

Handbook for Referee Assessors

(up to and including supply leagues)

2007

CONTENTS

	Page
Content	2
Introduction	3
The FA Scheme for referee assessors	4
Qualities of an assessor	4
Training courses for referee assessors	5
Criteria to become an assessor	6
Practical hints for referee assessors	7
Report writing	7
Referee competencies	8
Assessment forms	13
Supply League Assistant referees competencies	18
Guide for promotion candidates assessments	19
Guide for promotion Supply League referee assessments	20
Guide for promotion Supply League Assistant referees assessment	21
Planning the assessment	22
Conducting the post match brief	23
Sample assessments	25
Conclusion	33

Introduction

Assessors play an important and integral role in developing the modern day referee. They are the guardian of standards *and* provide a quality service towards referee promotion, development and retention. First and foremost, the assessor's role is to help referees to improve and become better referees.

The aim of this booklet is to broaden your knowledge on assessing referees as well as offering practical assistance regarding your work as an Assessor.

Having gained a substantial amount of on-field experience, it is considered a natural progression for a senior referee to wish to assist in the further education and development of colleagues by becoming an assessor. However, many senior referees do embark on a career as an assessor whilst still officiating and this ensures an even smoother transition into the assessor role.

By accepting the responsibility of being an assessor, one is able to support active colleagues and contribute to their progress and development as referees. It is necessary for an assessor to attend an approved Course of Instruction conducted by The Football Association or a County Football Association. This Course not only prepares the assessor for his role within the game of football, but accredits him with a recognised qualification as a Football Association Registered Assessor.

By becoming involved in the assessment of referees, a most valuable service is being offered to less experienced referees who will appreciate the positive and constructive help passed on to them by more senior colleagues. It is a most satisfying and enjoyable role.

Senior referees who wish to become assessors, should contact their County Football Association Secretary, their Regional Manager (referees) or the Head of National Referee Development at the Football Association.

Ian Blanchard
Head of National Referee Development

Neale Barry
Head of Senior Referee Development

Football Association scheme for the registration of assessors

The Football Association recognises that it is vital to have an approved monitored assessment scheme which will ensure that assessors are all working to a National Standard.

In order to become an FA Registered Assessor, it is necessary to attend an approved Training Course organised by a County Football Association(s). It will also be necessary to demonstrate that standards are being maintained so the Football Association will make arrangements for FA Registered Assessors to have their performance monitored as and when appropriate.

Qualities of an assessor

1. Refereeing experience over a credible period of time.
2. Knowledge of the Laws of the Game currently being implemented
3. The ability to view the game through the eyes of the referee
4. Objectively analyse the performance of the referee
5. Objectively evaluate on-field performance against the marking guide and list of competencies
6. Ability to prioritise the strength and development areas of the referees performance
7. Ability to provide a solution to any perceived shortcoming
8. Ability to motivate officials whilst offering advice
9. Ability to collate information to conduct a short debrief immediately after the game.
10. Ability to present all the relevant information in a legible, written format within 72 hours of the game.

Football Association Assessor Training recommendations:

Initial training course. (2 Sessions)

Evening session

Opening remarks
Discuss the purpose of assessing
Discuss the assessment form/completion
Discuss the marking scheme
Discuss competencies
Discuss methods of collating information
Close

Sunday session

Opening remarks
Preparation of assessors for match
Observe match (promotion candidate)
Lunch
Individually complete bullet point report
Group work (discuss findings)
Feedback from the groups.
Close

Both sessions have to be attended in full and thereafter the Regional Referees Manager (or nominee) to receive report plus two other mentored reports prior to registration.

In-service (Continuation training)

Evening session

Opening remarks
Amendments to the Laws of the Game
Update on National/County matters
Discuss areas to maintain standard/past assessments
Exercise
Feedback
Close

Failure to attend consecutive in-service sessions will result in the assessor qualification being withdrawn.

Criteria required becoming an FA Registered Assessor:

FA Registered Assessor

- Must have been an active referee whose service and experience is recognised as credible by the County Football Association and Football Association Regional Manager-Referees
- Must have completed the Football Association Initial Training Assessors Course
 - Must have 3 assessments quality checked by County Assessor Coordinator/FA Regional Manager-Referees
 - Appointed to appropriate games by the County Assessor Coordinator
 - Must attend In-service training annually.

Supply League Assessor

- Must have been an active Level 5 referee or higher, not currently officiating upon the Supply League
- May be recommended by County Assessor Coordinator to assess at Supply League level
- Attend FA Supply League Assessor Training Course
- To be appointed to games by the Supply League Assessor Coordinator
- Must attend annual in-service training for this level to remain a Supply Level Assessor
- Annual invitation to be on the Supply League Assessors Panel
- May assess at County FA Level without additional training

Contributory League Assessor

- Must be an FA Registered Assessor
- Assessing experience at Supply League level or above
Annual Invitation from the Contributory League assessor co-coordinator
- (Invitations may be extended to: recently retired Referees at L3 or above; Supply League assessors who are recommended for consideration by the Supply League assessor coordinator; assessors from Levels of football above Contributory League).
- Selection from Supply League assessor coordinators' recommendation will be based on evidence of written reports, both for referee and assistants
- Must attend Contributory League Annual Training to remain a Contributory League assessor
- Assessments will be monitored and Assessors will be removed if they fail to meet the standards expected.
- This group of assessors may assess at levels below the Contributory League without additional training

Practical hints to carry out the role of an assessor

- Make a travel plan as you did when you were refereeing
- Ensure a thorough record of the performance is taken, noting strengths and areas for development
- Never act as an assistant referee when appointed as an assessor
- Feel free to make contact with the referee should there be need for clarification, otherwise adhere to County FA guidelines (Promotion games). There will be pre-match contact on all Supply League games
- Should contact not be permitted before leaving the ground the assessor is advised to observe the referees return to the dressing room
- Allow yourself thinking time between the end of the match and preparing your report
- Following a Supply League game the assessor will conduct a post match debrief at a time agreed with the referee prior to the kick off, this should be both structured and timed to last no longer than 10 minutes
- When preparing the report please ensure all relevant materials are used:
 - Notes taken during the game (planning sheet etc..)
 - LOAF
 - Guide to assessing (including marking guide)
 - Competition rules
- It is recommended that you prepare a rough copy of your report; this will allow you to amend it if required. It is essential that you are positive in your approach at all times
- Any areas of development should include the relevant advice to improve future performances
- For Supply League games ensure that either an email address or a stamped addressed envelope is collected from the match officials
- Ensure the report is both legible and grammatically correct and arrives at the County FA within 72 hours of the game. For Supply League games the reports are submitted to the match official and coordinator within 72 hours

Report writing

As the guardians of standards your report will play a vital part in the development of the referee. You should therefore be prepared to offer constructive advice every time you identify a development area indicating the solution. Your approach should be to offer practical guidance to improve performance, you should also be prepared to discuss any matter upon which the official is seeking clarification or should the County FA / Supply League Coordinator require more information.

Your reports should

- Be accurate recording names, level, date and teams
- Be in the first person (you conducted yourself in a confident manner...)
- Make reference only to the game you have observed
- Ensure that each section contains detailed comments particularly in relation to match changing decisions
- Itemise the areas which attract critical comment (24mins you may have been able to make a different judgment had you adopted a different position...) Use clear, simple understandable phraseology
- Ensure Law is quoted correctly
- Ensure correct terminology is used on every occasion

Should any match official be unable to complete a game, for whatever reason, a report must be submitted if he/she completes 45 minutes in whatever capacity

Practical hints to carry out the role of an assessor

Referee competencies

The introduction of a competency based referee assessment scheme provides everyone concerned in the game with several benefits. It is recognised that a Level 7 referee seeking promotion to Level 6 should display certain skills in key areas such as application of law and movement around the field of play. A referee seeking promotion to Level 6 should display an enhanced level of skill competence across all the key areas. This scheme clearly identifies what key skills are required at each level of referee to progress.

This allows the referee to understand what is required to progress as well as providing the assessor with a method of determining the official's potential more closely against clearly laid out criteria.

The introduction of this scheme also creates a career pathway for assessors who can move toward a more senior level of football depending upon the quality of their written reports.

Also included in this document is a list of competencies expected of a Level 4 Supply League referee, as well as those required by the assistant referees on a Supply League game.

Skill elements displayed within each Competence appropriate at Levels 7 to 4

This section outlines the elements of each competence, and gives some guidance as to what the assessor should be looking for to confirm that the element of that particular competence has been met

1. Application of Law (contains Decision - making accuracy)

Level 7 is able to

Know when and how to start / stop the game

- Inspect the field of play and players' equipment prior to the game
- Stops the game when an expectation exists without undermining the appropriate level of authority

Differentiate between penal and technical offence~

- Appropriate stoppage and correct signal

Recognise when to take action regarding Sending Off / Caution /Misconduct

- Assessor's judgment on what the referee should have seen and followed up with action
- Dissent is dealt with appropriately

Ensure that play is restarted correctly

Level 6 is able to demonstrate

All of the above, plus

- Use the correct caution/dismissal manner & procedures
- Achieves desired effect through: being calm, courteous and confident; following defined procedures; accurate and assertive

Appropriately manage

- Offensive Insulting Abusive language & gestures
- Dissent

- Referee responded in context of the comment
- Distinguish between types of challenges (careless-reckless-excessive force)
- Appropriate sanction applied

Recognise offside accurately

- Able to recognise offside offences with an awareness of the position required to judge
- Exceptions in law recognised

Apply the laws consistently

- Having set appropriate standard, is this maintained

Level 5 & Level 4 is able to demonstrate

- All of the above, plus
 Appropriately deal with
 -Serious Foul Play / Violent Conduct / Denial of an Obvious Goal Scoring Opportunity
- If recognised correctly, is the appropriate sanction given as an outcome
 - Mass confrontation
 - Has the instigator and anyone escalating the situation been identified. Is the situation defused and the desired outcome achieved with the game restarted correctly

Determine & appropriately deal with persistent misconduct

- Having spoken to a player is appropriate action taken at further offences

Recognise offside and implications of passive / active play

- Are all Assistant Referee signals responded too automatically

Accurate awards on holding / pushing / pulling and or impeding

- Is the referee in contact with play, and in a position to correctly distinguish between holding and impeding with the correct restart

Correctly manage the occupants of the Technical Area where they exist

- Are the LOAF/Regulations/Competition rules managed accurately
- Are substitutes managed, including warm up
- Is any misconduct dealt with appropriately

Additional responsibilities for a Level 4

- Ensure FA and League directives are adhered to.

2. Positioning-fitness-work rate**Level 7 is able to**

Face play at all times

Display a commitment and willingness to be involved in the game

Demonstrate movement around the field of play utilising the use of time when play has stopped; also move toward the location when an offence has been detected and awarded

Level 6 is able to demonstrate

- All of the above, plus
 Obtain reasonable viewing positions with the Assistant Attached to a Club in view:
- Were signals missed
 - Was the referee looking through play
 - Did the referee have their Assistant Referee in view when appropriate
 - Did the referee anticipate play
 - Did the referee adjust position in accordance with the pattern of play

Did the referee utilise time effectively when the ball was out of play to obtain the best viewing angle

- Anticipate the 'drop zone'
- Maximise position

Maintain activity throughout the game:

- Proximity to play
- Mobility and' movement

Obtain credible distances from play:

- Too close to play
- Too far from play
- Constantly having to avoid the ball and players

Awareness of next phase of play:

- Take into account the pattern of play
- Adjust position when necessary

Level 5 & Level 4 is able to demonstrate

- All of the above, plus
 Anticipate open play
- Proximity to play
 - Remaining with the pace of the game

Adopt a position to detect or prevent offences

- Viewing position
- Side on view (at 9/5 challenges etc)
- Utilise dead ball time

Right place/Right time

- Adjust patrol path when necessary
- Penetrate the penalty area
- Continue movement — run through play
- Use extremities of the playing area when required

Display a willingness to go the extra yard

- Work rate
- Body language

Demonstrate an ability to change pace

- Acceleration
- Regain position
- Realises the need to make ground

Additional responsibilities for a Level 4

- Display a flexible approach to positioning
- Maximize the use of Assistant Referees through appropriate positioning as an aid to control

3. Alertness and awareness (includes management of stoppages)**Level 7 is able to**

- Display concentration and awareness within open play
- Restart the game correctly and with a reasonable degree of accuracy in positioning
- Be prepared to manage injury situations appropriately

Level 6 is able to demonstrate

- All of the above, plus
- Display concentration and awareness of all matters both on and off the field of play

Understanding the skill level of players

- Advantage — players frustrated when not played or played too much
- Fussy over trivialities
- Empathy with the game

Act decisively

- Body language
- Signals
- Timing of decisions

Restart play quickly

- Players frustrated when restart delayed
- Awareness of what is going on

Accurately keep time (including correct allowance for stoppages)

- Disparity in time
- Amount of time played took account of substitutions, injuries (assessor can only estimate amount of time for these stoppages —acknowledging that the referee is sole judge of time)

Level 5 & Level 4 is able to demonstrate

- All of the above, plus
 Be proactive and not reactive
- Communication with players
 - Intervene early to sort out problems

Utilise the trailing eye

- Did he slavishly follow the ball
- Second look — to Assistant Referee.
- Retain visual contact with the original challenge whilst aware of what is going on in next phase of play

Utilise peripheral vision

- Distance from play

Manage injuries

- Safety
- In accordance with LAW
- Treatment for injured player — then caution if necessary
- Sense urgency
- Awareness/recognition

Manage substitutions

- In accordance with LAW
- Teamwork

Managing time wasting/delay to restart

- Proactive
- Verbal communication with players
- Take action when necessary — in accordance with LAW

Additional responsibilities for a Level 4

- Display a proactive approach to managing the game
- Display the understanding of when to raise his/her profile/involvement to suit the mood and circumstances of the game

4. Communication

Level 7 is able to

Signals

Are they made, too little, too often; at appropriate time and made so that everyone is in no doubt of the ownership of the next phase of play

Use a whistle audibly

- Can it be heard, is it effective

Level 6 is able to demonstrate

All above, plus

Signals

- Clear differentiation between direct / indirect free kicks and directional indication. Straight arm for indirect free kick held appropriately

Vary the tone of the whistle appropriately

- Does the tone denote the severity of the offence?

Restart the game correctly

- Correct method direct / indirect, after injury (and the drop ball for the unexpected)

Have positive body language

- Appears confident, moves purposefully around the field of play and has a friendly smile; enjoying themselves

Level 5 & Level 4 is able to demonstrate

All of the above, and

Utilise preventative communication

- Effective use of voice to aid communication and prevention of potential trouble
- Proactive awareness, short strong blast of the whistle when noting potential conflict between players

Converse with players

- Use of the quiet word, e.g. when player incorrectly stands in the opponents half prior to the start of play
- Irritations between players; seen to have a firm word
- Respond to players' questions in a calm manner.

Additional responsibilities for a Level 4

- Demonstrate a level of self-control expected at Supply League level.
- Demonstrate communication techniques that provide clarity/confidence in decision making

5. Teamwork

Level 7 is able to

Make effective use of Assistants attached to a Club as per competition rule

- Encourage provision of assistants and provide instructions to obtain support to aid control

Acknowledge signals from Assistants attached to a Club

- Be seen to communicate, respecting their support

Give appropriate pre-match instructions to

Assistants attached to a Club

- Some communication achieved

Level 6 is able to demonstrate

All of the above, plus

Acknowledge and overrule as appropriate

- As seen by the assessor

Level 5 & Level 4 is able to demonstrate

All of the above, plus

Show appropriate support for Assistants attached to a club or Assistant Referee where appointed

- Encouragement provided to actively gain support

Demonstrate some team leadership skills

- Promote communication through eye contact and provide unseen advice" on marginal decisions

(Where no assistant attached to a club is available the referee is entitled to a mark of 5 in this competency)

Additional responsibilities for a Level 4

- Referee to display leadership
- Ensure the Assistant Referees are appropriately briefed
- Ensure a professional approach to teamwork is developed and subsequently maintained
- Referee to accept or decline assistant referee support when appropriate

6. Advantage

Level 7 is able to

Able to demonstrate when advantage is being played

- Some communication provided to the players incorporating the arm and voice

Level 6 is able to demonstrate

All of the above, plus

Use the correct arm signal supported by the voice when playing an advantage

- As seen by the assessor

Demonstrates recognition of when to play advantage

- Does not play to the detriment of fair play and control, i.e. a reckless challenge

Level 5 & Level 4 is able to demonstrate

All of the above, plus

Carefully/correctly select advantage in terms of:

- Possession or advantage. Is able to distinguish between advantage and merely possession
- Position on the field of play. Takes due regard of where the ball and other players are positioned before applying advantage
- Did advantage accrue? Stops game and awards a free kick when advantage does not accrue
- Mood of the game. Adjusts use of advantage to the mood of the game
- Applies appropriate disciplinary sanctions during the next stoppage in play

Additional responsibilities for a Level 4

- Demonstrate understanding and efficient management of the application of advantage considering position/possession.

7. Overall match control

Level 7 is able to

Display involvement at an accurate level for the game

- As evidenced through earlier competencies; an empathy with the game

Level 6 is able to demonstrate

All of the above, plus

Display actions to gain respect from the players

- Consistent application of law

Is at ease and confident with their game

- Displays flexible management techniques which affect players actions

Display the appropriate level of concentration

- As seen through maintaining awareness

Effect correct & successful control of the game and is proactive in doing so

- As seen through applying communication skills to those of awareness

Level 5 & Level 4 is able to demonstrate

All of the above, plus

Display the relevant level of tolerance.

- Understanding of acceptable application of law

Approach players correctly and deal with them using a positive attitude/Body language.

- Commensurate use of proactive communication skills

Manage major issues.

- Retain composure to accurately manage unusual situations

Identify the mood/temperature of the game.

- Awareness that ensures an adjustment in pace and involvement to prevent problems

Identify tensions in the game and effect solutions, before they escalate, through preventative actions. Inspire respect from the players.

- Through sensitive management of players

Additional responsibilities for a Level 4

- Demonstrate and implement a flexible game plan in keeping with the changing demands of the game

REFEREE ASSESMENT AND DEVELOPMENT FORM

Type of report: Advisory / Promotion*
 If promotion - to: County Referee / Senior Referee*
 *(delete as appropriate)

Name of Referee:

Match:

Competition:

Date:

Assessors must complete as advised in the "Assessor Marking Guide".

1. Application of Law:

2. Positioning, Fitness & Work Rate:

3. Alertness & Awareness: Including Management of Stoppages:

4. Communication:

5. Teamwork:

6. Advantage:

7. Match Control:

Strengths section		Development Areas Section	

BASED ON THIS PERFORMRANCE I MARK THE REFEREE **/ 100**

Name of Assessor:

Print:

Signed:

The information contained within this assessment forms part of t Supply League and County FA promotion system, but the final decision concerning any promotion rests with The Football Association or the County Football Association.

SUPPLY LEAGUE REFEREE DEVELOPMENT FORM

Name of Referee:

Match:

Competition:

Date:

Assessors must complete as advised in the "Assessor Marking Guide".

1. Application of Law:

2. Positioning, Fitness & Work Rate:

3. Alertness & Awareness: Including Management of Stoppages:

4. Communication:

5. Teamwork:

6. Advantage:

7. Match Control:

Strengths section		Development Areas Section	

		1 to 5	Weighting	Sub total
1	Application of Law		X 5	
2	Positioning + work rate		X 2	
3	Alertness, awareness		X 2	
4	Communication		X 2	
5	Teamwork		X 3	
6	Advantage		X 1	
7	Match control		X 5	
(Round half marks up to the nearest whole mark) Total				

Name of Assessor:

Signed:

SUPPLY LEAGUE ASSISTANT REFEREE DEVELOPMENT FORM

Teams:

Competition:

Assistant Referee:

Date:

Assessor:

		1 to 5	Weighting	Sub total
A	Alertness, awareness		X 4	
B	Support and assistance to the referee		X 5	
C	Signals		X 4	
D	Offside judgments – active / passive		X 5	
E	Fitness and positioning		X 2	
(Round half marks up to the nearest whole mark) Total				

Strengths	
1	
2	
3	

Development areas	
1	
2	
3	

Concluding advice	

Supply League Assistant Referee competencies

Due to the wide experience and competency levels of match officials who will be appointed as Supply League Assistant Referees it is recommended that the match assessor gives a brief report on the performance of the Assistant Referee with brief outline advice for future development.

Alertness and awareness

- did he/she focus on their responsibilities
- did he/she demonstrate a positive body language
- did he/she appear to understand how the pattern of play was developing

Support and assistance to the referee

- did he/she make decisions when belief placed to judge
- did he/she offer information to the referee so he/she could be able to control the game more effectively!
- judge the level of involvement and when/when not to intervene

Signals

- were the flag indications clear and concise
- were the flag indications delivered with confidence

Offside judgments — active/passive

- were judgments accurate
- were judgments credible
- did he/she understand the current interpretation of offside offences

Fitness and positioning

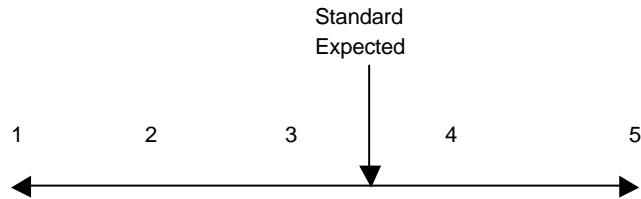
- were appropriate, credible positions taken up
- were goal lines monitored when appropriate
- was the movement along the touchline appropriate for the pattern of play

ASSESSOR MARKING GUIDE FOR REFEREES

As a guide, each area of competence is marked out of 5. The assessor is then required to multiply the mark awarded by the weighting attached to each area. So if your mark for application of law was 4 (4 x 5) your overall mark would be 20. Ultimately your overall mark for all Competencies will be out of 100.

- | | | |
|--------------------------|-----|----------|
| 1. Application of Law | X 5 | (Max 25) |
| 2. Positioning/Fitness | X 2 | (Max 10) |
| 3. Alertness/Awareness | X 3 | (Max 15) |
| 4. Communication | X 3 | (Max 15) |
| 5. Teamwork | X 1 | (Max 5) |
| 6. Advantage | X 1 | (Max 5) |
| 7. Overall Match Control | X 5 | (Max 25) |

Each section is marked as follows and then multiplied by the weighting factor as indicated.



The assessor should use their experience to determine the quality of the performance as outlined above then adjust by multiplying by the weighting factor. Half marks can be used in each section when marking with the standard expected being 3.5 in each section. If you arrive at a half mark when the total is calculated please round up to the next whole mark.

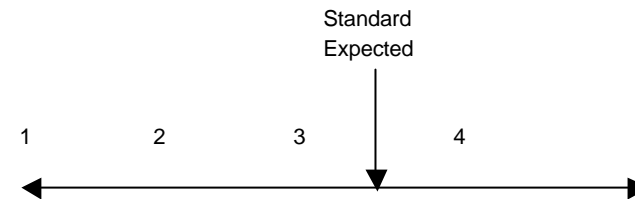
Mark	Comment
100	An exceptional performance displaying excellent control and accurate application and interpretation of Law supported by management strategies.
90	First class match control and player management incorporating accurate decisions and Law interpretation.
80	A very good performance with high levels of accuracy, management and match control.
70	A performance displaying effective management techniques with good law application and control.
60	A performance with a satisfactory level of management and control. Identified shortcomings may be improved if the assessor's advice is acted upon. There may be evidence of inaccurate application of Law.
50	A performance below the expected where specific areas of Law application, management and control have been identified, requiring action needed to ensure improvement.
40	Unsatisfactory performance showing deficiencies in all categories of performance.

ASSESSOR MARKING GUIDE FOR SUPPLY LEAGUE REFEREES

As a guide, each area of competence is marked out of 5. The assessor is then required to multiply the mark awarded by the weighting attached to each area. So if your mark for application of law was 4 (4 x 5) your overall mark would be 20. Ultimately your overall mark for all Competencies will be out of 100.

- | | | |
|--------------------------|-----|----------|
| 1. Application of Law | X 5 | (Max 25) |
| 2. Positioning/Fitness | X 2 | (Max 10) |
| 3. Alertness/Awareness | X 2 | (Max 10) |
| 4. Communication | X 2 | (Max 10) |
| 5. Teamwork | X 3 | (Max 15) |
| 6. Advantage | X 1 | (Max 5) |
| 7. Overall Match Control | X 5 | (Max 25) |

Each section is marked as follows and then multiplied by the weighting factor as indicated.



The assessor should use their experience to determine the quality of the performance as outlined above then adjust by multiplying by the weighting factor. Half marks can be used in each section when marking with the standard expected being 3.5 in each section. If you arrive at a half mark when the total is calculated please round up to the next whole mark. There is an expectation that if a mark of 4 or less is awarded advice on how improvement can be made and the higher mark achieved.

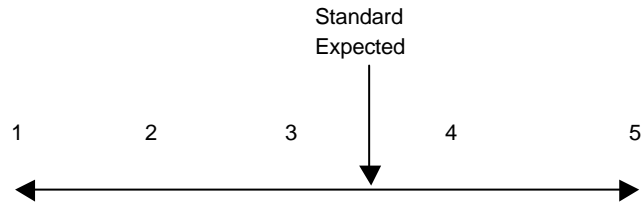
Mark	Comment
100	An exceptional performance displaying excellent control and accurate application and interpretation of Law supported by management strategies.
90	First class match control and player management incorporating accurate decisions and Law interpretation.
80	A very good performance with high levels of accuracy, management and match control.
70	A performance expected at Supply League.
60	A performance with a satisfactory level of management and control. Identified shortcomings may be improved if the assessor's advice is acted upon. There may be evidence of inaccurate application of Law.
50	A performance below the expected where specific areas of Law application, management and control have been identified, requiring action needed to ensure improvement.
40	Unsatisfactory performance showing deficiencies in all categories of performance.

ASSESSOR MARKING GUIDE FOR SUPPLY LEAGUE ASSISTANT REFEREES

As a guide, each area of competence is marked out of 5. The assessor is then required to multiply the mark awarded by the weighting attached to each area. So if your mark for application of law was 4 (4 x 5) your overall mark would be 20. Ultimately your overall mark for all Competencies will be out of 100.

- | | | |
|-----------------------------|-----|----------|
| 1. Alertness/Awareness | X 4 | (Max 20) |
| 2. Support and assistance | X 5 | (Max 25) |
| 3. Signals | X 4 | (Max 20) |
| 4. Offside-active / passive | X 5 | (Max 25) |
| 5. Fitness and positioning | X 2 | (Max 10) |

Each section is marked as follows and then multiplied by the weighting factor as indicated.



The assessor should use their experience to determine the quality of the performance as outlined above then adjust by multiplying by the weighting factor. Half marks can be used in each section when marking with the standard expected being 3.5 in each section. If you arrive at a half mark when the total is calculated please round up to the next whole mark.

There is an expectation that if a mark of 4 or less is awarded advice on how improvement can be made and the higher mark achieved.

Mark	Comment
100	An exceptional performance displaying excellent cooperation and accurate application and interpretation of Law and directives.
90	First class performance incorporating a very high degree of accurate decisions and Law interpretation and directives.
80	A very good performance with high levels of accuracy, management of players and personnel in the Technical area.
70	A performance expected at Supply League.
60	A performance with a satisfactory level of management and control. Identified shortcomings may be improved if the assessor's advice is acted upon. There may be evidence of inaccurate application of Law.
50	A performance below the expected where specific areas of Law application require action to ensure improvement.
40	Unsatisfactory performance showing deficiencies in all categories of performance.

PLANNING SHEET

This planning sheet can be used to record your observations from your notes made at the time. It is designed to assist you identify strengths and areas of development in the key skill areas.

	Comment
1. Application of Law	
2. Position, fitness and work rate	
3. Alertness / awareness	
4. Communication	
5. Teamwork	
6. Advantage	
7. Match Control	

GUIDANCE FOR THE POST MATCH DEBRIEF

Subject to the conditions applicable in the individual County Football Association a post match debrief may take place. (Supply League Assessors will conduct a post match debriefing) if a post match debrief does take place the following guidelines may be of assistance:

- The assessor should collate information prior to the debrief. (For information, look for trends and select/prioritise relevant situations including complimentary/development topics).
- The debriefing should be structured in its contents.
- Always start with a complimentary comment and end on a complimentary comment
- The assessor should take no longer than 10 minutes whilst remaining focused on the task in hand.
- Any comments should be pertinent to the report which will follow
- Any debriefing should be used as an opportunity for clarification.
- A debriefing session should be an interaction between the assessor and the referee working towards the future development of the referee
- Always motivate the referee to read your assessment and referee next week.

SPECIMEN REPORT PROMOTION CANDIDATE: REFEREE ASSESSMENT & DEVELOPMENT FORM

Type of report: **Advisory / Promotion**

If promotion — to: County Referee / Senior Referee*

•(delete as appropriate)

Name of Referee: A. Promotee

Match: Red Lion vs. Black Bull

Competition: The Sunday League

Date: 26th February 2006

Assessors must complete as advised in the "Assessor Marking Guide"

1. Application of Law: You did detect most offences but simply did not apply Law to its full extreme. Identifying an offence and awarding a free kick is indeed applying Law but if a sanction is required then by doing so Law is fully applied. I would bring to your attention the challenges by RL6 in the 43, 48, 51, 56 and 89th minute all were reckless and required a caution rather than the "be careful comment you mentioned in passing. Your narrow path of patrol was the reason on two occasions BB players questioned you long and vociferously regarding offside decisions, from my viewing position they were justified in claiming offside (more in 2). You did caution two players RL9 and 11 also dismissed BB1. All correct decisions and unavoidable.

15

2. Positioning, Fitness & Work Rate: There can be no doubt you are fit and you displayed a good degree of agility, at this level it is very difficult to anticipate the pattern of play however, your fitness ensured a very close proximity to play at all times. You displayed a sound judgment of where to be when set plays took place using a sensible starting position and then varying according to the delivery of the ball. Well done. However the problem arises in open play Currently you adopt a narrow patrol which takes you through the centre circle and you are viewing 9-5 (or in this case RL6) challenges and not detecting the full nature of the challenges, this position equally causes problems with detection of offside may I suggest you choose a starting position that enables you to view the majority of the players particularly those in the dropping zone from a side on view making effective use of your good level of fitness.

7

3. Alertness & Awareness: Including Management of Stoppages: It is indeed unfortunate that due to your positioning and movement as stated previously your obvious alertness did not reap the rewards it deserved. You appeared willing to work hard and attempted to see everything that happened to aid your control, hence your complete surprise when players questioned your decisions.

I have no doubt should you amend your movement your awareness will be rewarded.

9

4. Communication: Your arm signals were of a good standard and left no one in any doubt as to what had been awarded. Your whistle tends to be monotone and would be of more effect if you selected different tones to suit different offences, for instance, ball out of play requires less of a blast as opposed to the blast required following the challenge by RL6 in 43 minutes. I would recommend more verbal interaction with the players, as this will ensure they understand what is required from you; you did well with one or two of the players but not all.

7

5. Teamwork: It was pleasing to see you briefed the two assistants attached to the clubs together as this ensures they both receive exactly the same message. You did well to acknowledge their input without always accepting the direction indicated as they invariably pointed the wrong way. I must say not through any malice simply through lack of professionalism with the flag.

4.5

6. Advantage: In this game the use of advantage produced some exciting moments for which you should be commended, however, do not be afraid to speak to the perpetrator when convenient or indeed if, as in the 78min, the advantage does not materialise stop play and award the free kick

8

7. Match Control: Your approach ensured the game flowed and the behaviour of the players appeared to keep the game under some form of control, however your control would be enhanced if you applied lawfully and increased your communication skills.

10

Strengths Section		Development Areas Section	
2	Fitness levels are currently very good with good positions adopted. (See development section)	1	Law needs to be applied more fully, as mentioned recognition and stopping play is not enough.
4	Communication was at a good standard, with minor improvements to your whistle technique.	2	An increase in the width of patrol would improve Law application by improving detection rate.
5	Teamwork was again very good	4	An increase in communication with the players will enhance an already good level.

BASED ON THIS PERFORMANCE I MARK THE REFEREE 61 / 100

Name of Assessor:

Print:

Signed:

The information contained within this assessment forms part of the Supply League and County FA promotion system, but the final decision concerning any promotion rests with The Football Association or the County Football Association.

SPECIMEN REPORT PROMOTION CANDIDATE: REFEREE ASSESSMENT & DEVELOPMENT FORM

Type of report: **Advisory / Promotion**

If promotion — to: County Referee / Senior Referee*

•(delete as appropriate)

Name of Referee: B. Promoted

Match: Red Lion vs. Black Bull

Competition: The Sunday League

Date: 26th February 2006

Assessors must complete as advised in the "Assessor Marking Guide"

1. Application of Law: Throughout this game you displayed a level of control which was above your current level of refereeing. I thought your detection of offences and application of law to be exemplary without exception. This must be most pleasing for you as this was a testing game at times, a challenge which you met. Your recognition that the first challenge committed by RL5 was indeed reckless and required a caution set the tone as early as the 6th minute. However, you even surpassed this when after 9 minutes the RL8 was dismissed for a two footed challenge, most correct and you handled the vain attempts to change your opinion very well. It was from this point that the game settled down and became a football contest. You had no further need for official sanctions.

22.5

2. Positioning, Fitness & Work Rate: There can be no doubt you are very fit and displayed a high degree of agility, at this level it is very difficult to anticipate the pattern of play however, your fitness ensured a very close proximity to play at all times. You displayed a sound judgment of where to be when set plays took place using a sensible starting position and then varying according to the delivery of the ball. Well done.

8

3. Alertness & Awareness: Including Management of Stoppages: Throughout the game there was a requirement for you to be aware of player behaviour when committing challenges, my view is that you did detect offenses and recognised them to a high degree. The game benefited from your input and was restarted efficiently and speedily. You managed stoppages very well and restarted play efficiently.

13.5

4. Communication: Your arm signals were of a good standard and left no one in any doubt as to what had been awarded. Your whistle tends to be monotone and would be more effective if you selected different tones to suit different offences, for instance ball out of play requires less of a blast as opposed to the blast required following the challenge by RL3 in 23 minutes. I would recommend you on your verbal interaction with the players as this ensured they understood your requirements.

8

5. Teamwork: It was pleasing to see you briefed the two assistants attached to the clubs together as this ensures they both receive exactly the same message. You did well to acknowledge their input without always accepting the direction indicated as they invariably pointed the wrong way. I must say not through any malice simply through lack of professionalism with the flag.

4

6. Advantage: In this game the use of advantage produced some exciting moments for which you should be commended, however, do not be afraid to speak to the perpetrator when convenient or indeed if, as in the 78min, the advantage does not materialise stop play and award the free kick

8

7. Match Control: Your approach ensured the game flowed and the players eventually understood the game was under your control completely, the early caution and dismissal set the tone in a most appropriate manner, there ensued little or no further threat to your control. Well done.

22.5

Strengths Section		Development Areas Section	
1	Application of Law very good.	4	Vary whistle tone.
7	Control of the game never in doubt..	6	Advantage play.
2	Fitness and positioning.		Nil.

87 / 100

BASED ON THIS PERFORMANCE I MARK THE REFEREE

Name of Assessor:

Print:

Signed:

The information contained within this assessment forms part of the Supply League and County FA promotion system, but the final decision concerning any promotion rests with The Football Association or the County Football Association.

SUPPLY LEAGUE REFEREE ASSESSMENT & DEVELOPMENT FORM

Name of Referee: A. N. Official

Match: Red Town v Blue City

Competition: Supply League

Date: 31st April 2007

Assessors must complete as advised in the "Assessor Marking Guide".

1. Application of Law: As I stated post match you detected many of the offences committed which is to your credit, however the R9, R7 and B7 were all guilty of holding offences on numerous occasions without penalty. Again as we discussed this was due to your angle of vision and lack of support from AR1. The three cautions issued appeared to be correct and handled with respect for the players. The caution of R9 somewhat baffled me as to why and how it could have taken so long to arrive as this young man had been a persistent offender throughout the game.

2. Positioning. Fitness & Work Rate: You possess a very good level of fitness but because of your need to work on your positioning you tend find yourself behind play with a straight on view, when adopting a position to gain an angled view would be better. As I stated post match adopting the thought process referee-ball-assistant at all times will give you the best viewing angle. There can be no doubt you worked hard in this game and are to be commended for this. I would recommend that you change your viewing position when play is contained within the penalty area the equalizing goal came from a corner kick and ensuing melee, from the position you adopted there is no way you could confirm a foul or otherwise.

3. Alertness & Awareness: Including Management of Stoppages: As we discussed you need to adopt a strategy which will deal with the treatment of injured players in accordance with directives and law. Simply players are not allowed treatment on the field of play yet here we have R2 receiving treatment for a protracted period and then simply stepping off the field and then back on, this is not why the player leaving the field was introduced. Your control of free kicks and the estimation of 9.15mts were good and created no issues at all.

4. Communication: As we discussed this is an area in which you need to work hard, you make correct decisions which indicate no offence has taken place from very good positions close to the incident and then because you do not "sell" your decision this allows dissent to creep in. you must support your decision with the correct verbal comment, such as good challenge" or "no foul" but whatever you decide you must do something. Your whistle work was good as were your arm indications.

5. Teamwork: You led your team very well and thanked them appropriately when they made indications or discretely when they had checked the goalkeeper, which is very good as it ensures they know you appreciate their work. I would suggest readdressing your pre-match instructions, as those delivered prior to this game were confusing and protracted.

6. Advantage: You applied advantage on a number of occasions to good effect which you should take pride in and recall as a means of repeating them. Equally you should consider the advantage applied in S3mins in the half way area of the field of play, this was far too congested and broke down very quickly. These advantages were accompanied with a very good signal and vocal support.

7 Match Control: This match was under control to a degree, you attempted many approaches to ensure players acceded to your tolerance. I would recommend that the public word needs to carry more emphasis as it clearly did not work on all the players. You chose to speak to R9. 7. 3 as well as B7, 6 and 3. For the most part it worked apart from R9 and R3 who repeatedly ignored your efforts. you is sued a caution to R9 but how it took so long I would question. The challenge we discussed by R3 in 59minutes was a caution as it was reckless and bordering upon dangerous to say your view was obscured simply reinforces my comments upon positioning. Despite these comments you did display the foundation of controlling football matches and I am certain if you react to the advice given you will improve in the future.

Strengths section		Development areas Section	
6	Advantage	2	Positioning
5	Teamwork	1	Application of Law
2	Fitness + work rate	7	Match control

		1 to 5	Weighting	Sub total
1	Application of Law	3.0	X 5	15
2	Positioning + work rate	3.0	X 2	6
3	Alertness, awareness	3.0	X 2	6
4	Communication	3.0	X 2	6
5	Teamwork	3.5	X 3	10.5
6	Advantage	3.5	X 1	3.5
7	Match control	3.0	X 5	15
(Round half marks up to the nearest whole mark) Total				62

Name of Assessor:

Signed:

SUPPLY LEAGUE ASSISTANT REFEREE DEVELOPMENT FORM

Teams: Red United v Blue City

Competition: FA Supply League

Assistant Referee: A. Goodref

Date: 4th February 2007

Assessor: A. Nother

		1 to 5	Weighting	Sub total
A	Alertness, awareness	3.5	X 4	14
B	Support and assistance to the referee	3.5	X 5	17.5
C	Signals	3.5	X 4	14
D	Offside judgments – active / passive	3.5	X 5	17.5
E	Fitness and positioning	3.5	X 2	7
(Round half marks up to the nearest whole mark) Total				70

Strengths	
1	Throughout this performance was happy with your reading of offside situations and believe you achieved accuracy (see below)
2	Your flag indications were delivered in a purposeful manner, displaying a good impact visually.
3	To your credit you appeared to be determined to assist the referee at every opportunity I am certain he appreciated your efforts and your good intentions.
Development areas	
1	Whilst supporting your level of accuracy when determining offside decisions I would recommend a delay in raising your flag when the ball is clearly traveling to the goalkeeper and there is no challenge as in minutes 6, 27, 47 and 88 we discussed post match
2	Whilst your signals were acceptable they could be enhanced if delivered from a static position on the touchline, as we discussed a quick stop flag and go would assist.
3	You are enthusiastic and supportive which is to your credit however the fine balance of assisting and inappropriate intervention. As we discussed post match the four occasions 16, 21, 26 and 44th minutes the referee had a clear view and was indeed closer than you and your indication lessened his credibility.

Concluding advice	
	This performance was one at the level expected for Supply League however your future development will be enhanced if you consider the advice given in this report and our post match discussion.

Supply League Assistant Referee competencies

Due to the wide experience and competency levels of match officials who will be appointed as Supply League Assistant Referees it is recommended that the match assessor gives a brief report on the performance of the Assistant Referee with brief outline advice for future development.

Alertness and awareness

- did he/she focus on their responsibilities
- did he/she demonstrate a positive body language
- did he/she appear to understand how the pattern of play was developing

Support and assistance to the referee

- did he/she make decisions when belief placed to judge
- did he/she offer information to the referee so he/she could was able to control the game more effective!
- judge the level of involvement and when/when not to intervene

Signals

- were the flag indications clear and concise
- were the flag indications delivered with confidence

Offside judgments — active/passive

- were judgments accurate
- were judgments credible
- did he/she understand the current interpretation of offside offences

Fitness and positioning

- were appropriate, credible positions taken up
- were goal lines monitored when appropriate
- was the movement along the touchline appropriate for the pattern of play

CONCLUSION

Standard Assessment Report Forms

The Football Association has produced an approved set of forms which are available free of charge to County Football Associations for Competitions who wish to use them. They are appropriate for referees of all levels up to and including Supply League. The report form has a space for the mark awarded to the referee's performance, but whilst it is recommended to include the mark on promotion and advisory reports it is the decision of individual County Football Associations, however all Supply League assessment reports will contain the mark.

FA Learning
The Football Association
25 Soho Square
London
W1 D 4FA

Telephone:
+44 (0)20 7745 4545
Facsimile:
+44(0)20 7745 4546
FA Learning Hotline:
0870 8500424
Email:
info@TheFA.com
Visit:
www.TheFA.com/FALearning

The Referees Association
1 Westhill Road
Coundon
Coventry
CV6 2AD

Telephone:
+44 (0)2476 601 701
Facsimile:
+4-4 (0)2476j 601 556
Email:
rat8footballreferee.org
Visit:
www.footballreferee.org