



THE REFEREES' ASSOCIATION



2024/25 MEMBERS BROCHURE

IN PARTNERSHIP WITH



Spencer Hayes
GROUP

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THE BOARDS INTRODUCTION

The Referees' Association (the RA) continues to provide our members with excellent value for money. We support our members and represent their interests for a fraction of the cost they would pay in a commercial setting. We have only our members interests at heart and regularly intervene with football authorities on their behalf both individually and as a whole.

Our Local RAs continue to be the cornerstone of support for our members. Regular in person and online meetings provide contact with other officials as well as help when needed.

Nationally we have strengthened our representation function by establishing a partnership with the lawyer's group Advocate. This is important because it increases the support available for the most serious cases involving referees. Our support teams have continued to help members in their hour of need. Often this help goes unnoticed by the wider membership but is vital to those affected.

The RA continues to review and renew our external partnerships both commercial and with support organisations. These are important as they provide member benefits or allow us to signpost members to specialised help and expertise outside our core functions.



This year saw the RA running our second FA Cup Officials Celebration Event online. This is one manifestation of the move to create a more accessible RA by focussing the national RA on the things that can only be done at the national level and enabling local RAs to act as the first point of contact for members.

The move online has enabled the RA to provide more development sessions in 2023-24. These included:

- Female events delivered by the RA Women's Group
- The support for LRA social media teams
- A session from an American colleague
- An introduction to Futsal

We have continued this trend for the new season with updates on the Laws of the Game changes delivered by top officials to help get everyone ready to start refereeing again. These sessions will be followed by a full year of presentations from top officials and experts.

Regional Development Days were run in 23/24 and these will be happening again at the end of this season.

Our communication strategy has been implemented with the regular newsletter being the cornerstone but augmented by our social media channels. A review of The RA's website is underway and we should all see the fruits of that endeavour over the next year.

WE ARE HERE TO SERVE!

We are proud to serve the Members of **The Referees' Association** - so if you need any help or information, don't hesitate to get in touch with us to discuss any questions or queries you may have.

- **Spencer Hayes Group**

WE ARE HERE TO SERVE

3 STEP GUIDE TO ACCESSING MEMBER BENEFITS

1

Issue / Concern / Problem / Injury

2

Contact Us: 0800 2545404
membersupport@spencerhayesgroup.co.uk

3

Help / Support / Guidance / Solutions

We have added this 3 step guide to make accessing your Member benefits as simply as possible.

We have seen instances recently where delays in contacting the dedicated helpline or email has resulted in Members benefits not being accessible and we do not want you to miss out – please, please get in touch as soon as you have a problem or injury.

We can then provide you with some impartial independent advice from the outset.

Don't delay, contact us today!
0800 2545404

If you delay contacting us you might not be able to access some of your Member benefits.

MEMBER BENEFITS AT A GLANCE

PHYSIO

Maximum of 2 claims per Member per year and each claim is a maximum of 5 sessions at a maximum of £50 per session (any one total claim £250). Members must complete the normal claim form and provide the usual evidence including a doctor's note confirming the need for physio that the NHS aren't able to provide.

PERSONAL EFFECTS COVER

£400 - Usual claim form to be completed and evidence provided- £25.00 excess applies.

REFEREES KIT COVER

£400 - Usual claim form to be completed and evidence provided- £25.00 excess applies.

HOSPITALISATION COVER

£25 Per Day Up To 30 Days - Usual claim form to be completed and evidence provided - Nil Excess.

BROKEN BONES COVER

Up to £500 – Nil Excess

DENTAL COVER

£250 - Usual claim form to be completed and evidence provided - £25.00 excess applies.

SOCIETY PUBLIC LIABILITY INSURANCE

Cover for guest speakers, invited visitors or damage to third-party property, should a society or Member be negligent.



PERSONAL ACCIDENT SUMMARY OF COVER

POLICY SECTION	COMPENSATION / SUM INSURED
Death	£15,000
Eye(s) or Limb(s)	£15,000
Permanent Disablement	£15,000
Hospitalisation	£25 Per Day- up to 30 days
Temporary Disablement / Partial Disablement	£200 Per Week / £100 Per Week
Rehabilitation	£5,000
Medical Expenses	25% of the Temporary / Partial Disablement
Eyes / Limbs by Paralysis (illness)	£15,000
Victim Support / Counselling	Cost of up to 3 sessions
Funeral Expenses	£500
Loss of Referees Equipment	£400
Loss of Clothing & Personal Effects	£400
Broken Bones	Up to £500 - Nil Excess
Dental	£250

Members aged between 14 - 16

Members between the ages of 14- 16 inclusive, benefits are restricted to Death, Capital Sums and Temporary Total Disablement. Furthermore the Sum Insured for Accidental Death is restricted to £5,000 and the Sum Insured for Temporary Total *Disablement* is *£100 per week subject to a certified loss of actual earnings from casual gainful employment.*

Members aged 75 and over

Members aged 75 or over must confirm to the Association each year that they are of good state of health with no significant health risks in the way of completing a medical declaration, proposal form.

This will enable cover to be granted.

Members not in Gainful Employment

Members not in gainful employment at the time of an Accident giving rise to a claim the amount payable for Temporary Total Disablement is restricted to £100 per week.

The Referees' Association Personal Accident Insurance has been designed with the **welfare** of its **Members** being the sole focus and developed to be **market leading**.

WHAT HAPPENS WHEN IT GOES WRONG?

It would be nice to live in a world where nothing goes wrong but unfortunately that is not the case.

Occasionally the welfare of a Referee comes under severe pressure during games which can lead to further problems and confrontation.

WELFARE

The Welfare Team is here to support any member who has suffered any kind of abuse, either during or after a match or online. This includes being shouted at by players, managers or spectators. We can assist with report writing and offer advice on what action to take when misconduct has occurred.

We can offer assistance when either you or someone during your match has been subjected to racist, sexist, homophobic or any other kind of abuse and outline the steps you should take.

We have a Welfare Team that comprises a mental health first-aider, two ex-RDOs, a police officer and three parents whose children have been subject to abuse or poor treatment. All cases are dealt with on an individual basis and are underpinned by our Representation Team.

The RA also has a Benevolent Fund which is available to any member who is suffering hardship. So if you are unable to work or have fallen on hard times, please get in touch to see if the RA can help you.

It's at this point that your Referees' Association membership comes into its own providing you with all the necessary support, counselling or rehabilitation needed in order to return to refereeing as soon as practically possible.

This support is provided without restriction or exception – if you are a Member you are entitled to the support – simple.

Examples of support we have provided are:

PHYSICAL ASSAULT – during and post game
VERBAL ABUSE – during and post game
DAMAGE TO VEHICLES – post game

REPRESENTATION TEAM

Our Representation Team comprises solicitors, barristers, ex-police officers and experts in County FA disciplinary matters. If you are charged with any offence by your County FA or the FA, our Team is there to support you and offer free advice on how best to proceed. They are also there to support you in the event that you are abused or assaulted and to guide and support you through any disciplinary hearing. Members of the Team regularly appear at disciplinary hearings and advise on all aspects of strategy, evidence and procedure. They regularly address issues concerning extraordinary incidents from matches, and other charges against referees as participants including issues which arise from social media postings.

The services of the Welfare Team and the Representation Team are provided free of charge to Members.

For help please contact:
welfare@the-ra.org
or 07718 485892.



RA Member, Hampshire:

"I would have been totally lost without the Representation Team and the Welfare Team.

They supported me from the initial reports right through to making a formal complaint to the Police as a result of the incidents as a result of the findings made by the disciplinary tribunals. I simply would not have been able to understand and cope with the procedures and stresses.

The positive outcome has allowed me to continue refereeing, confident in the active support from the RA".

IB, Gloucester:

"Following an incident in a match I received some on-line abuse which caused myself & my family a great deal of distress.

After contacting my local RA, the matter was passed on to the National RA who gave me some excellent advice & support. This issue knocked my confidence greatly & the support of the RA Welfare department helped me regain it & "get back out there".

THE REFEREES' ASSOCIATION BENEVOLENT FUND

In an organisation the size of The Referees' Association, regrettably some Members do fall on hard times due to sickness and for various other reasons beyond their control. The Association maintains a Benevolent Fund to provide monetary support for Members of The Referees' Association and their dependants in cases of financial NEED.

The fund relies upon donations from Members, LRAs, CRAs, FAs, Clubs, leagues and competitions; any donation is most welcome to assist our colleagues.

The fund is operated as a charitable trust in accordance with the rules and regulations of the Charities Commission, and is administered by Trustees, appointed by the Board.

All applications MUST be on the appropriate form, which is available from the Clerk to the Trustees, Head Office and on the R.A. website.

It is essential that the form is accurately and comprehensively completed. This may entail some personal and private information from the claimant; all information is treated in the strictest confidence and is essential to enable the Trustees to properly consider the application and to enable them to award a suitable grant.

When the form has been completed it should be sent to the Clerk to the Trustees who will refer the application to two or more Trustees for consideration.

The Trustees can only make a grant to an individual and are unable to make a donation to a Testimonial/Memorial or similar Fund.

Contact the Clerk of the Fund Chris Clarke at benevolentfund@the-ra.org or the RA Head Office by telephone 02476 420360 for further details or to apply for support.



FA VASE & TROPHY FINALS AT WEMBLEY

An application each year will be made to the Football Association on behalf of the Members with the hope of generous support in receiving complementary tickets should they be available for Members for the FA Vase & Trophy Finals at Wembley.



Joel Richards development fund

In 2015 the Referees' Association lost one of its most promising referees, Joel Richards aged 19 was holidaying in Tunisia with 3 other family members. Sadly, a total of 38 lives were cut short by a terrorist attack including Joel, his Grandfather Pat, and his uncle Adrian.

Joel's brother Owen Richards survived that fatal day and along with his mother Suzanne they have set up a charity in memory of Joel, Pat, and Adrian. As a result of their remarkable work, they have offered a development fund for our RA members to assist them in their journey to promotion as a referee. A bursary is available for those finding it hard in these troubled times with rising costs.

This fund is open to all paid members of the Referees' Association, to qualify a referee must be a paying member of 2 years before they can apply.

Joel was a promising young L4 referee with plenty of passion and a desire to succeed.

QUOTE TALKING ABOUT JOEL – THIS WAS TAKEN FROM THE PREVIOUS BIRMINGHAM FA FUND PRESS RELEASE

“Joel was an amazing role model, to me and many other, inspiring young people throughout all areas of football, refereeing, coaching and volunteering. Joel dedicated his time to supporting as many people as possible. We hope his legacy will continue through the many awards in his name, and now the Joel Richards Scholarship. We hope to continue the support he personally provided through the fund, which will benefit many – especially those who need some support to kick-start or help them on their own football journey.”

T&C's

This fund is for any referee who needs financial help to assist them in their development. Some examples of financial support that can be provided are kit, free RA membership, reduced rates at development weekends, and perhaps subsidising opportunities to referee internationally or supporting them in their fitness with fitness programs/gym memberships.

Financial support is to be split between levels, up to £150 for levels 7-5. Then £500 for levels 4 and above.

Any referee who wants to take advantage of this offer must apply to the Referees' Association, you can download an application form from both the RA and Smile for Joel websites.

The Joel Richards Development Fund is now available to anyone who has the drive to go forward, between the ages of 16 and 26, who need financial support to help them get involved with football.

All applications must be made to:
john.wilson@the-ra.org

MEMBER MOTOR BREAKDOWN ASSISTANCE

£25.00
PER YEAR
*

We have developed an exclusive offering for all Members to help them in their day to day lives.

BREAKDOWN

- Homestart
- Roadside assistance
- Local recovery
- Nationwide recovery
- No excess
- No limit on call outs
- All makes and models accepted
- No vehicle age restrictions
- UK only

CONTACT US

For more information contact:
membership@the-ra.org
or **02476 420360**.
Terms and conditions apply.



Spencer Hayes GROUP

In addition to the member specific benefits and niche additional products we provide, we can also offer everything you would expect of an Insurance Broker:

- **Personal Insurance**
- **Commercial Insurance**
- **Life & Critical Illness Insurance**

These are all bespoke and tailored to your needs.

If you would like any impartial advice or for us to review your current policies please contact our office on 0161 711 0304.

www.spencerhayesgroup.co.uk



360Consultants

360 Consultants specialise in bespoke recruitment packages for both clients and candidates.

The journey for both is equally as important, we aim to create tailored solutions that best suit both parties.

We offer a free advice service for members who find themselves out of work or who want to move jobs.

In addition, we also offer bespoke and discounted rates for business owners who are looking to fill vacancies.

To find out more, get in touch, or visit our website:

- **01282 222 243**
- **enquiries@360-consultants.co.uk**
- **www.360-consultants.co.uk**



WHY SHOULD YOU JOIN THE REFEREES' ASSOCIATION?

A STORY BY LISA-MARIE LANE

A question asked many times, what does the RA do for me?

Think about it for one moment, less than One match fee for the whole season whilst refereeing.

A real-life experience of the importance of being a member of The Referees' Association.

It was another typical weekend full of refereeing obligations, we think nothing of it, prepare our kit, accessories, boots and off we travel to our fixtures. My Sunday league match in the Wolverhampton & District Sunday Football League had been called off so I decided to step in and help cover an under 13's match locally between Trysall Tigers v Sporting Khalsa. It kicked off, after 4 minutes and 50 seconds, I do not remember much, other than falling and looking towards my leg. It was pointing in the wrong direction, at the wrong height. I knew it was broken, I remembered the crunching sound and then the snap. The coach from one of the teams said, "we knew it was broken, we all heard it". I was in the middle of the pitch, screaming in agony!

I haven't been able to fully watch the video footage of the incident, but I am side stepping, nothing dramatic, not full out sprinting, just sidestepping and all it took was for my foot to fall into a divot before my life has literally changed for many months to come. The paramedics that attended were fortunately in the area at the time of my accident but were unable to administer morphine as I was cold, and my veins were collapsing leaving them no choice but to them straightening it into the brace using gas and air. The pain was indescribable, I was hospitalised for 5 days, I'd broken both bones in my leg as my ankle completely dislocated the pressure then rested on my Tibia and Fibula. The consultant has confirmed it was just a freak accident. My point is it could happen to any of us, unlikely, but it could.

SUPPORT FROM THE REFEREES' ASSOCIATION

Firstly, I'd like to acknowledge our Chairman Phil Reade, his support has been nothing short of immense during this time. He has been in regular contact with me, offering an empathic ear, advice, and support regarding the RA's accident insurance and how the benevolent fund may be able to support me should my personal circumstances warrant it. I'm a professional, I work for a national organisation, in 20 years of my career I've always had 6 months full pay and 6 months half pay, however, after returning to my old position I accepted updated terms and conditions and was horrified to discover I am now entitled to 1-month full pay for each year worked there (up to a maximum). I've been back in that post less than 2 years! This placed a considerable stress and pressure on me financially given the consultant had suggested approximately 9 months to full recovery and approximately 4 months no driving.



OUTCOME

I have been lucky to have the support of the RA, I thank Phil in my mind almost daily for promoting membership of the RA. I was awarded £500 for the bone injury payment, my entire kit (2 pairs of shorts, socks, and boots) all cut off by the ambulance crew have been reimbursed, I am entitled to £200 weekly whilst I am unable to work as advised by my consultant/GP. I am in the process of arranging physiotherapy sessions through the insurance (up to 5) as the NHS physio is going to take up to 4 weeks to get an appointment and I've been advised by two medical professionals physio is vital at the earliest stage to avoid muscles and tendons shortening. This will no doubt be of great help and support in aiding my rehabilitation. All the benefits are listed in The Referees' Association Brochure. The help and assistance I have received from Spencer Hayes Group has been first class. Bill Hudson was my first point of contact in dealing with my claim, but I must give a special mention to Paul Bentley for his expertise and knowledge in dealing with my claim. I will always be truly grateful for your help.

After some reluctance due to not wanting to feel like a charity case, I applied to the Benevolent Fund offered by The Referees' Association, describing my financial circumstances due to work new policies etc and I am so grateful that I will also receive some help from them too, which will ease the pressure off paying my mortgage etc whilst I'm unable to work.

After this horrific experience, I would urge any referee to join The Referees' Association, personally I would even be keen to pay extra and have a higher level of insurance as you just never know when you might need that financial assistance. It's been an incredible help and support both financially and emotionally.

Thanks again to everyone who donated at the last Wolverhampton Referees' Association monthly meeting in January, I can honestly say it made me cry when Phil arrived at my home with a little tub of money for me, flowers, and a card. I've been visited and sent flowers, donations, and cards from both teams who I would also really like to thank them for their concern and well wishes, it really meant a lot, especially on that fateful day for all the support from the parents, particularly the parent who let me rest my head into his chest whilst they straightened my leg!

Finally, Join The Referees' Association, it's a great support!

Thank you.
Lisa-Marie Lane - Wolverhampton RA

**65% OF PEOPLE
AGREE THAT
HOMOPHOBIA HAS
NO PLACE IN
SPORT.**

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ALLYSHIP,
WEAR OUR LACES.**

Stonewall



Contact tshirt@stonewall.org.uk to place your order.
www.stonewall.org.uk/rainbowlaces

BIG SAVINGS FOR OUR MEMBERS



HOMETYRE 20% DISCOUNT

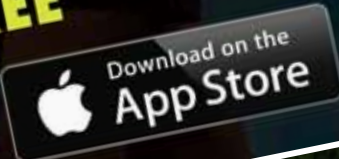
Discounted tyres for all Members visit www.hometyre.co.uk and add code **RADC20** at checkout – tyres fitted at your home or place of work for your convenience.



REFSIX



DOWNLOAD FOR FREE



FREE APP



www.bestenergyprices.co.uk is an energy comparison site, just like the others that you see on TV, that enables you to switch your home energy supplier and save money.

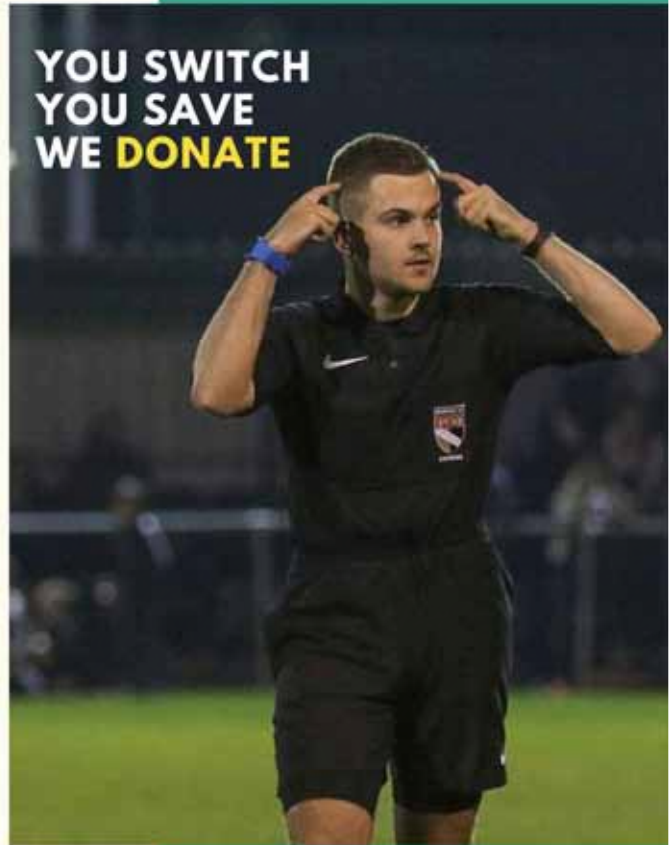
The difference, however, is that when you switch your home gas and electricity online through us, we will donate £10 to the The Referees' Association Benevolent Fund when your supplies go live.

So if you are out of contract or have not switched for some time then please visit www.bestenergyprices.co.uk/referees-association-benevolent-fund and get a quote.

**TOGETHER WE CAN
MAKE A CHANGE
FOR THE BETTER**



**YOU SWITCH
YOU SAVE
WE DONATE**



www.the-rashop.org

THE REFEREES' ASSOCIATION



**SPORTING
TOUCH**

BULK DISCOUNTS
For County FA's & RA's
get in touch Today



Your one stop shop for:

- Match Kit
- Whistles
- Cards
- Watches
- Flag Sets
- Training wear
- Match Record Pads
- Much much more

PHYSIOTHERAPY

WE WANT TO SEE AS MANY MEMBERS REFEREEING AS OFTEN AS POSSIBLE!

In order to achieve that we have extended the Physio offering to include injuries in addition to accidents.

Where you suffer an accident or injury whilst refereeing, travelling to and from a game or whilst on an official Referees' Association event where appropriate you are entitled to a maximum of 2 claims per Member per year and each claim is a maximum of 5 sessions at a maximum of £50 per session (any one total claim £250). Members must complete the normal claim form and provide the usual evidence including a doctor's note confirming the need for physio that the NHS aren't able to provide.

Although most common injuries will clear with rest over a period of time it is essential you receive the right advice from your usual medical practitioner or our triage team who will be happy to assist you.

Failure to follow this advice both in terms of rest and exercises specific to the injury can delay the healing process or cause additional injuries.

We will only pay for a maximum of £250 in total for any one Insured Person during the Period of Insurance and confirmation from a medical practitioner will be required to access the service of treatment.

We will not pay for any physiotherapy occurring after the Insured Person has either (a) returned to work or (b) been advised by a doctor that "You may be fit for work" or (c) continues to officiate after an injury has been sustained.

The aim is **simple**, assess the injury, provide advice & **appropriate treatment** and get you back on the pitch as **soon as possible**.



National Centre for
Domestic Violence



**Abuse can happen
to anyone**



**For help getting a protective injunction call 0800 970 2070
or text "NCDV" to 60777**

National Centre for Domestic Violence

To donate scan the QR code or visit ncdv.org.uk/donation

CLAIMS

PERSONAL ACCIDENT INJURY

Basically, as a referee, you are covered for personal accident injury when you are travelling directly to and from a game and during the game itself. You are also covered if injured whilst on official society business. If you sustain an injury during this time you will need to make a claim on the Referees' Association policy.

It is absolutely imperative that whether you ultimately make a claim or not, you register the injury with the Referees' Association by asking them directly, yourself, for a claim form. The Association will register your claim as soon as you request a form. You should request a form if you feel that you may make a claim. Do not wait for the outcome of tests or visits to your doctor or hospital, please obtain a claim form straight away directly from the Association. By doing this your claim will be registered.

After consultation with your medical practitioner or hospital, and after your injury has been diagnosed and certified, send the completed claim form immediately to the Association. The Association will acknowledge your claim and forward this to the insurance broker for processing. Should you have any query with the processing or payment of your claim, or if you want specific information on the policy details, please contact Member support or The Referees' Association Head Office.



*"We endeavour to make the process of **making a claim** as **pain free** as possible. We manage claims and make settlement with the view of **getting you back refereeing** as soon as possible."*

THEFT OF REFEREES EQUIPMENT CLAIMS

The policy covers the loss of referees equipment only whilst travelling directly to and from a game and during a game. It is not covered under any other circumstances. You must take all reasonable care to protect your property and to keep it safe at all times. Do not leave kit hanging about in dressing rooms or club houses after a game and lock it in your car (either in a locked boot or locked compartment).

Again, you should obtain a claim form directly from the Association who will log your claim in the office in the event of a claim being made.

Complete the claim form ensuring you give full details of the circumstances of the loss and in the case of theft you **MUST** report this to the police and obtain a Crime Reference Number. Submit your claim to the Association without delay.

PLEASE REMEMBER!

It is only by obtaining a claim form **DIRECTLY** from the Association that your claim will be logged. If you obtain claim forms from any other source your claim will only be logged upon receipt and it is vital that this is within the sixty day period allowed.

If you are in any doubt about making a claim please do not hesitate to contact Eddie Drinkwater as above and you will be given definitive information.

THEFT OF CLOTHING & PERSONAL EFFECTS CLAIMS

The policy covers the loss of clothing and personal effects under the operative time of the policy following theft from a locked building or vehicle. In respect of theft from a locked building forceful and / or violent entry / exit must be evidenced. Theft from unattended vehicles is excluded unless items are kept out of sight in a locked boot or locked compartment and evidence that the vehicle has been broken into must be provided. You must take all reasonable care to protect your property and to keep it safe at all times. Do not leave anything hanging about in dressing rooms or club houses after a game and lock it in your car (either in a locked boot or locked compartment).

Again, you should obtain a claim form directly from the Association who will log your claim in the office in the event of a claim being made.

Complete the claim form ensuring you give full details of the circumstances of the loss and in the case of theft you **MUST** report this to the police and obtain a Crime Reference Number. Submit your claim to the Association without delay.



**PROSTATE
CANCER UK**

IGNORING PROSTATE CANCER WON'T BEAT IT!

WHAT IS THE PROSTATE?

Only men have a prostate gland. The prostate is usually the size and shape of a walnut and grows bigger as you get older. It sits underneath the bladder and surrounds the urethra - the tube men urinate (pee) and ejaculate through.

EARLY SYMPTOMS

If you do notice changes in the way you urinate, this is more likely to be a sign of a very common non-cancerous problem called an enlarged prostate, or another health problem. But it's still a good idea to get it checked out, changes include:

- Difficulty starting to urinate or emptying your bladder
- A weak flow when you urinate
- A feeling that your bladder hasn't emptied properly
- Dribbling urine after you finish urinating
- Needing to urinate more often, especially at night
- A sudden urge to urinate - leaking before you get to the toilet

WHO IS THIS MAN?



Made up of 77 different figures, the man is you and everyone who wants to stop prostate cancer being a killer. Our 'Man of Men' logo features in the squad number of every player's shirt in the EFL this season. And football managers up and down the land wear the Prostate Cancer UK pin-badge with pride.

THE
REFEREES'
ASSOCIATION



More information is available
on prostatecanceruk.org
and from The Referees'
Association:

Telephone: 02476 420360
Email: contact@the-ra.org
Web: www.the-ra.org

**MORE INFORMATION
IS AVAILABLE ON
prostatecanceruk.org**



Prostate Cancer UK is a registered charity in England and Wales (1005641) and in Scotland (SC039332). Registered company number 0265387. 5340

“

DID YOU
KNOW?

breast
cancer uk.



At least 30% of breast cancer cases could be prevented by making small changes

We can help you do the right things to reduce your risk



SCAN ME



Take our
breast cancer
prevention
quiz today

or visit
breastcanceruk.org.uk



FUNDRAISING
REGULATOR

Breast Cancer UK registered charity number: 1138866 in England & Wales; registered company number: 7348408

Make your impact a positive one.

By managing the game in a positive,
calm and confident way, you'll
encourage everyone to have fun.



Play Your Part (Code of Conduct)

Match Officials

Play your part and support
The FA's Code of Respect:

I will:

- Respect the game, the competition and all other participants
- Maintain my integrity and approach each game with a positive mind set
- Be knowledgeable of the laws of the game, regulations and competition rules
- Set a positive personal example, by promoting good behaviour
- Embrace and empathise with the spirit of the game
- Submit accurate and concise reports and misconduct
- Complete and submit accurate and concise reports
- Apply the laws of the game, promoting positive actions and not tolerating actions that do not fit the image of the game

I understand that if I do not follow the Code,
I may be:

- Required to meet with The FA, County FA Referee Development Staff or Referees Committee
- Suspended by the County FA



RESPECT

For All

We ONLY do Positive.

THE BENEFITS OF REFEREEING

The ability to make decisions under pressure.

The art of managing conflict and resolving challenging situations.

Life experience and skills:

- Self-discipline
- Punctuality
- Time keeping
- Self-presentation
- Report writing

Improved communication skills:

- 1-to-1
- Group scenarios
- Public speaking
- Leading a conversation
- Body language perception

Improved physical health and wellbeing. Referees in the professional game run between 9 and 12km per game!

The camaraderie of being part of a team and community.

Handling responsibility and delegating tasks.

Opportunity for progression up the football pyramid and involvement in the professional game.

INVOLVED IN OUR GREAT GAME!





The RA commits to the Mental Health Charter for Sport and Recreation

The Charter is a voluntary code which was launched by the sport sector (the Sport and Recreation Alliance and the Professional Players Federation) with support from MIND in 2015. It has over 280 signatories including the FA and the PFA. The Charter has an instrumental role in embedding mental health within sport and recreation and can help to create a culture shift in wider society that removes the stigma around mental health.

By signing up to the Charter, the RA are committing to helping make this vision a reality. Together we will achieve this by:

- ▶ Using the power of sport and recreation to promote wellbeing, with a special focus on encouraging physical activity and social interaction.
- ▶ Publicly promoting and adopting good mental health and best practice within sports and recreational activities.
- ▶ Promoting positive public health messages using diverse role models and ambassadors to reduce the stigma attached to mental health problems.
- ▶ Actively tackling discrimination on the grounds of mental health to ensure that everyone is treated with dignity and respect.
- ▶ Supporting the establishment of a network that work closely with the mental health sector to develop resources and best practice.
- ▶ Regularly monitoring our performance, assess progress and take positive action on mental health issues.

More information can be found on www.mind.org.uk/sport, www.sportandrecreation.org.uk/policy/the-mental-health-charter and www.the-ra.org



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GUIDANCE FOR PLAYERS PLAYING WITH GLASSES

Referees should check each player's equipment prior to kick off, or the player entering the field of play as a substitute.

Law tells us...

A player must not use equipment or wear anything that is dangerous.

All items of jewellery (necklaces, rings, bracelets, earrings, leather bands, rubber bands, etc.) are forbidden and must be removed. Using tape to cover jewellery is not permitted.

The players must be inspected before the start of the match and substitutes before they enter the field of play. If a player is wearing or using unauthorised/ dangerous equipment or jewellery the referee must order the player to:

- remove the item
- leave the field of play at the next stoppage if the player is unable or unwilling to comply

A player who refuses to comply or wears the item again must be cautioned.

If a player is wearing glasses, the referee should check that they are sports glasses, which do not contain glass or a metal frame. This is for the safety of the player and other participants in the match, as per the Laws of the Game.

Any player wanting to wear glasses which the referee deems to compromise safety, should remove the glasses or not be allowed to play until so.



BOOTBUDDY & THE REFEREES' ASSOCIATION CLEAN-UP

The Referees' Association are proud to partner with BootBuddy to help make cleaning your muddy boots after a game a lot easier and much quicker.

BootBuddy, as first seen on BBC's Dragons Den, has helped not just the footballing community, but avid walkers, BBQ'ers and pet owners reduce the time it takes to clean their equipment.

Sarah Hobbs, Vice Chair of The Referees' Association commented, "I bought my BootBuddy at the start of last season and it has been great at getting my boots nice and clean, ready for the next match. It's literally done in a couple of minutes, leave to air-dry for a bit and then pop them back in your kit bag ready to go again when duty calls."

As a member of The Referees' Association, either directly or indirectly through a society you can benefit from a 10% discount on any purchase with BootBuddy. So, what are you waiting for, let's get those boots sparkling clean, login to The Referees' Association members portal and search 'BootBuddy' to claim your exclusive RA discount.



**THE
REFEREES'
ASSOCIATION**



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EMAIL: contact@the-ra.org

WEBSITE: www.the-ra.org

TWITTER: @RefsAssociation

FACEBOOK: /RefereesAssociation

MEMBER HELPLINE & EMAIL

We are here to serve and we take great pride in doing so. If you need to speak to someone with regards to anything in this brochure then please don't hesitate to get in touch with us.

0800 2545404

membersupport@spencerhayesgroup.co.uk



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