

**Meeting: Referee Commission**

**Date: 14<sup>th</sup> November 2015**

**Location: NVC Kettering**

**Attendees:**

Steve Evans (SE), Deb Smart (DS), Nick Heckford (NH), Richard Morten (RM), Martin Shakespeare (MS), Glynn Archibald (GA), Louise Oreilly (LOR) Steve Mathews (SM), Audrey Cooper (AC), Diane Hollows (DH)

**Circulation:**

**Apologies:**

None

**Minutes of last Meeting**

Read and agreed an accurate record.

**Matter's Arising**

- Referee Conference - proposal was to go with 11th June 2016 however; it may clash with VEBT Skegness.
- **Action's** - book and confirm the Referee Conference
- Beach Conference - 7th May 2016 Date and venue to be booked and confirmed.

LOR by  
20/11/2015

Office to  
communicate  
to send out a  
placeholder  
to keep the  
date free

**(1) Referee Strategy**

- Document has been worked through with a smaller group SE, RM, NH, LOR and AC.
- SE thanked AC and LOR for driving the strategy document and for getting it to the stage that it currently is.
- It is now in the final stages and the next steps are on the execution and delivery. The SMT have been through the document and have asked some questions.
- LOR took the meeting through the Exec Summary that will go with the Strategy document in to the Board.
- From the SMT questions asked were around 'Why?' do we need the Strategy to drive the numbers of NVL referees etc. Questions raised are around what is the shortfall, which is a difficult one to answer. MS commented on the difficulty in certain regions and again about the number of teams joining the NVL in areas where we are already low on numbers e.g. Devon & Cornwall and the North East.
- Discussion took place on the anecdotal / qualitative evidence behind supporting the story. MS to summarise the current issues around the country and also why London works better and the

MS to supply  
LOR as soon

<p>reasons for this. MS quoted the need around how many referees would be required on average per team. Rationale to support in answering the challenge to the Exec on numbers.</p>	<p>as he can.</p>
<ul style="list-style-type: none"> <li>• The links with club development were raised, as this will be the main area for recruitment and increasing numbers.</li> <li>• AC suggested that Referee Commission invite Ian Poynton (Membership and Funding Manager) to the next meeting to have this discussion around club development and referees and links between them.</li> </ul>	<p>SE for next meeting</p>
<ul style="list-style-type: none"> <li>• RM will look at the Regional Referee Administrators and which of these are active and what work they are doing. This would highlight where the gaps are and where the areas of inactivity are. SE reminded the meeting that the RRAs are not appointed by Referee Commission but are voted in by the regions. LOR suggested that they receive a letter from Referee Commission (RM) inviting them to the Referee Conference. AC commented that the key to the Strategy would be the expertise and people delivery. The re-connection with the RRAs is key - suggestion was made that a meeting with the RRA's should take place before the Referee Conference as it was too far in the future.</li> </ul>	<p>RM</p> <p>RM to arrange</p>
<ul style="list-style-type: none"> <li>• Discussion took place around the use of a feedback form. WTR has the capability of initiating feedback forms i.e. Teams on the referees and referees on the behaviour of the teams / coaches etc. It has to work both ways. SE has spoken to Paul Bohannon about the form and would including the information required by Competition Commission.</li> <li>• AC asked how we would communicate and launch the Strategy. Is it about we want to be better? How do we then back this up and get the support of the teams and the players and administrators.</li> </ul>	<p>SE to follow up with Competitions commission and WTR</p>
<p>Review of the Strategy Document</p>	
<ul style="list-style-type: none"> <li>• The meeting walked through the Strategy and made further comments on the content of the document.</li> <li>• RM to send LOR a current list of the Tutors / New Tutors</li> <li>• The review of the budget included within the strategy Ideas on training day and what the day may incorporate and its costing's .</li> <li>• SE asked whether the Commission was happy to accept the strategy document to present to the Board Meeting agreed to the Strategy</li> <li>• The next stage is now to work on the implementation; RRA engagement, Referee development, Budget support, Pathway in order to gather the momentum</li> </ul>	<p>RM</p> <p>NH to contact Competitions (Jonathan Moore)</p>
<p>(2) Responsibilities and Succession</p>	
<ul style="list-style-type: none"> <li>• SE presented an outline of the Role Descriptions of the Commission members in order to be able to clearly define what is expected of Commission members</li> <li>• SE discussed the succession of the Commission and whether we can recruit them. For example Sebastian Widlarz (Observations), Richard Burbridge (G4 coordinator or IT), Katarina Cepinova (Women or development), Greg Thompson (Beach), Dee Wauchope (Regional Com or Sitting).</li> <li>• Discussion on the skill levels required and that the Commission may not just be the senior referees and then find them a job. Should the Commission advertise for anyone that is interested in</li> </ul>	

joining the Commission.

- LOR noted that Netball England had run competency sessions with the Commissions run by SOUK.

### (3) Finance

- NH and LOR will work out the new coding to meet the new system requirement. What is the likely impact within the 13-17 Plan so that we can then determine what the impact will be on the 18-21 Plan
- NH asked that claims are made for what should be claimed for which SE supported

(LOR to confirm the numbers)

### (4) Commission Reports

#### (4a) Courses / Regions (RM)

- 9 courses have taken place and 4 have had to be cancelled. There are 3 courses planned all in the SW region (i.e. RC1 has been submitted). There is a fully funded course in addition which will be in Kettering / Leicester. Nothing in yet for Volleyball Dorset (NH to follow-up). Potential that there may be 7 courses after Christmas. Possible course for the NE that needs to run as courses are being cancelled due to lower numbers (e.g. Catterick) and also in North Devon (e.g. Petroc)
- Areas where there are fewer courses are Yorkshire, London. RM to follow-up on Reading (Isaac Goldfarb)
- SE outlined the process for new Grade 4 registration in that the 'free' year runs until the following July month end. If the course is run after January month end then the registration would run until the end of the next VE year. Discussion was held around the registration fee and why G4 referees do not re-register and what we are doing to make the registration fee value for money.
- NH to consider what a communications plan could involve and the sort of items that we could include within the communication - short succinct articles without needing an onerous workload to deliver. LOR showed the Commission what could be set up through Mail Chimp. Target newsletter for pre-Christmas
- Summary - the current course outlook is in line with expectations and there's no budget impact risk at present.
- RM went through the list of Tutors - there are 22 trained since last summer, 6 have left the programme and some are still in the process of completing the training. There 17 Tutors that are trained. There are enough tutors. RM to consider what the time lapse should be before a refresher course is held and where.
- RM will have a look at the course content and may update this. NH to contact SW on giving a price for whistle / sanction cards / flip coin.
- RM commented that the re-print of the Handbook is now available and will be posted out to course attendees that have not yet received them. DS and SE ran courses without the Handbook.
- The replacement pages can be sent out (email) as pdf for printing and including within the existing Handbook.
- No new RRAs - request from Yvonne Perkins (Wales) to create and manage as a RRA Action: Agreed

RM

#### (4b) Competitions (MS)

- MS reported that Competition Commission had not met recently due to a number of reasons.
- MS commented on the availability issues with the current weekend being a case in point with NVL matches being re-arranged on a Cup weekend and also American Schools tournament causing difficulties with clubs asking why no referees. Clubs are also not notifying early enough when cup matches are being played and what the referee requirement is.
- MS suggested not putting a default time on the programme.
- MS noted that James Murphy was the new Cup Commissioner
- Referee Commission have sent an input into the Competitions Review. MS was not aware that anything had happened re the Review and when Referee Commission will be further involved in the outcomes of the Review. AC asked that MS contact Jonathan about where the Review was going so that Referee Commission had the input in a timely manner. LOR to contact JM / Rob Cooke about the referee input so that the message about resourcing any structure proposal was received from both the Commission and from the professional staff.
- SE reported on a discussion with Sanjib at NEVZA regarding competition fees. International competitions would receive £40 per day and for other competitions it would be £35. NTO payments are recognised for NEVZA, Cup Finals, Super 8 Play-off weekends at £10 per match up to a maximum of £35 per day. Due diligence required that Sanjib has the budget available to support this and that there is no back-tracking at a later date. MS noted also that there is NTO registration if the above requirement is on being registered.

LOR

SE to follow-up and get this in writing for both volleyball and Beach.

#### (4c) Sitting (GA)

- Unfortunately the Sitting course proposed had no candidates and was cancelled. GA to look at how we reschedule this course and when it should be run to garner better interest - and marketing of the course.
- Challenge to increase numbers of referees and how to improve the pipeline. Chris Teoh has expressed an interest and is young enough to be able become a WOVD referee and GA will look at the opportunity to progress him to that level. GA to talk with Richard Stacy Chapman (RSC) on whether opportunity exists within Europe to develop him.
- No issues with the SGP at the present time
- AC suggested that GA may benefit from talking to RSC about the PRC project
- SE congratulated GA on being appointed to the 2016 Rio Paralympic Games.

#### (4d) Coaches (NH)

- Nothing to report.

SE hoped that with the new coaches commission president?? Harrison that NH may get invites to their meetings.

#### (4e) Beach (DS)

- Beach season has now ended. Need more competition to develop the existing pool of referees - 5 VEBT events and this is 6 per event. There are 18 registered referees. Other events such as Side Out and Deep Dish are possible - it was noted that referees are generally requested for these events and hence not appointed, as there would be no fee for the event. This is a potential source for development if the referees want the competition. Croyde - there were only 3 referees taken to the event (Student Cup).
- DS reported that the Beach referees would need to referee indoors in order to maintain a level without being 'cold'.
- LOR will send DS a list of the indoor / outdoor venues that are being used and whether the referees can be offered.
- Potential for grants - for referee development. Can the VRM be used to drive a course?
- Possible course for Leaf - DS to talk to Kirk Pitman about running a course and him talking to Geoff Allen / NH about Volleyball Dorset support and funding.
- DS reported that Sanjib had limited the number of referees to 6 per event. Ideally we would want 10 per event (Final excepted).
- LOR to take an action about increasing the number of referees as the number of opportunities for referees is limited. What is the tournament format and how the additional requests arise during the event as these are supported through goodwill when the numbers are being limited.

LOR

DS

LOR

#### (4f) Development (DH)

- DH reported that the surveys have been completed and some of these referees have been invited to the Student Cups
- SE commented that he was very aware of the large volume of work completed by DH and that support can be found to support the process.
- DH commented that the Student Cup at Leaf (Bournemouth) was struggling for numbers. AC asked whether we could send something out on Facebook / Twitter

#### 5. Rules (NH)

- There is a need to clarify the communication around the behaviour of the coaching staff. Use the newsletter process.

#### 6. AOB

- NH raised the VE website and the content of the website and how we should update this - is this a priority. This will be the Workforce Officer responsibility. Roman is working on this a project. SE will pick this up as what is current and what needs to be updated.
- Volleyball Dorset have secured grants for Paravolley development and also for Women's development.
- SE raised the issue of having Observers / NTOs that cannot register with VE because there is no category for them to be able to register within. AC commented that should be part of the wider discussion with Ian Poyter.
- AC regarding Mentor programme and that VE have launched a coaching programme. 4 Coach developers that have been trained as the Mentors (working with c20 coaches) including video /

SE

microphone feedback. Could be used as a basis for Referee Mentor development and developed perhaps through SOUK. Programme name is Enhance.

- SE raised the issue of using a photograph to illustrate refereeing that the photograph is inappropriate and does not meet with the standards required by Referee Commission.
- Ruth Norfolk (Communications at VE) is tasked to look at ensuring appropriate picture content.
- SE reported and congratulated Andrew Potter on being nominated as a BBC Unsung Hero for the South West.
- SE wished Audrey well and congratulated her in her new role in UK Sport.

Date of Next Meeting

The date of the next meeting is 20th February 2015