

MATCH OFFICIAL DEVELOPMENT REVIEW & PERFORMANCE REVIEW SURVEY FEEDBACK

In August 2018 the Rugby Football Referees' Union and England Rugby's Match Official Development Team introduced a nationally standardised approach to supporting the development of match officials, placing the Match Official(s) at the centre of a two-way high-quality feedback process.

The Rugby Football Referees' Union and England Rugby's Match Official Development Team agreed the following objectives to help achieve the project's aim:

Objectives

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

The purpose of this survey was to gather feedback on:

- Match Official Developer & Performance Review Guidance
- Match Official Developer CPD Session - Conversation to Words
- Match Official Development Review - Form 1
- Match Official Development Review - Form 2
- Match Official Performance Review - Form 3

The survey is looking to gather feedback from:

- Match Officials (Referees & Assistant Referees)
- Match Official Developers
- Performance Reviewers
- Match Official Coaches

During January 2019 individuals were invited via the RFRU and local Referees' Societies to provide feedback about the new process and associated resources.

The survey garnered a total of 228 responses from a variety of Match Officials involved in the Community Game (Level 3 and below), with 34 of the 37 Referees' Societies in England participating in the survey.

Role mainly undertaken	Number of respondents
Referee (Level 5, 4 or 3)	3
Referee (Level 6 or below)	111
Assistant Referee	4
Match Official Developer (Level 6 or below)	65
Match Official Performance Reviewer (Level 5, 4 or 3)	17
Match Official Coach (Level 6 or below)	19
Match Official Coach (Level 5, 4 or 3)	9

MATCH OFFICIAL DEVELOPER AND PERFORMANCE REVIEW GUIDANCE

A total of 68% (n=156) of respondents had accessed and read the *Match Official Developer and Performance Review Guidance* available in the Referee Resources section of www.keepyourbootson.co.uk. When asked how helpful the *Match Official Developer and Performance Review Guidance* the feedback can be summarised as:

Extremely helpful	Very helpful	Neither helpful nor unhelpful	Not so helpful	Not at all helpful
9.6%	53.2%	27.6%	7.1%	2.6%

When respondents were given opportunity to elaborate, in relation to what were the most useful aspects of the guidance and how the guidance could be improved the key themes were:

What was identified as being the most helpful?	How could the document be improved?
<ul style="list-style-type: none"> Descriptor matrices and the supporting examples 	<ul style="list-style-type: none"> Simplification of the language used Further clarification on the use of Development Review Form 1 vs Development Review Form 2.

MATCH OFFICIAL DEVELOPER CPD SESSION

A total of 39% (n=89) of respondents had attended an official RFU *Match Official Developer CPD Session* between August and December, which were aimed at individuals operating at Level 6 or below. The sessions were arranged locally by Match Official Development Officers. In total 19 sessions were delivered, with 22 of the 37 Referees' Societies represented. When asked how helpful the *Match Official Developer CPD Session* was the feedback can be summarised as:

Extremely helpful	Very helpful	Neither helpful nor unhelpful	Not so helpful	Not at all helpful
21.7%	46.7%	22.8%	4.3%	4.3%

When respondents were given opportunity to elaborate, in relation to what were the most useful aspects of the CPD session and how the training could be improved the key themes were:

What was identified as being the most helpful?	How could the document be improved?
<ul style="list-style-type: none"> Opportunity to ask questions and gain further clarification about the new process, including the rationale behind it 	<ul style="list-style-type: none"> Incorporate more video clips from the Community Game Allow a greater opportunity for Developers to practice completing all sections of the Development Forms during the CPD session

MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 1)

A total of 54% (n=124) of respondents had used the *Match Official Development Review (Form 1)*. When asked how easy it was to use the feedback can be summarised as:

Extremely easy	Very easy	Somewhat easy	Not so easy	Not at all easy
27%	34%	23%	15%	2%

When asked how useful the supporting *Principles of Refereeing Descriptor Matrix* when completing the *Match Official Development Review (Form 1)* the feedback can be summarised as:

Extremely useful	Very useful	Somewhat easy	Not so useful	Not at all useful
15%	34%	34%	10%	7%

When respondents were given opportunity to expand on their answers about the, *Match Official Development Review (Form 1)* the feedback can be summarised as:

What did you like and why?	What would improve the document?
<ul style="list-style-type: none"> Simple and straight forward Allows the referee opportunity to input 	<ul style="list-style-type: none"> Review the dropdown options, potentially remove to allow simplification

MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 2)

A total of 57% (n=129) of respondents had used the *Match Official Development Review (Form 2)*. When asked how easy it was to use the feedback can be summarised as:

Extremely easy	Very easy	Somewhat easy	Not so easy	Not at all easy
16%	47%	23%	10%	4%

When asked how useful the supporting *Principles of Refereeing Descriptor Matrix* when completing the *Match Official Development Review (Form 2)* the feedback can be summarised as:

Extremely useful	Very useful	Somewhat easy	Not so useful	Not at all useful
16%	38%	30%	9%	9%

When respondents were given opportunity to expand on their answers about the, *Match Official Development Review (Form 2)* the feedback can be summarised as:

What did you like and why?	What would improve the document?
<ul style="list-style-type: none"> • Performance criteria clearly set out in descriptor matrices • Easy to use, with a logical approach 	<ul style="list-style-type: none"> • Clarification as to when referees should complete the Game Challenge section (either pre-game or post-game?) • Add Descriptor Matrices to WTR versions

MATCH OFFICIAL PERFORMANCE REVIEW (FORM 3)

A total of 13% (n=30) of respondents had used the *Match Official Performance Review (Form 3)*. When asked how is easy it was to use the feedback can be summarised as:

Extremely easy	Very easy	Somewhat easy	Not so easy	Not at all easy
13%	48%	19%	19%	0%

When asked how useful the supporting *Principles of Refereeing Descriptor Matrix* when completing the *Match Official Performance Review (Form 3)* the feedback can be summarised as:

Extremely useful	Very useful	Somewhat easy	Not so useful	Not at all useful
3%	39%	32%	19%	6%

When respondents were given opportunity to expand on their answers about the, *Match Official Performance Review (Form 3)* the feedback can be summarised as:

What did you like and why?	What would improve the document?
<ul style="list-style-type: none"> • Layout of document, including how supporting evidence can be added to one single timeline • Allows the opportunity for referees to contribute their own views 	<ul style="list-style-type: none"> • Greater training/guidance to referees that will allow the process to be truly Match Official centred • Opportunity to explore the “why” behind any errors or non-decisions, to assist future coaching

WHAT'S NEW FOR 2019/2020?

After analysis of the feedback some minor alterations and amendments were made to the documents. The key differences have been summarised and highlighted below:

MATCH OFFICIAL DEVELOPER & PERFORMANCE REVIEWER GUIDANCE

Clarification at who the different Review Forms are aimed at:

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
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>	Match officials officiating at Regional Group and National Panel

Minor alteration to the optional and essential data collection:

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	
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	Scrum Awards Scrum Resets Lineouts Good Practice Errors Non-decisions	Final score Penalty Kicks Free Kicks Yellow Cards Red Cards	Scrum Awards Scrum Resets Lineouts Good Practice Errors Non-decisions

Clarification as to when the match official should complete the **Game Challenge** section:

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

Additional criteria that may be included in the **Decision Making Timeline**:

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

New definitions in relation **questions** and **good practice** and expanded definitions of **errors** and **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.

An updated example of a **Decision Making Timeline**:

DECISION MAKING TIMELINE			
TIME	HOME	AWAY	DESCRIPTION & DISCUSSION
10:30	PK		Deliberate knock on (Blue 1)
10:45	ND*		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?
21:10		FK	Scrum feed not straight (Red 9)
23:30		ND	Clear & obvious forward pass by Red not given
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
33:30	Q		An attacking 5m scrum was awarded to Red, how did the ball end up in-goal?
36:00	YC E*		Incorrectly issued to Blue 7 following a deliberate knock on by Blue 1, who's actions prevented a line break
37:20		+	Penalty advantage for a deliberate knock on played, which resulted in try being awarded to Blue
39:30		E	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?

MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 1)

Drop downs have been removed. Developers should copy the relevant criteria from the matrix and enter it into the appropriate Area of Strength or Area of Development box as in the example below:

MATCH OFFICIAL'S AREAS OF STRENGTH	
CRITERIA	Demonstrate safe refereeing of the lineout
During the game there were instances of contact in the air that materially impacted upon the contest for possession. The referee correctly penalised the illegal hooking of the catcher's are as it resulted in the non-offending team immediately losing possession. At another lineout a lifter was taken out illegally, which resulted in the catcher being dropped and landing on her side. The referee sanctioned the offending player by issuing a yellow card. The referee made appropriate and proportionate decisions when dealing with the offences.	

MATCH OFFICIAL DEVELOPMENT REVIEW (FORM 2)

An updated key including the two new optional criteria has been included:

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

MATCH OFFICIAL PERFORMANCE REVIEW (FORM 3)

An updated key including the two new essential criteria has been included:

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

