider football family view the RA. (i.e.stakeholder interfaces/meeting locations/websites/marketing materials/visitors).
- 10) LRA's/County to embrace the 3 year plan to achieve a modern organisation for future generations or in 2018 AGM **implement clause 9** of the RA constitution.



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EVE OF FINAL RALLY 2015



**F.A. Cup Final Officials 2015
Arsenal (4) vs. Aston Villa (0)**

The Eve of Final Rally was once again held at 1 Great George Street in Westminster. A packed audience experienced a magnificent evening with a stimulating presentation from Mike Riley, General Manager Professional Game Match Officials Board (PGMOL). Cup Final Referee John Moss gave a speech on behalf of the Match Officials which included the experience he had already had with his team. A new addition to this year's event was the Youth Council training session which was attended by the vast majority of the attendees. This was delivered by Cup Final Officials Craig Pawson and Harry Leonard.

Presentations were made by R.A. President David Elleray on behalf of the Referees Association to the 2015 FA Cup Final Officials and their partners.

And Finally

The R.A. Board hope to see you all at Conference 2015. We would also like to extend congratulations to those who achieved promotion at whatever level in 2014/15. Remember, you got it because you deserve it. The LRA meeting is the place for continuous Referee development. Why not bring a colleague to your next meeting?

Well that's it all over for another season apart from the Champions League Final. Who do we want to win that? Why Barcelona of course as your editor is due to visit there next week and their victory will ensure one huge party and more importantly he won't have to buy a drink!