



IOM FA REFEREE STRATEGY

ENHANCING PERFORMANCE, VALUING DIVERSITY,
AND SUSTAINING OUR GAME

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**ENGLAND
FOOTBALL**

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WELCOME



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Our referee strategy has been compiled with key elements of the National FA referee Strategy; to focus on our county and the input we need to provide to ensure we recruit, develop and retain match officials on the Isle of Man.

Across all levels of the game, there has been a drop in match officials along with poor and challenging behaviour from players, coaches, managers and spectators. Whilst these occur in their minority it is having a clear impact on the game. This strategy is to show you how we are eager to support our match officials by expanding the provisions in place to help recruit, guide, develop and support all our referees across the refereeing development pathway.

The IOMFA Referee Strategy 'Enhancing performance, valuing diversity and sustaining our game' shows our commitment to developing a strong workforce of match officials across our county. Our aim through this strategy is to raise the quality and profile of refereeing on the Isle of Man, ensuring that there are no barriers to anyone wishing to 'take up the whistle' and ensuring that all match officials on the Isle of Man receive the support they require.



Liam Thomas, IOMFA RDO



NO REF.
NO GAME.

STAKEHOLDERS FEEDBACK



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To create this strategy, we have used the feedback from all our stakeholders in Manx football – Players, Referees, Coaches, Managers, Spectators & Parents.

We gathered the data via IOMFA Business Strategy Survey and gathered insight from all of our registered referees. Thus creating **YOUR STRATEGY**.

The 10 key themes listed below:

- Feedback and support on matchdays
- Observation Opportunities
- Referee Education
- Atmosphere
- Junior Referees
- Recognition
- Facilities
- Behaviours within the game
- Coaches within Junior League
- Learning from professional referees

THE CURRENT LANDSCAPE



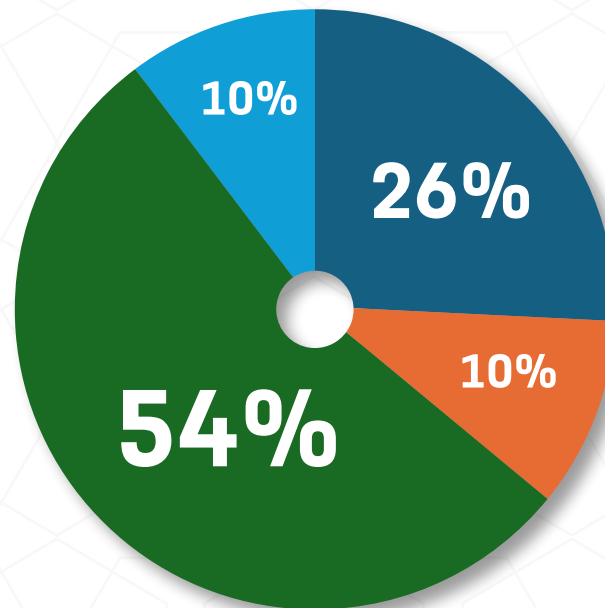
We currently have 46 registered referees.

REFEREE AGE



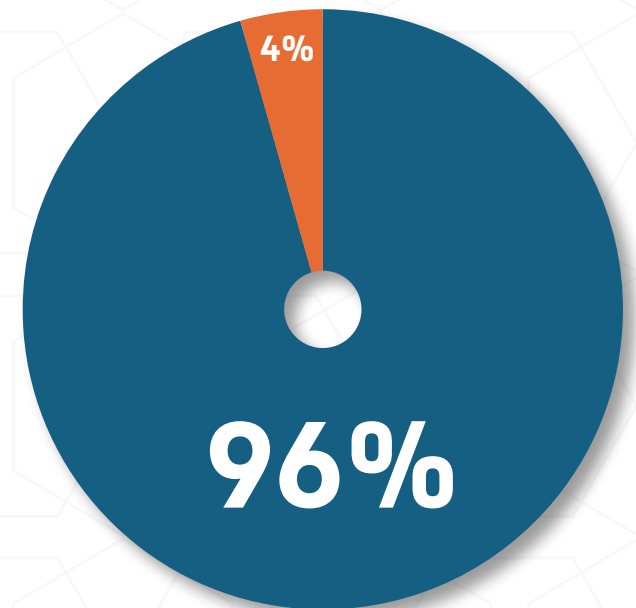
- Ages 16-17
- Ages 18-25
- Ages 26-35
- Ages 36-45
- Ages 46-55
- Ages 56-65
- Over 65

REFEREE LEVEL



- Level 7
- Level 6
- Level 5
- Level 4i & 4

REFEREE GENDERS



- Male
- Female

KEY DRIVERS



Environment:

- Behaviours in Game – BIP
- Matchday Environment
- Supporting each other

Support:

- Mentor support workforce
- Referee Education
- Recognise and Reward

Sustain:

- Increase Registration
- Increase number of active referees
- Referee Coverage
- Progression Pathway



IMPROVING THE ENVIRONMENT

CREATING A SAFE AND ENJOYABLE PLAYING FIELD, WE WILL:

More support from referees to each other

Sharing success and good news stories

Improve knowledge of reporting procedures

More social events to create togetherness

Provide greater levels of support to all registered referees

Work with leagues to tackle poor behaviour on and off the pitch



OUR AIMS ARE:



Share at least 10 success and good news stories



Increase referee coverage across Junior Leagues by 30%



Increase mentoring opportunities by creating our mentoring workforce



Monthly development group meetings – bespoke & in tandem with the IOM Referees Society



Have a referee workforce more engaged, upskilled and together



Run a minimum of x3 referee courses a year



ENHANCING PERFORMANCE



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MAXIMISING OPPORTUNITIES FOR ALL TO REACH THEIR POTENTIAL, WE WILL:

1

Increase the exposure of The FA's Promotion Pathway

2

Explore off island referee opportunities e.g. tournaments

3

Increase the number of Matchday Coaches to develop our referees

4

Improve provisions for referee education and development for all

5

Explore development groups for referee cohorts – Female, senior, junior (u18s), AD-HOC.

6

Work collectively to try to secure sponsorship and funding towards our referee groups and development opportunities.

OUR AIMS ARE:



Throughout the 2025/26 season – Hold a minimum of 3 CPD opportunities for our referees. On and off the pitch activities



Have a retention of 70% of referees who qualify the prior season



Have opportunities for all referees, to be supported by mentors, Matchday coaches and observers



Hold meetings for relevant groups





New Referees Group

- Recently qualified referees. Trainee referees
- Require mentor support x 6 matches via approved FA Mentors
- 14 year old+ e.g. could be Secondary school students/ IOM College But also could be new referees to the game
- Safeguarding measures in place
- Opportunities – Junior IOM football to Adult IOM football, Recreational IOM football, School tournaments, FA Leadership opportunities



Performance Group

- Level 7 – Level 4i
- Require match day coach observations
- Referee Education opportunities e.g. masterclasses – CPD
- Ad hoc – bespoke support e.g. female / U18's
- Sponsorship – to get discounts via e.g. The Ref Stop, Wellbeing initiatives



Retention Group

- Reward and recognition
- Longevity in IOM refereeing
- Match day experiences to continually improve
- Upskilled to support the future of refereeing

Aim for each group to meet once every 3 months on rotation



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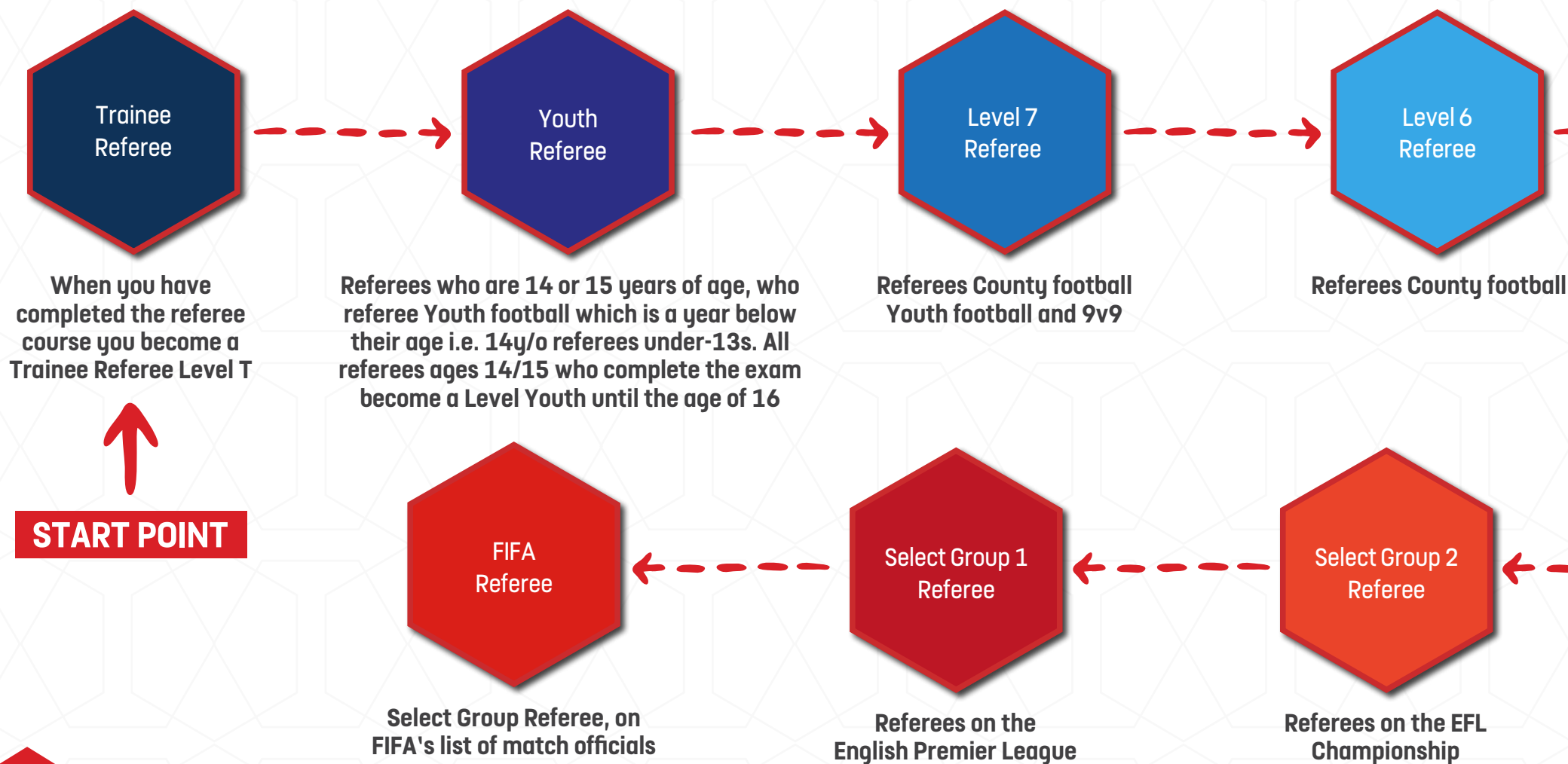
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REFEREEING PATHWAY - THE WOMEN'S GAME

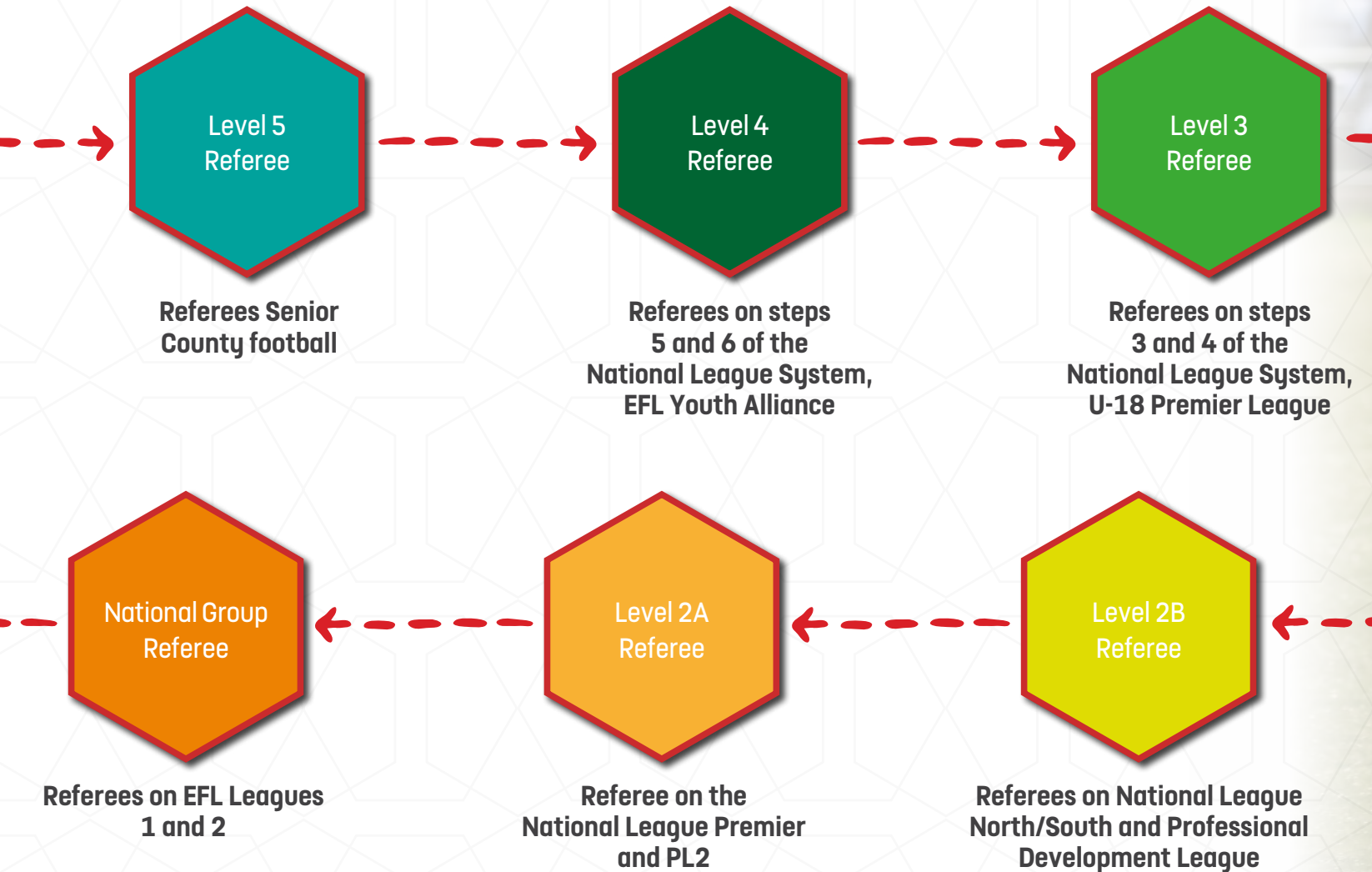


REFEREEING PATHWAY - THE MEN'S GAME





ENGLAND FOOTBALL





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EMBRACING DIVERSITY

IDENTIFYING
OPPORTUNITIES
TO CREATE A
DIVERSIFIED
WORKFORCE,
WE WILL:

Deliver equal
opportunities for girls
and women to referee

Exploring partnership
opportunities with our
schools & college and
organisations

Explore referee kit
support schemes
e.g. job seekers

How our current
referees have a vital
role in promoting
fairness and equality
across our game

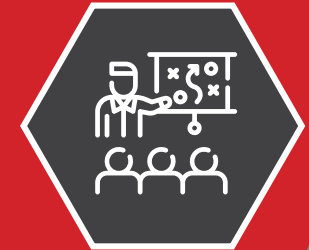
OUR AIMS ARE:



Explore female referee development support



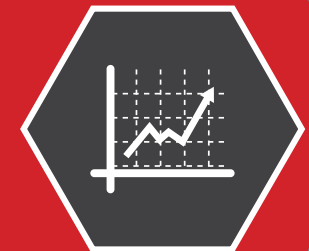
Explore female only referee courses



To have a kit exchange system where referees can bring in spare or unused referee kits



Reach 50 affiliated and registered referees



CLOSING COMMENTS



This is an exciting time to be a referee on the Isle of Man. Our aims, visions and goals help ensure retain focus on developing all levels of referees in our county. Emphasizing the need for support to enable our current referees to succeed within our local game but to unlock new potential and build a bright and sustainable future.

Refereeing has always been a critical but unique role. As such, it is important for the IOMFA to continuously support and encourage our refereeing workforce to understand the importance of self-improvement, offer new opportunities and highlight the benefits of officiating.

The IOMFA is committed to supporting the development of football in our county by aligning our values alongside The FA's referee strategy. Our referees play a vital role in promoting the development of our game at all levels and we are committed to supporting our referees in creating a positive and inclusive environment for all participants.



Liam Thomas,
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