

CAPITAL REFEREE

Tenth Edition – Spring 2005



CHILD PROTECTION AWARENESS TRAINING AND CRIMINAL RECORDS BUREAU CHECKS – THE GOALPOSTS HAVE MOVED!

Readers will no doubt all agree that children participating in football should be protected from abuse. It will also be universally accepted that there should be a system in place to keep undesirable people such as paedophiles out of football.

Every one of us can have dealings with children in our football activities, even if we are not actually involved in youth football: there might be players under the age of 18 in an adult team or we might be sharing a dressing room with a fellow match official under that age.

It is a legal requirement that everyone having dealings with children in sport should undergo child protection awareness training and background checks similar to those required in many other walks of life. If you spare a thought for the dreadful experiences suffered by Kevin Wells, a Cambridgeshire referee, it will be impossible to argue against these new procedures: he is the father of Holly Wells, the schoolgirl murdered in Soham. Football, as this country's number one sport, is leading the way on these issues. For some time, football coaches have had to complete these procedures and now it is the turn of referees to do so. Almost 100,000 certificates have already been issued by the FA to people who have completed the appropriate training.

The FA originally announced that it would be compulsory for all referees to complete the training and checks before the annual re-registration deadline of 31st May 2005. It has now relaxed that approach.

- The deadline for the submission of applications for FA Criminal Records Bureau checks has been extended from 31st May 2005 to 31st December 2005.
- The deadline for receipt by the County FA of a certificate confirming the completion of appropriate child protection awareness training has been extended from 31st May 2005 to 31st May 2006.

Accordingly, re-registration can proceed in the normal way in 2005 but in 2006 officials who have refereed ten games will only be able to re-register if they have (a) submitted by 31st December 2005 an application for a CRB check and (b) obtained by 31st May 2006 a certificate confirming that they have completed the appropriate child protection awareness training. Referees are however urged to deal with these issues as soon as possible rather than to delay until the last minute as the re-registration deadline approaches next year.

Examiners, for whom there were no specific requirements when child protection training was first introduced, must understandably now attend a Child Protection Awareness Training Workshop, rather than merely complete a Child Protection and Best Practice Distance Learning Course.

Two key issues that have arisen with CRB checks have been addressed. First, apart from people receiving taxable income from football (which the FA believes is likely to be limited mostly to officials at FIFA Level, Level 1 and

Level 2), a fee is no longer required on an application for a Certificate. This concession on fees only applies if the FA receives the application for a CRB check by 31st December 2005. Anyone who has already paid a fee will receive a refund directly from the FA, although it might take some time to issue the cheques. Secondly, for the benefit of people who are reluctant to post to the FA their original passports, driving licences, etc., a panel of “verifiers” is being established so that documents can be produced in person to someone locally for inspection. It is anticipated that the verifiers will have been trained by May 2005: more details of this facility will be given in the next edition of “Capital Referee”.

CHILD PROTECTION AWARENESS TRAINING

The FA’s revised requirements are explained below and a flowchart (summarising the position) accompanies this newsletter.

All referees **aged over 17 who qualified after 1st June 2004** and who have refereed ten games are required to attend a three hour Child Protection Awareness Training Workshop. All **instructors, examiners, assessors and mentors** must also attend such a Workshop. Anyone needing to attend such a Workshop should telephone Ayla Arli at the London FA office to book a place: a £20 fee is payable. Workshops will be held over the next few months on the evenings of:-



- Wednesday 16th March 2005 (Walthamstow) [STOP PRESS – FULLY BOOKED];
- Wednesday 23rd March 2005 (Greenwich) [STOP PRESS – FULLY BOOKED];
- Tuesday 26th April 2005 (Walthamstow) [STOP PRESS – FULLY BOOKED];
- Tuesday 26th April 2005 (Westminster);
- Wednesday 27th April 2005 (Greenwich);
- Tuesday 31st May 2005 (Greenwich);
- Thursday 2nd June 2005 (Walthamstow);
- Tuesday 28th June 2005 (Greenwich);
- Thursday 30th June 2005 (Walthamstow);
- Tuesday 5th July 2005 (Walthamstow);
- Tuesday 19th July 2005 (Fulham); and
- Thursday 21st July 2005 (Walthamstow).

Referees who **qualified before 1st June 2004** (unless they are instructors, examiners, assessors or mentors) **and referees aged under 18 who qualified after that date** are not required to attend a Workshop but must complete a Child Protection and Best Practice Distance Learning Course. The materials for that Course should have been supplied to the people concerned with the September 2004 edition of “FA Learning Briefing”, either as a DVD or as a CD-ROM or as a VHS tape, together with a training manual and checksheets. London FA has a small supply of these materials: if anyone requires a copy, please contact Andy Porter. These checksheets must be answered and returned to the FA in the envelope provided. “FA Learning Briefing” is sent by the Football Association Match Officials Association (“FAMOA”) to all registered referees, FA qualified instructors and registered assessors.

For **referees who qualified after 1st June 2004 who have not yet refereed ten games** the self-declaration form on the back of the blue re-registration form should be completed. Once ten games have been refereed, a Certificate confirming attendance at a Workshop (or, if aged under 18, completion of a Distance Learning Course) should be obtained by 31st May 2006.

A certificate will be issued by the FA Child Protection Department to everyone successfully completing a Workshop or Distance Learning Course. Certificates are valid for three years and at the end of that period referees will be asked to complete checksheets and to pay a fee (currently £7) to be re-certificated.

FA CRIMINAL RECORDS BUREAU CHECK PROCEDURES

For people who attended a Child Protection Awareness Training Workshop, details of the certificate issued by the FA Child Protection Department should be confirmed to the FA Refereeing Department using the form which you should have received with the September 2004 edition of "FA Learning Briefing". This will trigger the mailing to you of a CRB Certificate Application Form and guidance notes.

For people completing the Child Protection and Best Practice Distance Learning Course checksheet, the CRB Certificate Application Form and guidance notes will be mailed to you within about four weeks of receipt by the FA of the completed checksheet.

Unless taxable income is received from football, no fee is payable with the CRB Certificate Application Form provided it is returned to the FA by 31st December 2005.

Normally the CRB Certificate (which lasts for three years) will be issued between nine and eleven weeks after the FA receives your application for a certificate.

Please note that CRB Certificates issued by organisations other than the FA are not acceptable for these purposes: only Certificates issued by the FA's internal CRB Unit are acceptable.

FA CRIMINAL RECORDS BUREAU CHECKS – WHAT IS THE FA LOOKING FOR?

The whole FA CRB process is confidential. Disclosures are only seen by the FA CRB Unit and those involved in any subsequent decision-making process. This is normally a small panel, bound by legally binding confidentiality agreements. London FA does not see disclosures and is not made aware by the FA of convictions although it will of course be notified if an official is suspended or banned by the FA.



Only relevant and significant offending is taken into account: old or minor convictions will usually be disregarded.

Speeding fines and minor driving offences are not revealed on disclosures. Drink-driving may be deemed not relevant if it is an old offence or there is no repeated offending.

Generally, youth offending, single offences and non-violent offences over ten years old are disregarded.

The FA will make enquiries about recent offending where there is evidence of violence, racism or drugs. Offending such as supplying Class A drugs or a serious history of violence will lead to urgent enquiries. The enquiries are to establish whether there is a risk to children.

If a disclosure shows serious offending, such as rape or sexual abuse, then the individual will be suspended pending enquiries.

The FA is always fair and responsible in its decision-making and an appeals process exists if any individual feels that an unreasonable decision has been made.

ANY QUESTIONS?

If you have any questions about Child Protection Awareness Training Workshops, please contact London Football Association at ayla.arli@londonfa.com or by telephoning 020 7610 8367.

If you have not received a certificate following a Child Protection and Best Practice Distance Learning Course or a Workshop, please contact The Football Association at goal@thefa.com or by telephoning 0800 085 0506.

If you have queries about the progress of CRB checks, please contact The Football Association at crb@thefa.com or by telephoning 0800 085 0506.

If you require materials for the Child Protection and Best Practice Distance Learning Course or if you have any other questions, please contact London Football Association at andy.porter@londonfa.com or by telephoning 020 7610 8362.

RE-REGISTRATION FORMS

Referees' registrations have to be renewed between 1st March 2005 and 31st May 2005. A blue re-registration form is enclosed, along with a yellow

availability form, a light green sports equity monitoring form and a white sheet of guidance notes. Please return, duly completed, **BEFORE 31ST MAY 2005:-**

1. the blue re-registration form;
2. the yellow availability form;
3. a cheque or postal order (made payable to “London Football Association Limited”) for £10.00;
4. if you wish to do so, the light green sports equity monitoring form; and
5. a stamped addressed envelope if you would like a receipt to be sent to you immediately: if no stamped addressed envelope is supplied, your receipt will be enclosed with the summer edition of this newsletter.

Referees who have already completed child protection awareness training and/or FA Criminal Records Bureau checks should

insert the relevant certificate number(s) on the front of the blue re-registration form. Other referees should simply complete the “self-declaration” on the back of that form.

The public liability insurance cover provided as part of the registration fee to all referees lapses for those officials who have not renewed their registrations by 31st May 2005. There is also an additional £7.00 administration fee payable in respect of registration forms received after that date.

CONTENTS AND ENCLOSURES

Enclosures are the re-registration papers mentioned earlier in this edition of “Capital Referee”. There is also an orange sheet with a flowchart summarising the Child Protection Awareness Training requirements.

A leaflet is also enclosed with the copies of this newsletter being sent to Level 10, Level 6 and Level 5 officials: if you have received this leaflet, are you a “Wise Old Owl” who can help Mike McNally? If so, please call him!

In addition to the guidance issued earlier in this newsletter on the re-registration process, other issues covered in this edition are (i) yet another honour received by London FA referee Phil Crossley, (ii) appointments to this season’s County Cup Finals, (iii) the qualification of another referee instructor in London plus changes to some of the people co-ordinating our referee development schemes, (iv) amended contact details for people wishing to officiate as an assistant referee on one of the local Supply Leagues, (v) a reminder about “NPD Numbers”, (vi) an explanation of the difference between assessing and mentoring, (vii) advice on dealing with racism in football and (viii) a feature on football for people with disabilities.

As in past editions, details are given of (a) planned In-Service Training Courses, (b) events organised by Referees’ Societies/FAMOA and (c) contact numbers for the people leading the various teams working on referee development.

Please contact the LFA office if you have any queries about any issues covered in this newsletter.

NEXT TIME ROUND

The eleventh edition of “Capital Referee” is scheduled for distribution in the summer along with the leaflets to be issued by the FA confirming the wording of the changes to the Laws of Association Football to be applied in 2005/06.

In the next edition, the names will be announced of the people who have been promoted to higher levels for next season. If there are any other particular topics that you would also like to read about, please let the office have your suggestions.

CARLING CUP FINAL - CHELSEA -V- LIVERPOOL



Another addition to the list of honours of London FA referee Phil Crossley (pictured above) is his appointment as Fourth Official for the Carling Cup Final played at the Millennium Stadium last month – well done, Phil!

COUNTY CUP FINAL OFFICIALS 2004/05

Congratulations to the people appointed to London FA County Cup Finals. We wish them well when their big day comes.



Referees wishing to go along to the Finals to support their colleagues will be most welcome: please contact the LFA office for complimentary admission tickets.

SENIOR CUP FINAL: BARKING & EAST HAM UNITED OR FISHER ATHLETIC (LONDON) VERSUS WINGATE & FINCHLEY OR REDBRIDGE OR DULWICH HAMLET AT METROPOLITAN POLICE FC ON TUESDAY 26TH APRIL 2005 K.O. 7.30 PM

Referee: Ian Bentley Fourth Official: Dave Bushell
Assistant Referee: Ashley Hyne Assistant Referee: Richard Jaye

INTERMEDIATE CUP FINAL: METROGAS VERSUS CRAY VALLEY (PM) AT THAMESMEAD TOWN FC
DATE AND TIME TO BE CONFIRMED

Referee: Steve Child Fourth Official: Mick Kempster
Assistant Referee: Paddy Boshell Assistant Referee: Ian McCormack

JUNIOR CUP FINAL: BRAMPTON PARK VERSUS REAL PHOENIX AT CROYDON ATHLETIC FC ON SATURDAY 19TH MARCH 2005 KO 3PM

Referee: Matt Foden Fourth Official: Will Crumbie
Assistant Referee: Freddie Collins Assistant Referee: Lee Gilbert

SUNDAY CHALLENGE CUP FINAL: MEDHURST OR ARIS VERSUS GREENFIELD (YALOVA) UNITED OR DEES AT WINGATE & FINCHLEY FC ON SUNDAY 24TH APRIL 2005 KO 10.30 AM

Referee: Roy Pitters Fourth Official: James Vallance
Assistant Referee: Barry Holloway Assistant Referee: Mark Swales

**SUNDAY INTERMEDIATE CUP FINAL: SPRINGHILL UNITED
OR STEELES VERSUS KENNINGWELL UNITED OR MEHMETCIK
AT DULWICH HAMLET FC ON SUNDAY 17TH APRIL 2005
KO 10.30 AM**

Referee: Aji Ajibola Fourth Official: Patrick Jones
Assistant Referee: Tony Aslam Assistant Referee: Keith Hiller

**SUNDAY JUNIOR CUP FINAL: FENERBACHE VERSUS
GREENGATE AT LEYTON FC ON SUNDAY 3RD APRIL 2005
KO 10.30 AM**

Referee: Martin Maher Fourth Official: Babatunde Adebayo
Assistant Referee: Joe Fahmy Assistant Referee: Steve Rowden

**WOMEN'S CUP FINAL: CHARLTON ATHLETIC WOMEN'S
VERSUS FULHAM LADIES AT AFC WIMBLEDON ON
WEDNESDAY 13TH APRIL 2005 KO 7.30 PM**

Referee: Ian Crouch Fourth Official: David Jenkins
Assistant Referee: Adrian Shorter Assistant Referee: Paul Regan

**VETERANS CUP FINAL: AFC CHISLEHURST OLD BOYS (VETS)
VERSUS WALTHAMSTOW PENNANT AT COCKFOSTERS FC
ON WEDNESDAY 13TH APRIL 2005 KO 7.30 PM**

Referee: Devon Hamilton Fourth Official: Dave Thomas
Assistant Referee: Liberatore Di-Cesare Assistant Referee: David LeFevre

REFEREE DEVELOPMENT UPDATE

Derek Hill has joined the ranks of FA County Accredited Referee Instructors, having recently completed the two day course. He is congratulated on his achievement and wished well as he starts helping out in training new referees in London.

Pressure of work has caused Tony Gilbey to stand down as the co-ordinator of referees' examinations: Tony is thanked for all his good work. Anyone interested in taking over this important role is asked to contact the Chairman of the London FA Referees' Committee John Taylor, whose home telephone number is given on the back cover of this newsletter. The job involves ensuring that examiners are provided for candidates at the end of each training course, of which about forty a year are held. Tony built up the panel of examiners to over 50 people, many of whom can be contacted by email, so someone with access to email will find the job much easier than it used to be when reliance on the telephone was the only option.



As mentioned in the previous edition of "Capital Referee", Ray Burnley has retired as the London FA Assessing Officer following his return to Southampton. Again, thanks to Ray for his work and good luck to his successor, Darren Taylor (pictured left), whose contact details are also given on the back cover.

The final change of personnel to report is the resignation of the Mentoring Scheme Co-ordinator, Keith Hiller, due to increasing work commitments in Leeds. He too is thanked for everything that he has achieved, with every success once again being wished to Darren Taylor, who will also take over this role in addition to that of the Assessing Officer.

ASSISTANT REFEREES

In the last edition of "Capital Referee", contact details were given for officials who wanted to become an assistant referee on a Supply League. The person named for contact by people



wishing to join the Combined Counties Football League, Steve Collins, was subsequently replaced by Tony Ford. Anyone interested in becoming an assistant referee on the Combined Counties Football League should therefore ring Tony on 01483 567284 or 07778 628547.

WHAT IS YOUR “NPD NUMBER”?

Most paperwork to be sent to the London FA, such as Misconduct Report Forms, etc., asks for your “NPD Number”. Readers are reminded that the “National Participants Database Number” has replaced the old four or five digit LFA Referee’s Registration Number, which is now obsolete. Referees will find their new six or seven digit NPD Number printed in square brackets before their name in the LFA Handbook & Directory 2004/05. The NPD Number is also shown on all receipts for registration fees.

Please quote your new NPD Number on all forms sent to the County office: please do not quote your obsolete Referee’s Registration Number!

For a full explanation of the new numbers, please see the article printed in the eighth edition of “Capital Referee”. Anyone who has not kept earlier editions of this newsletter will find them on the LFA website at www.londonfa.com: click on “Referees”, then click on “Library”.

ASSESSING OR MENTORING? THE DIFFERENCE EXPLAINED!

What is the difference between the London FA Assessing Scheme and its Mentoring Scheme? It is fair to say that, when the Mentoring Scheme was set up a couple of years ago, it drew heavily from the Assessing Scheme and therefore the differences between the two were not initially clear cut. However, a lot of work has subsequently been put into developing the Mentoring Scheme and it is now very different from the

Assessing Scheme, having separate objectives and adopting a completely fresh approach in order to meet them. Read on if you want to know more about these Schemes!

ASSESSING SCHEME

This has been running for a great number of years and many readers will already be familiar with it. Although it is designed primarily to assist referees seeking promotion from either Level 7 or Level 6, it is in fact possible for all London FA officials to request an assessment. If you would like to be assessed, please contact the LFA Assessing Officer (whose details are given on the back cover of this newsletter): he will be pleased to assist, subject to an assessor being available to watch you.



An experienced assessor will observe your performance during a game. He or she might or might not speak to you either before the game starts or at half time or after the match: this is a matter left to the discretion and personal preferences of the assessor. A few days after the game you will however receive a detailed written assessment of your performance. This will comment on what in the assessor's view on the day were your strengths (which you should keep in your future games) and your weaknesses (which you should work on in your future games: the assessor will suggest alternative action that you might consider in order to overcome the problems identified). The headings of the assessment report are:-

- Appearance;
- Signals;
- Stoppages;

- Advantage;
- Co-operation with Assistant Referees;
- Application of Laws;
- Positioning and Movement;
- Overall Control and Authority;
- General Remarks and Constructive Advice.

An assessment should never be read in isolation. You might do something (or not do something) in the one game on which you are assessed that you will never do (or not do) in any other game: if so, focusing attention on that point will be pointless. On the other hand, one assessor might have a bee in his (or her) bonnet about something and emphasise it more than any other assessor watching the same game would have commented on it.

It is however important to read assessments in conjunction with each other. A good tip is to use a coloured highlighter pen to mark in one colour all the positive comments in your assessments, using a pen with a different colour to mark all the “could do better” comments. A quick glance at the colour patterns on the reports will show your strong and weak areas: if, for example, the comments in the “Positioning and Movement” section are generally shown in the “good colour” but the comments in the “Signals” section generally appear in the “bad” colour, you will quickly identify your strengths and weaknesses. The individual comments can then be analysed in more detail, with attention being given to any points (both good and bad) which have been made by more than one assessor.

You will not be assessed by the same person more than once in the same season, so there is no ongoing relationship with the assessor. This is very different to the relationship with a mentor.

MENTORING SCHEME

The Mentoring Scheme encourages the growth on on-going relationship between the referee and the mentor. Although it assumes that the mentor will watch the referee officiate at least once, it is not essential for the mentor to watch the referee on more occasions. They should however remain in contact through telephone conversations, speaking to each other at referees’ meetings,



the referee perhaps watching the mentor officiate, the referee and the mentor perhaps together going to watch another referee officiate, etc.

The Scheme is targeted primarily at helping newly qualified officials in their first few games. Although many mentors are vastly experienced officials, this is not essential. In many ways, a relatively newly qualified official will be an ideal mentor as his or her memories of problems as a novice referee will be very fresh: he or she might not know all the solutions to every problem but he or she will know a more experienced colleague who can assist if necessary.

There is a checklist of points to be covered in the first conversation between a mentor and a newly qualified referee. It comprises:-

- Introduction (confirming address/telephone details);
- Receipt of fixtures from leagues;
- Confirmation of next match;
- Receipt of League Handbook/Rules;

- Transport arrangements (including map and allowance of sufficient travelling time);
- Availability of all necessary kit;
- Any other issues;
- Confirm next contact/meeting.

There is also a checklist for the mentor to run through with the referee at a match. It covers:-

- Prior to the match
 - Appearance
 - Joint pitch/net inspection
- At Half Time
 - Encouragement
 - Awareness
 - Concentration
 - Enjoyment
 - Relaxation
 - Addressing any major problems
- After the Match
 - Congratulations: “Well done for refereeing the match”
 - “How do you feel physically?”
 - “How do you feel mentally?”
 - The referee should identify the positive/confident points: “What do you think went well?”
 - The referee should identify the developmental/improvement points: “What do you think could have gone better?”
 - Agree action on the most important development point
 - Offer assistance with administration/paperwork
 - Arrange next contact/meeting

Apart from the ongoing relationships built in the Mentoring Scheme but not in the Assessing Scheme, the main differences between the two Schemes are highlighted by these checklists. The Assessing Scheme concentrates on the *assessor's thoughts and feelings*; the Mentoring Scheme focuses on the *referee's*

thoughts and feelings. The Assessing Scheme comments on the *whole spectrum* of the referee's performance; the Mentoring Scheme emphasises the *one most important thing* that the referee thinks needs improving (any other areas for improvement can be left for a later game, when the major problem has been solved) plus all things that the referee thinks went well. Even if the referee has had a real stinker, there will always be some positive points: perhaps looking smart before the game and blowing for full time at the right time at the end of the match. Nobody is perfect in their first game but, whatever problems we experienced when we all started out, for some reason we all went back for our next game. Mentors are there to persuade new recruits to do the same: there is some consolation to be gained from the thought that two positive points are more than one major area for improvement!



Although the primary focus of the Mentoring Scheme is on newly qualified officials, in fact it operates at all levels of the game. Did you know that, in addition to being assessed on every game, all referees on the Premier League and Football League will within a couple of hours of competing a match receive a telephone call from another retired official, who has been appointed as their personal mentor for the season? "How did the game go? What went well? Is there anything that you would like to talk about?" In their turn, many referees operating in the professional game act as mentors to colleagues seeking promotion from the semi-

professional game. At the next level down, many referees operating in the semi-professional game act as mentors to officials seeking promotion from the "parks leagues".

WANT TO GET INVOLVED?

London FA needs more assessors and mentors because of the record number of people applying for promotion in 2005/06 and because of the increasing number of new referees being recruited. Please contact the appropriate Scheme Co-ordinator (detailed on the back cover of this newsletter) if you are interested in being trained as an assessor and/or as a mentor.

We are running particularly short of Referee **Assessors**, especially in West, South West and South London. Are you a Level 10 official, or a Level 6 or 5, with some time on your hands, and would you like to help out by becoming an **Assessor**? You will be trained to a high standard as required by the F.A. The course consists of a few hours in the classroom and then you watch a game when you will put into practice what you have learned. After you have reached the standard that is required you will become an F.A. Registered Referees Assessor and will be asked to help ASSESS referees on the promotion scheme. You don't just have to live in the areas mentioned: if you live in any part of London YOU CAN HELP.

Anyone who would like to have a mentor allocated to guide them should also contact the Mentoring Scheme Co-ordinator using the details on the back cover.

KICKING RACISM OUT OF FOOTBALL

The issue of eradicating racism from football has been very topical this season as a result of Ron Atkinson's description of Marcel Desailly followed shortly by the chanting of spectators at the match between Spain and England. The FA and London FA are committed to drive racism out of football: all readers will no doubt agree that racism should not be allowed to play any part in this great game. Referees have a part to play in this drive.

What is meant by racism? The FA defines it as:-

- (a) the belief that race accounts for differences in human character or ability;
- (b) the belief that a particular race is superior to others;
- (c) discrimination or prejudice based on race.

Although this article talks about race, the same principles apply to sexism, homophobic behaviour and any other forms of abuse.

A key point that needs to be made is that referees need only identify an act of racism and what was meant by the offender, not whether the offender achieved what he intended to achieve. If, for example, an individual victim of deliberate racist abuse is not actually offended by it, action must still be taken. Referees are of course already fully familiar with this concept: a tackle made with excessive force designed to maim or injure an opponent is a sending off offence, irrespective of whether the opponent is in fact maimed or injured – it is what was intended that is the offence. There is no place for individuals to set their own tolerance levels.



It is impossible to list comprehensively what is and what is not racist language but referees will recognise it when it is used. For example, in some circumstances the words “You lot make me sick” will be racist and in some circumstances they will not. Matters that are relevant in identifying racist language are (i) the actual words or gestures, (ii) the manner in which they are said or made and (iii) the context in which they are used.

It is not the role of the referee to make a judgment as to whether or not a person is racist: the referee needs only to judge whether the language and/or behaviour is racist.

Acts of racism need to be dealt with quickly and effectively:

failure to deal with the initial incident may well lead to retaliation, thus undermining the referee's control of the game. Potentially, racism can upset large numbers of people, e.g. other players (irrespective of their ethnic origin), club officials, spectators, etc.

Referees need to enforce the Laws of the Game and racist incidents committed by players during the game should be punished in the normal way under section S6 of Law 12: a sending off offence for the use of offensive or insulting or abusive language and/or gestures. Offences by club officials, spectators or players after the match should be reported as "Misconduct" under Law 5 rather than as sending off offences under Law 12. Misconduct Reports should be submitted in the usual way with a full description of the incident, quoting the actual words used, also describing the manner and context in which they were used. As always, a copy of all Misconduct Reports submitted should be kept for your own records. Punishments imposed by the FA and by County FA's for offences which are aggravated by a racial element are far more severe than the punishments for straightforward offences.

It is possible that a referee will be told of an alleged racist incident that has not been witnessed by the referee – perhaps a racist comment made to an opponent whilst out of earshot of the referee. Such complaints need to be taken extremely seriously: failure to deal with them can lead to similar problems to those mentioned above if racism has been witnessed but is not dealt with quickly and effectively. Obviously the referee cannot take disciplinary action by sending off a player for something not witnessed by the referee but the person who tells the referee of the incident must nevertheless have his/her concerns treated sympathetically. He or she should be told to report the full facts to the County FA or to use the FA's freephone number: 0800 085 0508. After the match, the referee should prepare a report of the events as described to him/her and of the advice given by him/her to the person who described the incident. That report should be forwarded to the County FA if requested by it as the report will be very relevant to the investigation that will be conducted.



Racism does of course also contravene the law of the land and as a criminal offence might have been committed it may also be appropriate to report incidents to the police.

Tensions are likely to be running high after a referee has dealt with an incident of racism. Extra vigilance is therefore required in case of further problems in the aftermath.

FOOTBALL FOR PEOPLE WITH DISABILITIES – OPPORTUNITIES FOR ALL

The FA launched its Disability Football Strategy in January 2004 at Arsenal FC. The strategy outlines how the FA will be meeting its objectives first laid out in the original document in 2001 and how it will be stepping up its commitment to disability football over the next three years.

There are currently six disability specific England squads namely:-

- Amputees
- Blind
- Cerebral Palsy
- Deaf
- Learning Difficulties
- Partially Sighted

Since the FA has been involved with the specific impairment groups each one has improved its World or European ranking with the Learning Disability squad even picking up a World Cup in its travels.

The FA now hopes to increase competition structures at the grassroots upwards, increasing the number of players, coaches and referees who will ultimately form the foundations for disability football to continue to expand in the future.

DISABILITY: OPPORTUNITIES IN LONDON

The London Football Association currently provides support to a range of groups including The South London Special League, which provides football to over 700 young people and up to 100 adults. Other groups include STEP FC, Sport 4 Lambeth and Waltham Forest Mencap, who all currently provide adults with opportunities to participate in sport.



The aim now is to set up 3 small sided adult leagues at Tottenham FC, Ferndale Recreation Centre (Brixton) and Long Lane FC (Greenwich). This will help



ensure that players with disabilities can compete on a regular basis and eventually compete for a London Cup.



The County FA also hosts Coaching Disabled Footballers Courses, aimed at coaches who wish to broaden their knowledge and gain more experience when working with players with disabilities

If you would like to find out more information and how to get involved

please contact Ben Dorsett on 07793 358134. Alternatively E-mail Ben.Dorsett@londonfa.com

IN-SERVICE TRAINING PROGRAMME

The Course Calendar is shown below. Details are being circulated to all concerned but anyone requiring more information should contact Adrian Shorter: please see the back cover of this newsletter for his details.

COUNTY CUP FINAL MATCH OFFICIALS MEETING

Evening of Wednesday 2nd March 2005 (targeted at officials appointed to London FA County Cup Finals in 2005).

FITNESS TEST

Morning of Sunday 13th March 2005 (targeted at officials aged under 43 at 1st March 2005 who wish to progress for 2005/06 to Level 4 from Level 5 –



including those hoping to be promoted to Level 5 in March 2005 either from Level 6 or, under the Enhanced Promotion Scheme, from Level 7 – who have not yet passed the Fitness Test. Existing Level 4 officials and other Level 5 officials can also take the Fitness Test if they wish to do: they should contact the London FA office to make the necessary arrangements).

PROMOTION CANDIDATES IN-SERVICE TRAINING SEMINAR

Evening of Monday 21st March 2005 (targeted at all candidates in the Promotion Scheme 2005/06).

NEWLY QUALIFIED REFEREES IN-SERVICE TRAINING COURSE

Evening of Wednesday 20th April 2005 (targeted at people who have been qualified for up to six months).

OTHER ORGANISATIONS



FOOTBALL ASSOCIATION MATCH OFFICIALS ASSOCIATION (“FAMOA”)

FAMOA was established by The Football Association so that it could communicate directly with its referees. All registered referees, FA qualified instructors and registered assessors are automatically members of FAMOA.

All members of FAMOA should have received some newsletters and magazines (“FAMOA Journal” and “FAMOA Briefing”) directly from it, including forms for completion to apply for a Membership Card, to apply for a Record of Achievement and to enter its “Incentive Scheme” under which refereeing activities are recognised by the provision of items of free kit, “England” merchandise, etc. All active referees who were qualified when FAMOA was formed and all referees who qualified subsequently (provided that they have applied for a Record of Achievement) should also have received a FAMOA “Three Lions” badge. You should remember that these badges are not substitutes for the London FA badge, which must be worn on all our County Cup games!

FAMOA organises “Development Days” during the summer at various locations around the country: all referees are encouraged to attend these functions. The one that is most likely to be of interest to our readers this year will be held on Sunday 5th June at Dartford.

Please telephone The Football Association on 020-7745 4651 or e-mail it at famoa@thefa.com if you have any queries about FAMOA.

LOCAL SOCIETY NEWS

We encourage all referees also to join a local referees’ society and to attend its monthly meetings as frequently as possible. Membership of a local referees’ society will include membership of The Referees’ Association, the national body representing the interests of referees and providing them with personal accident insurance cover. The local societies to which most of our referees belong are detailed on the next page:-



Bexleyheath and Welling Referees' Society, meeting at Slade Green FC, Moat Lane, Erith, Kent at 8 pm on the first Monday in each month apart from January, July and August. *Contact Doug Wills on 020-8695 5668 for more details.*

Bromley Referees' Society, meeting at Farnborough Sports Club, High Street, Farnborough Village, Kent at 8 pm on the third Thursday of each month apart from June and July. *Visit <http://www.footballreferee.org/web/krabromley/index.html> or contact Rob Preedy on bromleyra.secretary@ntlworld.com or 020-8249 0390 for more details.*

Fulham & District Referees' Society, meeting at The Wheatsheaf Public House, 2 Upper Tooting Road, London SW17 (by Tooting Bec station) at 8.15 pm on the third Friday of each month from September to April. *Contact Steve Lomas on 020-8987 8693 for further details.*

Knights Society of Association Referees, meeting at Dulwich Hamlet FC, Edgar Kail Way, East Dulwich, London SE22 at 8 pm on the third Thursday of each month. *Contact Maurice Newton on 020-8646 5011 for further details.*

London Society of Association Referees ("LONSAR"), holding its regular meetings at Sekforde Arms, Sekforde Street, London EC1. *Contact Greg Pope on greg.pope@tesco.net or 020-8524 0291 (home) or 020-7667 7905 (work) for further details.* The Guest Speaker at 7.30pm on Thursday 31st March 2005 will be Premier League referee Steve Bennett. On Thursday 21st April 2004 at 7 pm there will be a special meeting at Arsenal FC, the identity of the Guest Speaker not yet having been confirmed.

South of the Thames & Woolwich Referees Society (meeting at Mycenae House, Mycenae Road, London SE3 at 8 pm on the second Friday of each month). *Contact Gordon Manning on 020-8697 0743 for further details.*

A Society that is independent of The Referees' Association is Ilford Society of Association Football Referees, meeting at Athenaeum Tennis Club, 383A Aldborough Road South, Seven Kings, Ilford, Essex IG3 8JL at 8 pm on the third Thursday of each month from September to May inclusive. The Guest Speaker on Thursday 17th March 2005 will be Football League referee Fred Graham, the meeting on Thursday 21st April 2005 will be an "open evening" and the Annual General Meeting will be held on Thursday 19th May 2005. *Contact Ron Coles on 020-8252 1549 (home) or 07768-863758 (mobile) for further details.*

REFEREE DEVELOPMENT - USEFUL CONTACTS



Name	Role	E-Mail	Telephone	Fax
Fred Eltham	Recruitment		020-8650 3316 (home)	
John Socratous	Recruitment		020-8452 7620 (home)	
Dick Caylor	Basic Training		020-7388 1919 (home)	
Darren Taylor	Mentoring	dazktaylor@aol.com	07712-589636 (mobile)	
Jeff Pettitt	Charlton Athletic Referees' Academy	jeff@touchline.demon.co.uk	020-8317 7476 (home)	
John Taylor	Tottenham Hotspur Referees' Academy		01992-626628 (home)	
Darren Taylor	Assessing	dazktaylor@aol.com	07712-589636 (mobile)	
Gordon Manning	Retention Pilot Scheme	gordon.manning@dti.gsi.gov.uk	020-8697 0743 (home) (before 9pm) 020-7215 1936 (office)	
Mike McNally	Promotion		01277-658189 (home)	01277-658189
Adrian Shorter	In-Service Training	adrian@wfl.fsnet.co.uk	020-8646 5783 (home) 07814 975927 (mobile)	020-8646 5783
David Dixon	Physical Fitness	david@ddixon90.freemove.co.uk	07771-618446 (mobile)	
Graham Crane	County RA		01992-447125 (home)	

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CAPITAL REFEREE

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