

REFEREE COACH TECHNICAL STANDARDS

Policy 7, a document to demonstrate referee
coaches career pathway and development.

2019



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Foreword and Definitions

This policy aims to establish a framework for the assessment and ongoing development of Referee Coaches. This document shall be read in conjunction with Policy 4: Referee Accreditation System.

It is important to point out that within this document the capitalised term 'Coach' is an English noun, while 'coach' is the verb.

Where this policy states a base coaching qualification, it can be assumed that anyone holding a higher qualification can perform the same.

A candidate Referee Coach is a Coach who is requesting an assessment towards a higher accreditation.

Introduction

The Touch Europe Referee Coach accreditation system has five levels of grading – accreditation Level 1 to Level 5. The following tables detail the Level as well as the training and qualifications for each.

It should be noted that Referee Coaches do not need to hold a Referee Badge to pursue this career path.

Referee Coaches must attend certain courses, gain practical experience (XP) with a mentor Coach at each level and complete the necessary continuing professional development (CPD) for higher badges prior to seeking upgrade to the next accreditation level. XP and CPD are separate activities, and not all Referee Coaches need to perform both.

For beginner Referee Coaches, they must attend the ReCapt course prior to being assessed towards Level 1. Level 2 Coaches must complete the Experienced Coach Course, while those aspiring towards Level 3 must complete the Advanced Coach Course.

Experience is in the form of face-to-face coaching of referees in live games. It is expected that Referee Coaches complete a minimum number of minutes at each level before being considered for upgrade, thus allowing the necessary experience to be gained.

Referee Coaches must also perform Continuing Professional Development (CPD) to maintain their accreditation. CPD includes both live experience and office-based activities. Further information is contained within the CPD section of this policy.

Each time a candidate Referee Coach seeks an upgrade, the standard of the game used for the assessment is higher or more complex. This is in line with the general expectation that the higher the accreditation held, the more experienced and the higher quality a Referee Coach is.

Upgrade assessments may only be undertaken by appropriately accredited Referee Coaches; authorised by the Coaching Commissioner as appointed by the European Referee Director.

Level 1 Coach

The Level 1 Referee Coach works predominantly at local/park level to gain experience. As their experience and confidence grows, the Level 1 Referee Coach should then start working with more experienced Referee Coaches.

A candidate Referee Coach must first attend the ReCapt course. On successful completion of this course, they should seek out opportunities for gaining experience with a suitably experienced and qualified Referee Coach.

A Level 3 (or higher) Referee Coach can undertake upgrade assessments for Level 1 Referee Coach. The candidate Referee Coach must be endorsed by their National Touch Association Director of Referees (NDR).

Table 1. Level 1 Referee Coach

Pre-requisites	None
Training Requirements	Attend and successfully complete ReCAPT.
XP Requirement	Prior to upgrade, minimum amount of XP to complete prior to requesting assessment is 200 minutes.
CPD Requirement	Not required for Level 1.
Assessment	Successful assessment at a Category C tournament, as defined in Policy 4.
Assessors Requirements	Single L3 assessor, endorsed by EDR.
Qualifications	<p>A Level 1 can coach L0 and L1 referees without supervision.</p> <p>The Referee Coach can coach L2 referees at a regional tournament under the supervision of a L3 coach.</p> <p>This Referee Coach can assess and upgrade Level 0 to Level 1 referees only.</p> <p>A Level 1 Coach cannot assess a L1 to L2 referee upgrade.</p>

Level 2 Coach

The Level 2 Referee Coach works predominantly at local/park level to gain experience but is exposed to higher graded games at tournament level under the mentoring of a more experienced Referee Coach.

Candidates are required to have completed the Experienced Referee Coach Course. This course is delivered as modules by Level 3, Level 4 or Level 5 coaches. Each module can be presented to a small group (no more than 3), at a one to one basis prior to a tournament in person, or via Skype at a time convenient for the candidate and mentor. Each module should last between 30- and 60-minutes, including discussion.

A Level 4 (or higher) Referee Coach is required to make upgrade assessments for Level 2 Referee Coach. Assessments are to be done based on face-to-face coaching which the Referee Coach provides to a referee following live games. The candidate Referee Coach must be endorsed by their NDR.

Table 2. Level 2 Referee Coach

Pre-requisites	Level 1 Referee Coach
Training Requirements	Successfully complete all Experienced Referee Coach course modules.
XP Requirement	Minimum amount of XP to complete prior to requesting assessment is 400 minutes. (For clarity this is in addition to the requirements for Level 1).
CPD Requirement	Minimum of 120 minutes on a yearly basis following upgrade to maintain accreditation.
Assessors Requirements	Single L3 assessor, endorsed by EDR.
Assessment	Successful assessment at a Category B tournament, as defined in Policy 4.
Qualifications	<p>A Level 2 can coach L1 and L2 referees at local affiliated or park level tournaments and events without supervision.</p> <p>The Referee Coach can coach L3 referees under the supervision of a L4 coach.</p> <p>This Referee Coach can assess and upgrade Level 0 to Level 1, and Level 1 to Level 2 referees only.</p> <p>A Level 2 Coach cannot assess a L2 to L3 referee.</p>

Level 3 Coach

The Level 3 Referee Coach works predominantly Category B tournaments but is exposed to higher graded games at Category A events level under the mentoring of a more experienced Referee Coach.

Candidates are required to have completed the Elite Referee Coach course. This course is delivered as modules by Level 4 or Level 5 coaches. Each module can be presented at a 1-2-1 basis prior to a tournament. Each module should last between 30- and 60-minutes, including discussion.

A Level 5 Referee Coach is required to make upgrade assessments for Level 3 Referee Coach.

Assessments are to be done based on face-to-face coaching which the Referee Coach provides to a referee following live games. The candidate Referee Coach must be endorsed by the European Director of Referees.

Table 3. Level 3 Referee Coach

Pre-requisites	Level 2 Referee Coach
Training Requirements	Successfully complete all Elite Referee Coach course modules.
XP Requirement	Minimum amount of XP to complete prior to requesting assessment is 600 minutes. (For clarity this is in addition to the requirements for Level 1 & 2).
CPD Requirement	Minimum of 240 minutes on a yearly basis following upgrade to maintain accreditation.
Assessment	Successful assessment at a Category A or B tournament, as defined in Policy 4.
Assessors Requirements	Min 3 x L3 assessors, endorsed by EDR.
Qualifications	<p>A Level 3 Referee Coach can work with L1, L2 and L3 referees at local affiliated or tournaments and events without supervision.</p> <p>The Referee Coach can coach L4 referees under the supervision of a L5 coach.</p> <p>This Referee Coach can assess and upgrade Level 0 to Level 1, Level 1 to Level 2, and Level 2 to Level 3 referees only.</p> <p>A Level 3 coach cannot assess a L3 to L4 referee.</p> <p>A Level 3 coach is eligible for appointment to the European Championships referee panel.</p>

Level 4 Coach

The Level 4 Referee Coach works at single and multiday national and international tournaments (covering Permit Events and Club Champs) but is exposed to higher graded games at ETC under supervision of the European Director of Referees or FIT Director of Referees.

A Level 4 candidate is required to gain practical experience only. There is no set course.

A Level 5 Referee Coach is required to make upgrade assessments for Level 4 Referee Coach. Assessments are to be done based on face-to-face coaching which the Referee Coach provides to a referee following live games. The candidate Referee Coach must be endorsed by the European Referee Director.

Table 4. Level 4 Referee Coach

Pre-requisites	Level 3 Referee Coach
Training Requirements	None
XP Requirement	Minimum amount of XP to complete prior to requesting assessment is 1000 minutes. (For clarity this is in addition to the requirements for previous levels).
CPD Requirement	Minimum of 360 minutes on a yearly basis following upgrade to maintain accreditation.
Assessment	Successful assessment across multiple Category A or B events, as defined in Policy 4. This coach would be expected to have attended the European Championships or Permit Tournaments as a Panel member.
Assessors Requirements	Min 2 x L5 assessors, endorsed by EDR
Qualifications	A Level 4 Referee Coach can work with L1, L2, L3 and L4 referees at local affiliated, tournaments and European Championship events without supervision. The Referee Coach can coach L5 referees at a European Championships, Championship or Premiership tournament under the supervision of a L5 coach. This Referee Coach can assess and upgrade Level 0 to Level 1, Level 1 to Level 2, Level 2 to Level 3 and Level 3 to Level 4 referees only. A Level 4 Coach cannot assess a L4 to L5 referee. A Level 4 Coach is eligible for appointment to the European Championships referee panel.

Level 5 Coach

The Level 5 Referee Coach works at all levels of national and international tournaments and they should consider panel duties at all. A Level 5 Coach is a leader in the development of learning material and the direction of the discipline. A Level 5 Coach can be considered for World Cup Panel, appointed only by the FIT Executive Board.

A Level 5 candidate is required to gain practical experience only. There is no set course.

Several Level 5 Referee Coaches are required to make upgrade assessments for Level 5 Referee Coach. Assessments are to be done based on face-to-face coaching which the Referee Coach provides to a referee following live games. The Referee Coach candidate must be endorsed by the European Referee Director.

Table 5. Level 5 Referee Coach

Pre-requisites	Level 4 Referee Coach
Training Requirements	None
XP Requirement	Minimum amount of XP to complete prior to requesting assessment is 1400 minutes. (For clarity this is in addition to the requirements for previous levels).
CPD Requirement	Minimum of 360 minutes on a yearly basis following upgrade to maintain accreditation.
Assessment	Successful assessment across the full duration of a European Category A event, as defined in Policy 4. This coach must have attended the event as a Panel member.
Assessors Requirements	Min 3 x L5 assessors, endorsed by EDR.
Remarks	At least 90% game time must be 2 x 20 minutes
Qualifications	A Level 5 can coach L1, L2, L3, L4 and L5 referees at local affiliated, tournaments and all tournaments up to European Championship events without supervision. This Referee Coach can assess and upgrade all referee levels. A Level 5 coach is eligible for appointment to the European Championships referee panel.

Further Guidance

Definitions and Clarifications

For the avoidance of doubt, the 'minutes' stipulated within the competency tables above, refers to the total assessment during a game, and not purely the time taken to only coach referees during feedback sessions.

Self-regulation is the ability to police yourself without the need of outside assistance. It is defined in this context as a mix of self-awareness coupled with the ability to understand how others feel in response.

- Emphasize the importance of identifying the specific emotions they/others feel.
- Enhance self-regulation through goal setting.
- Encourage adaptability.
- Practice strategies for self-awareness

Transfer Improvement is defined as the ability to identify areas for improvement and be able to articulate those items to the referee with competence and referee understanding. However, it is not expected that a L1 Referee Coach will immediately produce the required changes in a referee's performance.

A Referee Coach should practise all coaching sessions in English during their assessment for upgrade. This is because they are expected to deliver sessions in English at Category A and B tournaments.

Competency Assessment Sheet

Regardless of the level of experience, a candidate Referee Coach must demonstrate decision making competence regarding referee upgrade. This must be carried out with a suitable mentor in a competitive game situation. The aspiring Referee Coach must carry out three live assessments on three different referees. The mentor is expected to discuss each referee's performance and decision, together with the justification to transfer process and knowledge.

The aspiring Referee Coach must be able to strongly justify their referee upgrade decision to the mentor within three assessments, whether the mentor agrees or not. The importance of the discussion, knowledge transfer and justification cannot be underestimated, not necessarily the agreement in outcome.

When grading an aspiring Referee Coach, 5 marks are awarded for demonstrating complete competence. For clarity, no marks are awarded if the aspiring Referee Coach fails to show any competence in that specific skill. As such, an aspiring Referee Coach does not need to be fully competent in all skill areas, allowing for variation in their development and focus on individual strengths. The mentor should identify areas for improvement regardless of the overall outcome.

Accreditation

Accreditation for a Referee Coach lasts for two years and is renewed each January of an even year. Each renewal date, a Referee Coach must submit their CPD record for the previous two years to the European Referee Commission in order to maintain their accreditation and continue to practise. Referee Coaches will lose their current Level accreditation without this record submitted.

Should this occur a Referee Coach will be expected to restart their training at a lower Referee Coach Level. A Referee Coach cannot completely lose their accreditation, unless they are Level 1 Referee Coach. In this instance, a candidate Referee Coach will need to resit the ReCAPT course.

XP and CPD

General

Experience (XP) is a requirement of a candidate Referee Coach, and it is by these activities that a Referee Coach strives to achieve upgrade.

Continuing Professional Development (CPD) is the intentional and focused development of knowledge and skills needed to perform and improve once the Referee Coach has received their upgrade. This means enhancing current skills to a new level or developing knowledge and new skills. This is done to expand your role, develop your understanding. CPD and Experience (XP) are two separate activities, though they will overlap.

CPD is an obligation of all Referee Coaches. It ensures that Referee Coaches constantly develop knowledge and skills and ensures they are at the forefront of the game's technical aspects. This has a direct impact on referees, but it also helps boost Referee Coach confidence. Referee Coaches should keep a record of their CPD using the forms at the rear of this document. Referee Coaches must submit their CPD record with their submission for upgrade.

Examples of XP

Experience (XP) is different to CPD and is outward focused. Examples of XP include the following, but this list is not exhaustive.

- Video analysis
- Preparation of full coaching sheets.
- Field coaching
- Classroom coaching

Examples of CPD

CPD activities can be wide ranging. CPD tends to be inwards focused. This list is not exhaustive and is again provided only as a guide to the types of activities which would be considered CPD. All CPD for Referee Coaches falls into two categories: learning by doing and learning by listening.

- Development of policy or course work.
- Attending workshops and discussion groups / leading workshops or discussion groups.
- Involvement in tournament panel.
- Upgrade discussion and decision making / appointment creation and /or decision making (Category A and B only).

Note that CPD does not include the formal Experienced Referee and Elite Referee Coach Courses.

Referee Coach Competency Matrix

ATTRIBUTE	FOUNDATION COACH	EXPERIENCED COACH		ELITE COACH	
	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Course Pre-requisite	ReCapt	Experienced Coach Course	Elite Referee Coach Course		
Code of Conduct	The coach always applies the Referee Coach Code of Conduct.				
CAS	The Referee Coach can identify areas of strength and areas of improvement in line with the relevant CAS.				
	The Referee Coach has completed the relevant level Referee CAS alone but under supervision by a more experienced Referee Coach and demonstrates reasonable justification for a decision on the upgrade.				
Coaching Style		The coach uses the Problem-Cause-Remedy-Game Outcome-Referee Benefit method (PCRO-R)	The coach can use strength coaching collectively	The coach can use a solution based approach to coaching, as well as a combination of strength based, solution based and PCRO, depending upon the audience.	
Game Awareness	The coach can identify basic player moves and attempts to improve referee performance through this.	The coach understands game outcomes and can identify key play makers.	The coach attempts to transfer play maker objectives on set plays to assist the referee with game outcomes.	The coach understands defensive and offensive player objectives and set plays and can transfer this to referees to improve game outcome.	
				At an advanced level at a Category B event.	At a technically elite level at a Category A event.
Coaching Position	The coach adopts a suitable vantage point.	The coach adopts suitable vantage points, moves along the side-line and views the game from behind the score-line	The coach motivates and encourages the referee from the side-line. This must be done without game impact.		
Preparation	The coach prepares for half-time and full-time sessions.				
Briefing Structure	The coach can deliver a coaching session.	The coach actively looks for positive aspects of a referee’s performance. The coach can deliver a well-structured session within the available time limits.	The coach can deliver a session for immediate game impact.		The coach can deliver an expert session and link ideas with current game trends.
	The full-time brief follows on from the half-time summary.	The coach can identify areas for referee improvement.			
	The referee can recognise and transfer improvement.	The coach can check for understanding.		The coach provides positive reinforcement on learning objectives.	
Coaching Teamwork	The coach can deliver basic positive and collective teamwork improvement points.	The coach can deliver advanced teamwork improvements points.		The coach should be able to identify the nuances between each referee and be able to coach toward a collective outcome.	
5m Management	The coach can deliver competent points of improvement on 5m control.	The coach can use PCRO-R	The coach can deliver advanced points of improvement on 5m control, together with solutions using a variety of techniques.	The coach should be able to pin point the 3 elements of 5m management and be specific in delivery. 1. Score Line, 2 Drives, 3. General play	
Transfer and Impact	The coach provides concise feedback at half-time and full-time. The coach does not impact game start or re-start.		The coach has a basic understanding of the impact of overload.	The coach fully understands the impact of overload and how the time can impact on referee recovery	
	The coach provides positive and constructive feedback, geared solely for the benefit of the individual. It is concise and targeted.		The coach has a comprehensive knowledge of transfer and its impact and seeks to understand both the content required and the format/methods by which such information should be presented.		
Body Language	The coach engages with referees and captures their attention.		The coach can identify changes in body language in individuals or the referee team and is able to modify their sessions accordingly.		
Pre-loading	Not required	Not required	The coach can pre-load referees on game expectations.		
Coaching Sheet	The coach can deliver a clear and concise side-line coaching sheet (tear-off).	The coach can transfer coaching and deliver a full coaching sheet post tournament		The coach can transfer coaching and deliver a full coaching sheet during a tournament	
Video Analysis	Not required.		The Referee Coach has an advanced ability to dissect the referee performance through video analysis.		

ATTRIBUTE	FOUNDATION COACH	EXPERIENCED COACH		ELITE COACH	
	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Tournament Coaching	Not required.	The coach can deliver consistent coaching throughout the day to an individual and build upon previous sessions.			
Referee Panel and Processes	A L1 coach is not eligible for referee panel.	The coach demonstrates panel teamwork and discretion. The coach does not undermine the referee group or panel.		The coach is an expert in panel duties and demonstrates a dynamic skillset during a multi-day tournament.	
		The coach is aware of panel processes at multi-day tournaments.	The coach understands panel process during multi-day tournaments, including exposure at Euros. The coach can provide valuable input into decisions.	The coach has a thorough knowledge of panel process and can apply them positively.	The coach is fully accountable for decisions and can deliver feedback post tournament. The coach can motivate disappointed referees.
			The coach is eligible for appointment to European Championships Panel.		
Referee Appointments	A L1 coach is not eligible to carry out referee appointments.	The coach can deliver referee appointments:		The coach can deliver competent solutions to complex appointments:	
		For a single day tournament	For a multi-day tournament	Prior to the Euros	Overnight during Euros
	Not required.	Within two weeks	During a multi-day event	Overnight	Overnight
Mentoring	Not required.	Can provide follow up coaching to referees.	Provides mentoring to Referee Coaches.	Provides group mentoring and presentations to referees and coaches.	The coach is a leader in the development of refereeing standards, policy and application.
Conflict	Not required.	The coach can identify social issues between referees.		The coach can identify and mitigate areas of conflict between referees.	
			And attempts to mitigate them for positive game outcome.		
	The coach can identify conflict within a referee team.	The coach attempts to resolve conflict within the referee team.	The coach has an advanced ability to resolve conflict within the referee team.	The coach can engage with team coaches positively.	The coach and can resolve issues with team coaches.
Emotional	The coach demonstrates good social skills and motivation. The coach also demonstrates self-regulation.	The coach demonstrates empathy.	The coach demonstrates self-awareness and their own areas for improvement.		
Referee Psychology and Game Empathy	Not required.	The coach has an appreciation of referee psychology.	The coach can vary their delivery and message according to the individual referee and the referee team.	The coach can assess the state of mind of the referee and adjust their coaching as required	The coach can assess the referees state of mind, body language and any other cues to enable them to deliver effective coaching that resonates with the referee and results in an increase in performance of the referee.
	Not required.	Not required.	The coach attempts to recognise game sensitivity.	The coach can recognise the tenor of a game, the player and team coach feeling and what impact that may have on the game.	The coach can identify game issues and coach referees on topics which may not be immediately obvious.
Respect	The coach demonstrates adequate levels of respect towards individuals and appreciates individual circumstances including referee skill, rule understanding and application and any specific needs (including and not limited to disability).				
Equal Opportunity	The coach supports equal opportunity and positively vocalises areas for improvement.			The coach demonstrates leadership qualities.	The coach is a leader and seeks out policy change.
Game Trend	Not required.	Not required.	Not required.	Not required.	The coach can provide insight into game trends and engages with FIT Referee Commission.

CPD Record

Name:			Year:		
Development activity			Evaluation		
Details of CPD activity	Dates	Effective learning time	Key Learning Points	Key Benefits/Value added	Further comments: Was the plan successful? How can I improve it in future?

Referee Coach Code of Conduct

This Code of Conduct introduces the policies for Referee Coaches as well as providing a framework for ethical decision making. This document is not intended to be a definitive set of rules; rather it provides an overview of our values and guidance on responsibilities.

This document is living, meaning that the European Referee Commission will review and update as required.

The European Referee Commission intends to build a positive reputation of its Referee Coaches, one that will only be earned by having core values and collectively living up to them.

Aims and Objectives

The following are the key aims and objectives for Touch Europe Referee Coaches.

1. Promote participation in the sport of Touch in a safe and secure environment.
2. Place the Referee at the centre of its objectives.
3. Provide a platform to Referees Coaches for creativity, learning and development.
4. Inspire and motivate individuals.
5. Provide an event for Referee Coaches to discover new skills.
6. Ensure referee access and involvement for all genders.
7. Help to provide key focus on fitness and wellbeing.
8. Foster cooperation between FIT member regions and national Touch associations.
9. Provide a platform for developing leadership and forging cultural exchange.
10. Celebrate ethnic diversity.

It's not all about Touch

Skills learnt, experiences shared and optimistic attitudes among Referees and Referee Coaches can have a significant impact on people's self-confidence, skill transfer, education and development. How Referee Coaches behave towards Referees and other Referee Coaches can also have an impact on their outlook. Coaching is about transferring knowledge, experiences, advice and skills, and helping candidate Referee Coaches to realise their potential; but it also matters how this message is conveyed and received.

Our Code of Conduct, National and EU Law

In carrying out their role before or during the Tournament, all Referee Coaches must follow this Code of Conduct. It is also the policy of the European Referee Commission that all Referee Coaches observe all national and EU laws. This includes any financial, health and safety laws and Child Protection laws. This Code takes priority over any NTA Code during the Tournament, but national law takes precedence in all circumstances.

Player and Referee safety is of paramount concern. Every decision must consider safety first and everyone must place the safety and welfare of participants above all else.

The European Referee Commission is committed to providing an ethical service and product to Referees, where they can express their talent and individuality in a safe and secure environment. Referee Coaches are at the heart of this.

Equality

All Referee Coaches must manage, teach and treat every candidate Referee Coach and Referee, without prejudice.

Referee Coaches must promote fairness and equality.

Coaches are to embrace their role wholeheartedly, and provide to referees their experience, knowledge and skills without prejudice to promote growth in individuals and the team.

Act Responsibly

European Referee Commission will not tolerate the use of illegal substances or recreational drugs during a Tournament. For the benefit of doubt, 'illegal substances' are any substance treated as such by the World Anti-Doping Agency.

Everyone must understand the boundaries of Child Protection and apply them.

The excessive consumption of alcohol where it impairs Referee Coaches is prohibited. Providing alcohol to a minor remains a criminal offence.

No Referee Coach or Referee is expected to contend with threats or bullying.

Do not allow prejudice, conflict of interest or bias to affect objectivity. Encourage Referees and reinforce efforts, participation and growth in performance.

Respect and Communication

Ensure that when communicating with Referee Coaches and Referees that you do so in a respectful and ethical manner. Everybody has the right to be treated with respect.

Always operate within the rules and spirit of the game, promoting fair play and participation. Referee Coaches must ensure they are impartial. All Referees and Referee Coaches have limits of knowledge and skill and must display respect towards each other and accept limits exist. They must not mock, belittle or make condescending remarks publicly or privately.

Referee Coaches must ensure equal participation throughout the tournament, regardless of aptitude or gender. It is also worth noting that managers and coaches are not to exercise their authority or position to pressure Referees into participation. Encouragement, acceptance and positive reinforcement are key items worth noting.

Ensure that at all times you display a courteous and controlled manner. Respect each and every Referee, Referee Coach, Player and Team Manager.

Everyone is to treat all volunteer staff with respect.

Handling Personal Information

By signing this Code of Conduct you are agreeing that the European Referee Commission will hold certain personal data purely for the assistance and development of your career as a Referee Coach.

The only personal information that the European Referee Commission asks for is names, email, Skype address (if different), and attributes or competencies complete or not yet complete. These are required to deliver to Referee Coaches the best product to assist with their development.

These details are stored on restricted Dropbox and they are not shared or sold. The European Referee Commission may request your address (for certificates of completion) or telephone number should the Referee Coach and mentor agree.

The candidate Referee Coach must however ensure that their mentor is aware of any medical issue or disability which may impair their ability to develop and learn.

Referee Coaches may share information with other Referee Coaches in order to deliver the best career journey for the candidate.

Referee Coach Assessment Sheets

LEVEL 1 FOUNDATION COACH

Competency Assessment Sheet	The Referee Coach can identify areas of strength and areas of improvement in line with the Level 1 Competency Assessment Sheet.	0	1	2	3	4	5
	The Referee Coach has completed the Level 1 Referee CAS alone but under supervision by a more experienced Referee Coach and demonstrates reasonable justification for a decision on the upgrade.	0			5		
Game Awareness	The coach can identify basic player moves and attempts to improve referee performance through this.	0	1	2	3	4	5
Coaching Position	The coach adopts a suitable vantage point.	0	1	2	3	4	5
Preparation	The coach prepares for half-time and full-time sessions.	0	1	2	3	4	5
Briefing Structure	The coach can deliver a coaching session.	0	1	2	3	4	5
	The full-time brief follows on from the half-time summary.	0	1	2	3	4	5
	The referee can recognise and transfer improvement.	0	1	2	3	4	5
Coaching Teamwork	The coach can deliver basic positive and collective teamwork improvement points.	0	1	2	3	4	5
5m Management	The coach can deliver competent points of improvement on 5m control.	0	1	2	3	4	5
Transfer and Impact	The coach provides concise feedback at half-time and full-time. The coach does not impact game start or re-start.	0			5		
	The coach provides positive and constructive feedback, geared solely for the benefit of the individual.	0			5		
Body Language	The coach engages with referees and captures their attention.	0	1	2	3	4	5
Coaching Sheet	The coach can deliver a clear and concise side-line coaching sheet (tear-off).	0	1	2	3	4	5
Conflict	The coach can identify conflict within a referee team.	0	1	2	3	4	5
Emotional	The coach demonstrates good social skills and motivation. The coach also demonstrates self-regulation.	0	1	2	3	4	5
Respect	The coach demonstrates adequate levels of respect towards individuals and appreciates individual circumstances including referee skill, rule understanding and application and any specific needs (including and not limited to disability).	0	1	2	3	4	5
Equal Opportunity	The coach supports equal opportunity and positively vocalises areas for improvement.	0			5		
Assessment	The Candidate must score 65 in order to be competent.						
Feedback							
Assessor Name Date		Assessor Signature					

LEVEL 2 EXPERIENCED COACH

Competency Assessment Sheet	The Referee Coach can identify areas of strength and areas of improvement in line with the Level 2 Competency Assessment Sheet.	0	1	2	3	4	5
	The Referee Coach has completed the Level 2 Referee CAS alone but under supervision by a more experienced Referee Coach and demonstrates reasonable justification for a decision on the upgrade.	0			5		
Coaching Style	The coach uses the Problem-Cause-Remedy-Game Outcome-Referee Benefit method	0	1	2	3	4	5
Game Awareness	The coach understands game outcomes and can identify key play makers.	0	1	2	3	4	5
Coaching Position	The coach adopts suitable vantage points, moves along the side-line and views the game from behind the score-line	0	1	2	3	4	
Preparation	The coach prepares for half-time and full-time sessions.	0	1	2	3	4	5
Briefing Structure	The coach actively looks for positive aspects of a referee’s performance. The coach can deliver a well-structured session within the available time limits.	0	1	2	3	4	5
	The coach can identify areas for referee improvement.	0	1	2	3	4	5
	The coach can check for understanding.	0	1	2	3	4	5
Coaching Teamwork	The coach can deliver advanced teamwork improvements points.	0	1	2	3	4	5
5m Management	The coach can use PCRO-R	0	1	2	3	4	5
Transfer and Impact	The coach provides concise feedback at half-time and full-time. The coach does not impact game start or re-start.	0			5		
	The coach provides positive and constructive feedback, geared solely for the benefit of the individual.	0			5		
Body Language	The coach engages with referees and captures their attention.	0	1	2	3	4	5
Coaching Sheet	The coach can transfer coaching and deliver a full coaching sheet post tournament:	0	1	2	3	4	5
Tournament Coaching	The coach can deliver consistent coaching throughout the day to an individual and build upon previous sessions.	0	1	2	3	4	5
Panel and Processes	The coach demonstrates panel teamwork and discretion. The coach does not undermine the referee group or panel.	0			5		
	The coach is aware of panel processes at multi-day tournaments.	0			5		
Appointments	The coach can deliver referee appointments for a single day tournament within 2 weeks.	0	1	2	3	4	5
Mentoring	The coach provides follow up coaching to referees.	0	1	2	3	4	5
Conflict	The coach can identify social issues between referees and attempts to resolve conflict within the referee team.	0	1	2	3	4	5
Emotional	The coach demonstrates empathy.	0	1	2	3	4	5
Psychology	The coach has an appreciation of referee psychology.	0	1	2	3	4	5
Respect	The coach demonstrates adequate levels of respect towards individuals and appreciates individual circumstances including referee skill, rule understanding and application and any specific needs.	0	1	2	3	4	5
Equal Opportunity	The coach supports equal opportunity and positively vocalises areas for improvement.	0			5		
Assessment	The Candidate must score 90 in order to be competent.						
Feedback							
Assessor Name Date		Assessor Signature					

LEVEL 3 EXPERIENCED COACH

Competency Assessment Sheet	The Referee Coach can identify areas of strength and areas of improvement in line with the Level 3 Competency Assessment Sheet.	0	1	2	3	4	5
	The Referee Coach has completed the Level 3 Referee CAS alone but under supervision by a more experienced Referee Coach and demonstrates reasonable justification for a decision on the upgrade.	0			5		
Coaching Style	The coach can use strength coaching collectively	0	1	2	3	4	5
Game Awareness	The coach attempts to transfer play maker objectives on set plays to assist the referee with game outcomes.	0	1	2	3	4	5
Coaching Position	The coach motivates and encourages the referee from the side-line. This must be done without game impact.	0	1	2	3	4	5
Preparation	The coach prepares for half-time and full-time sessions.	0	1	2	3	4	5
Briefing Structure	The coach can deliver a session for immediate game impact.	0	1	2	3	4	5
	The coach can identify areas for referee improvement.	0	1	2	3	4	5
	The coach can check for understanding.	0	1	2	3	4	5
Coaching Teamwork	The coach can deliver advanced teamwork improvements points.	0	1	2	3	4	5
5m Management	The coach can deliver advanced points of improvement on 5m control, together with solutions using a variety of techniques.	0	1	2	3	4	5
Transfer and Impact	The coach has a basic understanding of the impact of overload.	0			5		
	The coach has a comprehensive knowledge of transfer and its impact and seeks to understand both the content required and the format/methods by which such information should be presented.	0			5		
Body Language	The coach can identify changes in body language in individuals or the referee team and is able to modify their sessions accordingly.	0	1	2	3	4	5
Preloading	The coach can pre-load referees on game expectations.	0	1	2	3	4	5
Coaching Sheet	The coach can transfer coaching and deliver a full coaching sheet post tournament	0	1	2	3	4	5
Video Analysis	The Referee Coach has an advanced ability to dissect the referee performance through video analysis.	0	1	2	3	4	5
Tournament Coaching	The coach can deliver consistent coaching throughout the day to an individual and build upon previous sessions.	0	1	2	3	4	5
Panel and Processes	The coach demonstrates panel teamwork and discretion. The coach does not undermine the referee group or panel.	0			5		
	The coach understands panel process during multi-day tournaments, including exposure at Euros. The coach can provide valuable input into decisions.	0			5		
Appointments	The coach can deliver the referee appointments during a multiday event.	0	1	2	3	4	5
Mentoring	Provides mentoring to Referee Coaches.	0	1	2	3	4	5
Conflict	The coach can identify social issues between referees and attempts to mitigate them for positive game outcome. The coach has an advanced ability to resolve conflict within the referee team.	0	1	2	3	4	5
Emotional	The coach demonstrates self-awareness and their own areas for improvement.	0	1	2	3	4	5
Psychology	The coach can vary their delivery and message according to the individual referee and the referee team. The coach attempts to recognise game sensitivity.	0	1	2	3	4	5
Respect	The coach demonstrates adequate levels of respect towards individuals and appreciates individual circumstances including referee skill, rule understanding and application and any specific needs.	0	1	2	3	4	5
Equal Opportunity	The coach supports equal opportunity and positively vocalises areas for improvement.	0			5		
Assessment	The Candidate must score 100 in order to be competent.						
Feedback							
Assessor Name Date		Assessor Signature					

LEVEL 4 ELITE COACH

Competency Assessment Sheet	The Referee Coach can identify areas of strength and areas of improvement in line with the Level 4 Competency Assessment Sheet.	0	1	2	3	4	5
	The Referee Coach has completed the Level 4 Referee CAS alone but under supervision by a more experienced Referee Coach and demonstrates reasonable justification for a decision on the upgrade.	0			5		
Coaching Style	The coach can use a solution based approach to coaching, as well as a combination of strength based, solution based and PCRO, depending upon the audience.	0	1	2	3	4	5
Game Awareness	The coach understands defensive and offensive player objectives and set plays and can transfer this to referees to improve game outcome at an advanced level at a Cat B event.	0	1	2	3	4	5
Coaching Position	The coach motivates and encourages the referee from the side-line. This must be done without game impact.	0	1	2	3	4	5
Preparation	The coach prepares for half-time and full-time sessions.	0	1	2	3	4	5
Briefing Structure	The coach can deliver a session for immediate game impact.	0	1	2	3	4	5
	The coach can identify areas for referee improvement.	0	1	2	3	4	5
	The coach provides positive reinforcement on learning objectives	0	1	2	3	4	5
Coaching Teamwork	The coach should be able to identify the nuances between each referee and be able to coach toward a collective outcome.	0	1	2	3	4	5
5m Management	The coach should be able to pin point the 3 elements of 5m management and be specific in delivery. 1. Score Line, 2 Drives, 3. General play	0	1	2	3	4	5
Transfer and Impact	The coach fully understands the impact of overload and how the time can impact on referee recovery	0			5		
	The coach has a comprehensive knowledge of transfer and its impact and seeks to understand both the content required and the format/methods by which such information should be presented.	0			5		
Body Language	The coach can identify changes in body language in individuals or the referee team and is able to modify their sessions accordingly.	0	1	2	3	4	5
Preloading	The coach can pre-load referees on game expectations.	0	1	2	3	4	5
Coaching Sheet	The coach can transfer coaching and deliver a full coaching sheet during a tournament	0	1	2	3	4	5
Video Analysis	The Referee Coach has an advanced ability to dissect the referee performance through video analysis.	0	1	2	3	4	5
Tournament Coaching	The coach can deliver consistent coaching throughout the day to an individual and build upon previous sessions.	0	1	2	3	4	5
Panel and Processes	The coach is an expert in panel duties and demonstrates a dynamic skillset during a multi-day tournament.	0			5		
	The coach has a thorough knowledge of panel process and can apply them positively.	0			5		
Appointments	The coach can deliver competent solutions to complex appointments overnight during a Category A event	0	1	2	3	4	5
Mentoring	Provides group mentoring and presentations to referees and coaches.	0	1	2	3	4	5
Conflict	The coach can identify and mitigate areas of conflict between referees.	0	1	2	3	4	5
	The coach can engage with team coaches positively.	0	1	2	3	4	5
Emotional	The coach demonstrates self-awareness and their own areas for improvement.	0	1	2	3	4	5
Psychology	The coach can assess the state of mind of the referee and adjust their coaching as required	0	1	2	3	4	5
	The coach can recognise the tenor of a game, the player and team coach feeling and what impact that may have on the game.	0	1	2	3	4	5
Respect	The coach demonstrates adequate levels of respect towards individuals and appreciates individual circumstances including referee skill, rule understanding and application and any specific needs.	0	1	2	3	4	5
Equal Opportunity	The coach demonstrates leadership qualities.	0			5		
Assessment	The Candidate must score 115 in order to be competent.						
Feedback							
Assessor Name Date		Assessor Signature					

LEVEL 5 ELITE COACH

Competency Assessment Sheet	The Referee Coach can identify areas of strength and areas of improvement in line with the Level 5 Competency Assessment Sheet.	0	1	2	3	4	5				
	The Referee Coach has completed the Level 5 Referee CAS alone but under supervision by a more experienced Referee Coach and demonstrates reasonable justification for a decision on the upgrade.	0			5						
Coaching Style	The coach can use a solution based approach to coaching, as well as a combination of strength based, solution based and PCRO, depending upon the audience.	0	1	2	3	4	5				
Game Awareness	The coach understands defensive and offensive player objectives and set plays and can transfer this to referees to improve game outcome. The coach can perform this at a technically elite level at a Cat A event.	0	1	2	3	4	5				
Coaching Position	The coach motivates and encourages the referee from the side-line. This must be done without game impact.	0	1	2	3	4	5				
Preparation	The coach prepares for half-time and full-time sessions.	0	1	2	3	4	5				
Briefing Structure	The coach can deliver an expert session and link ideas with current game trends.	0	1	2	3	4	5				
	The coach can identify areas for referee improvement.	0	1	2	3	4	5				
	The coach can check for understanding.	0	1	2	3	4	5				
Coaching Teamwork	The coach should be able to identify the nuances between each referee and be able to coach toward a collective outcome.	0	1	2	3	4	5				
5m Management	The coach should be able to pin point the 3 elements of 5m management and be specific in delivery. 1. Score Line, 2 Drives, 3. General play	0	1	2	3	4	5				
Transfer and Impact	The coach fully understands the impact of overload and how the time can impact on referee recovery	0			5						
	The coach has a comprehensive knowledge of transfer and its impact and seeks to understand both the content required and the format/methods by which such information should be presented.	0			5						
Body Language	The coach can identify changes in body language in individuals or the referee team and is able to modify their sessions accordingly.	0	1	2	3	4	5				
Preloading	The coach can pre-load referees on game expectations.	0	1	2	3	4	5				
Coaching Sheet	The coach can transfer coaching and deliver a full coaching sheet during a tournament	0	1	2	3	4	5				
Video Analysis	The Referee Coach has an advanced ability to dissect the referee performance.	0	1	2	3	4	5				
Tournament Coaching	The coach can deliver consistent coaching throughout the day to an individual and build upon previous sessions.	0	1	2	3	4	5				
Panel and Processes	The coach is an expert in panel duties and demonstrates a dynamic skillset during a multi-day tournament.	0			5						
	The coach is fully accountable for decisions and can deliver feedback post tournament. The coach can motivate disappointed referees.	0			5						
Appointments	The coach can deliver competent solutions at a Cat A event overnight during the event.	0	1	2	3	4	5				
Mentoring	The coach is a leader in the development of refereeing standards, policy and application.	0	1	2	3	4	5				
Conflict	The coach can identify and mitigate areas of conflict between referees.	0	1	2	3	4	5				
	The coach and can resolve issues with team coaches.	0	1	2	3	4	5				
Emotional	The coach demonstrates self-awareness and their own areas for improvement.	0	1	2	3	4	5				
Psychology	The coach can assess the referees state of mind, body language and any other cues to enable them to deliver effective coaching that resonates with the referee and results in an increase in performance of the referee.	0	1	2	3	4	5				
	The coach can identify game issues and coach referees on topics which may not be immediately obvious.	0	1	2	3	4	5				
Respect	The coach demonstrates adequate levels of respect towards individuals and appreciates individual circumstances including referee skill, rule understanding and application and any specific needs.	0	1	2	3	4	5				
Equal Opportunity	The coach is a leader and seeks out policy change.	0			5						
Assessment	The Candidate must score 120 in order to be competent.										
Feedback											
Assessor Name Date				Assessor Signature							

