

**Meeting: Referee Commission**

**Date: 20<sup>th</sup> February 2016**

**Location: Sports Park, Loughborough**

**Attendees:**

**Steve Evans (SE), Nick Heckford (NH), Richard Morten (RM), Glynn Archibald (GA), Martin Shakespeare (MS), Diane Hollows (DH), Debra Smart (DS), Steve Mathews (SM), Louise Oreilly (LO), Rohan West (RO), Ian Poynton (IP), Alex Williams (AW), Ruth Norfolk (RN).**

SE opened the meeting and introduced the members of V.E. Staff who had been invited along to contribute to the agenda. The agenda was amended to allow the items covered by the staff to go first.

**ACTION**

**1) Membership (Ian Poynton)**

Ian was requested to attend following a discussion item at the last RefCom meeting concerning a number of issues around current membership policy; regarding the one tier of membership.

IP talked through the current SMT report on membership. IP said that VE were open to changing the membership structure in order to encourage G4 referees to re-register etc. The meeting was reminded of the previous rates before the flat rate was introduced. This included the NTO membership. These were removed c2011. LOR talked about the reasons for non-renewal and that whilst we do not have the churn figures at present this would be the catalyst for investigating the reason for not renewing. The meeting discussed the reasons for candidates applying for the G4 course in the first place.

IP said he was happy to reintroduce the NTO membership level.

IP mentioned that some divisions do not have to have an affiliated referee. MS clarified the ruling which allowed clubs not able to get a referee to use a competent member. MS raised the issue of clubs entering the NVL without referee support in order to be able to facilitate the NVL matches. LOR quoted the Strategy Doc where we raise this issue.

SE read an email from Paul Bohannon - where this issue was discussed. This covered a couple of issues with the mechanics of such a decision rather the requirement. MS highlighted some of the practical issues with the current structure of the NVL. The suggestion is that the clubs should have this as part of the requirements for entering and also for achieving programmes such as Volley 123.

IP talked through the potential for getting a survey on referee provision and then build this into a grant to pay for the observers to bring the current / new referees to the level required. This was the process implemented for Berkshire VA. MS raised the issue that candidates do not want to progress into the NVL.

SE asked about the benefits of registering (£38) and take up of the benefits, which appear to be little more than the insurance.

MS proposed that the 'qualification' of being a referee was only maintained for 24 months unless the referee registered. After this point the referee would not be considered to be qualified and lose their current grade; they would have to take G4 course should they wish to continue refereeing. This is about raising the standards and quality and knowledge of the local referees.

SE mentioned that £5 of the course fee is actually the membership fee and it is not free

**Action: NVL - new teams should not be allowed to enter the 2016/17 NVL without 2 registered referees.**

**SE to follow up with Paul Bohannon**

**Action: Referee G4 qualification lapses after 24 months unless the referee registers. Re-register and re-sit the exam at nearest course - into affect for the 2016/17 year.**

**RM to issue through the RRAs / Regional Associations.**

**Action: IP to consider the membership tiering and address the costs at each level - answer within a couple of weeks.**

**IP**

**Action: IP to look at the gaps in the regional associations and which grants can be used to fill these gaps.**

**IP**

## **2) Membership Benefits**

IP introduced the work that VE are doing around looking at the benefits for being a registered referee. What benefits do they get? And What do they want? For example cheaper kit, newsletters, training events, information, discounted tickets for VE events etc. The Membership Consultation will run until August (going out to the members and associations) with the aim of a new membership offer for 2017/18.

RW talked about getting the grants for referees like those that have been secured for coaching etc.

IP introduced a Membership Dashboard that was being developed to enable us to see where our referees were based and where the gaps were and what grades they are. Expecting to finish this within a couple of months.

### 3) Referee Kit (Mizuno)

Following the 3-year deal VE have secured with Mizuno in April 2015 RefCom were looking at changing the referee uniform and enquired what Mizuno can offer. RW was asked to investigate and he introduced a section on Brand and Communication updates.

The meeting was made aware that Mizuno are talking to Kitlocker, which would be a good retailer to go with for continuity. Currently Kitlocker have an issue with their website. RW showed the price that Mizuno can achieve for bulk orders it is not the retail price and include P+P. A discussion took place on how we can refit the existing referee community. SE asked what the likely retail price.

RW showed some samples. Discussions took place on the items of the uniform, The issue of the badge was raised and Ruth discussed keeping a constituency in the branding.

The meeting felt in light of this a new badge was probably not necessary and we should go with the 'Volleyball England' with 'Referee' underneath. RW was to go back to Mizuno to identify early delivery dates and images with new discussed logo.

**Action: Referee Commission agreed that the proposal from RW should be pursued with Mizuno**

**Action: Agree no need for a new badge - Volleyball England logo plus Referee**

**Action: Ref Conference invitation to include size request and payment and would be the distribution.**

Alex, Ian and Ruth left the meeting.

### 4) Matters Arising

Roles and responsibilities have been received back from MS and RM. Others outstanding to respond asap.

SE said that in a conversation with Geoff Allen (President) that he would stand for re-election, and that he would be increasing the members on commission, Sebastian Widlarz, Katarina Cepinova and Greg Thompson have been invited to join the Commission.

DS VEBT dates had been circulated

SE had received a written confirmation from Sanjib re the fees for Internationals; NTOs; (Scorers / Linepersons) £10 per match to a total of £30 per day, Referee Fees £40/day  
Staff delivering the event £40/day.

**Alex to ask Mizuno if they have a sport trouser?**

**RW**

## 5) Strategy

SE had stated that the observer course at the Student Cup final at Norwich was a great success and it has increased the number of observers (Katarina Dundjerski, Alexandru Calin, Peter Parsons, Rita Grimes, Claudiu Florea)

RefCom expressed its thanks to Jonathan and Competitions to allow referees from across the country to attend the event.

RM is in the process of arranging a meeting with the RRAs at Kettering to get broader understanding of what the RRA should try and achieve. Discussion was held around inviting more from the Eastern Region. LOR suggested that we get an assistant RRA appointed. RM pointed out that the RRAs are not part of RefCom as they were part of the Regional Commissions and not under our control. Can we draw them away from the Regions and into RefCom?

RM

There is currently no RRA for the NE; this is a concern, as currently RefCom cannot impose someone.

LO asked if we can arrange some CPD for each region but the meeting felt the need to get engagement first.

LOR went through the Strategic Objectives that we set against for 2015/16.

- 17 completed courses with 1 more at risk.
- Development of the G4 feedback - through the RRAs. LOR shared a one pager on what the G4 referee does next etc and what VE should signed up to and what we would try to achieve. RM to add to the agenda for the May RRA meeting
- CPD programme still needs to be scoped, possible future use of FIVB E-Learning
- LO to look at the scoping of a programme (with SOUK support), which is costly but will, follow up with them on what may be possible. A long discussion took place on how we can support volunteers to drive additional development of referees.

**Action: To investigate with SOUK what can be delivered / what is already in existence / costing and report back**

LO to enquire on a speaker and costings

SE to contact Antonio Gnassi to see if there is an opportunity to develop the mentoring. Action: SE

## 6) Referee Conference

SE asked what we should deliver on the day of the Conference – possibly Janie Frampton or to look at other sports like Rugby Union. Strategy document to be covered SE proposed a programme with and without a guest.

LO

NH to develop the quiz for a 40 minute plus 1 hour

NH

The venue and cost was discussed but not finalized until costing had been carried out.

LO

If it were decided to issue Kit the electronic invite would incorporate a size guide and order box.

## Provisional Agenda without Guest.

9.30 - 10.00 Arrive  
10.15 Welcome  
10.30 Strategy (LOR) and results of survey  
11.00 Managing Unusual Situations  
11.45 Quiz  
12.30 Lunch and Kit  
13.30 Psychological Aspects  
14.00 Technology  
14.15 Quiz Answers  
15.15 Feedback from NVL  
15.45 Questions  
16.15 Wrap up and Upgrades  
16.30 Close

### 6) E-magazine

SE raised the point that the first edition was a bit rushed and inaccurate. The magazine only goes to registered referees, and a link to the editions should be available on the referees sign in webpage.

LO informed the meeting it had a 62% open rate and 19% click through.

Discussion took place with a suggested layout supplied by Fiona Sweetman (Workforce Officer), it was decided the frequency would be Bi-Monthly, the next edition being 4<sup>th</sup> March with a deadline for material 29<sup>th</sup> February 2016. This edition to have details of the conference and if available details of the new Kit.

**Action: Fiona to circulate a spreadsheet that has a basic content plan that we can then log in items with a deadline for content issues.**

FS

### 7) Finance

NH gave a brief update on the management accounts, which were supplied by Dirk George the evening before the meeting.

These showed a potential balance to go of £7,500 with some funds already allocated e.g. (Ref Com meeting, Elite Referee meeting). SE expressed his dissatisfaction for the delay in the figures and asked SM to convey this the board. LO informed the meeting that some unspent funds may be carried over into 2016-17 budget year.

### 8) Observations

SE gave an update on the observation weekend. The weekend also saw Brian Stalker's final involvement with Commission and his long service is duly recorded with thanks and appreciation. It was a productive weekend and worked well.

### 9) Grade 4 Courses

RM updated us on the number of courses and noted that Loughbrough currently only had 2 candidates applied. The Army has expressed an interest in running a course.

## **10) Competitions**

MS updated on the latest, SE will go to the next Comp Com meeting on the 7th May. There is an appeal next weekend (27-28 Feb) against a Comp Com decision arising from a referee decision involving management of unusual situations. SE may be involved in Referee Discipline case.

## **12) Beach**

Student Cup is at Sandbanks on the 11th June

VEBT - should RefCom support 2 referees for each event in order to get development. There was a concern that supporting Beach referee development was focusing our funds on too small a group. However the numbers, which have been agreed for VEBT, are now restricted to 6 per venue despite previously this had been agreed at 8. There are simply not enough refereeing slots available / competitions available in order to develop more referees. The referees are not getting enough games in order to get consistent exposure. If we have more referees and then try and spread the available games then referees will get one competition per annum. There is no scope for development as there is not the opportunity. SE to talk to Sanjib about securing the right number of referees for each event.

## **13) Sitting**

GA advised the last GP was next weekend. Cup is next month and only 6 more appointments covering the Semi / Finals. Need to set up and run a course before the start of the new season.

Push for additional referees at the Conference with an aim to get a course for August / September. Next year for International arena - we have 3 current and then GA would retire in 2018 and Dee potentially 2020. Possible international candidates – Steven Smith, Fiona Brock (within 2 years), Chris Teoh - potential need for funding next year.

## **14) Junior Development**

DH reported that 7 referees came to Leeds and some additional development was held at Kettering 7th Nov and these are now looking for opportunities. DH gave an update on some the development that has been happening this year.

DH then advised the Commission that she wished to step back from Referee Commission due to personal issues and would like to be able referee a couple of weekends per month. DH would step back from Commission after the Inter Regionals in May. SE thanked Di for all the help she had given the Commission over many years and understood her reasons for making this decision. Katarina Cepinova has agreed to join the Commission and pick up this element of our work. Di asked that she continue to support the Junior Competitions and be involved in volleyball.

### **15) Any other business**

MS informed the meeting he had used social media to advertise the need for NTOs at the National Finals and Super 8s.  
LO asked about the Annual Awards - Junior Referee, Services to Refereeing and Referee of the Year.

SM feedback from Board Meeting where the Strategy was accepted. SM asked us to consider the training for the scorer / NTOs. MS noted the need for NTOs generally meant that training was given then and there. RM saw that UKSG provided some opportunity to use those that were trained.

GA advised that some of the upgrades from 2015 were still to due their certificates. He would contact the office for action

SE informed that NEVZA U19 2016 would be held over the weekend of 27th-30th October at Kettering utilising 2 courts.

Meeting closed at 16.30

Next meeting:

9 pm 1<sup>st</sup> April 2016 Friday night before National Finals at the Hilton Express Hotel.