

THE WARBLER

Monthly Magazine of the Woking Referees' Society

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Season 2020/2021 April Edition

WOKING REFEREES' SOCIETY

Founded 1927

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The next meeting of the Woking Referees' Society is on Monday 12th April 2021

The Meeting will once again be conducted by Zoom



Agenda

8pm Welcome

Guest Speaker

Bobby Madley

Centenary Club Raffle

Society Business

10pm Close

**The May meeting will be on
Monday 10th May 2021
The deadline for the May Warbler is
Friday 30th April**

*The views expressed in this magazine are not necessarily those of the
Society or its' Committee*

Chairman's Chatter

Hi Everyone

Welcome to April's edition of the Warbler.

Apologies for the brief Chatter this month ("hooray" I hear some of you cry....!!) but as usual, I've left this until the last minute and I've got Mac pulling his remaining hair out ahead of the deadline for the printers!!

The reason for this lax attitude of mine is due to me spending most of the Easter Weekend driving around the country for football – but I'm not moaning about that at all as I know I'm very fortunate to be involved at a time when many of you haven't been.

But football is now back!! How good does that feel to see some appointments coming through and to be able to get back on the pitch and do what we love and what we're best at?!! Such a great feeling to hear from so many of our members who've spoken to me over the last week or so to tell me about their upcoming games and how much they're looking forward to blowing a whistle again.

Here's the boring bit from me now – please remember to make sure all the games you do are sanctioned by County FA/The FA. Having spoken to our RDO recently, this is YOUR responsibility so please do your homework ahead of the game(s) to ensure all is in order – admin is as important as the actual game. I'd hate for you to be having some enforced time off for not doing things correctly!!

Make sure you brush up on the Laws of the Game too – it's probably a few months since you were last out there so again, give yourself a 30mins one night to refresh yourself as you can bet your house on the fact that the players will have forgotten the Laws (do many of them know them anyway?!!)

This month, we welcome another high-profile Guest Speaker to our Society – this time it's none other than Bobby Madley. Bobby needs no introduction as to what he's achieved in the game but briefly, having been "on loan" to the Norwegian Football Federation for the last few years, the English game has welcomed him back into the EFL and we are thrilled to be able to host him for his session. Please look out for the Zoom link that I'll be sending out this week – usual start time of 8pm sharp for what promises to be another superb evening with a top-class match official.

Finally, I'm delighted to announce that Jackie Bisley has accepted an invitation to join the Woking Referees' Society committee. We welcome Jackie to the mad-house, and we look forward to working with her closely moving forward!!

Enjoy your games, stay safe, stay well, and stay fit.
See you all on Monday 12th April for our evening with Bobby Madley.

Cheers
Andy



Mac's Musings

It was interesting to read that the FA Referees' Committee have agreed to align the referee promotion periods to reflect the playing season (1st July – 30th April) for all match officials operating from Level 2B to Level 7. Which makes a lot more sense than starting and finishing in the middle of the season.

Interestingly I was googling "referees promotion" and happen to look at Cheshire FA where as well as refereeing 20 games they also insist on candidates completing 5 games as Assistant Referee. Which I reckon is some ask. Surely the criteria should be set by the FA Referees Committee?

My wife and I usually read the Daily Mail, much to my son's disgust as he's more a Times./ Telegraph man, but we enjoy many of the columnists if not always the editorial content. Although I enjoy the football correspondents such as Martin Samuel and Ian Ladyman, I do find their "marking" of players and particularly referees rather galling. For example on a recent game , I think it was Liverpool v Manchester City on which Michael Oliver was in the middle, the comment was *It is rare but impossible to find fault with Oliver. On the spot for both penalties. Allowed the game to flow " Score 7.*

If our man was " faultless" why only a measly 7? What on earth has the man to do to get an 8 or a 9 I ask? In fact I don't think I've ever seen a score above 7. but I'll keep looking.

Having now had my second Covid jab (Astra Zeneca should you ask) I'm feeling more confident about getting out there and blowing the whistle and indulging in a bit of flag waving if the opportunity arose. Not having been reffing for a year now, I know my fitness level is not where it should be (is it ever I hear you say) but I fancy a youth game or two, only to twist my foot whist walking the dog. Needless to say I'm now hobbling about with a swollen and rather painful foot. I just hope it improves over the next couple of days. Surrey Primary League are starting up again on 11th April so it would be good to be fit enough by then.

On the subject of grassroots restarting I see that that the FA guidelines say that there should be no spectators and for youth games only one parent or guardian per player must attend. This has been picked up by the Woking News and Mail who quite rightly queried with Surrey FA that many grassroots and youth games are played on pitches in public open spaces. (Waterer's Park and Goldsworth Park spring to mind) where it will be impossible to regulate or police spectators. Surrey FA answer was "We understand that there will be challenges but we must rely on Government Covid 19 regulations" " Clubs are responsible for continuing to ensure the environment is safe" I fail to see how clubs can prevent Joe Public from watching games in such circumstances.

You will read In Adie's article on page 22 that he recently had an encounter with an owl on his way to work one morning . I did remark to him that it would appear that owls obviously don't give a hoot whom they fly into. Adie's reply was to point out that it is best to encounter owls in inclement weather as they do not court each other when it is raining because it is too wet to woo!!!

Mac

Membership and Accounts

2020/21 Membership	2021 Current Status	
70 Full Members	General	£2086.08
10 Friends	Supplies	£189.77
3 Affiliate Members	Belgium	£0.00
2021/22 Membership	Training Fund	£181.97
12 Full members	Centenary Fund (formerly Youth Fund)	£710.03
10 Friends	Total	£3,167.85
1 Affiliate Member		

Centenary Club

The March meeting saw the first draw of the Centenary Club. The lucky winners with a prize of £39 and £18 respectively were Mac McBirnie and Neil Kiers.

Update from Jacko Jackson _

We have 60 tickets sold so far this month. I am waiting for payments from 2 other people that have said they wanted to join!

Currently first prize is £42 and second prize £18, both a slight increase from last month.

Hopefully we'll get a little closer to 70 tickets and a £50 first prize.

Have you bought a ticket yet? A £50 first prize can't be bad !

Just a Sec

- ◆ A committee meeting was held on the 17th March. Members who wish to read the minutes should contact me at secretary@wokingreferees.co.uk.
- ◆ Carl Jones has now taken over as Supplies Officer from Gareth. Please contact him for all your refereeing needs including the Woking RS polo shirts and bespoke match day cards. His contact details are :- ahether942@aol.com tel: 07903 845694
- ◆ The referee promotion period for 2021/22, and henceforth, is from 1st July to 30th April. Which brings it in line with the playing season. I notice however that Surrey FA has, at the time of writing this, not updated their website to reflect this change.

This Month's Speaker

Bobby Madley



In his early career, from 2001, Madley refereed in the Wakefield and District League and then the West Yorkshire Association Football League. In 2010, he joined the National List of referees who officiate in the Football League. In 2012, he was added to the FIFA fifth officials' list.

In April 2013 he took charge of his first Premier League fixture, between Southampton and West Bromwich Albion at St Mary's Stadium. Madley sent off three players during the game, one from each team for violent conduct, and later a second Southampton player for serious foul play. "All three red cards were correct," the West Brom manager Steve Clarke said after the game, which his team won 3–0.

In June 2013, Madley was promoted to the panel of Select Group Referees who officiate all fixtures in the Premier League. In April 2015, he was selected to officiate both legs of the FA Youth Cup final between Manchester City and Chelsea. He was promoted to the FIFA referee list in January 2016. On Sunday 6 August 2017, he refereed the FA Community Shield 2017 match between Arsenal and Chelsea.

He quit suddenly in August 2018, when he decided to relocate due to a change in his personal circumstances and moved to Norway where he officiated in lower league matches.

In 2019, Madley signed on to referee in the 6-a-side World Cup, explaining how much he enjoyed the 6-a-side football game. He also refereed the 6-a-side World Cup final in Crete in 2019, as Russia beat Poland. He also mentored other referees during the tournament. On 13 February 2020, following discussions with PGMOL, it was announced that Madley would return to refereeing in English football, initially at grassroots level, before joining the National List of referees, enabling him to officiate League One and League Two matches, for the 2020–21 season.

Courtesy of Wikipedia

Some Old—Some New

When the white missionaries came to Africa they had the Bible and we had the land. They said 'Let us pray.' We closed our eyes. When we opened them we had the Bible and they had the land.

~ Desmond Tutu

America is the only country where a significant proportion of the population believes that professional wrestling is real but the moon landing was faked.

~ David Letterman

I've been married to a communist and a fascist, and neither would take out the garbage.

~ Zsa Zsa Gabor

You know you're a redneck if your home has wheels and your car doesn't.

~ Jeff Foxworthy

A computer once beat me at chess, but it was no match for me at kickboxing.

~ Emo Philips.

The best cure for sea sickness, is to sit under a tree.

~ Spike Milligan

Lawyers believe a man is innocent until proven broke.

~ Robin Hall

Having more money doesn't make you happier. I have 50 million dollars but I'm just as happy as when I had 48 million.

~ Arnold Schwarzenegger.

We are here on earth to do good unto others. What the others are here for, I have no idea.

~ WH Auden

I don't believe in astrology. I am a Sagittarius and we're very sceptical.

~ Arthur C Clarke

Dates for your Diary 2020/21

12th April

Society Meeting - Bobby Madley

10th May

Society Meeting - Stuart Carrington

Letters to the Editor



Hi Mac,

Congratulations on the continuing excellence of The Warbler. The March edition is full of the usual wit and wisdom, not just in my article!

*I was, however, surprised to find the following in your report of Dave Phillips' explanation of the PGMO reporting system: "Interestingly the marks are generated **aromatically** via a rather complex looking matrix system".*

It certainly must be complex! Do we assume that a good report will smell of roses, while a bad one will stink of sewers?! (Who 'nose? Mac)

With very best wishes

Jim de Rennes

Mac

I appear in the February edition of Professional Security Magazine that covers my views on the crime of stalking from a workplace violence perspective especially during the pandemic.

The article starts off stating I was called at my 'retirement home.' So as there is no confusion here I would like to point out I have moved to the south coast where I have bought a house and not in a home as such (well not yet anyway)!

Best wishes.

Hamish



First professional footballer gets the vaccine.



DID YOU KNOW

THERE IS A SPECIES OF ANTELOPE CAPABLE OF JUMPING HIGHER THAN THE AVERAGE HOUSE? THIS IS DUE TO ITS POWERFUL HIND LEGS AND THE FACT THAT THE AVERAGE HOUSE CANNOT JUMP.

Linesmen - the Finer Points

Much is written about the duties of the linesman but little thought or training is given in the art of good lining. Believe me, the gap between good and bad linesmen is bigger than that between good and bad referees.

The crux of the matter is that linemen are the referee's assistants. By definition this means that the linesman has to make a decision as to whether to assist at a given incident or not. This is the biggest problem and the one on which the majority of linesmen fail. A change of emphasis is required on the lineman's part.

How many of us, when we line, feel that we have not done our job properly if we have only given one off-side, one foul and three throw-ins in a game? I know that in my first season on the GM Vauxhall Conference and Football Combination, that was my view. I have assessments that say I interfered in the game too much. Now, seven years on, my attitude has changed. I now keep out of the game as much as possible. I realise that I am the referee's assistant and only give him advice when he needs it. How is this done?

The answer is simple. I get a feel for the game, a feel for the referee's abilities and maintain eye-contact at all times. If the referee is in the right place at the right time, if his view is perfect and he is not looking to me for help, then he does not get help. However, if he is poorly positioned, if the game requires stern management or if he is looking to me for help, then I will offer it if required. This one simple change in emphasis will have significant results as far as your ability as a linesman is concerned. This can only be done by being aware of fouls or misconduct, being aware of the referee's position and taking your time before making a decision.

There are clearly going to be times in a game where you must act and get the referee's attention, but I put it to you that these incidents will have taken place behind the referee's back or on his blind side. After checking his position in relation to the incident, it is quite in order to flag and you will gain great credit for this action. What is not required is a flag when the referee has a perfect view of an incident, whether you agree with him or not. He is the referee, it is his game and you are merely an assistant.

Martin Wyvil

writing in The Chiltern Referee

Spotted in the 2nd Referee's Digest June 1994 (Hence the reference to "Linesmen" rather than "Assistant Referee")

More articles featuring "linos" (other floor coverings are available) on pages 14 & 15 with Jim De Rennes and pages 16 & 17 with Mal Dodd



WOKING SOCIETY - THE REFEREES ASSOCIATION
 Affiliated to the Referees Association & Surrey County Referees Association
 President: Vince Penfold

APPLICATION FOR MEMBERSHIP SEASON 2021 - 22

I HEREBY WISH TO BECOME A MEMBER OF WOKING REFEREES' SOCIETY, AND ENCLOSE MY SUBSCRIPTION / WILL SEND MY SUBSCRIPTION VIA INTERNET BANKING AS FOLLOWS:-

	COST	AMOUNT
FULL MEMBER - OVER 18 - Printed Warbler (INCLUDES Paper copy of Society Magazine, RA SUBSCRIPTION + PA INSURANCE) Expires 31/3/2022 - National RA membership until 30/9/2022	£30.00	
FULL MEMBER - OVER 18 - Electronic Warbler (INCLUDES pdf copy of Society Magazine sent by email, RA SUBSCRIPTION + PA INSURANCE) Expires 31/3/2022 - National RA membership until 30/9/2022	£16.00	
FULL MEMBER - UNDER 18 - Printed Warbler (INCLUDES Paper copy of Society Magazine, RA SUBSCRIPTION + PA INSURANCE) Expires 31/3/2022 - National RA membership until 30/9/2022	£24.00	
FULL MEMBER - UNDER 18 - Electronic Warbler (INCLUDES pdf copy of Society Magazine sent by email, RA SUBSCRIPTION + PA INSURANCE) Expires 31/3/2022 - National RA membership until 30/9/2022	£10.00	
AFFILIATE MEMBER (i.e. Full Member of another Referees Society) Expires 31/3/2022	£14.00	
FRIEND OF WOKING SOCIETY Expires 31/3/2022	£14.00	
OPTIONAL RA PHYSIOTHERAPY INSURANCE If required please contact Bryan Jackson		
CENTENARY FUND DONATION £1,£2,£3,£4,£5,£10 or Whatever		
	TOTAL	

NAME.....

ADDRESS.....

.....POSTCODE.....

TELEPHONES (H)..... (M).....

E-MAIL ADDRESS.....

COUNTY FA REGISTERED WITH..... FA NUMBER (FAN).....

REFEREE LEVEL..... DATE OF BIRTH.....

BY PAYING MY SUBSCRIPTION I AGREE TO ABIDE BY THE RULES OF THE SOCIETY AND THE REFEREES ASSOCIATION. I ACKNOWLEDGE THAT WOKING REFEREES SOCIETY WILL ONLY CONTACT ME BY EMAIL, MAIL OR TELEPHONE WITH REQUESTS AND INFORMATION RELATING TO SOCIETY BUSINESS, REFEREEING OR OTHER RELEVANT FOOTBALL INFORMATION.

I ALSO AGREE FOR MY DETAILS TO BE SHARED WITH THE REFEREES ASSOCIATION FOR THE PURPOSES OF BEING A MEMBER OF THE REFEREES ASSOCIATION

SIGNATURE.....DATE.....

RETURN TO :-BRYAN JACKSON,
 1 WOODSTOCK GROVE, GODALMING, SURREY, GU7 2AX.
 Tel: 01483 423808
 Email: membership@wokingreferees.co.uk

CHEQUES PAYABLE TO:- WOKING RA or Send funds direct to 30 94 77, a/c no 02710897

www.wokingreferees.co.uk

Last Month's Meeting

1st March 2021



Sally Lockyer
CEO
Surrey FA

And

Brent Pettit
RDO
Surrey FA



Chairman Andy welcomed Sally and Brent, along with 29 members and guests including Phil Jones and Gerry Kehoe from Kingston RS and Bob Dick from Guildford RS, and thanked them for taking time out from their busy schedules to speak to us.

Sally set the ball rolling and thanked Andy for inviting herself and Brent to the Woking Meeting and admitted that she had been keen to visit the local Referees' Societies since she had been appointed to the position of CEO of Surrey FA last January, but the Covid lockdowns had obviously prevented that from happening. Sally then showed us a number of slides taking us through her background (see March issue of the Warbler) ; the extent of the SFA which includes some 60,000 players in 638 clubs with 3655 teams and currently 817 registered referees.

The SFA has invested £1.3 million into grassroots football and the ambition to be the best performing CFA in the country. We then looked at a number of slides showing the results of surveys with referees, coaches and club officials and the desired target to improve interaction and satisfaction with SFA.

Further slides showed the impact of Covid, which included a 15% funding cut from the FA , furloughed staff, revenue streams cut off overnight, all new referees courses cancelled and the emphasis on "cash preservation". Sally then explained their Covid recovery strategy which includes free club affiliation. County cup entries and a reduction in referees registration. A £1m + mitigation fund for Surrey Clubs and a recovery plan for the return of football with consultation with all stakeholders.

Sally was later questioned what the latter looked like and we were told that the FA is looking to extend the season although this will clash with the cricket season and the subsequent loss of pitches. There is the possibility of 4G pitches becoming available at grass pitch prices. No decision had yet been made regarding the County Cup Competitions as any restart is wholly dependant on the government still going ahead with the 29th March, which makes planning very difficult. Sally finished her session by looking at the SFA "Vision for Governance"

which “Sets targets for inclusion that reflects local demographics and ensures diversity of thought and experience across the organisation”.

Brent then took over and explained the County’s strategy for referees going forward. This included a 2 phase plan consisting of listening to and forming a strategy in consultation with referees and Referees Associations and local Societies. Also looking at the continuing success of the Referees Development Group and the Academy.

Brent then talked about the New Referees Courses. The FA have devised a new course that consists of an online course plus a newly structured 11 hour session (One evening plus one day). County intend to run at least 30 over the next year training 450 new referees, with 5 courses aimed at diverse groups. There are currently 5 referee developers (tutors) plus 2 awaiting interview (One of which is our own Gareth Heighes)

The Referee Working Group has now been formed with 7 volunteers with “diversity of experience and voice to provide input/support into the delivery of our strategy”. Also to “review/assist shaping the structures, safeguarding, recruitment and retention of referees in Surrey” and “exceed performance targets” SFA are also planning a number of Refereeing events over the coming months Including 15 CPD (Continuous Personal Development) presentations, an annual preseason event and a number of “Introduction to Refereeing” events.

Brent explained that he wished to set up a system of “buddies” for newly qualified referees using volunteers from local referees societies and to build up a volunteer workforce by increasing the number of observers, coaches and mentors. Brent then showed a slide depicting the new “5th Official” webpage on the Surrey FA website

We then had a Q & A session which elicited many questions from the members present, including.

“What is the relationship between the FA and the RA?(Peter Guest). Sally hoped that SFA could work together and form an aligned strategy with an open dialogue between the two organisations looking at the strengths of each.

“What guidance do you offer to new referees” (Colin Barnett). Brent said he often phoned new referees to enquire how they were coping, particularly after their first 5 games. Also to find out whether they were serious about refereeing or just qualifying for GCEs or Duke of Edinburgh Awards.

The question of retention was raised by Martin Read and Sally agreed that churn was a major problem and one they need to understand. Also to establish how many referees are needed across the County. Peter Guest suggested analysing player discipline reports, as abuse was known to be a key factor in referees giving up. Sally said she though this was an excellent idea.

Many more questions were asked and Sally and Brent did a great job answering them all.

Andy once more thanked Sally and Brent for taking time to speak with the Society and hoped in the future to be able to invite them to our Meadow Sports venue post lockdown.. Andy closed the meeting at 10.30pm

Prison Visiting One Wednesday Afternoon

In those distant, far off, happy days when many groups of workers enjoyed Wednesday afternoons free from work, there existed a thriving midweek football league in the Royal Borough of Kingston upon Thames and the surrounding district.

At the height of its success in the early years of this century there were two divisions with teams of postmen, policemen, milkmen, and railway and bus company workers. There was also a team from the local Department of Health and Social Security, as well as several from local FE colleges and universities. Memorably, but sadly only for a couple of seasons, the league was graced by a team representing one of Her Majesty's Prisons.

Perhaps unsurprisingly, the prison team were allowed to play all their matches at home! The other condition of membership was that three match officials would be appointed to their fixtures rather than one referee on his own. As was usual in these cases, on the day in question our combined ages were very much nearer 200 than 100 years!

On a fine March afternoon, the three of us travelled to the prison together. We were frisked on arrival before being taken through a series of forbidding steel gates each of which clanged shut behind us. Finally, we were admitted to a bare, windowless changing room. We were instructed to wait to be called by our guides who in due course returned to conduct us through another series of locked gates until, to our great relief, we emerged into the light of day and onto a football pitch. After the claustrophobia of the building, the high wire fence surrounding the area was not a cause for concern.

As the teams warmed up, one of the home players approached us and introduced himself as a prison officer. He pointed out a colleague and said that if we had trouble with any of the players they would deal with the situation. I wasn't quite sure whether or not to be reassured by this suggestion, but muttered something about hoping that I'd be able cope without their intervention. I vaguely wondered what I would do if one of them was out of order.

In the event, all went well, until part way through the second half when, as a prison goal kick was about to be taken, I realised that one of my linesmen (as we were then designated) was vigorously agitating his flag. I thought I must have missed an off the ball incident of some seriousness, and, having irritated the keeper by halting him in midstride, hurried over to the flag waver.

"What have I missed, Bill?" (name changed to protect the innocent, even though the culprit is long dead!)

"The ball's not in the goal area." I look across to see the ball clearly placed on the goal area line. "That's fine," I say, relieved that we don't have a problem, apart from my colleague's idiosyncratic interpretation of Law.

"But it's not inside the area," he persists. "It's okay: the line is part of the area," I say as a little impatience at the delay begins to develop amongst the players. At least I've remembered to face the field of play during this conversation!

"We'll talk about it afterwards," I say as I move away to restart the game. And he does talk about it, all the way home, insisting that "inside" means "inside". In point of fact Law 16 uses the word "within" not "inside", but, of course, it comes to the same thing.

Fortunately, the players of both teams were as good as gold throughout, an outcome probably helped by the fact that the vastly superior home team ran out 8-0 winners. Perhaps the visitors were as intimidated as I was by all those steel doors and gates,!

What are the lessons from this experience of all those years ago? Lessons that still apply today? Firstly, the flag waver is there to assist not insist. Secondly, all the lines on the field of play are part of the areas they define. Finally, and most importantly, prison is not, contrary to what some people seem to think, an upmarket hotel or a holiday camp.



Jim de Rennes
Kingston RS

BREAKING NEWS: The FA have announced that with immediate effect a referee must view the entire game from this location. Research has shown that you don't miss a thing when positioned in or near one of these remarkable devices. The FA stated that other colours are available.



Cartoon courtesy of Tony Murphy



The Club “Lino” A Help or a Hindrance?

At the grassroots level of football when you are not lucky enough to have neutral assistants you are blessed with the help of Club assistants. Perhaps club assistants are what motivated you to seek promotion to a league that used neutral assistants. Or maybe you have found no problems using club assistants. Who are they and do you need them at all?

Well in most competition rules it will state that clubs **MUST** provide a club assistant. They are usually pressed men. If a substitute is used he will normally feel that he

- a. Is unlikely to be used in the game
- b. Cannot kick a ball on the touchline
- c. Join in the conversation criticising the referee with his teammates.
- d. Cannot get out of the rain and cold by sitting in his car

So the motivation of most club assistants is very low. However there are some clubs who have a regular volunteer who week in and week out runs the line for his club and is happy to be involved with the game.

These individuals are usually very good and give the referee an enormous amount of help. Club assistants have the same problems with players as neutral officials. Just by having a flag in their hand they take on a semi quasi cloak of authority. This generates hostility from players, even their own team. For example when they don't flag for an offside, the defence, who have all stopped and raised their hands, shout something to the effect of "Get that F***** flag up you A*****". It really does very little for the self esteem of the assistant, who has to socialise with the players and probably cadge a lift home with the central defender.

Club assistants have mixed abilities. Some are very good, some are very bad, some stand in one position for the whole game with either a mobile phone or a cigarette in their hand or talk to their girlfriend for ninety minutes. In this case the club have complied with competition rules and supplied a club assistant, there is no rule that says he has to be good. I would advise you to be wary when you are approached at the beginning of a game by someone who says to you, "I am a qualified referee and will run the line for you." The information that is normally missing from that statement is, "I qualified twenty years ago and did three games, I didn't like it so gave up and have never reregistered with the Count FA." Do not take all you are told as gospel truth.

There are of course some club assistants who are biased and occasionally some who are cheats. You should be able to suss this out very quickly. But what do you do about it. That really should have started when you gave them their instructions. Ideally you should instruct them both together, then everyone can see that they are both being told the same thing.

I would advise giving very limited instructions as they will probably not remember them if they are taking notice of you in the first place. Ask for ball in and out of play, you could ask for a direction too. If your County FA requires club assistants to give offside, make it very clear that they are only giving advice and that the final decision is yours.

You must inform club captains of this before KO and make sure that you are very loud, clear and quick when you overrule those decisions. Make sure that you always acknowledge your club assistants flags either verbally or with a hand signal. Be prepared for comments from all and sundry about "What's the point of him flagging if he's going to take no notice?" Be prepared for the club assistant to snap your flag over his knee and walk off.

Is there anything that you can do to alleviate the problem of an assistant raising his flag for offside every time the ball goes forward. You could try having a word with him at a stoppage in play. You could ask the club he represents to replace him. You could just put up with it. Or how about asking club assistants to police their own clubs forward line. Then if the flag goes up for offside, it could still be wrong, but there is a slight less chance of it.

Whoever your club assistants are you should always treat them with respect. You go on to the field of play expecting respect so you must reciprocate that expectation. At grassroots level football there will always be a team who turn up with eleven players and no substitutes or team officials. If competition rules specify that club assistants must be provided, it is possible to ask the opponents to supply another assistant, but agreement must be given by both sides.

In the very unlikely event of your match control suffering a meltdown because of the actions of your club assistants, then simply do without them for the rest of the game. If you should have to do without one or both assistants during a game continue to referee as usual and do not try and run the line as well as referee.

Remember it is your decision to allocate duties to your club assistants so use the KISS acronym, Keep It Simple Stupid.

Finally I have to say that for the most part club assistants do a thankless job to the best of their ability and your job would be harder without them. It's just a case of finding out how to use them effectively depending on their level of ability and enthusiasm.

Courtesy of Mal Dodd writing in The Word

Ed Some good advice here. One thing I would add is to always thank the club linesmen for "volunteering" at the beginning when giving them both instructions and again at full time when retrieving your flags. I also try and speak to them at half time to check they're ok and ask if I've missed a flag from them. A word of encouragement doesn't go amiss either, God bless 'em

INTERNATIONAL WOMEN'S DAY

Vision of equality fueling Seitz's mission to elevate women referees

- ◆ Kari Seitz is FIFA's Head of Refereeing, Women
- ◆ A pioneering referee, she's now focused on taking officiating to the next level
- ◆ She talks about her vision of true gender equality in refereeing across the globe



Kari Seitz's first experience as a referee was absolutely terrible. Why she kept coming back to it, she can't articulate. Sticking with it, though, has led to an incredible career on the field, and now off it too, as FIFA's Head of Refereeing, Women.

Kari started officiating at 14 years old. Her first assignment was a U-12 boy's game and the fans and coaches behaved badly. For some reason she came back for more.

Soon after she was invited to a youth tournament, where she officiated another U-12 boys' game. At 11-0, a player rugby tackled an opponent, grab-

bing him, dragging him down and tearing the whole shirt off his back. She didn't hesitate to give the red card, but the fans – mainly adults – went crazy and she had to be escorted off the field by security.

At this point, she assumed she had made a terrible mistake. Contemplating the end of her career before it had even begun at home that evening, she got a call from the tournament director inviting her back the next day to do the final. He was impressed with her decision-making and courage to do the "right thing".

Thirty-six years later, Seitz is now FIFA's Head of Refereeing, Women. She took time out of her schedule to chat with **FIFA.com** about how refereeing has formed who she is as a person, what makes a great referee, and her vision and goals for women in refereeing at the top level.

FIFA.com: When did you realise that you wanted to become a top-level referee? What was that moment like?

Kari Seitz: In 1994 the FIFA World Cup came to the USA. I was sitting at the midfield line at the opening game in Chicago. When the referee walked out on to the field, I will never forget it. I said, 'This is what I want to do. I want to be a World Cup referee.' It didn't occur to me or even cross my mind that there were only men. I just knew I was going to dedicate myself to become a World Cup referee. Essentially the FIFA World Cup in 1994 set my life's course.

How much has refereeing formed who you are as a person?

The truth is, refereeing has been very formative to who I am as a person. When I got my first job out of college (Seitz was an advertising executive for 27 years), I had already been refereeing for many years. I graduated with a pool of people with the same degree as me. Within a year I had already been promoted, while it took my peers several years. I attribute that to refereeing. As a referee, you have to be accountable, responsible, a people manager, apply teamwork and have courage to take decisions. All great skills for football, for life and for work. Even simple things like looking someone in the eye while shaking their hands and projecting a sense of confidence – all those things helped me in my job. It helped me mature a lot faster and be successful in my work.

What makes a great referee?

You must have a sense of justice and fairness. You have to be able to take criticism. You have to be able to see value in yourself when no-one else does. Of course, as well as athletic ability, you need a deep understanding and passion for the game. The best referees also have a little something extra that is difficult to define, but can be seen on the field.

Why be a referee when the pressure can be so intense at times?

Being a referee is not for everyone. Ideally, I'd love to convince ex-players, people who have played the game to become referees. To be successful it's not just about understanding the rules. Deep down, it's about understanding football. That is incredibly important. When it comes to pressure, you have to be the kind of person that pressure makes you stronger. If you are becoming a referee because you love control, this is not the right job for you. That's not the right reason to be a referee. It has to be about being on the pitch with the players and helping the game be better than it otherwise would be. That's the role of the referee.

When you look back at your career, what are the moments you think of most?

I see my career as a series of highs and lows, but no individual game stands out to me. Rather it's the life-long friends I've made. There are close friends of mine I see maybe once every ten years – refereeing people, part of my referee family. I have learned so much about people and cultures through football. I believe refereeing has made me a better person. One career highlight was my first selection for the Olympic Games in 2004. I was jumping around and crying when I got the call. In the US, you're brought up to see the Olympics as the ultimate sporting event. To be appointed to this competition was an acknowledgement that I had reached the top. In the end, I was lucky enough to have this moment three times in my career.

What was the journey like to becoming the Head of Refereeing for Women at FIFA?

While I was appointed to four World Cups and three Olympics, I left refereeing disappointed. It has been my goal since to do more to prove the power of gender equality. I had hoped to make a difference as a referee. For most of my career I refereed men's football and worked my way up to the top men's division in the USA. However, when the women's professional league started, it was decided that the women referees were to focus on the new women's league. Women referees didn't take a whistle in the top division again for 20 years.

The position at FIFA as a Head of Refereeing has given me the chance to really focus on driving the necessary change towards gender equality. I jumped head-first into this new role. It really allows me to accomplish my goal in a way I wasn't able to do as a referee. Having the opportunity to promote the qualities of women referees around the world is a dream come true. I am so lucky and honoured to have this opportunity and I want to do everything possible to move the ball forward.

What were some of your goals when you set out in this job, and how do you assess where those stand now?

Specifically, I see my role as an advocate for women referees, to support and promote gender equality in refereeing, help more women referees achieve their goals and be a positive example of what is possible. Of course, this is not one person's job, and it requires a shared vision among many key stakeholders, men and women alike, to support this change. Including FIFA leadership, FIFA refereeing leadership and Confederation refereeing Leadership.

Continued on page 21

Ray Olivier Advises Japanese Referees in the FA Way -but is it the right way?

Did you 'tune in' to the Referees Association's interesting presentation by Ray Olivier? If you did I'm sure you would have enjoyed the evening. As anyone who knows Ray knows he is an excellent communicator. Ray was the Championship referee who went on to be Head of Development for 7 years at the PGM. For the last three and half years he has been an advisor to the Japanese FA for referees, made a vice chairman so that he would be seen to have authority. He is also consultant to the Asian Football at Kuala Lumpur. He has visited 22 countries, often training referees. One thing that has struck him, is how different refereeing is in different countries.

So what about Japanese referees? One difficulty he felt with Japanese referees was that they were too dogmatic with technical offences. To illustrate this, he showed a video of an incident early in the game where a player had run over the touch line with the ball down near the corner flag. To make sure he could get back into play he knocked the ball further out. He had delayed the restart of play so the referee showed him a yellow card. Ray talked about 'empathy, the spirit of the game, what the game expects' He said the referee wasted more time in writing down the players name that the player had by his action.

But isn't this the sort of thinking that has got us into our present mess. Just think what message the other players would get if he has not complied with the Law. 'Don't be worried about kicking the ball away or otherwise delaying the restart of play to get yourself in position'. The message that the referee sent out which could save a considerable amount of time, was don't think about delaying any restart or you will get an unnecessary yellow card.

When they lockdown came into force and it became obvious that the RA Development Day and Conference would not take place I suggested to the RA that they might have some online development sessions. This they have done and I tuned in one Sunday morning. One of the sessions was run by two representatives of the FA referees department. It included a video of a player deliberately standing about 5 yards from a free kick to be taken by the opposing goalkeeper. Despite protestations from the goalkeeper he refused to move so he finally kicked the ball which hit the offending player. What action should the referee take? Those taking part seemed unanimous that the player should be shown the yellow card. This was perhaps not the answer expected for the answer given was that if the referee had acted differently he could have avoided that. But why? it was a clear case 'failing to retreat the required distance' and the Law say it is a yellow card.

I also suggested some possible guest speakers for the RA Zoom meetings but I was a little surprised by their first choice, Brian Nobel, a legend of Rugby League. However. he was asked the inevitable question, why is it that you never see rugby players crowding around the referee arguing about decision as so often happens in football.

His answer was not the one so often offered. 'I could cure that in a season', he said. Referees have the authority to caution and send off players for such behaviour. Do it. Players behaviour will change in a season once they get the message.

Many of the changes to Laws in recent years have been specifically to speed up the game but many have failed because we, as referees, don't apply them. So why don't we just do it? For those of us grass roots referees the answer is simple. Our players watch the profession games on television and see players kicking the ball away, blocking kicks from being taken quickly so their team mates can take up defensive positions, rounding on the referee to voice their displeasure, all without sanction. If we tried to issue cards for similar actions, the players would round on us in disbelief.

By the way, I understand that the IFAB are still looking at ways to stop players surrounding referees. Perhaps someone should give them Brian Nobel's e-mail address.

Dick Sawdon Smith



Kari Seitz continued

In the last 18 months, we have seen women referees in the top competitions in all confederations. Most well-known maybe was the UEFA Champions League, but also at the CHAN in CAF, the Concacaf League, Copa SudAmerica etc. Women have now refereed at two men's FIFA U-17 World Cups and most recently a trio officiated at a first-ever senior event, the FIFA Club World Cup. In the last 18 months we have also seen women promoted to top leagues around the world – for example Ligue 1 in France, the MLS, A-League and Brasileiro Serie A. Very significant changes. The door has been opened and we are seeing many quality women walking through. I am very proud of all the work and sacrifices these women have made.

When we started the project 'Road to France', we asked each country to commit more resources, time and effort to develop their women referees. Many took on the challenge and it showed in the referee performances in 2019. But not all countries met their responsibilities. Now for the project 'Road to Australia/New Zealand', we are demanding more resources, time and effort to develop women referees. This time we are seeing a more positive reaction. After the success of the FIFA Women's World Cup 2019 and the success of women referees in these top men's competitions, there is a new level of enthusiasm to support women refereeing.

It starts with the people at the top taking women referee development seriously. Then the women have to do the work. I don't want women appointed because they're women. They need to earn the positions, pass the fitness tests and be technically capable. There has really been a huge change already. The sky is the limit. There is no stopping us now and I can't wait to see what many more great accomplishments are ahead for women referees and women referee coaches, instructors, observers and administrators.

Courtesy of FIFA .com via Mal Davies

Adie 1 : Owl 0

No doubt, many are looking forward to the re-commencement of football and the enjoyment it brings. Please be careful out there. Remember, we are still in a pandemic situation and, although some of us may have had our first vaccination, many have not. The FA have issued some guidelines so please apply them to ensure your safety.

I have published the first games in the SCILW and the GWAFL. Please be patient. I am trying to give everybody games but I do have obligations in reference to promotion candidates. The FA have reduced the amount of games they need but it will be a bit of a test to get them to the required level.



In our driving careers many of us will have had a pigeon or two bounce off our vehicles and if you reside out at my neck of the woods perhaps one of those brainless pheasants. Due to the Covid19 I have been going into work early (and returning early) to avoid traffic and contact last week at around 05:20am a Tawney Owl bounced off my roof. I only saw it at the last second, had I been in the company Audi it would have missed but I was in the Kuga which is somewhat higher. I am very wary of the local deer, foxes and badgers but this owl came out of nowhere.

The past few weeks I have been meeting up with my youngest son and walking their resident dog. Using the Downslink at the bottom of my garden we try and go early to avoid as many people as possible but last Sunday we were, I admit, somewhat late and had to run the gauntlet of the cyclists. Like Mac, I am very perturbed by their attitude, the 'Lycra loonies' my son calls them. No warning, no bell, they just race past. Somebody may remind them at some point that they do not have the right of way.

Kitchen is going well, we intend to move most of the utensils etc. in over Easter. The ovens, fridge-freezer, dishwasher, hob and washing machine are all operational and the work-tops are installed so is running water. Diane has her Easter hols coming up so she can have a good play in her new environment. It will be good not to have to use our temporary mini kitchen in the dining area. We are using the dishwasher (thank goodness), I was getting cheesed off with having to fetch and carry down bowls of hot water from upstairs to wash up. I had visions of tripping and ending up under a deluge of hot soapy water at the bottom of the stairs and belted on the bonce with the bowl!!

Stay Safe

Adie



MURPHY'S MEANDERINGS

I saw the following article in the March 1973 issue of League Football issued by The Football League:

Old-Timers who complain that the game is not what it used to be, that it lacks the colour of by-gone days are in for a surprise if an experiment being carried out by The Football League proves successful. For part of the game will be brightened up ... although not in the tactical sense. League soccer's move for brighter football is taking place down the touchlines where linesmen at selected matches are wearing brightly coloured fluorescent jackets to test whether the jackets - similar to those jackets worn by motorway workers (I think they mean sleeveless-TM)-enable linesmen to be more easily seen by the referee, particularly at grounds where linesmen tend to merge into dark backgrounds provided by the crowd or advertising boards around the perimeter of the pitch. Reports to the League from referees, linesmen and clubs in the experiment indicate that the jackets could be the answer to the problem. To obtain the best possible comparisons, the coloured jackets are only being worn for half the match so that everyone can see what difference they make.

The jackets made their debut at the Tommy Lawton testimonial match and the referee reported that "the jackets caught his eye all the time and were a great help in picking out my linesmen against the crowd." Since that first match the experiment has been tried at half a dozen league matches at grounds where referees in the past have reported difficulty in instantly spotting their linesmen under floodlights.

Spectators have been asked for their comments and Mr W Huckfield of Trentham, Stoke-on-Trent, said, after the Port Vale-Chesterfield match, "that the linesman could be easily seen but that the brightness of the jackets tended to obscure the flags when they were raised," and suggested that "it would be better if linesmen wore fluorescent armbands instead of jackets so that the referee could instantly see when the flag was raised." It was also said that the jackets were clashing with the player's shirts. Presently, the jacket manufacturers are only able to offer a limited number of colours and a referee must ensure that there is no chance of linesmen's jackets clashing with players' shirts.



The Football League are carrying out further experiments and are still to decide what to do. Apparently, however, the most common crowd chants are, "Where's your lollipop?" or "You'll never control this traffic."

Tony Murphy

Willy the 'Red Card' Ref – Quiz Time

1. A penalty kick is taken during play. The attacker makes no offence. The goalkeeper has one foot in front of his goal-line and the other foot in the air above the goal-line. The ball is saved by the goalkeeper and goes out of play. Other players do not make an offence. What do you decide?
 - A) *Restart play with a corner kick or throw-in*
 - B) *Restart play with a penalty kick and show the goalkeeper a yellow card*
 - C) *Restart play with a penalty kick*
 - D) *Restart play with a dropped ball and show the goalkeeper a yellow card*
2. A player takes the throw-in towards the goalkeeper. The goalkeeper clearly attempts to kick it away, but he fails and the ball touches his hand. What does the referee decide?
 - A) *Allows play to continue*
 - B) *Whistles and restarts play with an indirect free kick*
 - C) *Whistles and restarts play with a penalty kick*
 - D) *Whistles and orders the throw-in to be retaken*
3. A defender wants to kick the ball out of play, but it rebounds off the assistant referee who is positioned on the line. The ball has not wholly passed over the touchline. An attacker from the other team receives the ball and runs towards the goal. After he has entered the penalty area he is carelessly fouled in a challenge for the ball. The attacker was in an obvious goal-scoring position. What does the referee decide?
 - A) *Restart the game with a throw-in*
 - B) *Restart the game with a penalty kick and show a red card*
 - C) *Restart the game with a penalty kick and show a yellow card*
 - D) *Restart the game with a dropped ball*
4. What do the Laws of the Game say about the team captain?
 - A) *He is the man who is allowed to say everything to the referee*
 - B) *The team captain has no special status or privileges but has a degree of responsibility for the behaviour of the team.*
 - C) *The captain has a special status and is allowed to say more to the referee than his teammates*
 - D) *The captain has no responsibility for the behaviour of his team*
5. A goalkeeper takes a goal kick, but the ball does not reach a team-mate. The goalkeeper sees an attacker running towards the ball. The goalkeeper quickly runs towards the ball and plays it a second time in side the penalty area and denies the attacker an obvious goal-scoring opportunity. What is the correct disciplinary sanction?
 - A) *Foul, no card*
 - B) *Play on, no card*
 - C) *Yellow Card*
 - D) *Red Card*

This quiz is just for fun and to keep us 'on our toes' for when we return to football.
Answers on page 29

Breaking News –

Law Changes just announced by the Federation & International Board for Law Amendments.

Highlighted below are just two of the new law changes to be implemented for the 2021-2022 season.

Law 8 - The Start & Restart of Play - When the ball has fully passed fully over the touchline the restart will be with a kick - in. Reason: The game of 'football' should have all restarts with the foot as opposed to a 'throw'. A goal cannot be scored direct with a 'kick - in'.

Law 6 - The Other Match Officials - All top divisions in- European leagues to have four Assistant Referees appointed. Referee to only award offside if flags are raised by both Assistants.

Willy says "I am looking forward to the introduction of these two laws. Maybe defenders will think twice before they kick the ball out of play. The new 'kick-ins' will feel like corners and bring more excitement to the game. I am not convinced having four assistants on Premier matches. Let's wait and see how this law develops."

The above first appeared in The Normidian on 1st April 2021



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Dealing with Adversity

In recent weeks, there has been a renewed focus on the external pressures on referees in an age of social media, relentless television coverage and the introduction of VAR in an attempt to eliminate erroneous key match decisions. The conduct of a referee towards a player in a recent Football League fixture also led to a disciplinary hearing and suspension. In the



was alleged that the reaction of the in response to abusive comments player. In such situations, it is easy to say that the simple solution is to refer to Law 12 to deal with abusive language. However, it is important for a referee to have coping strategies to be able to manage situations where an error has been made, match stoppage during a game or a referee begins to lose confidence as a result of one or

more difficult games. The following advice has been garnered from colleagues of mine over the years.

The ability to 're-set' after a contentious decision or a situation that challenges match control

My most challenging game was one of my most prestigious appointments, the Berks and Bucks FA Senior Trophy final. I had to caution a player for a reckless tackle in the first 10 seconds of the game. For the next 20 minutes, the foul count was uncharacteristically high and multiple players were challenging my authority. The turning point for me was a stoppage in play. As I was close to the 4th Official, he said 'Keep it up – you are having a great game so far!' My whole mindset changed from that moment on as I thought, 'It is the players making this a difficult game, not me.' This was confirmed by my colleagues at half time. A game of football broke out in the second half!

This taught me to *slow the tempo down* and find a moment of solace if events seemed to be unfolding at an uncontrollable rate. Furthermore, amongst the 22 players on a field of play, it is normally possible to *identify one or two players from each side who will be supportive* rather than difficult; the key is to identify these individuals as early as possible.

Moving on from a mistake in the age of instant feedback

In the digital media age, games at Steps 3 to 6 (contributory and supply league level) are often filmed and footage can be uploaded to YouTube and other sites. I have noticed that, in recent years, managers will often try to sow doubts in a referee's mind by saying 'You will be embarrassed when you see that decision afterwards.' Furthermore, if a clear error has been made, the footage can reach the match official very soon after the final whistle. A 'cooling off' period exists in most leagues in order to ensure that emotions may have calmed down slightly prior to post-match conversations.

In my experience, the invitation to a manager to attend the dressing room 20 minutes after the final whistle with 'any questions' very rarely turns out to be a case of the team representative asking for clarification. More often than not, there is a clear difference of opinion and no amount of mediation or education around law will pacify an angry manager. I have witnessed several referees admit that they have got a decision wrong and apologise to the affected club. This has generally worked best when the referee makes *a short statement to a calm club member briefly explaining what the referee saw* and why the decision may have been incorrect. It is important to then emphasise that it is not an opportunity to then dissect every detail of the game, perhaps politely saying that the referee will self-evaluate over the coming days just as managers review the performance of their team.

Strategies to overcome a crisis of confidence

As secretary of CDRS, (*Chiltern District Referees' Society*) my biggest piece of advice is to speak to a kindred spirit amongst the Society! A degree of self-evaluation is often helpful to identify if there is a consistent reason for either errors being made or continued loss of control within games. If possible, *asking a friend to watch a game* can then help further to provide technical support; I have found they also flag up plenty of good practice, which always boosts confidence levels at the same time.

The hardest and most soul-searching times for a referee can be when a number of factors come together at the same time: games with multiple key match decisions and disciplinary sanctions, negative reviews on websites or social media, and critical feedback from observers or clubs. In this situation, it is always good to *reflect on the good times*. Therefore, revisiting records, programmes or reports of the plum appointments and looking at photos of proud refereeing moments can act as a timely reminder that the good times will prevail once again. Whilst checking the footage of an incident can help the self-evaluation process, detailed examination of Twitter feeds and fans' forums is less likely to provide balanced and independent feedback!

Simon Parbery

Writing in The Chiltern Referee

Willy the 'Red Card' Referee Quiz

Answers –

- 1 - A
- 2 - A
- 3 - D
- 4 - B
- 5 - D



Question 1 and 5 certainly have confused many referees but it is always good to read the Laws of the Game.

Willy the 'Red Card' Ref



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