

## **Forward Thinking Group Progress Report**

At the Yorkshire Training Day Andrew Calvert's presentation of the Referee Performance Committee's plans and objectives included input from The Forward Thinking Group.

They included: -

1. Encouragement of referees to identify and communicate their ambitions.
2. Provision and communication of realistic development opportunities.
3. The design and communication of appropriate refereeing, advising and coaching portfolios to manage expectations.
4. The publishing of the level of games available to referees at each level.
5. Emphasis of the Federation mission statement, 'Valuing People. Committed to Improvement'.
6. Encouragement of Member Societies to follow the same pathways.

In addition the RPC will operate the following policies in support of its objectives: -

1. Level 5-8 referees should expect an average of 2 games per month at their levels. Society Appointment Officers will appoint such referees for the other weeks of the month at the best level practicable.
2. Six Yorkshire 'Elite' schools will receive referee appointments by the Federation at level 6.
3. Developing referees will be expected to accomplish a 'Portfolio of Experience' including e.g. different match types, touch judging, assessing.

4. Jim Turner will email all Federation referees once per two months to confirm availability. If no reply is received, no appointments will be made.
5. Society Appointments Officers will operate a clearing house to balance availability with demand.

Currently the Forward Thinking Group is considering the following issues: -

- 1) All new referees to receive an 'entry' interview via the Society R& R officer and these will be forwarded to the Federation's R & R. The purpose of such is to start managing expectations at an early level.
- 2) Any referees who have left will receive an 'exit' interview. It is proposed to ask Societies to forward all leavers from the past 2 years to enable us to try and start the process.
- 3) It is proposed that ALL development squad members should hold a committee post of some sort in order to further their knowledge of the Federation. Once they have been on the squad a year, the natural progression is expected to become Training Officer to help with their skills.
- 4) Recruitment and Retention officers to arrange for ALL referees with less than 2 years experience to be buddied up with a more senior referee.
- 5) Training Officers should receive a copy of ALL assessor/coaching reports in addition to the Society Grading Officers.. We believe that this will help spot trends and help with meeting topics plus individual work.
- 6) The county training day needs to be reviewed urgently and the FWG believe become a bi-annual event in an effort to increase numbers. All North Group and Dev Squad members should attend.
- 7) A training schedule of topics and speakers to be provided by the Fed Training Officer to ensure continuity of information throughout the season.

- 8) Meetings to take a standard format throughout the county:
  - a. Chairman
  - b. Speaker (45 mins)
  - c. Q & A with speaker (15 mins)
  - d. Mentor groups (15 mins)
  - e. Points of Law (submitted in advance to Training Officer)
  - f. Club Corner – issues, funnies etc...
  - g. Officers...
- 9) Development of mentoring system for all referees... this would extend the process of new referees ensuring the 9's and 10's and below are not excluded from development.

At end of every season, referees have the option to discuss their progress in a formal way and the Next Steps is put into place.

- 10) Communication between RPC and FWG needs to have a common link.
- 11) All societies to introduce 5, 10, 15 and 25 year awards plus end of season recognition awards for the following categories:
  - a. Most Improved Referee
  - b. Most Valuable to the society
  - c. Referee of the Year
  - d. New referee of the year
  - e. Exceptional Champagne Moment of the Year (e.g. humour, decision making, sacrifice etc)
- 12) Website to be developed to allow reports to be kept on line in 'private' mail boxes to allow mentors etc to access them and discuss
- 13) Minimum of 2 advisor/coaching courses to be run each year
- 14) Minimum of 2 society TJ awards with clubs invited to extend the link between them