



MATCH OFFICIAL DEVELOPER & PERFORMANCE REVIEWER GUIDANCE 2019/2020

AIM

Putting the development needs of match officials first, by creating a nationally consistent quality feedback process, through support and development of all those involved.

OBJECTIVES

- Construct clear role descriptors for those who support the development of Match Official this includes **Match Official Developer, Performance Reviewer and Match Official Coach**
- Provide clear **guidance** and **training** to support the roles of those who support on-field match officials
- Develop a range of **Review Forms** that can be used to support the development of match officials at all levels of the community game

ENDORSEMENT

Endorsement by Chris White – National Referee Academy Manager

“The role of the Match Official Developer has continued to evolve to support the performance and growth of match officials on and off the field. The new review formats have been the result of much consultation with many experienced referee reviewers and comes complete with examples of best practice and options to bring the best out of these invaluable match reviews.

There is a clear pathway relevant to the experience and needs of the referee from novice through to guidance for effective reviewing of games for referees seeking promotion. The consistency and clarity of the format will further assist and guide the tireless work that occurs every week across all levels of the game in the referee family.”

WHAT ARE THE DIFFERENT MATCH OFFICIAL SUPPORT ROLES?

The table below summarises the three roles. It includes their purposes and main duties.

More detailed role descriptors can be found in **Appendix I**.

ROLE	MATCH OFFICIAL DEVELOPER	PERFORMANCE REVIEWER	MATCH OFFICIAL COACH
Level	Level 6 and below	Levels 5 and above	
Purpose	<p>Support match officials by creating a referee-centered, supportive learning environment which motivates and encourages</p> <p>Treat match officials as equals and respecting their views in order for them to achieve the best possible solutions, allowing ownership for their own development</p>	<p>Support match officials with evidence-based analysis</p> <p>Create an environment where the match officials become self-aware of their performance</p> <p>Analysis should be at such a degree of detail that it opens the way for the match officials to further develop and improve the official's future performances</p>	<p>Support match officials in achieving their potential</p> <p>Support the review and analysis of the match official's performance</p> <p>Assist match officials in generating a self- reflection that will help the creation of a personal development plan</p>
Main Duties	<p>Support match official development with a referee-centered approach and mentality</p> <p>Deliver quality developmental feedback to support match officials</p> <p>Help match officials to identify appropriate training and development</p> <p>Provide feedback on performance in an agreed format with the match officials</p> <p>Be responsible for submission of timely documentation through agreed reporting channels within their referee organisation</p>	<p>Provide high-quality, evidenced-based performance reviews and support for match officials</p> <p>Help match officials to become self-aware and identify their own appropriate training and development</p> <p>Provide feedback on performance in an agreed format with the match officials</p> <p>Be responsible for submission of timely documentation through agreed reporting channels</p>	<p>Deliver high quality coaching and support for match officials</p> <p>Help match officials to identify appropriate training and development</p> <p>Provide feedback on performance in an agreed format with the match officials</p> <p>Be responsible for submission of timely documentation through agreed reporting channels</p>

WHAT ARE THE DIFFERENCES BETWEEN THE REVIEW FORMS?

The table below summarises the specific purpose of each **Review Form**, who the specific feedback documents are aimed at and who should provide written input to complete the form.

REVIEW FORM	MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 1)		MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 2)		MATCH OFFICIAL PERFORMANCE REVIEW (FORM 3)	
Level	Level 6 and below		Level 6 and below		Levels 5 and above	
Purpose	<p>Provide referees with concise developmental feedback based upon the Principles of Refereeing:</p> <ul style="list-style-type: none"> • Safety • Equity & Enjoyment • Learning • Laws <p>Provide a maximum of three strengths and three areas for development.</p> <p>Summarise next steps (including potential training where appropriate) to aid the referee's ongoing development</p>		<p>Provide referees with developmental feedback based upon the following management aspects of refereeing, focusing on:</p> <ul style="list-style-type: none"> • Communication • Game Management • Core Values <p>Provide feedback on the following technical aspects of refereeing:</p> <ul style="list-style-type: none"> • Breakdown • Scrum • Lineout & Maul • Space <p>Summarise next steps (including potential training where appropriate) to aid the referee's ongoing development</p>		<p>Provide match officials with an evidence based evaluation of their individual and collective performances, focusing on the following management aspects:</p> <ul style="list-style-type: none"> • Communication • Game Management • Foul Play • Core Values • Team of Three (where applicable) <p>In addition an evidenced based evaluation will be provided on the following technical aspects:</p> <ul style="list-style-type: none"> • Breakdown • Scrum • Lineout & Maul • Space <p>Provide an account of any High Impact Decisions, the process(es) which the match official(s) used and the resultant outcome(s).</p> <p>Using the evidence gathered, provide an evaluation, which includes considerations to maximise the match official(s) performance in future games.</p>	
Who is the Review Form aimed at?	<p>Match officials requiring a light touch Development Review</p> <p>Newly qualified match officials</p> <p>Individuals who referee occasionally (e.g. teachers, YMOs, club referees, etc.)</p>		<p>Match officials who would benefit from a more detailed Development Review</p> <p>Match officials participating in Society/Federation exchanges fixtures in England</p> <p>Match officials who are part of a Society/Federation Development Squad</p>		<p>Match officials officiating at Regional Group and National Panel</p>	
Who contributes?	<p>Match Official</p> <p>Match Official Developer</p>		<p>Match Official</p> <p>Match Official Developer</p>		<p>Referee</p> <p>Assistant Referees</p> <p>Performance Reviewer</p> <p>Match Official Coach</p>	
Data Collection?	Essential	Optional	Essential	Optional	Essential	
	Final score	Penalty Kicks Free Kicks Yellow Cards Red Cards	Final score Penalty Kicks Free Kicks Yellow Cards Red Cards	Scrums Awarded Scrum Resets Lineouts Good Practice Errors Non-decisions	Final score Penalty Kicks Free Kicks Yellow Cards Red Cards	Scrums Awarded Scrum Resets Lineouts Good Practice Errors Non-decisions
When should the process be completed?	<p>The review should be finalised, after all parties having had opportunity to contribute, no later than four working days after the game has been completed</p>					

HOW SHOULD THE MATCH DETAILS & GAME CONTEXT SECTIONS BE COMPLETED?

The **Review Forms** have a standardised layout for recording information relating to the details of the Match Official(s) and the game:

MATCH OFFICIAL	<i>Match official's name</i>	LEVEL	<i>Match official's level</i>
SOCIETY/ORGANISATION	<i>Society/Organisation</i>	DATE	<i>Date of game</i>
MATCH	<i>Home team (Final score)</i>	VERSUS	<i>Away team (Final score)</i>
GAME LEVEL	<i>Game level</i>	COMPETITION	<i>League, cup, friendly, etc.</i>
DEVELOPER/REVIEWER	<i>Developer/Reviewer's name</i>	ORGANISATION	<i>Developer/Reviewer's organisation</i>

To summarise the game context each **Review Form** has requires the following information to be recorded:

PLAYING CONDITIONS	
<i>This should be a simple, concise statement of the playing conditions, for example, "Persistent rain. Wet, slippery pitch." No other details are required. Where a match is played on an artificial pitch, this should be stated.</i>	
GAME CHALLENGE	
DEVELOPER/REVIEWER	MATCH OFFICIAL

In this section, the Match Official Developer/Performance Reviewer should set out a description of the challenges that the match provided to the Match Official.

This section should not make reference to the performance of the Match Official.

In this section, the match official should set out a description of the challenges that the match provided from their own perspective.

Context around the match may be helpful, for example closeness of score, skill levels and compliance of players, extreme weather conditions, these should only be included if they are relevant and help explain the challenges.

Of more importance in determining the challenges would be factors such as how the scrums behaved, problems at the breakdown and player attitude and behaviour. A brief description of any yellow or red cards issued should also be included.

The match official may choose to complete the **Game Challenge** section either before or after the match.

Examples of the **Game Challenge** are set out in **Appendix II**.

USING THE DESCRIPTOR MATRIX TO COMPLETE THE ASPECT SUMMARIES

To assist the Match Official Developer/Performance Reviewer in providing feedback which summarises the areas of strength and development of the match official's performance each **Review Form** has a bespoke **Descriptor Matrix** attached to it.

Each matrix has a set of differentiated statements against each criterion. The statements provide guidance as to whether the match official displayed:

- An ***excellent demonstration***
- A ***good demonstration***
- A ***satisfactory demonstration***
- A ***key development focus*** across various officiating aspects.

There is also an option to state that the match official had ***insufficient opportunity to demonstrate*** evidence against a specific criterion.

MANAGEMENT DESCRIPTOR MATRIX				
CRITERIA	Excellent demonstration	Good demonstration	Satisfactory demonstration/Insufficient opportunity to demonstrate	Key development focus
Specific criterion related to the overall aspect of officiating	Summary of the evidenced needed for the match official to be considered to have displayed an <i>excellent demonstration</i> of this specific criteria	Summary of the evidenced needed for the match official to be considered to have displayed a <i>good demonstration</i> of this specific criteria	Summary of the evidenced needed for the match official to be considered to have displayed a <i>satisfactory demonstration</i> of this specific criteria ----- If the match official was unable to display a <i>satisfactory demonstration</i> due to lack of opportunities, then it should be noted that there was <i>insufficient opportunity to demonstrate</i> the relevant criterion	Summary of the evidenced needed for the match official to be considered to have displayed to make this criteria a <i>key development focus</i>

The report must be factually based, however the level of detail will vary dependent on the match official and the game context. In addition, there is no requirement to provide feedback on each individual criterion – only those which are relevant to the match itself and merit comment. However the Match Official Developer/Performance Reviewer is expected to make comment against each specific aspect when completing **Match Official Development Review** (Form 2) and the **Match Official Performance Review** (Form 3).

When providing feedback to the match official, the Match Official Developer/Performance Reviewer should use evidence based impact statements. The Match Official Developer/Performance Reviewer may choose to use the differentiated statements from the **Descriptor Matrix** as sentence starters, which should then be followed up with supporting factual evidence of the match official's actions and the resultant outcomes in relation to that specific criterion.

The Match Official Developer/Performance Reviewer may choose to use the **Descriptor Matrix** as a way of summarising a match official's performance in relation to a specific aspect of officiating.

The approach to using the **Descriptor Matrix** is be flexible, its aim is to provide a framework for Match Official Developers /Performance Reviewers to provide high quality, constructive developmental feedback in a consistent manner that meets the individual needs of the match officials involved.

An example is contained in **Appendix III**.

HOW SHOULD THE OVERALL SUMMARY SECTION BE COMPLETED?

The **Overall Summary** section should summarise the main strengths and development areas of the match official which have been identified using the relevant **Descriptor Matrix**. The Match Official Developer/Performance Reviewer may also choose to make reference to the match official's overall performance as:

- *Excellent performance*
- *Good performance*
- *Satisfactory performance*
- *Performance requiring development*

OVERALL SUMMARY
MATCH OFFICIAL'S COMMENTS
<p><i>In this section, the match official(s) should provide their view of the match and discussions with the Match Official Developer/Performance Reviewer.</i></p>
DEVELOPER/REVIEWER'S SUMMARY
<p><i>In this section, the Match Official Developer/Performance Reviewer should provide a brief, overall summary of their view of the match official(s) performance referencing key areas of strength, areas for development and possible considerations to maximise future performances.</i></p> <p><i>The Descriptor Matrix may be used to build up an overall profile as to whether the match official(s) on the evidence of collected displayed an excellent, good or satisfactory performance in line with the challenge of the game. If the evidence highlights a number of key development focuses across several criteria then the match official's overall performance should be described as a performance requiring development.</i></p> <p><i>The summary should be concise and provide:</i></p> <ul style="list-style-type: none">• <i>A statement of the overall level of performance based on the relevant Descriptor Matrix.</i>• <i>A very brief summary of key areas of strength and areas for development.</i>• <i>Context in relation to areas for development</i>• <i>Praise where appropriate, to provide positive reinforcement</i>

This view must be consistent with the strengths and areas for development highlighted earlier in the **Review Form**. It is not appropriate for Match Official Developers/Performance Reviewers to summarise the performance as, for example, "good" when they have highlighted only areas for development.

An example is contained in **Appendix IV**.

WHAT IS THE TIMEFRAME FOR COMPLETING THE REVIEW?

Following post-match discussions the Match Official Developer/Performance Reviewer should aim to complete the initial draft of the **Review Form** and share it with the relevant match officials two working days after completion of the game.

The match official(s) should complete the relevant sections of the **Review Form** before returning it to the Match Official Developer/Performance Reviewer no later than four working days after completion of the game.

There may be ongoing discussions between the match official(s) and the Match Official Developer/Performance Reviewer whilst the **Review Form** is being finalised.

WHAT SUPPORTING EVIDENCE SHOULD BE RECORDED?

This section summarises the expectations in relation to data collection and statistics to support the different **Review Forms**. The data collection expectations are minimal in **Match Official Development Review** (Form 1), increasing gradually in **Match Official Development Review** (Form 2) and the **Match Official Performance Review** (Form 3).

The method in which the supporting data is collected is at the discretion of the Match Official Developer/Performance Reviewer, however the method in which it is presented should be consistent and is explained below.

MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 1) – SUPPORTING EVIDENCE

The **Match Official Development Review** (Form 1) does not have any specific requirement to record data, other than the **final score** of the match. However the Match Official Developer may choose to record the penalty kicks and free kicks conceded by each team, plus any red or yellow cards issued to support feedback to the referee. If this optional data is gathered by the Match Official Developer it should be referenced in the appropriate section(s) or the **Review Form**.

MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 2) – DECISION MAKING TIMELINE & ESSENTIAL DATA

The **Match Official Development Review** (Form 2) has a basic expectation that data is recorded in relation to the **final score**, **penalty kicks** and **free kicks** conceded by each team, plus the details relating to any **yellow** and/or **red cards** issued. This information should be presented in chronological order in the **Decision Making Timeline** section of the Review Form using the key below.

MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 2) – DECISION MAKING TIMELINE & OPTIONAL INFORMATION

The Match Official Developer may choose to record information relating to **questions**, **good practice**, **errors** and **non-decisions**, however this is not a requirement. Should the Match Official Developer choose to record **questions**, **good practice**, **errors** or **non-decisions** they should be included in the **Decision Making Timeline** with a brief description of the event.

The definitions relating to **questions**, **good practice**, **errors** and **non-decisions** are found in the **Match Official Performance Review** (Form 3) – **Decision Making Timeline** section of the guidance.

Any event recorded as an example of **good practice**, **error** or **non-decision** must have had a clear and obvious material impact upon the game.

MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 2) – COMPLETING THE DECISION MAKING TIMELINE

This information should be presented in chronological order in the **Decision Making Timeline** section using the key below and supported with a brief description of the event.

SUPPORTING DOCUMENTATION			
KEY FOR DECISION MAKING TIMELINE EVENTS		Optional information which may be recorded in timeline	
PK	Penalty kick conceded	Q	Question to consider
FK	Free kick conceded	+	Example of good practice
YC	Yellow card conceded	E	Error
RC	Red card conceded	ND	Non-decision

Below is a simple example of how to complete the **Decision Making Timeline** on the **Match Official Development Review** (Form 2):

DECISION MAKING TIMELINE			
TIME	HOME	AWAY	DESCRIPTION & DISCUSSION
10:30	PK		Deliberate knock on (Blue 1)
10:45	YC		Issued to Blue 1 following deliberate knock on that prevented a try scoring opportunity
21:10		FK	Scrum feed not straight (Red 9)
27:45		PK	Dangerous tackle (Red 7)
28:15		RC	Issued to Red 7 following a dangerous tackle, where a swinging arm made direct contact with the head of an opponent at force

MATCH STATISTICS SUMMARY – MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 2)

The basic data set required for **Match Official Development Review** (Form 2) should be collected in a manner by the Match Official Developer that will allow it to be summarised in the **Match Statistics Summary** table per quarter of the match.

The data should be collected by the Match Official Developer that will allow it to be presented in totals per quarter, plus the breakdown per team. For example if 5 (2+3) entered in the *Q1 PENALTY KICKS* box would indicate a total of five penalties awarded in Quarter 1 of the match, two against the home team and three against the away team.

The **Match Statistics Summary** table found in the **Match Official Development Review** (Form 2) is below, highlighting what data is *essential* and what is *optional*.

SUPPORTING DOCUMENTATION						
MATCH STATISTICS SUMMARY						
ITEM	REQUIREMENT	Q1	Q2	Q3	Q4	TOTAL
PENALTY KICKS	Essential					
FREE KICKS	Essential					
YELLOW CARDS	Essential					
RED CARDS	Essential					
SCRUMS AWARDED	Optional					
SCRUM RESETS	Optional					
LINEOUTS	Optional					

MATCH OFFICIAL PERFORMANCE REVIEW (FORM 3) – DECISION MAKING TIMELINE & ESSENTIAL DATA

The Match Official Performance Review (Form 3) has a greater expectation of what data should be recorded in comparison to the other two **Review Forms**. The requirement includes the **final score**, **penalty kicks** and **free kicks** conceded by each team, the details relating to any **yellow** and/or **red cards** issued, plus any **questions**, examples of **good practice**, **errors** and/or **non-decisions**.

The definitions relating to **questions**, **good practice**, **errors** and **non-decisions** are:

- **Question** – A question for the match official for clarification or to obtain further information
- **Good practice** – An example of where the match official's actions had a positive impact on the game
- **Error** – Whistle blown and the resultant decision awarded was clearly and obviously incorrect. Reference should be made to whether the **error** was due to:
 - **Incorrect understanding of the Laws**
 - **Inaccurate reading of what happened**
- **Non-decision** – Whistle not blown when a clear and obvious decision should have been taken, and it has had a material impact upon the game. Reference should be made to whether the match official:
 - **Decided not to give a decision** (for whatever reason)
 - **Did not understand the Laws required to give a decision**
 - **The match official failed to give a decision due to not focussing on a significant aspect of play**
 - **The match official being in a position that was not appropriate for that particular phase of game**

Any event recorded as an example of **good practice**, **error** or **non-decision** must have had a clear and obvious material impact upon the game.

This information should be presented in chronological order in the **Decision Making Timeline** section using the key below and supported with a brief description of the event.

SUPPORTING DOCUMENTATION			
KEY FOR DECISION MAKING TIMELINE EVENTS			
PK	Penalty kick conceded	Q	Question to consider
FK	Free kick conceded	+	Example of good practice
YC	Yellow card conceded	E	Error
RC	Red card conceded	ND	Non-decision

Any event classified as a **High Impact Decision** should be marked with an asterix (*) next the code in the timeline.

Errors which class as a **High Impact Decision**:

- An **error** resulted in points being scored (directly or indirectly) by the team benefiting from an incorrectly awarded decision
- An **error** resulted in a player being incorrectly issued a yellow or red card
- An **error** directly decided the outcome of the match

Non-decisions which class as a **High Impact Decision**:

- An **non-decision** resulted in points being scored (directly or indirectly) by the team benefiting from a decision that was not taken
- An **non-decision** in relation to a player not being issued a yellow or red card, despite there being clear and obvious expectation to do so
- An **non-decision** directly decided the outcome of the match

There is opportunity to add further detail in the **High Impact Decisions** section of the **Overall Summary** of the **Match Official Performance Review** (Form 3).

MATCH OFFICIAL PERFORMANCE REVIEW (FORM 3) – COMPLETING THE DECISION MAKING TIMELINE

Below is a simple example of how to complete the **Decision Making Timeline** on the **Match Official Performance Review (Form 3)**:

DECISION MAKING TIMELINE			DESCRIPTION & DISCUSSION
TIME	HOME	AWAY	
10:30	PK		<i>Deliberate knock on (Blue 1)</i>
10:45	ND*		<i>Deliberate knock on by Blue 1 prevented a probable try. What was the referee's view of the actions of Blue 1? Was there a realistic possibility of Blue 1 catching the ball? Was there any cover defence?</i>
21:10		FK	<i>Scrum feed not straight (Red 9)</i>
23:30		ND	<i>Clear & obvious forward pass by Red not given</i>
27:45		PK	<i>Dangerous tackle (Red 7)</i>
28:15		RC	<i>Issued to Red 7 following a dangerous tackle, where a swinging arm made direct contact with the head of an opponent at force</i>
33:30	Q		<i>An attacking 5m scrum was awarded to Red, how did the ball end up in-goal?</i>
36:00	YC E*		<i>Incorrectly issued to Blue 7 following a deliberate knock on by Blue 1, who's actions prevented a line break</i>
37:20		+	<i>Penalty advantage for a deliberate knock on played, which resulted in try being awarded to Blue</i>
39:30		E	<i>Maul formed directly from a kick in open play by Red. The maul became unplayable and the resultant scrum was awarded to Blue. What is the referee's understanding of the Law in relation to this incident?</i>

MATCH STATISTICS SUMMARY – MATCH OFFICIAL PERFORMANCE REVIEW (FORM 3)

The data set required for **Match Official Performance Review** (Form 3) should be collected in a manner by the Performance Reviewer that will allow it to be summarised in the **Match Statistics Summary** table per quarter of the match.

The data should be collected by the Match Official Developer that will allow it to be presented in totals per quarter, plus the breakdown per team. For example if 5 (2+3) entered in the *Q1 PENALTY KICKS* box would indicate a total of five penalties awarded in Quarter 1 of the match, two against the home team and three against the away team.

SUPPORTING DOCUMENTATION					
MATCH STATISTICS SUMMARY					
ITEM	Q1	Q2	Q3	Q4	TOTAL
PENALTY KICKS					
FREE KICKS					
YELLOW CARDS					
RED CARDS					
SCRUMS AWARDED					
SCRUM RESETS					
LINEOUTS					

The Performance Reviewer should collect data in relation to the scrum that will allow the overall **Scrum Ball Out %** to be calculated. The specific data which the Performance Reviewer will need to record in relation to the scrum is:

- Total number of scrums awarded
- Total number of resets awarded (Not including *stand ups* which occur before the *set call*)
- Total number of successful completions without PK/FK sanction
- Total number of PKs & FKs awarded at the scrum

The method by which the overall **Scrum Ball Out %** should be calculated is:

1. Total number of scrums awarded + Total number of resets awarded = Total engagements,
e.g. *10 scrums + 5 resets = 15 engagements*
2. Total number of resets awarded + Total number of PKs & FKs awarded at the scrum = Total unsuccessful completions
e.g. *5 resets + 2 PKs = 7 unsuccessful completions*
3. Total engagements - Total unsuccessful completions = Total number of successful completions
e.g. *15 engagements - 7 unsuccessful completions = 8 successful completions*
4. (Total number of successful completions ÷ Total engagements) X 100 = **Scrum Ball Out %**
e.g. *(8 successful completions ÷ 15 engagements) X 100 = 53.3%*

The data relating to the overall **Scrum Ball Out %** should be recorded in the table located in the **Scrum** section of the **Match Official Performance Review** (Form 3).

SCRUM:								
Total Scrums	<i>Total number of scrums awarded</i>	Total Resets	<i>Total number of resets awarded</i>	PKs/FKs	<i>Total number of PKs & FKs awarded at the scrum</i>	Total Successfully Completed	<i>Total number of times the ball emerged from the scrum without PK/FK sanction</i>	Scrum Ball Out %

APPENDIX I

MATCH OFFICIAL SUPPORT ROLES

MATCH OFFICIAL DEVELOPER

Purpose of the Role:

The Match Official Developer will support match official(s) by creating a referee-centered, supportive and learning environment which motivates and encourages.

They shall treat the match official(s) as an equal and respect their views in order for them to achieve the best possible solutions, allowing ownership for their own development.

The Match Official Developer will display the Core Values of the game while undertaking the role;

Rugby's values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship are what makes the game special for those who enjoy the environment and culture they create. They define the game and define England Rugby.

Role responsibilities:

- Establish effective working relationships with identified match official(s) by understanding their motivations.
- Support the match official(s) to achieve their development plan and identified goals.
- Observation of the match official(s) in live and recorded matches to provide evidenced feedback.
- Enhance the experience for the match official(s), with a particular focus on the quality of player experience and developing the necessary understanding of the game for their role.
- Support the identification of training needs and be able to guide match officials to appropriate resources, encourage the match official(s) to attend Society/Group/RFU training events.
- Continually develop your own skills to enhance the development of match official(s) that you work with.

Skills and Attributes:

- Communicate effectively with match official(s) to ascertain their needs and ambitions.
- Analyse and evaluate performance (your own and that of the match official(s) to gauge and direct progress.
- Create a safe environment in which the wellbeing of the match official(s) is paramount.
- Be open-minded in developing your own skills and knowledge, constantly looking to work and improve upon them.
- Understand the match official profile wheel and their interpretation.
- Good communication skills, both written and verbal.
- Good organisational and prioritising skills.
- Self-motivated and the ability to work well within a team.

Main Duties:

Support match official development with a referee-centered approach and mentality.

Deliver quality development and assessment to support match official(s).

Help match official(s) to identify appropriate training and development.

Provide feedback on performance in an agreed format with the match official(s).

Be responsible for submission of timely documentation through agreed reporting channels within their referee organisation.

DATE: 01/05/19

APPENDIX I (CONT.)

MATCH OFFICIAL SUPPORT ROLES

MATCH OFFICIAL COACH

Purpose of the Role:

The match official coach will support match official(s) in achieving their potential. The individual will work closely with the match official(s) to support the reviewing and an analysis the match official's performance. This will assist the match official(s) in generating a self- reflection that will help the creation of a personal development plan.

The Match Official Coach will display the Core Values of the game while undertaking the role;

Rugby's values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship are what makes the game special for those who enjoy the environment and culture they create. They define the game and define England Rugby.

Role responsibilities:

- Establish effective working relationships with identified match official(s).
- Support the match official(s) to achieve their development plan and identified goals.
- Observation of the match official(s) in live and recorded matches and review performance.
- Enhance the experience for the match official(s), with a particular focus on the quality of player experience and developing the necessary understanding of the game for their role.
- Support the identification of training needs and be able to guide match officials to appropriate resources, encourage the match official(s) to attend society/group/RFU training events.
- Continually develop your own coaching skills to enhance the development of match official(s) that you work with.

Skills and Attributes:

- Communicate effectively with match official(s) to ascertain their needs and ambitions relay information and provide constructive feedback.
- Plan and organise sessions/reviews that meet the needs of the match official(s) and supports their development.
- Analyse and evaluate performance (their own and that of the match official(s)) to gauge and direct progress.
- Create a safe environment in which the wellbeing of the match official(s) is paramount.
- Be open minded in developing their coaching skills and knowledge, constantly looking to work and improve upon them.
- Strong communication skills both written and verbal.
- Good organisational and prioritising skills.
- Self-motivated and the ability to work well within a team.

Main Duties:

- Deliver high quality coaching and support for match official(s).
- Help match official(s) to identify appropriate training and development.
- Provide feedback on performance in an agreed format with the match official(s).
- Be responsible for submission of timely documentation through agreed reporting channels.

DATE: 01/05/2019

APPENDIX I (CONT.)

MATCH OFFICIAL SUPPORT ROLES

MATCH OFFICIAL PERFORMANCE REVIEWER

Purpose of the Role:

The Performance Reviewer will support match officials with evidence-based analysis regarding their performance during a given period (a match). The Performance Reviewer creates an environment where the match official(s) become self-aware of their performance. The performance Reviewer analysis should be at such a degree of detail that it opens the way for the match official(s) to further develop and improve the official's future performances.

The Performance Reviewer will display the Core Values of the game whilst undertaking the role;

Rugby's values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship are what makes the game special for those who enjoy the environment and culture they create. They define the game and define England Rugby.

Role responsibilities:

- Provide an accurate evidenced-based review of the match official(s) performance.
- Provide detailed and evidenced feedback utilising game footage to the match official(s), and enter into a dialogue to arrive at agreed outcomes.
- Agree development points with the match official(s).
- Support the identification of training needs and be able to guide match officials to appropriate resources.
- Continually develop your own Performance Reviewer skills to enhance the development of match officials that you work with.

Skills and Attributes:

- Strong understanding of the game and the Principles of Refereeing.
- Communicate effectively with match official(s) and provide constructive feedback.
- Analyse and evaluate performance (your own and that of the match official(s) to gauge and direct development).
- Create a safe, supportive environment in which the wellbeing of the match official(s) is paramount.
- Be open-minded in developing your Reviewer skills and knowledge, constantly looking to work and improve upon them.
- Effective communication skills both written and verbal.
- Good organisational and prioritising skills.
- Self-motivated and the ability to work well within a team.

Main Duties:

Provide high-quality, evidenced-based performance reviews and support for match official(s).

Help match official(s) to become self-aware and identify their own appropriate training and development.

Provide feedback on performance in an agreed format with the match official(s).

Be responsible for submission of timely documentation through agreed reporting channels.

DATE: 01/05/19

APPENDIX II

GAME CHALLENGE EXAMPLES

In the following example can you as the reader tell what this Match Official Developer's judgement is – did it or did it not challenge the match Official?

GAME CHALLENGE
DEVELOPER/REVIEWER
<p><i>Other than the last quarter and its' injury time, the game lacked the challenge one would have expected from this level of game. The players' individual skills at times were poor and therefore the game was littered with many ball-handling and unforced errors. Team A's three-quarters lacked penetration and confidence but their forwards' team skills matched Team B; Team B's three-quarters had the superior edge. Other than on two occasions (yellow card 21st minute first half, and 3rd minute second half) the players remained positive and responsive to the match Official's commands; the crowd was large but somewhat quiet. Team A opened the scoring, but Team B quickly gained the lead in the first half and never looked likely to lose.</i></p>

Whilst this description of the Game Challenge does mention the challenge in the first sentence, it does not provide a clear, overall judgement on the challenges faced by the match Official. Much of the remaining content provides some background on the game. However, there are no links between that background and the challenges that the match Official faced as a result.

For example, did the level of errors cause a large number of scrums which created a challenge; was there a build-up in frustration as a result of the number of errors that needed sensible management? In addition, why did the last quarter provide a challenge whereas the previous three quarters did not? Further, what were the yellow cards for – foul play, cynical play or persistent infringements?

Compare the above example with the following.

GAME CHALLENGE
DEVELOPER/REVIEWER
<p><i>Although Team A opened the scoring, Team B quickly gained the lead in the first half and then never looked likely to lose. The teams' forwards were evenly matched; it was Team B's backs that won them the game. However, intensity was low, skill levels of both teams were poor and there were too many unforced errors – this all contributed to a large number of scrums and a gradual build-up in frustration in both teams.</i></p> <p><i>With both packs evenly matched, neither could achieve dominance and, after some initial feeling out, they both accepted parity so that scrums provided little challenge to the match Official. Similarly, with limited competition for turnovers, the breakdown provided little challenge to the match Official. Both teams responded positively to the match Official; the two yellow cards being for isolated high tackles (21st minute first half against Team B, and 3rd minute second half against Team A). There were no other incidents of foul play.</i></p> <p><i>The technical components in this game provided no unusual challenge for this level. Nor did the management aspects, with low intensity, good player response and no pressure from closeness of the score. The only exception to this came in the last quarter as players' frustration with their own failings needed to be managed. Overall, this was a straightforward challenge for this level.</i></p>

In contrast to the previous example, this one does the following:

- The first paragraph provides helpful background to the game which is then referred to when assessing the challenges (no pressure from a close score, evenly matched packs that accepted parity, low intensity).
- The second paragraph assesses the challenges by reference to key aspects within the game (little challenge at breakdown or scrum, good player response, yellow cards for isolated incidents, no foul play).
- The third paragraph provides a clear, overall conclusion on the challenges faced by the match Official.

What should be noted is that the second example is, deliberately for the purposes of providing a clear explanatory example, quite long. It is not expected that Match Official Developers will always set out this much detail in their Game Challenge.

What is key, is that a clear view of the challenges faced by the match Official is provided, and that this is not blurred by including unnecessary detail which is not relevant to those challenges.

APPENDIX III

USING THE DESCRIPTOR MATRIX EXAMPLE

Using the breakdown **Descriptor Matrix** the Match Official Developer/Performance Reviewer can use it construct feedback on the referee's officiating in relation to that specific area. The Match Official Developer/Performance Reviewer may have evidenced the different breakdown criteria as highlighted below.

BREAKDOWN DESCRIPTOR MATRIX				
CRITERIA	Excellent demonstration	Good demonstration	Satisfactory demonstration/Insufficient opportunity to demonstrate	Key development focus
Demonstrate safe refereeing of the tackler	Able to demonstrate safe refereeing of the tackler using a range of strategies consistently and fairly	Able to demonstrate safe refereeing of the tackler consistently and fairly	Able to demonstrate safe refereeing of the tackler but was not always consistent and/or fair	Did not demonstrate safe refereeing of the tackler in a consistent and/or fair manner
Demonstrate safe refereeing of the tackled player	Able to demonstrate safe refereeing of the tackled player using a range of strategies consistently and fairly	Able to demonstrate safe refereeing of the tackled player consistently and fairly	Able to demonstrate safe refereeing of the tackled player but was not always consistent and/or fair	Did not demonstrate safe refereeing of the tackled player in a consistent and/or fair manner
Demonstrate safe refereeing of arriving players	Able to demonstrate safe refereeing of arriving players using a range of strategies consistently and fairly	Able to demonstrate safe refereeing of arriving players consistently and fairly	Able to demonstrate safe refereeing of arriving players but was not always consistent and/or fair	Did not demonstrate safe refereeing of arriving players in a consistent and/or fair manner
Demonstrate the safe refereeing of the ruck	Able to demonstrate safe refereeing of the ruck using a range of strategies consistently and fairly	Able to demonstrate safe refereeing of the ruck consistently and fairly	Able to demonstrate safe refereeing of the ruck but was not always consistent and/or fair	Did not demonstrate safe refereeing of the ruck in a consistent and/or fair manner

Based on the relevant highlighted criteria the Match Official Developer/Performance Reviewer could choose to summarise the evidence as:

BREAKDOWN
<i>The referee was consistent in his/her approach to the officiating of the tackler, ball carrier and arriving players throughout the match. Both teams were generally compliant in these areas and as a consequence the referee was not challenged to use a range of strategies due to there being no offending patterns. The referee may wish to consider how his/her positioning at the ruck prevented him/her from witnessing players using hands illegally after the ruck had been formed.</i>

This example provides:

- A clear explanation of the issue that occurred.
- A concise suggestion to solve the issue highlighted.

APPENDIX III (CONT.)

USING THE DESCRIPTOR MATRIX EXAMPLE

Using the scrum **Descriptor Matrix** the Match Official Developer/Performance Reviewer can use it construct feedback on the referee's officiating in relation to that specific area. The Match Official Developer/Performance Reviewer may have evidenced the different scrum criteria as highlighted below.

SCRUM DESCRIPTOR MATRIX				
CRITERIA	Excellent demonstration	Good demonstration	Satisfactory demonstration/Insufficient opportunity to demonstrate	Key development focus
Demonstrate the safe application of the scrum engagement procedure	Able to demonstrate safe application of the scrum engagement procedure using a range of strategies (e.g. praise, warnings, sanctions, etc.) consistently and fairly	Able to demonstrate safe application of the scrum engagement procedure consistently and fairly	Able to demonstrate safe application of the scrum engagement procedure but was not always consistent and/or fair	Did not safe application of the scrum engagement procedure in a consistent and/or fair manner
Demonstrate the scrum was square, stationary and stable prior to the delivery of the ball	Able to consistently and effectively demonstrate the scrum was square, stationary and stable prior to the delivery of the ball	Able to consistently demonstrate the scrum was square, stationary and stable prior to the delivery of the ball	Able to demonstrate the scrum was square, stationary and stable prior to the delivery of the ball but there were missed opportunities to demonstrate further	Did not demonstrate the scrum was square, stationary and stable prior to the delivery of the ball
Demonstrate forwards remain bound correctly until the scrum was completed	Able to consistently and effectively demonstrate forwards remain bound correctly until the scrum was completed	Able to consistently demonstrate forwards remain bound correctly until the scrum was completed	Able to demonstrate forwards remain bound correctly until the scrum was completed but there were missed opportunities to demonstrate further	Did not demonstrate that forwards remain bound correctly until the scrum was completed
Promote a fair contest for the ball at the scrum	Able to consistently and effectively promote a fair contest for the ball at the scrum	Able to consistently promote a fair contest for the ball at the scrum	Able to promote a fair contest for the ball at the scrum but there were missed opportunities to demonstrate further	Did not promote a fair contest for the ball at the scrum
Demonstrate how to manage unsafe and/or illegal scrummaging	Able to consistently and effectively manage unsafe and/or illegal scrummaging	Able to consistently manage unsafe and/or illegal scrummaging	Able to manage unsafe and/or illegal scrummaging but there were missed opportunities to demonstrate further	Did not manage unsafe and/or illegal scrummaging
Maintain space through managing relevant scrummage offside lines	Able to consistently and effectively maintain space through managing relevant scrummage offside lines	Able to consistently maintain space through managing relevant scrummage offside lines	Able to maintain space through managing relevant scrummage offside lines but there were missed opportunities to demonstrate further	Did not maintain space through managing relevant scrummage offside lines

Based on the relevant highlighted criteria the Match Official Developer/Performance Reviewer could choose to summarise the evidence as:

SCRUM
<p><i>The key issue at scrum was the engagement. The speed of the engagement sequence was not consistent, sometimes too quick and sometimes too slow. This resulted in the players finding it difficult to establish a rhythm for the engagement, leading to too many resets. Following these resets, the referee failed to move the teams apart sufficiently in order to re-engage correctly. This, together with the difficulties with the engagement sequence, resulted in too many Free Kicks being awarded at scrum.</i></p> <p><i>Providing a consistent speed of engagement sequence would have avoided most of the resets and Free Kicks that were given.</i></p>

This example provides:

- A clear explanation of the issue that occurred.
- A concise suggestion to solve the issue highlighted.

APPENDIX IV

OVERALL SUMMARY EXAMPLE

DEVELOPER/REVIEWER'S SUMMARY

This was an excellent performance by the referee in a game which provided a number of challenges for him/her. His/Her management showed some key strengths – very good communication (both verbal and non-verbal), a sensible balance between preventative and punitive measures which ensured that the penalty count was appropriate, and excellent management of scrums and breakdown (the key technical challenges). Whilst management of non-participants at ruck was identified as an area for development, this needs to be seen in the context of the importance of managing a very competitive breakdown. So, a very good performance by the referee, one which he/she should be proud of.

This concise summary provides:

- A statement of the level of performance (*Excellent demonstration*).
- A very brief summary of key strengths and areas for development.
- Context in relation to areas for development (clearly appropriate in this example).
- Appropriate praise (one they should be proud of) given what else is said.