

**Meeting:** Referee Commission

**Date:** 6<sup>th</sup> June 2015

**Location:** NVC Kettering

**Attendees:**

Steve Evans (SE), Deb Smart (DS), Diane Hollows (DH), Nick Heckford (NH), Richard Morten (RM), Glynn Archibald (GA), Louise Oreilly (LO) Steve Mathews (SM), Brian Stalker (BS).

**Apologies:**

Martin Shakespeare (MS)

**Circulation:** As above, plus

Roman Neveykin, Audrey Cooper, Board members.

**Minutes of last Meeting**

Read and agreed an accurate record.

**Matter's Arising**

- Still some issues with WTR? Which will be followed up before the start of the new season
- The other issues raised by the minutes will be covered by the agenda

SE

(1) CEV Referee Education Seminar

- NH gave the meeting a review of the CEV Referee Seminar held in Sofia on the 15th May
- NH took the Commission through the E-learning tool that is now under the control of the FIVB. The view was that this still a number 1 priority for the Commission and a number of ways in which this could be funded were discussed. Especially if this was in conjunction with the 4 NFs under one umbrella. For example £5 per referee registration would deliver an additional £2,000 which could go towards this.
- NH took the action to contact Phillippe Schurmann / Wojciech Marosek on how the system can be controlled or local information added into the site to enable development for the local referee. For example how the access is controlled and how differences to the off-the-shelf system are created.
- NH then walked through the meeting minutes covering the psychological aspects of refereeing, evaluation and observations. NH will download the key files and circulate to the group.
- NH also went through the rule changes as presented by Laszlo Herpai.
- NH will download the Net Contact Rule video and enable this to be loaded onto the VE website.

NH/SE

NH

(2) Referee Conference

- A discussion was held as to the options available for the conference in light of the scheduling of the London Legacy Cup on the same

weekend which would severely limit the available members of commission / referees not involved in the LLC able to present and attend a conference.

- The Commission took the decision to cancel the conference in 2015 as no suitable date was available. It was proposed to look at changing the conference date to June/July 2016. This would be discussed at the next meeting.

### (3) Sports Events Personnel

- Discussion took place on the roles that a major events team requires and the level of knowledge existing within VE volunteers.
- Steve Evans has been accepted as a CEV supervisor (indoor), Peter Bennett (Beach) had been proposed to but this was too late for 2015/16 competitions.
- It was however noted that the LLC was an opportunity to develop other personnel in the key roles

### (4) Finance Update

- SE asked where we were with the latest view of Finance
- NH reported that we had not yet seen the final accounts for 2014/15, nor had confirmation other than the submission amount (net expenditure £8,500) on the budget and where spend is to date as we approach the end of Quarter 1.
- LOR informed the meeting that due to changes in the finance function within the office the necessary discussions had not yet taken place and that it was not an issue of the information not having been issued to the Commission but had not been circulated through the budget-holders yet
- SE was not satisfied that despite a number of requests that we were not yet in possession of the current situation with regard to finance
- NH asked that where we know that there are significant changes to our spend we should acknowledge them; a short discussion regarding the IRCC nominations determined that Commission would not attempt to send a candidate to a IRCC this year but would potentially look to send 2 next year.

### (5) Observation Strategy

- [BS introduced a presentation on the Observation Strategy
- BS proposed that a Referee Observation Manager was appointed and that he was happy to start of the role for 12 months with the eventual replacement of Sebastian Widlarz who has agreed to take on this role and will shadow Brian. The ROM to be invited to attend Commission meetings.
- BS proposed that Senior Observers should no longer be active referees and therefore could devote time to this activity. That the ROM had a regional support network with a Senior Observer appointed in each region; Anthony Stalker (NE & YO), Brian Stalker (NW), Elaine Diplock (EM), Steve Evans (WM), Keith McAdam (EA) Bernard Kilkeny (LO & SE), Richard Insley (SW), Glynn Archibald (Sitting Volleyball).
- The proposal for managing our referees within grades: 4 & 3R -

RRAs through local and regional leagues; 3N & 2 - Observers thorough NVL and Events; 1, 1 (National) and International Candidates - Senior Observers through NVL and events.

- BS presented a forecast spend of c£11,000 - currently the budget has resources of c£10,300.

#### (6) Referee Strategy

- LOR took the Commission through the latest draft of the Strategy document
- Discussions took place regarding the referee requirement and need and areas of deficit
- The Commission was asked for further feedback and highlighting the key challenges
- The discussion was wide-ranging and the Strategy document contains the information discussed and this will be expanded upon.
- LOR will update the paper for review
- The aim is to deliver the Strategy Paper Sept / Oct so that it can be used to inform for the budget discussions for 2016/17.

All

#### (7) Grade 4 Courses

- RM updated the meeting on Grade 4 course progress
- Since the last meeting nine courses have been booked (one waiting for RC1). There have been two successful courses; an indoor course at Cobham led by Katarina Dundjerski (who is now a qualified tutor) and a beach course at Sideout London led by Deb Smart. Ray Capewell assisted Deb.
- Two courses have been cancelled, one indoor and one beach, both due to a lack on numbers.
- The remaining five courses are Cardiff next weekend, Plymstock in July, Taunton at the beginning of September (subject to a tutor being found) and Ashcombe in mid-September - a RC1 has not been received for Cardiff at the end of September. This course may not happen.
- NH informed RefCom that Geoff Allen would like a course to be run in Poole by the end of July. RM to send a RC1 to Geoff Allen.
- Andrew Potter starts his tutor training at Plymstock and Taunton may involve Andrew Potter finishing his tutor training but a suitable senior tutor to assist may not be available to assist and assess (it's the same weekend as the School Games and Masters). Ashcombe course will hopefully involve Ludo Kowaleswski to finish his tutor training and the second Cardiff course perhaps Rita Grimes to also finish her tutor training.
- RM stated that due to the School Games and Masters he may not be able to accept a course for the first weekend of September, subject to the location (for example, London may be fine)
- RM noted that we have approximately 120 referee manuals left so more will need to be ordered before next season. Also we need to consider updating the manuals to cover the new rules
- **Action required** - SE to contact the office

RM

SE

#### (8) NVL Competitions

MS (not present) submitted a report containing the attached notes.

- Referee Appointments - Referee Commission try and appoint all

Officials to scheduled matches. At S8/Div 1 the level is close to 100% of all appointments down to the low 60% in Div 3 - **Action : Appointments may not be over this a weekend this year**

- Teams do not check early enough when they need to appoint the Referees themselves. WTR does not provide us with any extra referees merely a way of seeing who might be available.
- New Teams - there are concerns that a number of the new teams (in fact all but EBC Greenhouse) are in areas where we will struggle to appoint Referees. Whilst Referee Commission is running more courses we do not get many (if any) coming forward to join the Panel. We have strategies in place to address this but clearly we are getting to the point where New Teams will have to prove that as well as the clubs being sustainable in terms of money and members that there are also Referees being developed in the area that are fit to officiate in NVL
- Cup Fixtures - Despite the regulation requiring Home Teams to liaise with me over match details so I can try and appoint Referees I still end up chasing a significant number of teams close to the match date; should I start issuing fines? **Action?**
- Juniors in S8 - I restate my concern that the funding is only for 2 Referees for 2 matches rather than the 4 required; who is going to undertake the role of 2<sup>nd</sup> Ref; when it is a Saturday/Sunday weekend will accommodation be provided? I also refute entirely that Referee Commission endorse this as a suitable training opportunity for Grade 3N referees. We offered lukewarm support for developing new Grade 2 Referees in the hope that it would go away, which seems to have been wilfully distorted by the Office. It is a totally unnecessary burden that we could frankly do without and unless we spend large portions of our budget to provide observers will be of no benefit to Refereeing or the Junior Development.
- Actions after the Match has concluded - I will be writing guidance to Referees on how to deal with incidents after the winning point has been scored that, had they occurred during play, would have resulted in a sanction beyond a warning. We had one particular incident this season where, having confirmed that the scoresheet had been signed, a Referee was verbally abused by a player that had received a warning during the match. In the absence of any formal guidance to Referees or Clubs it was not possible to deal appropriately with the incident. I would like to extend this to comments in the changing room or during after match hospitality where players seem to think that it is acceptable to tell the Referee what a poor performance they have given.

#### (9) Mentoring

MS presented a paper on Mentoring.

- Background - There is currently no organized pathway from Grade 4/3R to starting out on a career in Refereeing. At the moment we rely on people to put themselves forward (with some help from the Regional Referee Administrators [RRA]). It is a somewhat hit and hope approach with no defined training or formal observation and often the potential new Panel Referee falls away during/after their first season. It is less of a problem for Sitting Volleyball due to the Grand Prix being centralized; it is a similar problem on the Beach although the lack of a Beach Referees Course for a number of years means that there have been no 'home grown' referees

- introduced to the Beach for a number o
- Proposed suggested pathway for potential new Panel Referees for the NVL and a suggestion as to how the Beach could be addressed.
  - Indoors - We approach (either directly or via RRA recommendation) members who have qualified as Grade 4/3R Referees in the last 2 years or any Grade 4/3R that has qualified more than 3 years ago but is still registering. We offer a guaranteed minimum of 2 Triangular fixtures with the same Mentor who will officiate with them and provide mentoring plus formal observation on their performance. In addition Referee Commission will fund their attendance at a Div 1/S8 fixture where they will undertake an NTO role of their choice to give them exposure to higher level volleyball and how it is officiated. They would also be expected to attend NEVZA/Cup Finals w/e/S8 Play Off w/e as an NTO to also see better volleyball and officiating. They would also be expected to attend one of the Tournament w/e (last 8s/Student Cup etc.) where again they could hone their skills whilst being in an environment to gain further training and feedback
  - Beach - Due to its' unique nature this can only work where a Referee attends the course pre-season and they are appointed to at least 2 of the Grand Prix where they will officiate and undertake NTO duties with their mentor.
  - Clearly these need to be carefully selected to ensure that the potential Panel Referee is getting what they require; correct advice and quality feedback and observation *plus* the mentor needs to be one of the top referees who will be appointed to S8/Div 1 matches to ensure the other half of the 'deal'.

It was discussed and felt that this would be included along with the observation strategy in the Referee Strategy as the outcomes where the same.

#### (10) Referee Uniform

- The recent Volleyball England branding link-up with Mizuno has no specific time frame for us to adopt or consider changing Uniform contract but it will happen at some time.
- Comment was made around the need for Kitlocker to re-order the badge. NH to contact Tom / Neil in order to ensure that they didn't Norder too many.
- DS had approved the style and colour of the Beach Uniform and that it was available on Kitlocker's website. As the badges are to be fitted with magnets a separate supplier has been sourced.

**NH**

#### (11) Sitting Volleyball

- 29 registered referees of which 14 are active
- GA is looking for the right time to run a course in order to get an appropriate number of candidates in order to make it worthwhile
- Referee Commission would like to acknowledge the significant contribution that Steve Walton has made to Paravolley and Volleyball following his decision to retire from his administrative duties and as Chairman of Referee Commission of ECVD. Letter to be sent.

**SE**

- GA outlined his approach to the Grand Prix series

(12) Referee Development

SE/LO

- DH noted that the strategy document contained some reference to VE office appointing referees because this has caused some issues at the U15 Competition - SE this will be removed
- DH had some concern that we must get the survey issued through the office around which referees want to be developed.

(13) Beach Referee

- DS updated on sourcing referee kit - especially caps and trousers
- DS noted that 2 candidates did not make the course. All that have attended have passed the course.

SE

(14) AOB

- Deb Smart and Lenny Barry will cover the Police matches between GBR v AUT. WTR to be updated
- SE commented that he had heard that Rizvan Sadikot had unfortunately had a foot amputated, SE to investigate and pass on our regards
- RM raised the issue around the Referee Registration fee which is £38 for all referees and is seen as a barrier to getting G4 referees to re-register. Membership to be contacted.
- SE had spoken to Martin Lindsay about options for a new membership group for Non-refereeing staff i.e. Observers/ Tutors etc. Martin Lindsey said that there could be a possibility of the re-introduction of the NTO category used at the Olympics for the NTO's. To be followed up
- DS requested confirmation that Beach Observers will get £35 per day for VEBT

SE

SE

SE

Date of Next Meeting - provisionally Sunday 30th August, Venue possible Poole. Dorset.