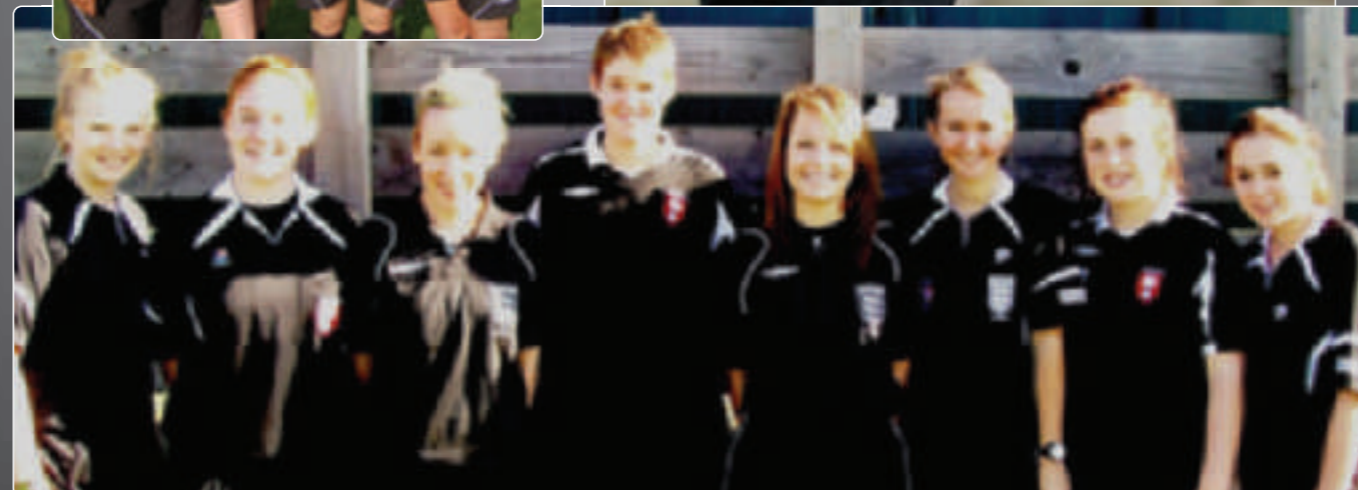


HIGHLIGHTS MAGAZINE



Autumn/Winter 2011



FA LEARNING



David Elleray



As The Chairman of The FA Referees' Committee it gives me great pleasure to congratulate our female referees on their many achievements this year and, indeed, in the last few years.

One of my priorities when I took over as Chairman of the FA Referees' Committee was to support and encourage the development of our female referees and to encourage the FA Referees' department to create a clear and effective female referee development programme and promotion pathway.

Women's football has undergone remarkable progress and change in recent years culminating in the long-awaited Women's Super League which has just successfully completed its inaugural season. Along with the development of the women's game, we have seen a significant increase in the number of females taking up refereeing; the National Game Strategy latest figure shows a very encouraging rise of 39% since 2008.

The successes of our female referees are, of course, mainly attributed to their fantastic drive and ambition in an environment that is not always easy. However, they have been helped by great support from The FA Referees' Committee, County Referee Development Officers and The Referees' Association. This support is underpinned by the Female Referee Strategy which provides development initiatives to encourage the growth and retention of female officials. In addition, the Female Development Pathway provides the opportunity for female referees to officiate only in women's football and it has a progression right up to FIFA level. Further features are the inclusion of the Women's Competitions in the FA's order of precedence for appointments and the appointment of our 12 female ambassadors.

Our top female referees are recognised internationally for their quality, as has been reflected with the range of excellent appointments they have received including Sian Massey being an assistant on the UEFA Women's U19 final and Natalie Walker's selection for the FIFA Women's World Cup.

We are determined to build on these successes and to support the development of female referees at all levels. We at the FA will stay focused on our goals and we will continually look to see what steps we need to put in place, and with whom we need to engage, to help us achieve them.

There has never been a better time to be a female referee in England!

Introduction

I know you may have heard this before, but I firmly believe there has never been a better time to be a referee but more importantly I do believe we are entering a really important time for female referees. We have done so much: a clear pathway offering opportunities for females to referee in women's football from starting refereeing through to Fifa: the profile of women's football and its inclusion in the order of precedence and not forgetting our nominated 13 female referee ambassadors.

Yes we have also increased the number of female referees and yes we have a clearly defined women's strategy BUT and yes it's a big BUT there is still more to be done. Looking ahead we need to offer better support structures. We need to link into the National Referee Development Programme and specifically identify how we can involve more female referees in academies or schools of excellence. There is also a need to create more development opportunities for our female referees.

In April this year we initiated an exchange scheme with the Danish FA involving referees operating at grassroots. Liverpool FA nominated 3 referees to go to Copenhagen to experience refereeing in their local leagues. Helen Byrne was one of the referees involved and her attitude, desire and above all else, her skills as a referee were one of the key highlights of our visit. Next year the FA will be sending a group of 3 female referees to the Dallas Cup. A fantastic opportunity to gain experiences refereeing in an International Tournament.

We have some great female referee role models in Sian Massey, Natalie Walker, Amy Fearn and Sasa Ihringova, I could name a lot more. They have some key attributes that I think are needed to be successful referees. They have of course ability, bags of it, but they also have commitment, passion, motivation and a desire to be better referees. So my plea to you is twofold. Firstly I hope you gain the maximum benefit from this important development event and that it makes you think about how you referee a game, how you control 22 players, how you manage the whole occasion of a football match. Secondly I hope it inspires you to want to become one of our top referees. There has never been a better time to be a referee.

Good Luck.



Ian Blanchard
Senior National Game Referee Manager



Sue Hough
Chairman, FA Women's Committee

Women's FA Committee

As Chairman of the FA Women's Committee I am delighted that the Women's Committee and the Referees' Committee are working together to provide opportunities for females to both become involved in refereeing and to progress through the pyramid of football.

In the last two seasons a Female Referee's Pathway has been developed so that it is now possible to only officiate on the Women's game and still reach the pinnacle of officiating - becoming a FIFA Official. The introduction of the Women's Super League now provides a very competitive top League of Women's Football in England and provided really challenging, closely contested matches for our officials. It is appropriate that in the first season the Referee and the 4th Official for the Continental Super League Cup Final are both females.

We have worked hard with our Leagues at all levels of the Women's Football Pyramid to ensure that they have the opportunities to access Match Officials for their games.

An Ambassadors programme has also been developed where female officials that are progressing through the pyramid, or have indeed reached the top, are able to inspire others to take up the whistle.

In my role as Chairman of the Women's Committee I consider it very important that football is accessible to both genders. This means that there are opportunities to be involved in all areas of the game, not just playing, but the opportunity to referee, coach, administer and be in positions of influence.

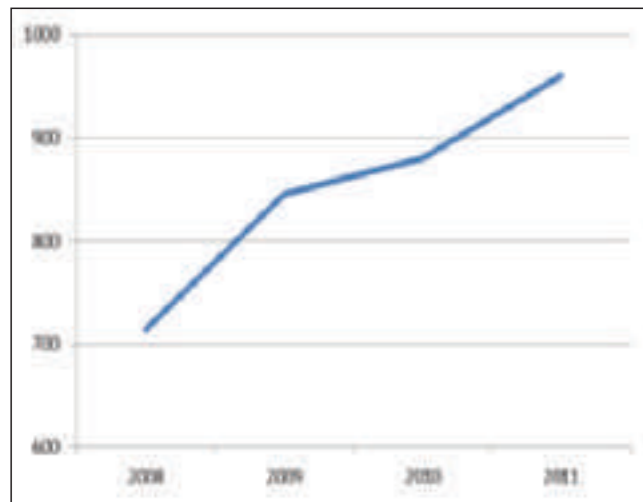
I hope that the two FA Committees' and staff can continue to work together to enhance the development of Female Match Officials.

We're a booming business!

The news today is so full of concerns about the global economy and the possibility of a second recession and things sliding backwards, that I thought it's time to remind ourselves of an area where we can celebrate quite outstanding growth: female refereeing.

With stock markets wobbling all over the globe, it struck me that if female refereeing had a share price, it would be riding high, outperforming the market. Let's look at the facts:

Across England, we now have 775 qualified female officials - 11% more than last year and a staggering 334% increase from just six years ago. What company wouldn't envy that kind of growth?



A graph to show the increase in female referee registrations over the last four years

Not only do we have 775 qualified female officials, we also have a further 400 trainees in the pipeline – which will swell the current numbers by over 50% more.

We have 7 FIFA officials among our number, representing the FA, and England, at international tournaments as well as others who officiate at the international level.

On the domestic front, we have women establishing themselves at the highest levels of English football. Wendy Toms was the first female in the top flight, with Sian Massey showing strength, skill and determination in the Premier League, one of the most demanding leagues in the world.

Isn't that something to shout about?



Play your part in an exciting future!



But it's not just about those at the very top, we have far greater numbers operating at semi-professional levels and above, highlighting that not only are the FA encouraging females to take up refereeing but also that they are progressing well alongside their male counterparts to reach high levels of the game.

Clearly, the "share price" of female officials is growing and we should feel great about the distance we've come, but the fact that only 4% of all referees are female shows that we still have a challenge AND a great opportunity.

We may have 12 FA Referee Ambassadors who host in-service training events, undertake mentoring and support new and existing referees, but every single one of those 775 qualified female officials can play a critical part in changing attitudes and mindsets in two important ways.

Firstly, we should encourage more females into the game. We don't have to do this in any formal way – just by making sure that in any conversation we hold with potential candidates or trainees that we talk positively about the benefits we experience of being in the game, and how becoming a referee might be hard work, but with strong support from The FA, it offers opportunities to females who have the determination to progress.

Second, by always being the best we can be when we are on the field. We know there are some mindsets to overcome still, and there will always be some people involved in the game who continue to be sceptical about a female's ability to be as knowledgeable and effective as our male counterparts. But we can change their perceptions by continuing to work hard, gain knowledge, skill and experience and do a great job.

Eventually, like many other areas of equality, it will become less unusual to see females, less likely to attract comment and we will be less of a minority. The more females we can attract into the game, the greater the speed with which this will happen, and every single one of us can make a difference – on and off the pitch.

Lucy May
FA Female Referee Ambassador

Female Development Events

Sunday 13th November 2011 – Radisson Edwardian Heathrow 10.30 to 4pm

Sunday 12th February 2012– Devere Hotel, Cheadle, Cheshire 10.30 to 4pm

Thursday 15th March 2012 – Nottingham Forest FC 6.30 to 9.30pm

It is with great pleasure that we invite you to attend one of the above events designed especially with a focus on the development of female referees at all Levels. Building on the success of previous events – which received fantastic feedback from those who attended - I am writing to you to make sure you don't miss out this year and sign up for one of the events!

Whilst we are extremely proud that the number of female match officials operating at the higher levels is improving, we recognise that there are many more that have shown potential and we would like to encourage them to take that next step, along with offering further opportunities to develop those at the higher levels.

These development events have been designed to look at areas which will help you improve your performance; whichever Level you operate at and whatever your ambitions are. This will include topics such as management and communication coupled with highlighting the benefits and opportunities that are available for female match officials in both the male and female game and the development pathway to FIFA.

The programme has been designed to maximise your learning experience and we will utilize some of our top female referees who are predominantly FA Ambassadors and the FA National Referee Managers.

We are delighted to announce that the Keynote speaker for the event at Heathrow will be Bibiana Steinhaus, not only perceived as being the top female referee in the world, but also refereed the FIFA Women's World Cup Final 2011 Germany. Bibiana operates as a referee on the second division of the Bundesliga in Germany. Bibiana will be with us all day and will be happy to not only share experiences from FIFA level with an inside view of the Women's World Cup, but will help and advise you on how to improve your own performance in order to reach your own potential, she is truly an inspirational speaker I can't emphasize enough what a rare treat this is and how fortunate we are to acquire her services during her very busy schedule both in the men's and women's game.

This really is a great opportunity and really shouldn't be missed, to have Bibiana with us so soon after her World Cup experience to share her knowledge and experience will be a great assistance to our growth and retention of female referees. We hope the events will encourage networking amongst our females which will help, guide and support you as you strive to achieve the next level, you aren't alone, we all have the same experiences, knowing there is someone to share them with who understands is a vital part of the support mechanism needed to keep you motivated and therefore keep you in the game. There is an expectation that you will attend one of these events as part of your continued development and commitment, we hope the events will further enhance and add to the continued enthusiasm towards refereeing that you have shown to date.

*Janie Frampton
National Referee Manager*



Female Development Pathway

Levels of Operation

Below are the existing levels of referee experience and a guide showing how and at what levels you can cross over to the Women's Pyramid.

Women's Pathway
Level 7 – Trainee
Level 6 – Youth Referee (U16)
Level 5 – County Women's League
Level 4 – Regional
Level 3 – Regional Premier League
Level 2 – Combination
Level 1 – Premier League / Super League

Men's Pathway
Level 9 – Trainee
Level 8 – Youth Referee (U16)
Level 7 – Junior County
Level 6 – County Referee
Level 5 – Senior County Referee
Level 5 – Senior County Referee
Level 4 – Supply League

Promotion Criteria – Regulations 2011/12

(Subject to Change by The FA Referees Committee)

Promotion through the Women's Pyramid of Football will follow the criteria below, excepting that Referees choosing the women's pathway can not automatically cross over to the same Men's classification Level as this pathway is for the development of female Referees only.

As at 1 June in each year Referee is to be classified as follows;

- International – FIFA List Referee -
- Level 1 - Premier League and Super League Referee
- Level 2 - Combination Referee
- Level 3 - Regional Premier Division Referee
- Level 4 - Regional League Referee
- Level 5 - County League Referee
- Level 6 – Youth Referee (U16)
- Level 7 - Trainee Women's Football Referee

International Level - annual nomination by The Association to FIFA, selected from those eligible Referees as at the date of nomination determined by FIFA. Nominees must operate regularly at the highest level of the national women's competition

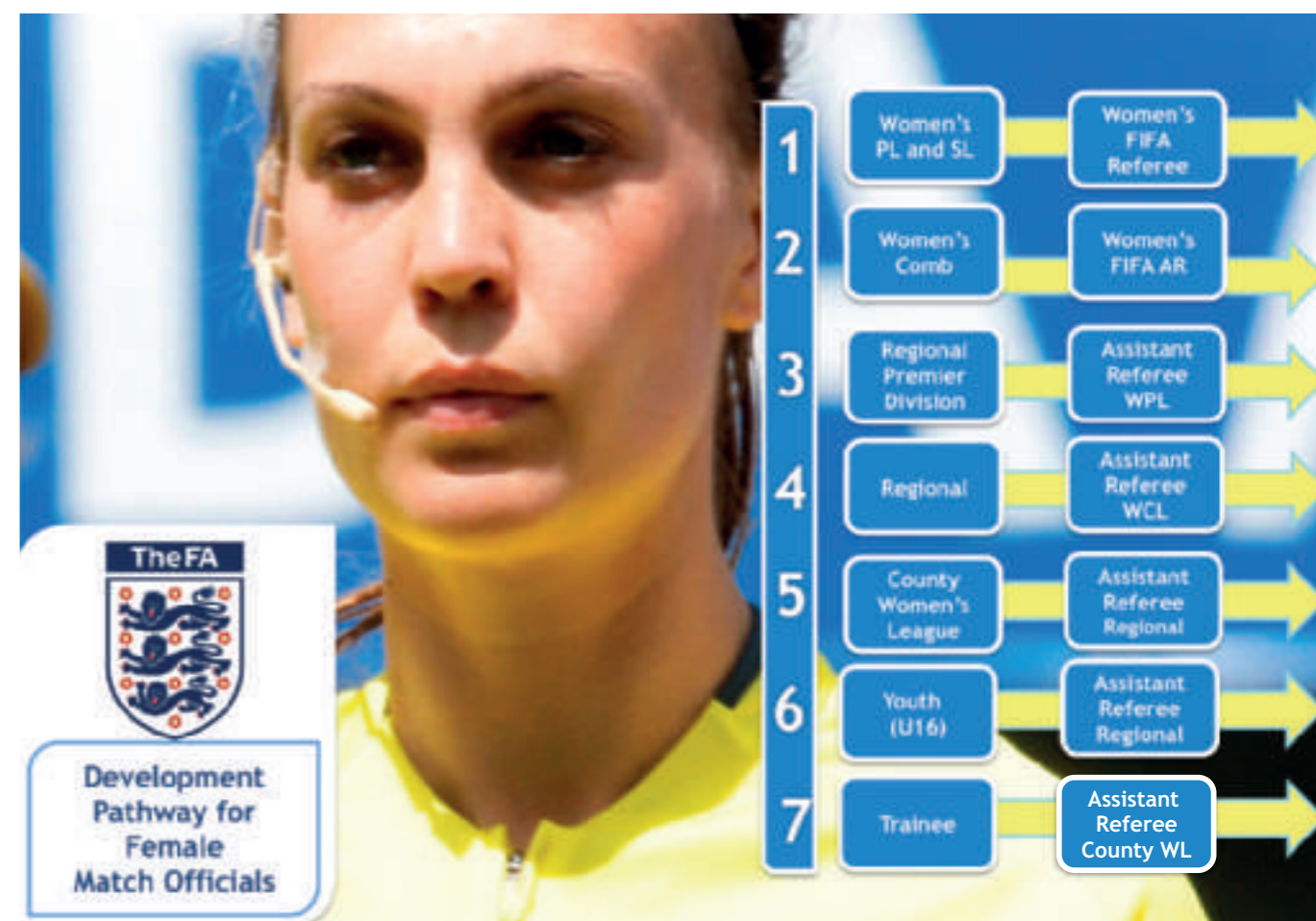
Level 1 Referees who have been promoted from Level 2 for outstanding ability as determined by The Association.

Level 2 Referees who have been promoted from Level 3 for outstanding ability as determined by The Association

Promotion to Level 1 and Level 2 will be based on a Referee's practical performance on the field of play by considering the criteria determined as follows:

- Written assessments by FA Registered Assessors on a minimum of three games.
- Club marks from competitions over the age of 16 years over a minimum of 20 games (a minimum of 14 games must be in women's competitions) officiated in as a Referee in the marking season.
- Attendance at at least one promotion in-service training event
- Successful completion of a written examination as determined by The Association
- Successful completion of a fitness test as determined by The Association

Referees will be required to complete successfully an annual fitness test and other criteria as determined by The Association prior to having their classification confirmed. On initial selection for promotion to a higher Level, Referees may be required to attend an interview to ascertain their suitability against criteria determined by The Association. The Association will determine the acceptable number of matches required for consideration to be selected for Levels 2 and above.



Levels 3, 4 and 5 Promotion from Level 4 to Level 3, Level 5 to Level 4, shall be based on a Referee's practical performance on the field of play by considering the criteria determined as follows:

- Written assessments by FA Registered Assessors on a minimum of three games.
- Club marks from competitions over the age of 16 years over a minimum of 20 games (a minimum of 14 games must be in women's competitions) officiated in as a Referee in the marking season.
- A Level 3 Referee wishing to be considered for future promotion to Level 2 must complete at least 5 games as an Assistant Referee.
- Attendance at at least one in-service training event
- Successful completion of a written examination as determined by The Association

Level 6 Reclassification from Level 7 Trainee Referees undertaking the Basic Referee Training Course must be registered as Level 7 by the end of module 3. A Level 7 Referee will automatically become a Level 5 Referee (16 years of age or over) or Level 6 (14 or 15 years of age) upon successful completion of the Basic Referee Training Course.

Level 5 Reclassification from Level 6 Youth Referee A Level 6 Referee will automatically become a Level 5 Referee on reaching the age of 16.

*Janie Frampton
National Referee Manager*

Bibiana Steinhaus

Q -How and why did you get into refereeing and did you ever play football?

A - My interest in football started as a player before I became a referee, but to be honest I wasn't very good at playing, but loved football!

My father is a referee too and he inspired me to follow his footsteps.

Q -When and how did you get on the FIFA Referee's List?

A - I started refereeing in 1995 and was fortunate enough to be nominated for the FIFA Referees List from 2005. "How" I get there is difficult to explain..... I guess the German Referees Committee felt I had developed as a referee and that I was showing the appropriate potential for the international arena.

Q -How many games would you usually referee each season on Men's and Women's Football?

A - I am currently refereeing men's matches in Division 2 of the Bundesliga in Germany and operating as 4th official in Division 1 of the Bundesliga.

In addition to the above, I operate on a number of International Women's matches. In total I would average around 40 to 45 games in total each season.

Q -What personal attributes do you have that makes you a good referee?

A - Speaking from my own experience, firstly I believe you must be a good team player and work hard to build a team ethic at every opportunity. Other key attributes are, being consistent in your game, using many forms of communication to meet the needs of the situation, being strong, clear and honest and having a good sense of the game, feeling it and having empathy for those involved.

Q -What do you like most about refereeing?

It's the whole package!

- Learning and understanding the knowledge
- Learning how to apply the knowledge you have gained
- Developing the skills to manage the players and officials
- Having the courage to make decisions and 'sell' them
- Developing yourself to handle the pressure of each and every occasion
- Accept you will make wrong decisions and learn how to 'park them' and bounce back in a positive way
- It's a permanent learning process.

Q -What do you like least about refereeing?

A - When people don't apply 'fair play' on and of the field: that makes me very sad.

Q -How many whistles do you have and how do you decide which one to use?

A - I only have two whistles – a yellow and a black one, and I always take both of them with me.

Q -You are expected to maintain a high level of fitness, what kind of training do you do to achieve this?

A - I complete four to five training sessions a week. Most of them are different kinds of running and athletic training as well as strength exercises. In addition to this, I also do some alternative training like spinning and different types of fitness programs.

Q -You are very much a role model to aspiring referees, who do you look to as someone you want to learn from and emulate?

A - There are many people that I look to as role models. People have different skills that I try to observe and identify what I could use in my game to aid and improve my performance. It's important to remember we must be ourselves and some things will work for us and some won't, identify what will work for you!

Q -what were your thoughts when you realised you were appointed to the FIFA Women's World Cup Final?

A - It was a "goose bumps moment"

To be appointed together with my German assistant referees Marina Wozniak and Katrin Rafalski and my good friends Jenny Palmqvist from Sweden as the 4th official and Marisa Villa from Spain as a reserve assistant was unbelievable.

Unfortunately during the FIFA WWC (as in all tournaments) some referee decisions have been highlighted and discussed for positive and negative reasons, we must accept this will happen, learn from it, remain positive and focused on making correct decisions during the final.

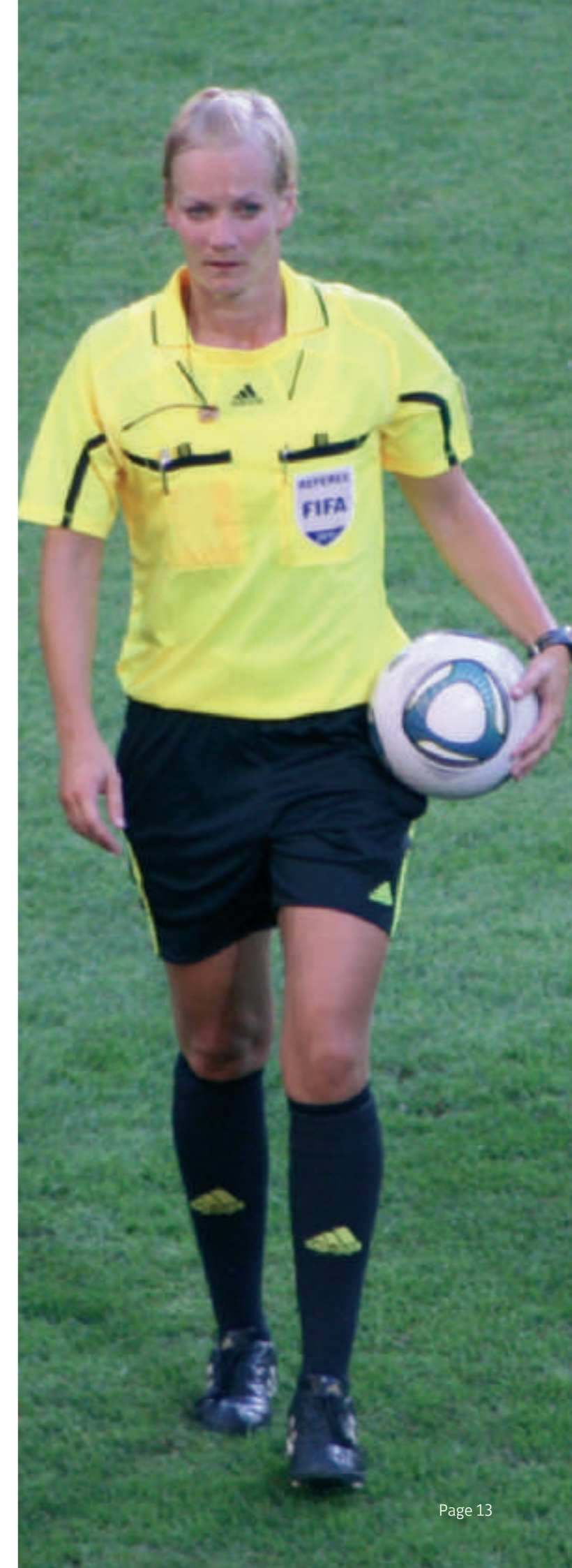
Our goals as a team for the final were to enjoy every moment and to finish the tournament from the referees perspective on the best level we could for our team and for the good of the game!

Q -Having refereed the FIFA Women's World Cup Final what are you goals for the future?

A - It is not difficult to motivate myself for future matches as I want to show my best possible performance in every match. Especially in this season there are a lot of interesting matches in the different leagues in Germany and it's great being part of them.

Q -what advice would you offer to up and coming referees?

- Enjoy every moment of your referee career
- Never forget that there are more things in life than football.
- Be yourself and never decide against your intuition, your first thought deep inside you is normally the right one!



Women's World Cup

When I was first asked to write this article I grasped the opportunity with both hands as I wanted to share my experiences as the first ever English woman to be appointed to a senior Women's World Cup. However I think it only fair to tell the whole story of how I ended up being one of the luckiest 48 women in the world.

People use the word "journey" in a wide range of contexts and when I hear this I usually roll my eyes at this cliché. However, today I will use this word and share with you my World Cup which on reflection has been a four year journey.

I was appointed to the FIFA list as an Assistant Referee in 2007, for me this was just magic, something that I had never considered a possibility when I first started refereeing at the age of 14. Like many of you know once you get that first taste of success you want to keep striving for more and I did. So in 2008 I was invited along with my colleague and friend Sasa Ihringova to my first ever FIFA event at the Algarve Cup where we were told that this was the selection and development programme for referees and assistants for the next Women's World Cup. From here we were invited to the U20s World Cup in Chile where both Sasa and I had a very successful tournament culminating in us being selected for the 3rd/4th place final and 1st/2nd place final respectively. This was a fantastic tournament and gave us the encouragement and determination to keep working hard to stay in the selection group. I was invited back to the Algarve Cup for fitness testing and monitoring, examinations and assessments for the following three years. This has allowed the group of referees in the selection process to bond and also for some referees who unfortunately did not meet criteria to be eliminated from the process, so the group size was continually reduced with the competition getting tougher.

In the summer of 2010 Sasa and I were appointed to the U20s World Cup in Germany, another great appointment and a fantastic tournament to be involved in, we performed well and again were retained until the end. In December 2010 we found out that we had made the final selection list for the WWC so we prepared well and again performed well the following February at the Algarve camp. So I was surprised in March to find out that I had been successful in the selection but my referee, Sasa unfortunately was not. This was tough for us both to take, and I missed her throughout my stay in Germany. However I knew I had to focus and prepare myself as I was determined to make everyone back at home proud of me.

So on the 16 June 2011 I arrived in Frankfurt to see posters, flags and advertisements everywhere for the tournament and this was it – I had made it, reality was starting to kick in, this is the big stage that we as referees all dream of being on.

We arrived 10 days before the tournament started for medical examinations, fitness tests, and tournament preparation. The medical was very thorough consisting of two cardiac and one orthopaedic examination. Training in the mornings involved a variety of speed, agility and coordination work and high intensity training combined with technical training. This is where we worked as Referees/Assistants and practised real life game situations, we also received video feedback straight after to review our decision, this was an excellent tool, allowing us to look at our positioning, movement and body language.

The day of the fitness test arrived and although you prepare, train hard and take the test many times this is the one that counts at that minute, as in the back of your mind you know that if you are not successful you will be returning home much earlier than you had planned! I was lucky to run the test with girls that I usually run with, also from UEFA, we were a great group and ran well together. All the 48 referees passed the test and once we passed we could say that we were here, now we are at the Women's World Cup!!

The night after the tournament we were invited by the Mayor of Frankfurt for a drinks reception before heading to the Official dinner, where we were presented with our medal and tournament watch. This is a great night where we can celebrate the culmination of the four years hard work that we have all put in to be here and be part of this fantastic event.

Germany and particularly Frankfurt embraced the WWC with games sold out, live TV coverage of each game, advertisements and sponsorship deals. Frankfurt was amongst some of the cities that had set up fan zones for people to watch the games and as the teams started to arrive in Germany the tournament excitement grew, with a buzz around the city and as 'Team 17' the referees were ready.



Being involved in two previous FIFA tournaments I thought that I knew what to expect, however this was different, we had security around us at the hotel and at training, we had a curfew, people taking photos of us when we went out of the hotel and asking for autographs, we were in the paper, on the news, had media days and paparazzi around us, it was crazy!

Appointments were announced and I was disappointed to learn that I was not appointed to one of the first eight games, this just meant that I had to continue to work hard at training to try and get an appointment in the next round. The tournament got off to a great start with over 76,000 spectators at the opening game in Berlin, we watched all the games on TV in the lounge area cheering on our colleagues and supporting them from the comfort of our hotel. We were also able to go to the stadium in Frankfurt to watch Germany v Nigeria, this was the first live game we had been to and it was brilliant, the atmosphere, the crowd, everything, it just made me want my game to come quicker so that I could be involved in the tournament. The next round of appointments came out and I was appointed to Australia v Equatorial Guinea in group D, to be played in Bochum on Sunday 3rd July. The team was;

- Referee: Gyongyi Gaal (Hungary)
- AR1: Christina Cini (Italy)
- AR2: Natalie Walker
- 4th: Bibiana Steinhaus (Germany)

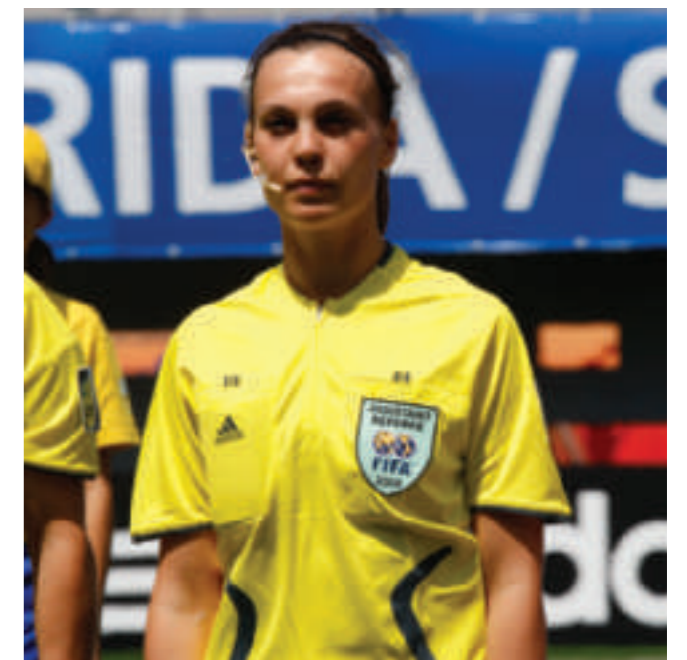
Once the appointments were announced I let my family know so that they could start a mad rush to book flights and accommodation as they wanted to share this experience with me. They managed to get a flight and a hotel, this was great news for me as I knew that I would be able to see them from the pitch, I always find it a comfort to know that my family are there. They had a fantastic weekend, they each have great photographs and memories from the weekend and this made it special for me, knowing that they were a part of the tournament too.

We travelled to Bochum the day before the game on the train, had an early night and a good breakfast on match day before heading to the stadium to take part in our first World Cup game. Walking out on the pitch is always fantastic, hearing the FIFA music and the crowd roar, gives me goosebumps and thinking about it whilst writing this still evokes the same feelings. Whilst we were at the line up I could see my family in the stand which was great they were waving like maniacs at me in typical 'Walker style'!! The game started well at a very fast pace with Australia scoring after 8 minutes. However, in the 15th minute at the other end of the field an incident occurred which at that moment I knew could symbolise the end of my World Cup. I don't

want to dwell on this moment as I knew after the game that as a team of officials we all face the consequences of our decisions and I understand that, however I must also remember that I was very lucky and privileged to be involved in a World Cup, as I said before, something that I never knew was a possibility. Leaving the ground and heading back to the hotel was difficult as we knew what we were each to face on our return to our base. The next couple of days were difficult for me but I knew that I had to remain focussed and I was determined to keep working hard whilst I was still at the tournament, in the back of my mind knowing that I would not be appointed to another game.

It came as no surprise that I along with the team I worked with were released at the first release date. For me one of the saddest parts of this process is saying goodbye to the girls with whom I have worked, trained, laughed, cried and socialised with for three weeks and this wasn't the dream ending that I had in my mind. I would also like to take this opportunity to thank my family and friends, particularly the referees in the Preston area for supporting me at this time.

What I must do now is focus on my domestic season as a Level 3 performing well both as a referee and as an assistant and look forward to the future at the hopeful prospect of another international invitation. But for now, what an amazing four years I have had, seeing parts of the world I would never have normally visited, making lifelong friends with referees from all over the world and hopefully inspiring and motivating other female referees to continue following their dreams of refereeing.



Natalie Walker
Referee

European Women's Under 19 Finals Italy 2011

During June I have had the pleasure of officiating at the UEFA women's under-19 championship finals. It all began with a phone call from Peter Elsworth on May 18th where he told me the great news that I had been selected to attend a training camp at the end of May in the view to attending the Under 19 Finals competition in June.

The training camp was a great chance to meet all of the officials from around Europe that were to attend the under 17 and under 19 finals. Although, despite my excitement at being selected for this training camp, this also means another dreaded fitness test. The training camp opened with a motivational talk from Angel-Marie Villar Llona (UEFA referee committee chairman) on the opportunities that lay ahead.

This was closely followed by a video test of clips presented by Hugh Dallas and an English test for referees. The next day was a packed full day which began with the dreaded fitness test which everyone passed. This changes the group dynamics as soon as the test was passed we knew which colleagues we would be working with at the tournament and we really began to merge as a team. Following the fitness test we had more seminars by Bo Karlsson and Hugh Dallas on topics such as handball which were ensuring consistence for the upcoming tournaments.

Finally the time had arrived to become a member of the ninth team at these finals. This consisted of six referees, eight assistants, and two fourth officials from the Italian hosts. Immediately we began to join as a group and a real family atmosphere was created. There was a mixture of ages, experience, different cultures and languages. It's good to be here and see how they officiate in their countries, the standards of football they have, what they do in their life.

There is a great variety of careers from teachers to lecturers, accountants and students. The tournament began with an opening by Bo Karlsson, a member of the UEFA referees committee and a great ambassador to help us in the tournament. The next morning began with another fitness check to ensure we were ready for the tournament (and another sigh of relief). The day after our fitness check the appointments for the group stages were announced. I had Spain v Netherlands, Russia v Belgium and Norway v Spain. All of these games went very well with the feedback from the observers being very positive. I was pleased with my performances however felt unsure for the next phase of the competition.

The referee group was to be cut now after the group stage to just 4 referees and 4 assistants. This was my first ever refereeing situation where some of us were getting sent home.

They announced the referees and assistants were being sent home. This was such an unreal situation. Some of my newly formed friends were leaving and I was staying. This was very difficult as I was excited to find that I would be having a semi-final, however some of my great friends were leaving. There were many tears and laughs (and some dancing performances) before they departed the following morning. Training this day was very different with the moral low due to the fact that we were missing some of our friends. However, the semi-final appointments were announced and we began to develop a new bond with our referees.

I was delighted to be on the semi-final Germany v Switzerland (Live on Television) with Morag Pirie from Scotland as the referee, Angela Kyriakou from Cyprus as Assistant referee 2 and Pernilla Larsson from Sweden as 4th official. This was a fantastic match and quite challenging for the assistants as we had many offside decisions to give. It was a really competitive match, with a great atmosphere. I was very nervous for this game but it helped that I was there with a good team of officials and we worked well together as a group. Sometimes this is not always the case as when working with officials from various countries it can be quite challenging due to the language barrier and differing refereeing styles but the team was a very tight team and the communication was no problem.

Then another difficult situation as there is now another round of send homes. I was sure that I was to be sent home. I had packed my case and was ready to leave but again I was delighted to learn that I was staying. I had just been appointed to the Final of the women's under 19 championships 2011 Germany v Norway. I just got goose pimples writing this exactly like I did when I received the appointment. I felt such a sense of pride that all my hard work had paid off. However, again I have to say goodbye to some more friends and then there were only four. Sandra Bastos from Portugal as referee, myself as assistant referee 1, Angela from Cyprus as assistant referee 2 and Pernilla from Sweden as 4th official. A great team and some close friend to enjoy one of the highlights of my career. The game went by without any controversy and all seemed happy with our performances. A dream come true.

*Sian Massey
Referee*





FA Women's Premier League Assessing Scheme

Assessing on the Women's Premier League (WPL) has been well established for several seasons, the assessors who are Supply League standard (Level 4) were appointed from The FA Referees Department and their marks recorded. However, there was no Quality Assurance or development for the assessors, which of course meant that the development opportunities for the referees was restricted.

With the development of the Female Referee Development Pathway it was considered that the assessing scheme would need to be further developed to become a robust quality assured process that would provide an accurate measurement of the referees performance and enabling the female officials to develop possibly through to become contenders for places on the Women's FIFA Assistant Referee and Referees lists.

At the start of 2010 -11 season George McCaffery was appointed as the Assessor Co-ordinator for the FA WPL. George has a great deal of experience in assessing including his roles as an Assessor Support Officer for the Supply and Contributory Leagues it was considered he would be the ideal person to take this important initiative forward.

Additionally in February 2011 the assessing scheme was expanded with the formation of the FA Women's Super League (WSL). This increase required additional assessors with Contributory League experience as they would be required to assess Level 3 referees. Such was the quality of some of these assessors; they were also operating as assessors on the PGMOL which brings not only a vast depth of knowledge and experience but also the credibility and quality which will enhance the development of the referees on the FA (WSL). The aim is to assess 100% of WSL and WPL National Division games and any female officiating on a North/South Division fixtures,

Such is the focus on the development of the referees operating on these leagues, it is the only FA assessing scheme where the assessors receive feedback on each report, thereby achieving a high standard of quality assurance, which should also ensure that the officials receive the best advice to aid their development.

The Assessment process is designed principally to allow officials to gain first hand information from experienced assessors, allowing them to continue to develop and improve their performance. Assessors are expected to be the 'Guardians of Standards' and therefore always mindful that the advice given will assist the officials with their development, being credible and of value.

Post match contact is encouraged, although recommended not to exceed 10 minutes. The assessor will normally prepare for this discussion by deciding on the points that need clarifying and any other associated comments, before entering the dressing room, this will also provide the officials with the ability to complete any post match debrief and administration.

The advice is formally restricted by the space available on the forms and therefore they have to be considerate and selective in the format that the advice is offered. The assessment will be a balance of and focussed upon, the strengths and development areas in the performance witnessed, with playing situations highlighted as evidence in the report.

When a development area has been highlighted they use their knowledge and personal experiences to provide a solution or a route out, to support the personal development of the official. There will be encouragement in the form of recognition and praise for their strengths whilst identifying the qualities to retain.

The assessor must be alert to playing trends and tactics, by taking into account all information available to them. The advice given can be based on fact as well as their opinion and it must always be correct in Law and stand up to scrutiny.

Whilst we appreciate the initiative is still quite new, already it is highlighting some real quality within our officials both male and female operating on the FA WPL and WSL which proves beyond doubt that the initiative is adding value to the development of our referees.

*Janie Frampton & George McCaffery
October 2011*

We've come a long way....

...but together we can do so much more

It has undoubtedly been a fantastic few years for female referees in England. Over the past six years, we have grown in number by an astounding 334% - that's a growth everyone associated with increasing the number of women in refereeing should be enormously proud of.

Since the Ambassadors were first appointed a little over 18 months ago, in April 2010, we have all worked hard to deliver and perform the roles we took on. We have grown in number from the original 11 to 13, with Sarah Garratt and Jane Simms joining the team as great additions. With the continuing support from The FA we – and the growth in female refereeing – will hopefully continue to flourish and go from strength to strength.

In the past year we have seen an 11% increase in the number of females taking up refereeing. This is largely due to not only the Ambassadors, but also to the great work being undertaken within the County FA's by the RDO's, we think this is great news, and inspires us to continue to highlight the many opportunities now open to females who enter the profession.

We've been working hard, on and off the pitch, as referees and as Ambassadors. We've talked at RA meetings, female referee development groups and other events connected with local women's leagues and clubs to drum up interest and the responses we've received has been very positive.

On the field, we've raised the profile of female referees by doing our jobs consistently well. Those in higher levels of football, both domestically and internationally, have done us all proud, as have the hundreds of us at all levels of the game that have lower profiles but, do a great job on the pitch week in and week out. The reputation of female referees is increasing and that's down to everyone's hard work, determination, teamwork and dedication. We are changing attitudes, increasing our credibility and making it easier than ever before for the females who follow us to be accepted and even welcomed into the game.

But we've a long way to go. Only 4% of referees are women. The number may be increasing but we're not there yet. Every single one of us must continue to do everything we can to encourage females to take up the whistle, retaining the talent we have and attracting new recruits to swell our numbers.

We hope that we can say we actively support our existing female officials. We have put on some Female Only In-Service Training and this has been received enthusiastically. We now have three National Female Referee Development Events to look forward to and we can't wait to see you at one of these. The idea behind these events is to build a solid support network between all of us and we hope that you will enjoy the experience.

There are other ways to keep in touch, too, such as through our Facebook group – Pink Whistle - where so many of you ask questions and share experiences, not only with us, but with each other too.

Most importantly, please remember we are here to support you. If you have any ideas you'd like to share, or if there is anything you need help or assistance with, then please contact one of us. We are a team, and it is vital that we all continue to support each other regardless of experience or level. Together, we can build upon the terrific growth of the past and create an even better future for females coming into the game.

Lucy May
FA Female Referee Ambassador



Dallas Cup

Introduction

The Dallas Cup has just completed its 31st tournament schedule and is no doubt one of the most substantial youth football competitions outside of the regular FIFA international events. It provides a competitive football environment for U13, U14, U15, U16, U17 and U19 levels. Entries are received, vetted and refused where necessary from teams around the world ranging from Europe, US, Central and Southern America, China, Asia and Africa. It is a truly cosmopolitan football environment and attracts the voluntary services of referees from around the globe.

The value of the experience is clear by the nature and level of the referee attendees. Referee Academies have been established to utilise the experience from a broad spectrum of nations and has been seen as a most valuable coaching environment for The FA and PGMOL with three attendees from the PGMOL and eight referees attending as part of The FA NRDP initiative under the expert guidance of George McCaffery.

Competition Background

The competition itself also provides an added element within an U19 "Super Group" where participants are a combination of professional clubs and national squads and is a unique playing experience whereby a top club side can play a national team. This year such entries were fulfilled by Chelsea, Tottenham Hotspur, Eintracht Frankfurt, USA, Mexico and Japan together with professional academy sides mainly from South America and Mexico.

The refereeing pool is similarly as broad calling upon local US referees through to top-rated current FIFA referees and assistant referees. The roster of past attendees who have used the tournament experience en route to substantial achievements in the world of refereeing at home and internationally is truly impressive.

New to the competition for 2012 is a girls tournament which will run at the same time and overlapping by a few days. The FA has been invited to send out a coach and three female referees. We have since been through a process whereby we advertised the initiative through our Referee Development Officers and invited recommendations and applications. We had a great response which culminated in myself and George interviewing 17 female referees from around the

Country. The standard of those we interviewed was extremely high and I only wish we could have taken more as it would have been easily to select many quality referees who would have benefited from the experience.

After much deliberation we selected the following individuals:

Lisa Rashid, Birmingham County FA - has been an active referee for 8 seasons and reached level 4 at the age of 18. Lisa is a FIFA Assistant Referee and an FA Ambassador

Helen Byrne, Liverpool County FA – is a newly promoted level 4 and has already shown excellent potential. Helen was recently involved in the Denmark exchange programme.

Debbie Hartley, Middlesex County FA – has been refereeing since the age of 14, as a level 6 referee Debbie is on the promotion list for this season.

On arrival at Dallas, the girls will be housed in 'home stay' where they will get to meet local families who are very experienced in housing referees for the tournament. They will be expected to officiate on the male tournament for the first few days then switch to the female tournament where they will gain valuable experience in officiating teams from different countries, confederations and cultures. As has been to date for our male colleagues, this will be a fantastic opportunity for the female referees to learn and develop their refereeing and social skills whilst operating in a totally different environment.

Plum Appointments

Match Official	Date	Competition	Match	
Sasa Ihringova	23-Mar	UWCL	FFC Turbine Potsdam (GER) v FCF Juvisy Essonne (FRA)	R
Lisa Rashid	23-Mar	UWCL	FFC Turbine Potsdam (GER) v FCF Juvisy Essonne (FRA)	AR
Jane Simms	23-Mar	UWCL	FFC Turbine Potsdam (GER) v FCF Juvisy Essonne (FRA)	AR
Sian Massey	02-Apr	International Friendly	England v USA	R
Sarah Hollins	02-Apr	International Friendly	England v USA	AR
Rebecca Scott-Mullen	02-Apr	International Friendly	England v USA	AR
Lucy May	02-Apr	International Friendly	England v USA	FO
Sarah Garratt	17-May	International Friendly	England v Sweden	R
Lisa Rashid	17-May	International Friendly	England v Sweden	AR
Lucy May	17-May	International Friendly	England v Sweden	AR
Helen Fulcher	17-May	International Friendly	England v Sweden	FO
Sian Massey	21-May	FA Women's Cup Final	Arsenal LFC v Bristol Academy LFC	R
Lucy May	21-May	FA Women's Cup Final	Arsenal LFC v Bristol Academy LFC	AR
Sarah Hollins	21-May	FA Women's Cup Final	Arsenal LFC v Bristol Academy LFC	AT
Sarah Garratt	21-May	FA Women's Cup Final	Arsenal LFC v Bristol Academy LFC	FO
Sasa Ihringova	03-Jun	International Friendly	Germany v Italy	R
Sasa Ihringova	07-Jun	International Friendly	Germany v Netherlands	R
Sian Massey	1 -11 Jun	WU-19 Tournament	Italy	AR
Natalie Walker	26 Jun - 17 Jul	FIFA Women's World Cup	Germany	AR
Sasa Ihringova	17-Sep	WEURO	Belgium (BEL) v Hungary (HUN)	R
Sian Massey	17-Sep	WEURO	Belgium (BEL) v Hungary (HUN)	AR
Jane Simms	17-Sep	WEURO	Belgium (BEL) v Hungary (HUN)	AR
Sasa Ihringova	25-Sep	FA WSL Cup Final	Birmingham City LFC v Arsenal LFC	R
Natalie Walker	25-Sep	FA WSL Cup Final	Birmingham City LFC v Arsenal LFC	FO
Lucy May	29-Sep	UWCL	Bristol Academy LFC (ENG) v FC Energiya Voronezh (RUS)	FO
Amy Fearn	29 Sept - 4 Oct	WU-17 Tournament	Serbia	R
Sian Piret	29 Sept - 4 Oct	WU-17 Tournament	Serbia	AR
Sasa Ihringova	06-Oct	UWCL	LdB FC Malmö (SWE) v UPC Tavagnacco (ITA)	R
Sian Massey	06-Oct	UWCL	LdB FC Malmö (SWE) v UPC Tavagnacco (ITA)	AR
Lisa Rashid	06-Oct	UWCL	LdB FC Malmö (SWE) v UPC Tavagnacco (ITA)	AR

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