



## Staffordshire Rugby Union Society of Referees Ltd

(Formerly SRUSR) Established 1964

### SRUSR Development Squad

#### Mission Statement

The primary purpose of the Development Squad is to accelerate the development of those referees within the Society who have shown potential to become at least a Level 5/6 referee or a national panel assistant referee.

#### Aims and Objectives

Secondary objectives include:

- Boost potential referees who have shown the ability to rapidly climb 1 or 2 levels.
- Furthering the development of referee coaches, mentors and match observers.
- Working to raise the standard of officiating across the whole Society.

#### Entry Criteria

To achieve these goals, the Development Squad will have strict entry and membership standards:

1. Demonstrates potential to become at least a Level 5/6 referee
2. Shows initiative and takes a proactive role in their own development
3. Willing to meet all the standards expected of Development Squad members
4. Passes the fitness test at the level required of a Level 5/6 referee (regardless of current level).

#### Standards Expected of Development Squad Members

1. Attends all monthly Society open meetings (unless suitable reason given in advance to referee coach)
2. Attends all Development Squad sessions (unless suitable reason given, as above) & participates fully in development activities
3. Shows commitment to their own development including:
  - a. Produce and maintain a personal development portfolio
  - b. Maintain regular productive contact with their referee coach or mentor
  - c. Take up (where possible) any extra opportunities which may present themselves to the referee, including making a positive, personal contribution to the Society's training and development programme
4. Continues to maintain the fitness expected of a Level 5/6 referee.

#### Support offered to the referee

- Coaching – Referees on the Primary List will work with a referee coach, who will be appointed at the start of each season.
- Mentoring - Referees on the Boost List will work with a mentor, who will be appointed at the start of each season.
- Development Squad meetings – The squad will meet 5 times over the course of the season (see below).
- Video analysis – It is hoped that all referees will be filmed over the course of the season. Where this takes place, the referee will be expected to analyse the game within 7 days of the receipt of video and the evidence of this will be used to enhance their personal development portfolio (see below). The Society also has chest-mounted cameras, which can be used as a further aid to referee (self-) analysis.
- Regular assessment and feedback through appointments to games with the presence of a match observer both in & out of county. Referee coaches will and mentors may provide additional information to the Grading Committee, as well as mid- and end of season reports regarding progress made and further development needs.

### Referee Coach Responsibilities

The referee coach has the task of assisting the referee to develop to their full potential. The methods used are, in the main, left to the pairing to decide, but with the guiding principle that the development should be **led by the referee**.

The referee coach is free to choose how often they go to observe their referee. However, it is hoped that this will occur across the season, with the referee making contact at least fortnightly to report back and discuss their games.

Throughout the year the referee coach will report back to the Grading and Training & Development Committees on progress made, needs for further development and potential for advancement. This will include (but is not limited to):

- A mid-season report
- An end of season report.

Included in the end of season report, referee coaches will be asked whether they would be happy to work with the referee again in the following season. Referees will also be asked for their view on this.

### Mentor Responsibilities

While a mentor is also there to support a referee's development, it is important to note that a mentor is not the same as a referee coach. Rather, a mentor is a source of wisdom, teaching and support; but not someone who observes you regularly and advises on specific actions or changes in performance. A successful mentor will challenge the referee to think differently and to open their eyes and mind to different perspectives. Your mentor will offer encouragement and will help you to see the destination that you are trying to reach, but will not give you a detailed map of how to get there.

Just as with the referee and referee coach, the methods used are left to the pairing to decide, but with the guiding principle that the development should be **led by the referee**. This is likely to include regular exchanges by phone and/or email and opportunities to talk over issues at monthly Society meetings and Development Squad meetings. There may also be an opportunity for observation of the referee by the mentor.

### Development meetings

In addition to the monthly Society open meetings and a development group session at the Society's August training & development day, the Development Squad will meet on a minimum of 4 occasions throughout the season. Other members of the Society will be welcome to attend these meetings.

Training specific to refereeing both at Level 5/6 and above will be provided, typically from internal members of the Society & external guest speakers.

The meetings will be an open forum, where views can be exchanged and discussed, with both referee coaches, mentors and referees expected to participate and contribute. The planned dates for the 2021/22 season are as follows, with all mid-week meetings starting at 7.00 pm and being held either virtually or at Lichfield RFC:

- Sunday, 8<sup>th</sup> August 2021 – SRUSR training & development day (includes fitness testing by the Bronco test)
- Wednesday, X<sup>th</sup> September 2021 - TBC

### Fitness testing

As aspiring Level 5/6 referees, it is expected that referees take responsibility for ensuring their own fitness levels are adequate to perform (both physically and mentally). Therefore, the passing level for referees on the Development Squad will be the Level 5 standard (currently less than 5.30/6.00min on the BRONCO test for males/females respectively).

Another consideration for referees on the squad is that showing excellent or constantly improving fitness levels is a good judge of that referee's commitment to their overall development and ensures that no additional work is necessary to meet higher grade standards to continue to progress up the levels.

If a fitness test is failed, the referee will have a further opportunity at a subsequent full Society meeting or Development Squad meeting. If this is failed, a discussion will be had as to whether the referee is meeting the standards expected of the Development Squad and may be withdrawn from the squad until such a time as the fitness test is passed.

## Personal Development Portfolios

An important part of a referee's development is personal reflective practice.

Part of the Society's commitment to the referee, principally through the referee coach and mentor, will be to assist in producing a PDP which will make a real contribution to the referee's development. The PDP should be completed by the Society meeting at the end of September.

It is suggested that your PDP includes:

- Pre-season goals & SWOT analysis
- Diary of matches refereed & development events attended (with reflection included)
- Match footage analysis evidence
- Mid-season review of goals & SWOT
- All report forms (with personal reflections attached)
- Coach mid- & end of season reports
- End of season reflection on goals.

**Please note your PDP should be sent to the Society's Training and Development Officers at the end of the season via email.**

### SMART goal setting

In order to maximise the chances of success and genuine progress being made, the SMART mnemonic should be used:

<b>Specific</b>	Be as specific as possible in what you want to achieve.
<b>Measurable</b>	Ensure that it is possible to judge success (or failure) from your goal. E.g. "Promotion to Level 6" is easily measurable, whilst "Become established at Level 6" is less easy to measure.
<b>Attainable</b>	It is essential that any goal you set is within <b>your</b> power to achieve. E.g. "Be the best referee at my level" may be out of your power as, even if you perform well, another referee may surpass you.
<b>Relevant</b>	It goes without saying that achieving your goal should help you towards your overall goal of becoming a Federation or Midland Group referee or simply a better referee.
<b>Time based</b>	Set a date as to when you want to have achieved this goal by.

These goals should be discussed at the first meeting between referee and referee coach or mentor.