

Referee Investigation

This paper aims to build a complete picture of the state of volleyball refereeing in England. Currently, there is a perceived issue with the availability and quality of referees across all levels of Volleyball in England. This report aims to outline the extent of the issues and create discussion points for the An Ace Service subgroup to address the key challenges. The An Ace Service subgroup have outlined questions which have been answered wherever possible or explained where there is a lack of evidence for certain questions. Due to season rollover, membership numbers for the 22/23 season are not included as previous seasons suggests 16% of referees renew in October so this would not be a fair comparison.

1. Number of officials

- a) How many officials do we actually need and at what grades?

To answer this question, desktop research on the 2021/22 season was conducted. In table 1 the number of appointments required for each region across National Volleyball League (NVL), National Cups (Student Cup, Shield, Knock Out Cup), regional leagues, local leagues and BUCS is calculated. This data makes a number of assumptions including that all regional and local leagues require one qualified referee to be appointed to each fixture unless the fixture is a triangular. In triangulars, it is assumed that one referee would cover three matches. In addition, league regulations have been accounted for where possible, two referees are required in BUCS fixtures, London league (premier and division 1), Surrey (all divisions) and Kent (Men's and Women's leagues). For Berkshire and Surrey junior leagues are also included. However, where fixtures are played as part of a grand prix format, it is assumed that one appointment per fixture is required.

From the appointments across all levels of competitions the total appointments per region can be calculated. To estimate the number of referees required per region data from Who's the Ref (WTR) is used (table 2) which shows on average referees involved in the NVL cover 14 appointments per season. Overall, this estimates 860 referees are required to cover all appointments, in 21/22 there were 468 referee members so assuming these 468 referees fulfil 14 appointments each, it is estimated an additional 392 referees are required to cover all appointments for indoor volleyball. More information on the cover required for sitting and beach can be found in answer 1c.

Table 1. Indoor Volleyball number of appointments per region across level of competitions.

		Appointments required per competition								
	Number of referees registered in 21/22	NVL	National Cups	Regional leagues	Local leagues	BUCS League	BUCS Cups	Total appointments	Estimated number of referees required	How many referees away from required
London	91	244	62	1920	-	316	64	2606	186	-95
Eastern	48	242	80	560	790	176	40	1888	135	-87
South West	49	208	20	360	945	212	34	1779	127	-78
North West	31	270	42	-	660	196	22	1190	85	-54
Yorkshire	35	198	36	265	124	190	26	839	60	-25
North East	9	64	20	228	-	110	30	452	32	-23
South East	102	258	52	-	1064	256	62	1692	121	-19
East Midlands	48	370	58	124	-	242	48	842	60	-12
Wales	3	32	2	-	-	114	22	170	12	-9
West Midlands	52	182	22	168	-	184	26	582	42	10
Total	468	2068	394	3625	3583	1996	374	12040	860	-392

Table 1 illustrates that generally, more referees are required in all regions except West Midlands, therefore issues with referees in the West Midlands could be due to a lack of active involvement rather than number of referees. There are regional differences in the extent of the problem with London, Eastern, South West and North West worst affected.

It is important to acknowledge there are limitations to this methodology, firstly, the assumption that all registered referees will match the dedication of NVL/WTR referees and take an active involvement to cover 14 appointments. Secondly, regions that ran courses in 21/22 will have increased numbers of referees given a free registration as part of the course who are more likely to not actively referee. Finally, as this is based on desktop research, further understanding of the status from league organisers would be useful information. Also, this estimation does not consider the grades these referees need to be.

To address the question of the grades required, the number of referees at each grade is outlined in table 2 below. Given the extent of the problem and that fixtures are currently unable to be fulfilled, it seems difficult to suggest referees of specific grades are required. However, a discussion point for the group here, is the current breakdown of grades ideal? And what breakdown would be preferred?

Table 2. A breakdown of the grade for each active and WTR referee for 21/22.

Grade	21/22 Active Member		WTR Referee 21/22	
	Frequency	%	Frequency	%
Grade 4	288	60%	6	14%
Grade 3R	73	15%	16	22%
Grade 3N	40	8%	28	26%
Grade 2	31	6%	24	15%
Grade 1	19	4%	15	6%
Grade 1 (National)	10	2%	7	6%
Grade 1 (International)	6	1%	7	6%
Overseas	11	2%	6	6%

b) What is our target to sufficiently supply the NVL?

The supply of referees to the NVL can be addressed with more certainty due to a comprehensive data set from WTR tracking from the 17/18 season until 21/22.

As shown in table 3, the number of additional referees required each season varies from 15 in 19/20 to 35 in 21/22. To calculate this, how many appointments have been made as either referee 1 or referee 2 across each NVL season and the number of referees who are actively involved in the NVL is used. Active involvement here is defined as at least one appointment across the season. From this the average number of appointments per referee per season can be calculated.

As part of this research, the number of appointments not filled across the NVL has also been calculated, more information can be found in answer 1k. This provides the number of appointments that have not been filled centrally, including non-panel appointments. A non-panel appointment is where the fixture was covered by someone not listed on WTR. To calculate the number of referees required the number of appointments not filled is divided by the average number of appointments per referee. Each season it is assumed the additional referees would meet the average number of appointments.

Table 3. A profile of refereeing across the NVL, based on WTR data.

	17/18	18/19	19/20	21/22
Number of NVL appointments (as ref 1 or 2).	1792	1795	1523	1587
Number of referees – at least one appointment in the season.	131	127	117	109
Average number of appointments per referee	13.7	14.1	13.0	14.6
Number of appointments not filled (includes non-panel)	405	305	196	515
Number of additional referees required.	30	22	15	35

The above information is an estimate rather than exact measure, for example, it does not consider regional changes and assumes each referee will take on at least the average number of appointments.

- c) How many officials do we need to meet our requirements for junior, sitting, beach and international competitions?

The information below is taken from WTR and split across each of the disciplines.

Sitting:

For sitting, the Sitting Grand Prix and Cup Finals are outlined on WTR, for three seasons 17/18 to 19/20 100% of these fixtures have been fulfilled with at least two referees. In 21/22 only one fixture did not have any referees attend, therefore, to fulfil all sitting fixtures only two referees available for the competition are required.

Table 4. A profile of refereeing across Sitting Volleyball competitions, based on WTR data.

	17/18	18/19	19/20	21/22
Number of fixtures	9	8	4	9
Percentage of fixtures with 2+ Referees	100%	100%	100%	89%

Juniors:

Junior competitions outlined on WTR include Interregional, Last 8's, Cup Finals and Grand Prix. Across the last four seasons, only one fixture on WTR does not have any appointments, the U16 Last 8's in 21/22 season. To be able to fulfil the referee appointments for all events ran by Volleyball England one additional fixture would need to be covered. It is important to consider the increased number of fixtures from 18/19 to 21/22 so fulfilling 94% of fixtures seems reasonable. Another factor is the impact of COVID, for junior competitions, referees are only assigned to finals which did not take place in the 19/20 season or 20/21.

Table 5. A profile of refereeing across Junior Volleyball competitions, based on WTR data.

	17/18	18/19	19/20	21/22
Number of fixtures	11	12	2	17
Percentage of fixtures with 4+ Referees	100%	100%	100%	94%

National Cup Events:

The referee fulfilment for the following national competitions is outlined in this section, Student Cup, Shield, Knock Out Cup and Cup Finals. Firstly, for Cup Finals, in each season they ran there have been full appointments with at least two referees.

For student cup, in 17/18 and 19/20 full appointments of two referees were made to each fixture. In 18/19 one fixture had one referee rather than two. Whereas, in 21/22 the fulfilment was much lower, 30% (8 fixtures) had no appointments. It is important to consider the increased number of fixtures from 18/19 to 21/22. Another factor is the impact of COVID, due to the season timeline, finals did not take place in the 19/20 so the number of fixtures is lower.

Table 6. A profile of refereeing across Student Cup, based on WTR data.

Student Cup	17/18	18/19	19/20	21/22
Number of fixtures	15	14	7	26
Percentage of fixtures with 2 appointed referees	100%	93%	100%	70%
Percentage of fixtures with 1 appointed referee	-	7%	-	-
Percentage of fixtures with no appointed referees	-	-	-	30%

For the Shield, the percentage of fixtures with no appointments has increase each year with a dramatic increase from 19/20 to 21/22. The percentage of fixtures with 2 referees appointed has decreased each season from 61% in 17/18 to 37% in 21/22. This evidence suggests that the National Shield is one of the worse effected competitions by a lack of referees.

Table 7. A profile of refereeing across Shield, based on WTR data.

National Shield	17/18	18/19	19/20	21/22
Number of fixtures	72	59	57	71
Percentage of fixtures with 2 appointed referees	61%	49%	56%	37%
Percentage of fixtures with 1 appointed referee	22%	32%	16%	21%
Percentage of fixtures with 1 referee non panel	8%	7%	9%	6%
Percentage of fixtures with 2 referees non panel	1%	3%	2%	4%
Percentage of fixtures with no appointed referees	7%	8%	18%	30%

As outlined in table 8, for the Knockout Cup, the number of fixtures with no appointments has increase each year with a large increase from 19/20 (7%) to 21/22 (13%). The percentage of fixtures with two referees appointed is lowest in 21/22.

Table 8. A profile of refereeing across Knockout Cup, based on WTR data.

Knock Out Cup	17/18	18/19	19/20	21/22
Number of fixtures	107	91	91	100
Percentage of fixtures with 2 appointed referees	57%	52%	69%	46%
Percentage of fixtures with 1 appointed referee	23%	25%	21%	34%
Percentage of fixtures with 1 referee non panel	11%	13%	0%	5%
Percentage of fixtures with 2 referees non panel	1%	2%	3%	2%
Percentage of fixtures with no appointed referees	7%	8%	7%	13%

Beach (UKBT)

For beach, based on the regulations, there are six Grand Slam events a season which require at least 4 referees and six 4* events which require at least two referees. This is 36 appointments required to fulfil all beach events. For any events under 4*, UKBT make the referee commission aware of event for any referee training opportunities.

UKBT have six Grand Slam events per year which need a minimum of six referees. At each event this season the number of referees were as follows:

- Wales: 0
- Bridlington: 5
- Edinburgh: 6 (SVA referees)
- Weymouth: 9
- London: 5
- Bournemouth: 11

The lack of referees at the Wales Grand Slam might be due to the Queens Platinum Jubilee celebrations on the same weekend or a regional issue. UKBT have suggested that there is a problem with referees in beach volleyball and are looking to find a resolution. It would be beneficial for An Ace Service to consider how efforts can be combined to ensure the strategies implemented to solve the lack of referees in indoor volleyball can be applied to beach and sitting.

- d) And what is our target to sufficiently supply competitions at a regional or county level?

The biggest challenge around regional and local level volleyball is the lack of knowledge. Using desktop research from 21/22 season as outlined in question1a it is possible to make some estimates. However, this data makes a number of assumptions including that all regional leagues require one qualified referee to be appointed to each fixture unless the fixture is a triangular. Where it is assumed that one referee would cover three matches. In addition, league regulations are accounted for where possible, two referees are required in the London league (premier and division 1). Secondly, the assumption is that each referee

covering 14 fixtures (NVL average). For regional leagues it is estimated 259 referees are required to cover all appointments with a regional breakdown outlined in table 9.

Table 9. Estimated number of referees to cover regional leagues.

Region	Number of appointments	Estimated number of referees required
London	1920	137
South West	360	26
Eastern	560	40
Yorkshire	265	19
West Midlands	168	12
East Midlands	124	9
North East	228	16

South East, North West & Wales do not have regional leagues.

For local leagues, the same assumptions are used with considerations that Surrey (all divisions) and Kent (Men's and Women's leagues) require two referees. For Berkshire and Surrey junior leagues are also included. It is estimated that 326 referees are required to cover all the appointments in local leagues with a breakdown of estimated referees required per league in table 10.

Table 10. Estimated number of referees to cover local leagues.

Region	League	Number of Appointments	Estimated Number of Referees Required
Eastern	Hertfordshire	154	11
Eastern	Norfolk	636	45
North West	Merseyside	368	26
North West	Greater Manchester	292	21
South East	Berkshire	199	14
South East	Hampshire	296	21
South East	Kent	368	26
South East	Southampton	192	14
South East	Surrey	494	35
South East	Sussex	184	13
South West	Bristol	460	33
South West	Exeter	312	22
South West	Gurnsey	192	14
South West	Weymouth	120	9
South West	Wiltshire	168	12
Yorkshire	Hull & East	124	9

- e) Currently, how far away we from hitting these targets?

Due to the lack of knowledge on the appointments for regional and local leagues, it is difficult to predict how far away we are from reaching these targets.

One measure could be from referee registrations in the 21/22 season for the local area and regions. However, this would be an oversimplification as this would not account for the overlap of different levels of competition. Therefore, the answer to 1a provides the most detailed picture possible at this point.

- f) How many people currently and in 21/22 hold dual coach / referee registrations and how many of them are active NVL referees?

As of 14th September 2022 for the 22/23 season there are 104 members with active dual registrations. In the 21/22 season there were 119 members with an active dual registration. Of those registered as dual only 35 (29%) went on to actively referee in the NVL.

Table 11. Highlights the membership type of each referee involved in at least one NVL fixture during the 21/22 season as either ref 1 or ref 2. This information is from WTR data and matched with VolleyZone memberships for the 21/22 season. This highlights that 36% of the active NVL referee work force are also involved in coaching.

Table 11. Membership types for active NVL referees during the 21/22 season.

Registration Type	Frequency	Percentage (%)
Dual	25	26%
Dual 60+	10	10%
Referee	48	49%
Referee 60+	15	15%

- g) On average, how many 'free' memberships are given out every year as part of the Grade 4 qualification?

On average since 16/17 222 free memberships have been given out as part of the grade 4 course each season. This has seen a steady decline across the seasons. A breakdown of the number of free registrations per season is shown in table 12.

Table 12. Registrations as part of grade 4 course per season.

Season	Free Grade 4 registrations
15-16	16
16-17	279
17-18	239
18-19	234
19-20	161
20-21	Covid
21-22	199

- h) On average, how many officials do we lose each year, excluding Grade 4s?

Unfortunately, due to the move to VolleyZone at the start of the 19/20 season retention rates only backdate until this point. In addition, these retention rates are likely to be heavily influenced by COVID during the 20/21 season. As highlighted in table 13, across all three seasons 117 referees renew their registrations every season. From 19/20 to 20/21 201

(44%) referees did not renew their registration, and 131 (29%) did not renew for 20/21 but renewed during 21/22.

Due to the limitations of data capture via VolleyZone excluding grade 4's is not possible as only the current level of qualification is known and not historically or when upgrades were made. Churn and retention rates will continue to be monitored across upcoming seasons.

Table 13. Retention rates for referees.

	19/20	20/21	21/22
Total Referees	459	139	479
Member in all 3 seasons	117	117	117
Membership carried from previous season due to date of purchase.	N/A	10	9
Skipped 20/21	131		131
Member did not renew	201	13	
New member		9	222

- i) Where are our officiating 'dead zones' – i.e. locations with few, if any, qualified officials in them?

To assess the officiating dead zones, the 21/22 referees are split into regions as shown in table 14. The number of referees could be related to the amount for volleyball in the area, for a holistic view 1a will provide the most detailed answer. However, further analysis of the NVL teams by region shows South East (4.9) have the best coverage of referees per NVL team and North West/Wales (1.5) have the lowest coverage of referees per NVL team.

Table 14. A regional breakdown of the number of referees for 21/22 season.

Region	Number of Referee Members (21-22)	Number of NVL Teams	Number of Referees per NVL Team
South East	102	21	4.9
London	91	19	4.8
West Midlands	52	11	4.7
South West	49	16	3.1
Eastern	48	16	3.0
Yorkshire	35	15	2.3
North East	9	4	2.3
East Midlands	48	29	1.7
North West	31	21	1.5
Wales	3	2	1.5
Jersey	1	0	-
Non-UK postcode	9	N/A	-

To bring the geographical spread of referees to light, the NVL team by division, 21/22 and 22/23 referees have been mapped here:

<https://www.google.com/maps/d/edit?mid=1CffkWZ-TDUJct5gQbWWDMDyICufAEDA&usp=sharing>

- j) Is there an even split of the officiating workload across the entire officiating cadre or are there a small number of officiating 'heavyweights' who shoulder a disproportionate amount of the workload? If the latter, who are they and what could be done to better support them?

Table 15. shows the percentage of appointments as ref 1 or 2 for the top 10 referees each season. Top 10 is defined as the 10 referees that have had the highest percentage of appointments in that season.

There is a trend of a small number of referees taking on more of the workload, with the top 10 referees been appointed to 24% of NVL fixtures in 21/22. From 17/18 to 21/22 there is also an increased reliance on the top 10 referees each season from covering 19% of NVL appointments in 17/18 to 24% in 21/22.

The table below is colour coded with green showing where the referee was within the top 10 for that season and the yellow shows where they were outside the top 10.

Table 15. Top 10 NVL referees per season.

Name	Grade	21/22	19/20	18/19	17/18
KOWALEWSKI,Ludwik	National	2.33%	1.90%	3.12%	2.46%
COWIE,Simon	Grade 2	2.52%	2.30%	2.56%	2.40%
BRENNAND,Su	Grade 2	2.14%	2.04%	2.17%	2.12%
GARDNER,David	Grade 2	No App	2.76%	2.51%	1.84%
YIP,Sam	Grade 2	1.83%	1.77%	1.84%	1.67%
LEACH,Janet	Grade 2	1.07%	1.71%	1.84%	1.51%
HOLLOWS,Diane	National	2.71%	2.23%	1.89%	1.40%
SAFADI,Abdul	Grade 2	2.14%	2.10%	1.23%	1.34%
SMART,Debra	National	2.27%	1.38%	1.67%	2.18%
KOLEV,Stivan	Grade 3N	2.65%	1.51%	0.61%	No App
SPARROW,Bloo	Grade 2	2.58%	1.31%	1.56%	1.17%
PERUGINI,William	Grade 1	2.39%	0.72%	0.95%	1.34%
ARCHIBALD,Glynn	WOVD INT	2.21%	1.25%	1.17%	1.23%
LYSAK,Aleksei	Grade 3N	No App	1.77%	0.84%	0.50%
TSUI,Chris	Grade 3N	1.89%	2.50%	1.50%	No App
WANG,Ping(Dr.)	Grade 2	No App	1.58%	2.06%	1.23%
BARRY,Lenny	Grade 1	1.39%	1.51%	2.01%	1.17%
KACZMAREK,Andrzej	Grade 1	No App	No App	1.89%	1.40%
BURBEDGE,Richard	National	1.26%	1.51%	1.39%	1.95%
GENITRINI,Christian(Dr.)	International	No App	1.05%	1.06%	1.45%
HICKS,Steve	Grade 3N	0.25%	0.20%	1.56%	1.40%
Total top 10		23.94%	21.08%	21.89%	18.97%
Total Full List		31.63%	33.09%	35.43%	29.74%

k) How many NVL officiating 'slots' are we unable to fulfil centrally in a season?

Figure 1. below shows the coverage of appointments across the NVL seasons from 17/18 to 21/22. The fixtures are split into five categories, these are ordered by best to worst case scenario:

- Full appointments – two referees assigned to the fixture
- One non panel – two referees assigned, but one is sourced from outside WTR.
- Two non-panel – both referees are sourced from outside WTR.
- Only one ref appointed – only one referee is appointed to the fixture
- No appointments – no referees appointed to the fixture.

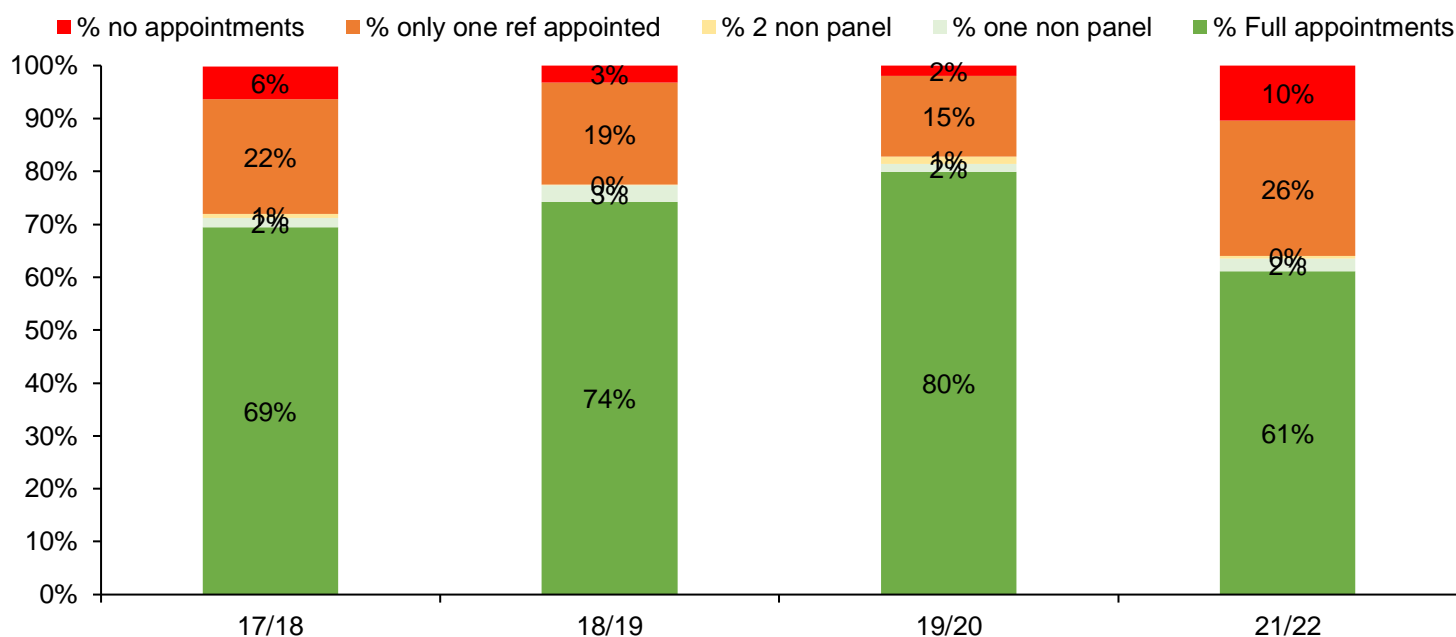


Figure 1. A breakdown of the fixture status for each season.

From the graph above, the extent of the problem for the 21/22 season can be seen. For 21/22, the number of fulfilled appointments is lowest (61%) and the fixtures with no appointments (10%) is highest.

From the classification of the fixtures used above, the number of appointments not fulfilled centrally can be calculated:

- The number of fixtures with no appointments are multiplied by two.
- The number of fixtures with only one referee appointed are added.
- Where non panel referees have been used, this is classified this as no appointments, so adding the number of fixtures with one non-panel referee.
- Multiplying the number of fixtures with two non-panel referees by two before adding.

Based on the above calculations, the number of appointments not filled centrally is shown in Table 16. Again, this demonstrates that 21/22 is the worse effected year in recent history with 25% of appointments not filled.

Table 16. A breakdown of the number of appointments not filled by season.

	17/18	18/19	19/20	21/22
Number of appointments not filled	405	305	196	515
Percentage of appointments not filled	19%	15%	12%	25%

Across the seasons and divisions there is also variations in the percentage of fixtures that have had two referees appointed. Figure 2 below shows the percentage of fixtures with two referees appointed in the Men’s NVL divisions. In general, the lower divisions have a lower percentage fixtures with full appointments with M3C (43%) and M3N (29%) been the worse effected leagues. Until M3S (73%) where the percentage of fixtures with full appointments increases. A systematic issue of 21/22 having a lower percentage of fixtures with full appointments is also shown.

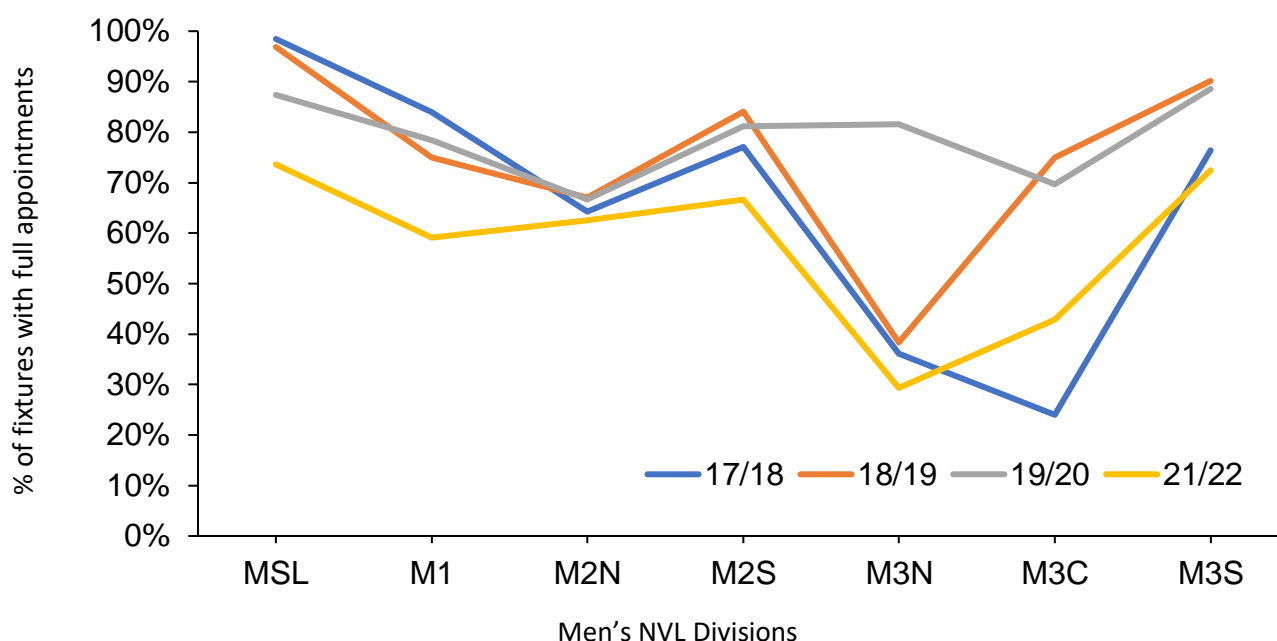


Figure 2. Fixtures with full appointments in Men’s NVL divisions.

Figure 3 below shows the percentage of fixtures with two referees appointed in the Women's NVL divisions. Similarly, to the Men's (figure 2), in the lower divisions, the fixtures with full appointments declines, with W3N (50%), W3C (48%) and W3SW (53%) been the worse effected leagues. Until W3SE (83%) which has a higher percentage of fixtures with full appointments. A systematic issue of 21/22 having a lower percentage of fixtures with full appointments is also shown.

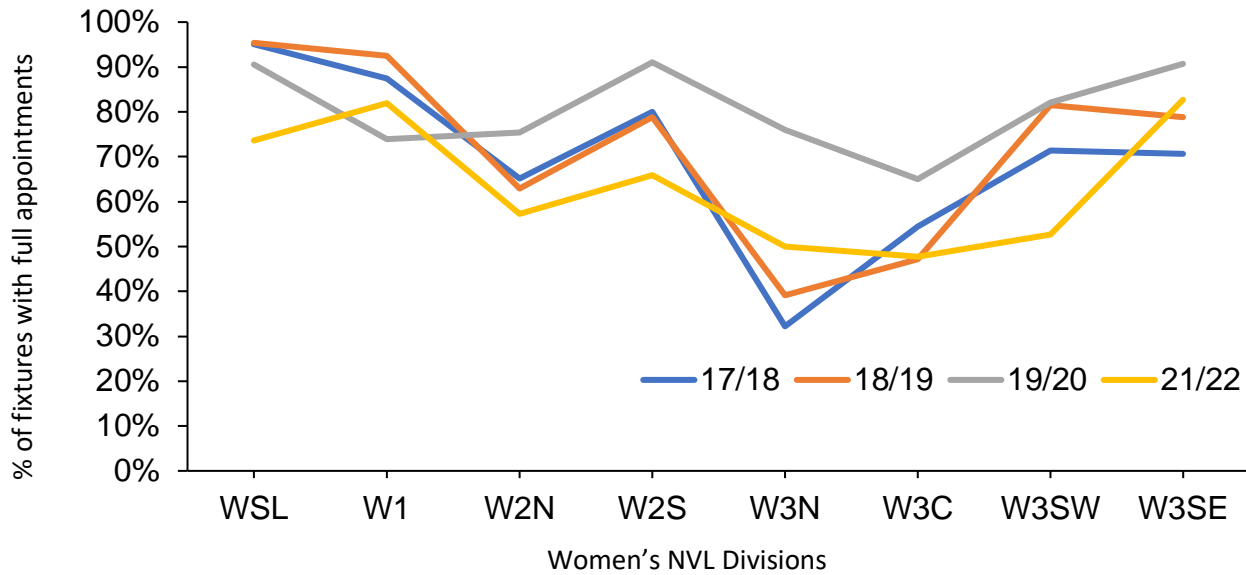


Figure 3. Fixtures with full appointments in Women's NVL divisions.

Due to the trends seen in figure 2 and 3, the percentage of fixtures with full appointments per region was investigated. In general, the southern regions have a higher percentage of fixtures with full appointments compared to the north regions. The worse effected regions are the North West (32%), Eastern (36%), North East (38%) and East Midlands (41%) in the 21/22 season.

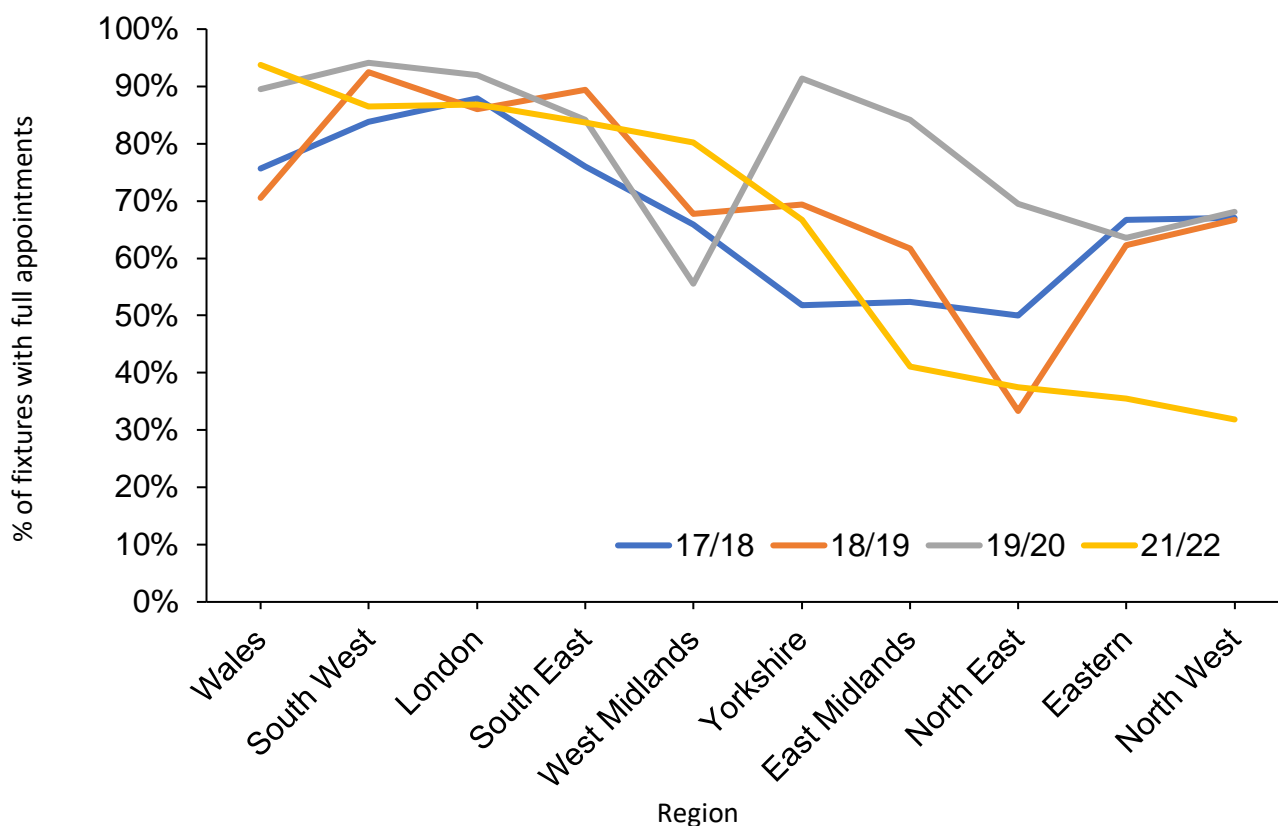


Figure 4. Regional breakdown of the percentage of NVL fixtures with full appointments.

2. Grade 4 qualification

a) What is the Grade 4 renewal rate for second-year officials?

To assess the renewal rate for learners the number of learners who have purchased a paid referee registration since they passed the course has been investigated. Table 17 highlights each season less learners are purchasing registrations in the following season. With only 11% of learners from 21/22 paying for a registration in 22/23 so far.

Table 17. Learners renewing paid registrations

	18/19	19/20	21/22
Learners passed	229	157	194
Number of registrations purchased	55	27	22
Percentage of learners who purchased registrations	24%	17%	11%

b) What are the most common causes for Grade 4s not renewing in their second year?

Phone calls were made to learners from the last two years to discuss the reasons for non-renewal. In total, 45 calls were made, and responses collected from 16 phone calls. The main reason cited included:

- Not realising that they had to renew their membership
- Waiting to renew once they have returned to university
- Often learners did not do the course to actively referee

Furthermore, the responses to question 2d helps to address this with some of the motivations for attendance.

c) How many Grade 4s progress to 3R and how long, on average, does it take them?

There are 1128 learners who passed between 16-17 and 21-22, from recent VolleyZone records, only 61 (5%) of learners progressed beyond grade 4 with 1017 remaining at a grade 4.

To assess how long upgrades take the RC6 forms available were analysed. Overall, there is a limited amount of information on upgrades available. There are 85 RC6 forms since 2015 of these forms only 46 learners can be found on the course list sent back by tutors to match with grade 4 pass date.

From these 46 learners, the average time to upgrade from grade 4 to grade 3R is 9.5 months. With the shortest been 12 days and longest is 3.8 years.

To be able to draw valid conclusions about upgrades more information and better records of when upgrades take place is required.

d) What are the motivations for people attending the Grade 4 course?

To understand motivations, phone calls to learners were made, responses from 16 phone calls were collected. The most frequently cited reasons were:

- Due to university or via university team
- To gain a better understanding of the rules.
- To help in the local league.

The motivations for people attending will continue to be collected as part of the grade 4 feedback forms.

e) How well does the course, in its current form, meet those needs?

For this question, our best indicator is the feedback from the grade 4 course as evidence. Since February 2022 15 people have completed the feedback form, with an average satisfaction score of 9/10. The practical sessions and course tutors are the most frequently cited as reasons for what people have enjoyed about the course.

3. Progression

a) What is the typical 'promotion cycle' for a new official entering at Grade 4?

The timelines around how long it takes people to upgrade are addressed in answer 2C, on average 9.5 months from grade 4 to 3R. The requirements to pass each grade, are set from a list of Key Performance objectives at each grade. More information on the objectives can be found in appendix 3.

b) How many qualified observers do we have?

Currently, there is no direct answer to this question as records of observers are not collected. To have valid information in this area the creation of a definitive list of current observers would be very valuable.

From the limited information available, since 2014 there are 85 RC6 forms received from 25 observers. From the observations per year in table 18, post COVID there have been 17 observations from 6 observers. With one observer completing 9 (53%) of observations.

Currently, anecdotal evidence suggests that not all senior referees are observers, but all Grade 2 and above referees are able to support and develop grade 4 and grade 3N referees.

c) How many observations take place per year and between which levels?

From the limited evidence available, an average of 11 observations per year take place. Only 85 RC6 forms are available since 2014, 84 of these are upgrades from Grade 4 to 3R and one is from Grade 4 to 3N.

This evidence highlights the lack of valid information and the requirement for an improved process around upgrades. Currently, there are not accurate enough records about upgrades and observations to assess the impact this has on the journey of a referee. However, it does evidence that the lack of observations could be impacting on the progression of referees.

Table 18. The observations per year.

Observer	Year							
	2014	2015	2016	2017	2018	2019	2021	2022
Alan Dexter		1						
Alexandru Calin		3						1
Andrew Potter				1				
Carl Padayachee		1						
Charlie Orton		3	2	2	6	1		
Dave Skipsey				1				
David Gardner		1		4	1			
Debra Smart						1		
Dee Wauchope						4		9
Diane Hollows	1	7			3		2	
Gylnn Archibald								1
Herman Prada		1	1					
Katarina Cepinova		1						
Lenny Barry						1		
Luciano Di Fazio				1				
Martin Shakespeare		1			3			2
Neil Bentley						1		
Phil Cobb						1		
Richard Burbedge				1	2			
Richard Morten			1					
Richard Parkes		1						
Rita Grimes		2	1				1	1
Roger Kittle				1				
Steve Evans			4					
Steve Walton		1						
Grand Total	1	23	9	11	15	9	3	14

d) How do referees apply to be upgraded?

For the 22/23 season there is a VolleyZone event for each level of upgrade, this is free to register interest. Once people sign up, they will be connected to observers once the list of observers has been established.

Previous system to get upgraded was for the referee to be observed against a set of KPI's as outlined in question 3a. However, previously there was no formal process for requesting an upgrade. It seems the implementation and awareness of the process for upgrade would facilitate more referees deciding to be observed.

4. Lapsed or lost members

- a) There are 45 officials qualified at 3R and above who hold an active VolleyZone registration of some sort but not a refereeing registration. Who are they, what were their motivations for not renewing their refereeing registration and what – if anything – could we do to tempt them back (bearing in mind that they are still in the sport in some capacity)?

From the 45 referees who are qualified above 3R and have an active registration but were not refereeing. There were 16 responses to phone calls and four had already renewed as a dual registration.

The main motivations for attending the course included:

- To try and understand the rules further
- Facilitate experience as a coach or player
- The club needed someone to referee.

Most had done some refereeing since attending the course but then dropped out for a range of reasons including:

- Lack of time
- Decided to focus on other areas of the sport such as coaching and playing
- Refereed in local league so felt they did not need to renew a registration.
- Changes in priority due to COVID as reason for non-renewal.

Generally, most enjoyed the experience of refereeing, but some lacked the confidence to take this further due to players or parents' confrontation at games. This largely supports findings from the lapsed membership survey as outlined in appendix 2.

In terms of what Volleyball England could offer and how likely this was to tempt them back into the sport, most people felt they would be unlikely to return and would need a refresher course if they did. This group felt that referees need more support including:

- Information about the pathway to develop
- Aftercare once people have passed the course
- Information on how to upgrade.

- b) Likewise, there are 63 at 3R and above who held some form of VolleyZone registration up until 21/22 but are now inactive.

From the 63 referees who are qualified above 3R and did not have active registration. Phone calls were made to all 63 and there were 21 responses. Almost all the respondents said that they were no longer involved with refereeing in any form. Many respondents cited the following reasons for non-renewal:

- Reassessing their priorities during, or after Covid
- Switching their focus to either playing or coaching instead.

Overall, respondents couldn't be tempted back into refereeing, however, a few mentioned that they would consider it after the phone calls, and one mentioned with a refresher course they would renew.

5. Gender split

- a) What do we think the reason is for the 2:1 male-to-female ratio among officials, when our sport is closer to 1:1 at a participation level?

As outlined in the initial findings, the current gender split for 21/22 referees was 65% male, 33% female and 3% prefer not to say. More research has been done to contextualise this finding, coaches in the 21/22 season showed a similar gender split with 63% male, 34% female and 3% prefer not to say. In addition, the gender of learners on the course was investigated, for learners since 15/16 the gender split was more balanced with 48% males, 43% females and 9% prefer not to say.

This suggests that there is an even gender balance of learners who attend the course but more needs to be done to ensure that female referees remain in the sport so the gender imbalance currently shown by active referees can be resolved.

Other NGB's were also contacted, however, only Table Tennis replied with valuable statistics. For officials in table tennis are 85% male and 15% female, however, this does reflect the playing gender split too of 87% male and 13% female. More research could be done here if the group feels it adds value.

- b) What could be done to address this?

6. Grade 4 courses

- a) The logjam of people wanting to attain a Grade 4 qualification meant that most courses were completed during 21/22. However, cancellations have run at 17-26% for the previous five years. What were the reasons for this and what could be done differently to reduce this number in future?

The evidence for the number of course cancelled is outlined below in Figure 5. Largely there is a lack of evidence for why courses are cancelled, from the courses report, there are 29 grade 4 courses cancelled since 2014 and only 4 (14%) have reasons provided. One due to snow and 3 cancelled due to lack of numbers. The over reliance on a small number of tutors as outlined in (table 19) could be a contributing factor to this.

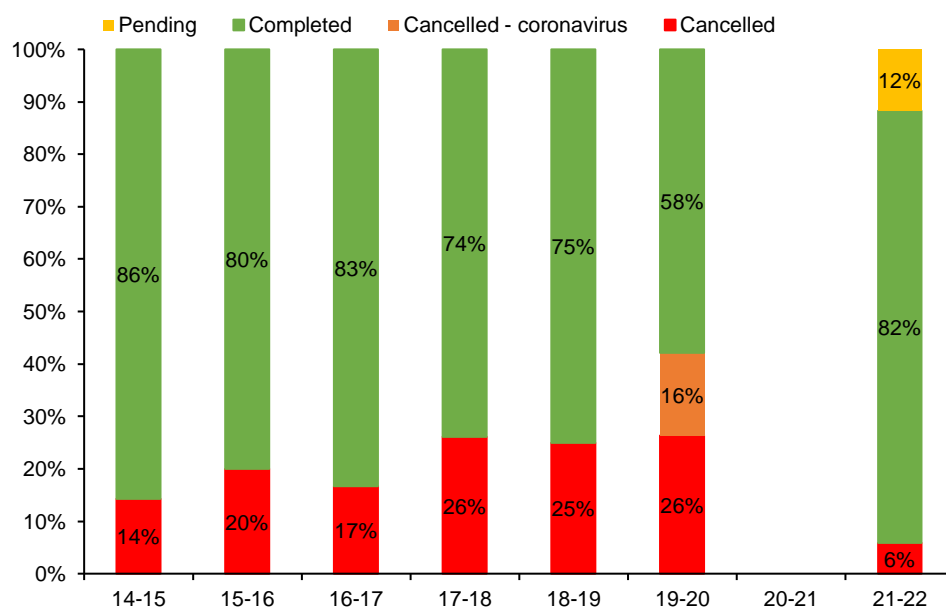


Figure 5. Course Outcomes per year

- b) If five tutors have led 43% of Grade 4 courses in the past eight seasons but two of those are now inactive, how will we address this looming capacity gap?

Table 19 below outlines the completed courses ran by tutors and provides the statistic that the top 5 tutors have ran 43% of courses across this time. This suggests there is an over reliance on a few tutors meaning burnout and sustainability are key issues.

Table 19. Completed Courses by tutors in each season.

Tutor Name	13-14	14-15	15-16	16-17	17-18	18-19	19-20	21-22	Total
Steve Evans	2	4	2	2	1	2	1		14
Richard Morten	1	2	2	1	2	1	1		10
Lenny Barry	1	2		1	1	1	1	3	10
Phil Cobb			2	1	1		1	3	8
Glynn Archibald		2	1	1	1		1	2	8
Dee Wauchope	1	2		1	1	1	1		7
Pete Parsons		1	1	1	2	1	1		7
Ludo Kowalewski			1	1			2	2	6
Dave Skipsey				2		2	1		5
Debra Smart	1	1	1	1		1			5
Katarina Dundjerski			1	2	1	1			5
Martin Shakespeare		1	1	1	1	1			5
Nick Heckford	1				1			2	4
Rita Grimes				2	1	1			4
Sebastian Widlarz		1		1		1	1		4
Diane Hollows		1			2				3
Herman Prada			2	1					3
Keith McAdam		1	1	1					3
Seb Widlarz					1	1		1	3
Jeff Brehaut					1			1	2
Elaine Diplock			1						1
Total	7	18	16	20	17	14	11	14	

7. Workforce

- a) How many tutors are there, where are they based?

To investigate the tutors' locations a breakdown of the tutors per region can be found in table 20. Overall, more tutors would be beneficial for all regions, however, the lack of tutors is worse in the Northeast and Eastern. This could again be a contributing factor to the course cancellation rates.

The 15 tutors are also mapped in figure 6. The tutors in orange on the map are listed as assistant tutors, an assistant tutor is a potential tutor that attends a course with a tutor to learn how to deliver the course.

Table 20. Tutors per region.

Region	Number of Tutors
Eastern	2
East Midlands	1
North West	1
North East	0
Yorkshire	2
South East	3
South West	3
London	1
West Midlands	2



Figure 6. Tutor locations.

b) How many tutors do we need and where do we need them?

The evidence in 7a suggests there is a requirement for more tutors in all regions, however, the Northeast requires specific attention as there are no tutors in the region. The Southeast and Southwest have a stronger coverage. Figure 6 gives a good illustration of where tutors are required.

c) How do you become a tutor?

There seems to be a lack of formal process to become a tutor, potential tutors can either express an interest or are a senior referee and show the aptitude for passing on knowledge.

However, not all senior referees are tutors. There is also a role of assistant tutors which is someone that attends a course with the tutor to learn how to deliver, there is a set rate for assistant tutors, currently need to identify the next groups of assistant tutors.

Currently, course requests are not able to go ahead as there is only one possible tutor near the venue and if they are not available then there is no course. Tutors have been offered an hotel overnight given the distance they are from the course.

To increase the number of tutors the process to become a tutor needs to be reviewed.

d) Where are the observers based?

This remains unknown until there is a definitive list of the observers. Once this is available insights can be created.

Anecdotal evidence suggests there is reasonable geographical spread but a lack of observers where new referees are required. Northeast, Essex, East Midlands, Lincolnshire, Devon & Cornwall, Kent, North Lancashire, Cumbria, Staffordshire, & Wales.

e) How many qualified observers do we need?

Until there is knowledge of the current observers and the locations it is difficult to address this question. Once this list is created then it can be investigated this in the same way as tutors in question 7a.

f) How do you become an observer?

There seems to be a lack of formal process for how to become an observer, this is reflected in the lack of a definitive list of observers.

Currently, the referees working group identify those that have the right skill set, this season Steve Smith and Nacho Diez have been identified. The potential new observers will then be invited to the Last 8s, Student Cup and National finals to work alongside experienced observers and be upskilled to observe.

g) Tutor/Observer pay rates? Are they commensurate with skills and experience required?

Tutors are paid £150 per course plus expenses.

The observer fees are outline in table 21 below. The observer fees are the same as the referee fees for a tournament day, however, observers have additional paperwork to do following the event. For individual matches a senior referee is often used to complete observations without a fee been paid.

Table 21. Observer fees

Match Type	Rate
Single match	£20
Double-header	£35
Triangular	£35
Tournament	£35

8. Pricing

a) How has the price of an official's registration changed over the years?

From the 11/12 season to 17/18 season the cost of a registration with Volleyball England remained the same at £38, in 19/20 to 21/22 this increased to £42, and then increased again in 22/23 to £43.50.

For dual registrations, this follows a similar pattern, 19/20 and 20/21 was £74, 21/22 was £51.80, and 22/23 is £76.

Concessions are also made for those over 60.

b) What does it include and how do we currently justify the cost?

Table 22. Shows the membership benefits outlined for a referee registration.

Table 22. Referee registration benefits.

Insurance	£5 million public liability insurance
Access to Events	Invite to the annual refereeing conference
Free DBS checks	for eligible referees
Regular Communication	Refereeing e-newsletter straight to your inbox
Eligibility	to officiate at official Volleyball England competitions and tournaments
Bespoke referee kit	opportunity to purchase Volleyball England referee kit.
Stay up to date	regular updates on rules and interpretations.
Discount	on selected items from the Volleyball England shop, plus discounts on shopping, travel, technology and home courtesy of Aon.
Anti-Doping Support	Education & understanding support for referees.

c) How could it be changed and why?

This is an important question for the group to address, research could be done into the offer from other NGBs or if they have been through a similar process of changing the membership offer to increase registrations.

d) How have officials' payment rates (and expenses) changed over the years?

In general, the NVL payment rates have not changed over the years, this is outlined in table 23. Since the 15/16 season the payment for refereeing has only increased by £1, with the cost of registrations increasing during the same period as outlined in question 8a. The low fees were also something cited as a reason for non-renewal in the lapsed member survey (appendix 2).

Table 23. NVL Payment rates per season.

	22/23	21/22	20/21	19/20	18/19	17/18 (Super 8s)	16/17 (Super 8s)	15/16 (Super 8s)
Super League	20	20	COVID	20	20	20	20	19
Div 1	17	17		17	17	17	17	16
Div 2	17	17		17	17	17	17	16
Div 3	15	15		15	15	15	15	14
Matches 1 & 3 of a triangular - Div 2	40	40		40	40	40	40	38
Matches 1 & 3 of a triangular - Div 3	36	36		36	36	36	36	34
All three matches of ringular - Div 2						59	59	56
All three matches of ringular - Div 3						55	55	52
Cup - Rounds	17	17		17	17	17	17	16
Cup semis	20	20		20	20	20	20	19
Cup Finals	25	25		25	25	25	25	19
Travel Expenses	0.25 per mile	0.25 per mile		0.25 per mile	0.25 per mile	0.25 per mile	0.25 per mile	0.25 per mile

e) Again, how – if at all – could this be changed and why?

An important question for the group to address, more research could be done into the payment rates in other competitions and other sports to support this.

9. Regional structures

a) While acknowledging there will be a significant amount of variance, what are the rules on referee affiliation at a regional, county or local league level?

Table 24 below shows the regulations, requirements, and payments for referees in the regional leagues, this information is from desktop research.

Requirements and payment seem to vary greatly between leagues with some league self-refereeing and other requiring the referee to be registered and qualified. Most frequently, the referees in regional and local leagues are required to be qualified but not registered which could contribute to the low renewal rates (answer 1h) and only refereeing in local league been cited as a reason for non-renewal (appendix 2).

Given the lack of referees it would be useful to understand how much these regulations have been adhered to recently.

Table 24. Regional league Referee Information.

Region	Requirement	Pay
London	Premier - First & second referee registered and qualified, scorer qualified. Div 1 - First & second referee registered, second referee registered, scorer present. Below Div 1 - First referee registered, second ref and scorer present.	Agreed fee but regulations unclear on value
South West	Qualified and registered 1st Referee or at least qualified.	National League Rate
Eastern	No requirements - refereed between clubs	
Yorkshire	Qualified and registered 1st Referee (can be waived if agreed by clubs). No requirements for second referee	Unclear from regulations
West Midlands	Qualified and registered 1st Referee No requirements for second referee	£15 match fee & expenses

The regulations for local league are shown below (table 25), this information is from desktop research and therefore, highlights the lack of knowledge is a barrier to the validity. In addition, there is large variance with leagues such as Surrey requiring two registered and qualified referees and leagues such as Weymouth happy to self-referee between teams.

Table 25. Local league Referee Information.

Region	League	Requirement	Pay
Eastern	Hertfordshire	Div 1: 1st & 2nd referee qualified Below Div 1: Does not require qualification	Unknown from desktop research
Eastern	Norfolk	No requirements - refereed between clubs	Unknown from desktop research
North West	Merseyside	Requires competent referee (no qualifications)	Referee travel fees
North West	Greater Manchester	Division 1 M & W - qualified referee Below Div 1 - competent referee	Done by teams
South East	Berkshire	First referee require to be grade 4 and registered with Berkshire VA. Second referee and line judges competent not qualified. Junior league - first referee does not need to be qualified	Unknown from desktop research
South East	Hampshire	No requirements - refereed between clubs	Unknown from desktop research
South East	Kent	Require a qualified referee in Mens & Womens Division Mixed league no qualifications required.	Unknown from desktop research
South East	Southampton	No requirements - refereed between clubs	Done by teams
South East	Surrey	Mens div 1,2 and womens div 1- qualified first and unqualified second referee Below this two referees are required but do not need to be qualified.	Unknown from desktop research
South East	Sussex	First referee needs to be qualified Second referee - competent Line judge and scorer also recommended.	£20 per game if appointed by Sussex Volleyball Association
South West	Bristol	No requirements - refereed between clubs	Done by teams
South West	Exeter	First referee must be competent and should be qualified. Second referee. scorer and line judges required	Expenses of minimum £6 paid
South West	Gurnsey	No requirements - refereed between clubs	Done by teams
South West	Weymouth	No requirements - refereed between clubs	Done by teams
South West	Wiltshire	The first referee needs to be qualified and have an active registration with VE. Scorer, line judges and second referee and required.	Unknown from desktop research
Yorkshire	Hull & East	No requirements - refereed between clubs	Done by teams

- b) Where, if anywhere, do referees get paid outside of VE-run competitions and how much do they receive?

This is answered in the question above, from both the regional and local leagues there is evidence that referees do not receive good remunerations for their efforts. Some interesting findings about regional associations from the desktop research below:

https://gmva.leaguerepublic.com/newsArticle/do_you_want_to_become_a_qualified_referee_50_off_from_gmva.html

 **Hull & East Yorkshire Volleyball Association (HEYVA)**
21 August at 21:44 · 🌐

It's with immense pride we report that we ran our first refereeing session was a huge success today.

It was discussed at our AGM that some of our club members lacked the confidence and knowledge to referee a game so we set about giving people the opportunity to rectify that. Due to the lack of official [Volleyball England](#) course in our locality we decided to run something that is certainly a first within the Yorkshire area if not the further afield.

Players both new and old were great to a full theory session on the FIVB rules, Referee, 2nd referee and line judge hand signals. As well as the opportunity to officiate in each referee position during match play whilst under the instruction of 2 NVL referees.

A high thanks you must go to Prakash Mystery and Stivan Kolev for their effort both preparing and running today's sessions. It really does show what a tremendous volleyball community we are developing here at HEYVA.

[Hull Thunder Volleyball Club](#) [Hull and Holderness Volleyball Club](#)
[Barton Blockers Volleyball Club](#) [Volleyball Scunthorpe](#) [West Riding VC](#)
[West Riding Volleyball Club](#) [York Volleyball Club](#) [The Miners Doncaster Volleyball Club](#)

#volleyball #yorkshire #yorkshirevolleyball #volleyballfamily #hull #holderness #hulluniversity #westriding #barton

  17 1 share

 **Hull & East Yorkshire Volleyball Association (HEYVA)**
26 July · 🌐

Don't forget we have our Referee appreciation session coming up on August 21st. It'll be a great opportunity to learn the FIVB rules in greater depth and improve your skills on the stand.



SUN, 21 AUG
Referee Awareness Session
Kingston upon Hull
15 people interested

 Like  Comment  Share

10. Wants and needs

- a) What do referees want more (or less) of – from VE, from clubs or the Officials Working Group?

From the phone calls made, 53 people were asked what they would like to see from the working group. There were a few key themes:

- Greater support for newly qualified referees being the most mentioned.
- Been clearer about how to progress through the grades
- Signposting more refereeing opportunities was also mentioned.

A few respondents were largely unaware of the working group and their role.

- b) What do club administrators want more (or less) of from officials, from VE or the Officials Working Group?

Due to a lack of time this question is not answered but more research could be done to call club administrators if the group feels this adds value.

11. Respect and performance

- a) How many formal complaints do we receive per year from officials who claim to have been abused by players or coaches?

There are not many formal complaints about referees or made by referees, this is not something that has been tracked historically but it could be tracked. Providing the group feels it would add value or influence the decision made.

b) What is the process by which complaints are made?

There are a few ways complaints can be made, and any tracking system would need to cover all of these:

- Contact complaints@volleyballengland.org
- Referees can write on scoresheets which are submitted to Volleyball England
- Email competitions@volleyballengland.org
- Contact Competitions Working Group
- Contact the Officials Working Group
- Contact the divisional lead.

c) How are these resolved and what actions have been taken as a result?

Depending on where the complaint is made to but largely, complaints are either:

- Dismissed for lack of evidence
- Competitions working group sanction player with suspension or discipline points
- The person receives a caution.

d) How many formal complaints about poor refereeing performance do we receive per year from clubs?

There is no measure at the moment, if complaints are made they are either handled by officials working group if unofficial then competitions working group.

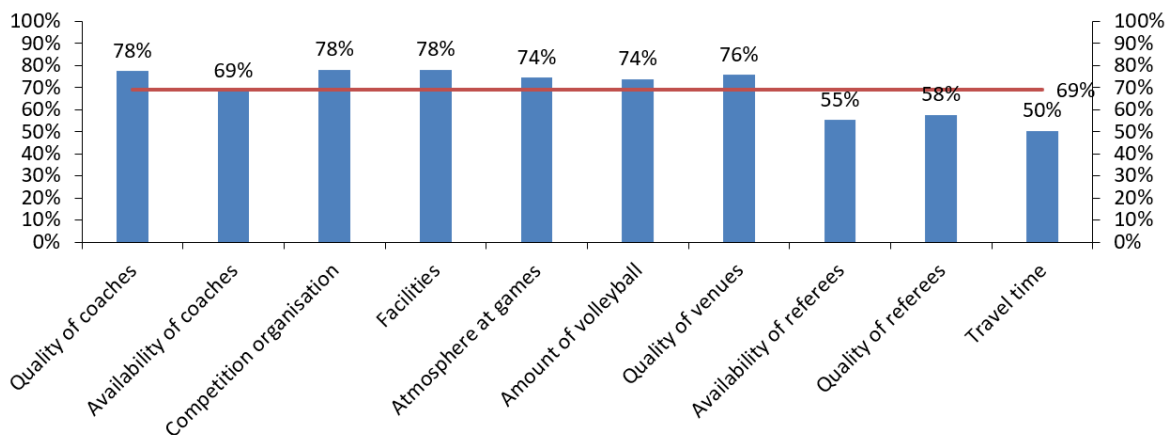
12. Prioritisation

Once we are provided with a more data-rich picture of the state of officiating in England, what do we feel are the main five issues (in priority order) facing us with regard to officials and why?

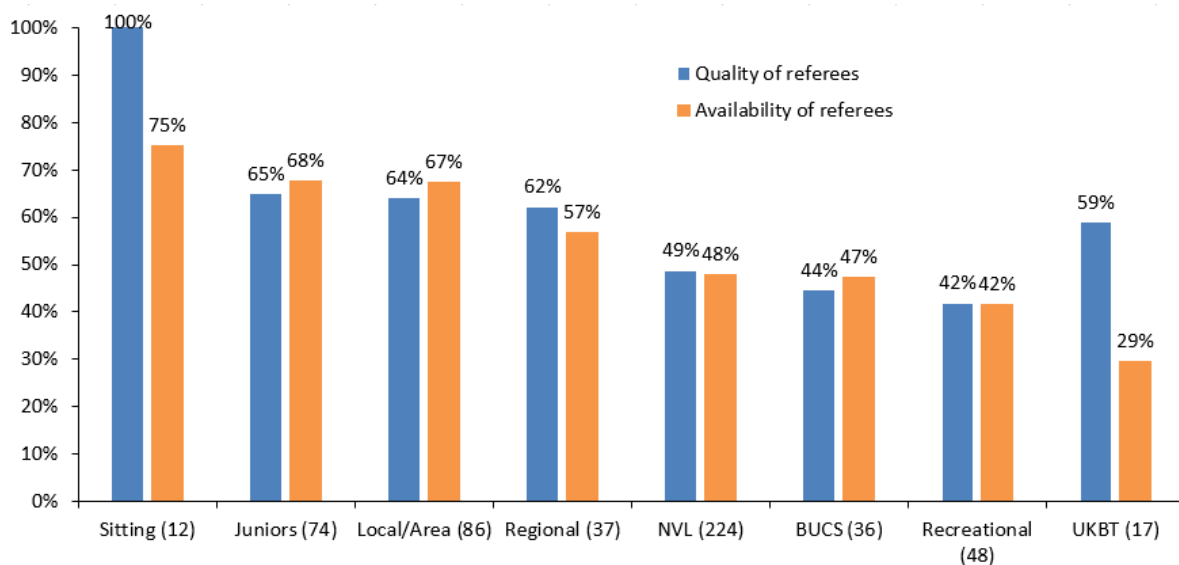
Appendix 1 – Themes from Player Survey.

Themes from player survey.

In the player survey conducted in July 2022 respondents were asked about satisfaction with specific areas of their player experience. From all respondents the availability (55%) and quality (58%) of referees are ranked amongst the lowest areas for percentage of respondents scoring very satisfied or satisfied.

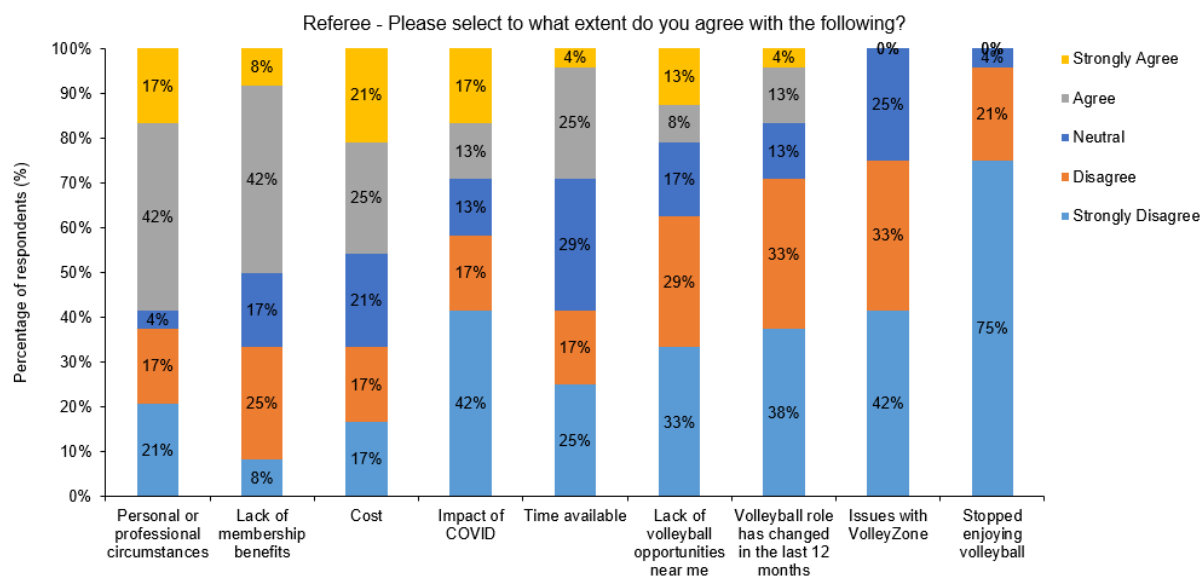


Further to this, when looking at a breakdown of satisfaction with quality of referees and availability of referees dependent on the competition the player spends most time participating in. The satisfaction is lower for certain competitions, with this comparison it is important to note the sample size which is in brackets on the horizontal axis.



Appendix 2 -Themes from the lapsed membership survey

The lapsed membership survey ran in December 2021 which provides some useful insights to why some referees have not renewed registrations. The below graph shows the agreement with each topic of why referees have not renewed registrations. With those on the left been the most likely reason for non-renewal through to the right with the lowest agreement so the least likely reason for non-renewal.



Qualitative evidence also supported this with the most frequently cited reasons for non-renewal been:

Time due to other volleyball roles: "I **don't have time** to referee in addition to coach and play"

Retirement: "As a 74 year old man, I decided to **retire** from active involvement."

COVID Support: "Volleyball England did not reach out to members during COVID. I was not asked my thoughts about returning to the game. It was assumed and **members were taken for granted.**"

Cost/Fees/value: I will renew, once I get this **amount of money from my referee fees**. At the moment I have to whistle 3-4 matches to cover this cost, the **cost is too high**, the referee **fees are MASSIVELY low.**"

Appendix 3: Key Performance Objectives for referees.

Key Performance Objectives: Grade 4

KPO	Performance (Objectives required)	Condition (Development /experience parameters)	Standard (Qualifying requirements)
1 <i>Carry out pre-match preparation</i>	Describe the rules/guidelines governing pre-match preparation, acknowledging the need for sensible personal preparation involving: appearance, timeliness, travel arrangements and administration	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on pre-match preparation, including the effects of poor personal preparation and its impact on the match in general. 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for co-ordinated personal preparation. Satisfies the course instructor that they know how to carry out the necessary pre-match administrative requirements in accordance with FIVB/league/ association guidelines.
2 <i>Communicate with match officials</i>	Describe the rules/guidelines governing the interaction of the match officials, including: the 1st referee, 2nd referee, scorer, line judges, ball retrievers and tournament/commission representatives	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on the interaction between teams and match officials 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for an authoritative and respectful manner when dealing with members of his/her officiating team. Satisfies course instructor that they correctly describe the FIVB rules governing the match officials and their responsibilities.
3 <i>Communicate with team officials</i>	Describe the rules governing the interaction of both the competing teams and their supporting officials	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on the interaction between teams and match officials 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for consistency and impartiality when dealing with team officials. Satisfies course instructor that they correctly describe the FIVB rules governing the team participants and the limitations as their interaction with the officials.
4 <i>Control match as 1st referee</i>	Describe the requirements of a 1st referee needed to control a match within current FIVB International Rules	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on the parameters of match control. 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for consistency and impartiality. Satisfies course instructor that they correctly describe the FIVB rules governing particular situations pertinent to a 1st referee to a satisfactory level
5 <i>Control match as 2nd referee</i>	Describe the requirements of a 2nd referee needed to assist the 1st referee to control a match within current FIVB International Rules	<ul style="list-style-type: none"> Practical match setting or paper based scenario. Supervised by course instructor. Advice given by course instructor on the parameters of match control. 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for consistency and impartiality. Satisfies course instructor that they correctly describe the FIVB rules governing particular situations pertinent to a 2nd referee to a satisfactory level
6 <i>Establish an appropriate handling level</i>	Identify handling faults and their associated signals	<ul style="list-style-type: none"> Practical match setting or paper based scenario. Supervised by course instructor. Advice given by course instructor on type of handling faults. 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for consistency. Satisfies course instructor that they recognise the types of handling fault and correctly identifies the signals

7 <i>Apply appropriate misconduct sanctions</i>	Identify the misconduct sanction scale	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on situations warranting misconduct sanctions 	<ul style="list-style-type: none"> Satisfies the course instructor that they can identify the types of misconduct and the necessary sanction action. The trainee referee should acknowledge the need for consistency.
8 <i>Carry out post-match administration</i>	Describe the rules/guidelines governing the post-match administration requirements of a referee covering: the score sheet, registration cards and follow-up reports	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on the score sheet 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for timely and accurate administration within the referee's code of conduct. Satisfies the course instructor that they can accurately

		and other league/association administration.	complete a score sheet and acknowledge the need for accuracy with other administration in line with league/association rules.
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Key Performance Objectives: Grade 3 Regional

KPO	Performance (Objectives required)	Condition (Development /experience parameters)	Standard (Qualifying requirements)
1 <i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with local league guidelines	<ul style="list-style-type: none"> Competitive pre-match settings in local league. As 1st referee only <i>This does not prevent a Grade 4 referee from carrying out the duties of the 2nd referee if so requested in the NVL or elsewhere</i> 	<ul style="list-style-type: none"> Satisfies the assessor that they are able to fulfil both local league and personal preparation requirements as appropriate. The referee should be able to discuss any reason for deviations, especially where personal preparation has affected their own game plan.
2 <i>Communicate with match officials</i>	Communicate with all match officials, providing the necessary guidance within their control area	<ul style="list-style-type: none"> Competitive match settings in local league. As 1st referee 	<ul style="list-style-type: none"> Satisfies the assessor that they have sufficient communication skills to contribute positively to the interplay between match officials. The referee should be able to discuss any reason for particular decisions, if match officials fail to act as advised/briefed.
3 <i>Communicate with team officials</i>	Communicate with team officials/captains ensuring that they are aware of the governing body's requirements for the match, showing signs of conciliation during disputes	<ul style="list-style-type: none"> Competitive match settings in local league. As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> Satisfies the assessor that they have sufficient communication skills to reduce/contain excessive reaction from the team officials. Evidence of communication without aggression, when approached by captains in dispute. The referee should be able to discuss any reason for particular decisions, if captains over-reacted when communicating with the referee

4 <i>Control match as 1st referee</i>	Control a match within current FIVB International Rules	<ul style="list-style-type: none"> Competitive match settings in local league. As 1st referee. 	<ul style="list-style-type: none"> Satisfies the assessor that they can generally apply the FIVB rules of volleyball from the 1st referee's perspective and that they are able to take control of situations as a match develops, so that their decision-making process does not seriously affect the outcome. Evidence of consistency and impartiality. The referee should be able to discuss any reason for particular decisions, if consistency or impartiality were not evident.
5 <i>Control match as 2nd referee</i>	Assist the 1st referee to control a match within current FIVB International Rules. <i>N.B. Although not a requirement for upgrading to 3R, the duties of a 2nd referee develop in a similar manner to those of a 1st referee</i>	<ul style="list-style-type: none"> Competitive match settings in local league. As 2nd referee. 	<ul style="list-style-type: none"> Satisfies the assessor that they can assist the 1st referee in the execution of their objectives. Evidence of consistency and impartiality. The referee should be able to discuss any reason for particular decisions, if consistency or impartiality were not evident.
6 <i>Establish an appropriate handling level</i>	Recognise handling faults and mostly apply the correct decision consistently	<ul style="list-style-type: none"> Competitive match settings in local league. As 1st referee. 	<ul style="list-style-type: none"> Satisfies the assessor that they are generally applying handling decisions accurately, with only partial hesitancy.

			<ul style="list-style-type: none"> Some evidence of consistency. The referee should be able to discuss any reason for deviating from a particular level, if consistency was not evident.
7 <i>Apply appropriate misconduct sanctions</i>	Recognise the action leading to misconduct sanctions and apply the appropriate level	<ul style="list-style-type: none"> Competitive match settings in local league. As 1st referee. 	<ul style="list-style-type: none"> Satisfies the assessor that they are mostly applying misconduct sanctions accurately. Some evidence of consistency. The referee should be able to discuss any reason for deviating, if consistency was not evident.
8 <i>Carry out post-match administration</i>	Carry out post-match local league administration in a timely manner	<ul style="list-style-type: none"> Competitive post-match settings in local league. As 1st referee. 	<ul style="list-style-type: none"> Satisfies the assessor that they are able to fulfil local league requirements where appropriate. The referee should be able to discuss any reason for particular deviations.

Key Performance Objectives: Grade 3 National

1 <i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with NVL/EVA/local league guidelines	<ul style="list-style-type: none"> Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). As 1st referee, 2nd referee or senior official, as appropriate. 	<ul style="list-style-type: none"> Satisfies observer(s) that they can effectively complete all necessary pre-match preparation requirements. Referee readily discusses variations with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.
2 <i>Communicate with match officials</i>	Communicate with all match officials, providing the necessary guidance within their control area, offering them every opportunity to make decisions in their own right, as the need arises	<ul style="list-style-type: none"> Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> Satisfies observer(s) that they can effectively communicate with other match officials, showing some evidence of taking their advice into account before finalising his/her own decision. Referee readily discusses variations with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.
3 <i>Communicate with team officials</i>	Communicate with team officials/captains in an authoritative and conciliatory manner, ensuring that they are aware of the requirements of the relevant match governing body	<ul style="list-style-type: none"> Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> Satisfies observer(s) that they can effectively communicate with team officials in an authoritative and conciliatory manner. Referee readily discusses variations with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.
4 <i>Control match as 1st referee</i>	Effectively control a match within current EVA guidelines and FIVB International Rules using assistance from his/her team members	<ul style="list-style-type: none"> Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observer(s) that they can generally effectively control a match and not influence the outcome. Referee readily discusses variations with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.
5 <i>Control match as 2nd referee</i>	Assist the 1st referee to control a match within current EVA guidelines and FIVB International Rules, ensuring that their area of responsibility is effectively controlled	<ul style="list-style-type: none"> Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). As 2nd referee. 	<ul style="list-style-type: none"> Satisfies observer(s) that they can effectively assist the 1st referee and maintain control within their area of responsibility.

			<ul style="list-style-type: none"> Referee readily discusses variations with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.
6 <i>Establish an appropriate handling level</i>	Apply the correct level of handling to achieve a reasonable degree of consistency	<ul style="list-style-type: none"> Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observer(s) that they apply the correct level with reasonable consistency. Referee readily discusses handling variations with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.

7 <i>Apply appropriate misconduct sanctions</i>	Apply misconduct sanctions accurately and in an assured manner	<ul style="list-style-type: none"> Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observer(s) that they apply the correct level with consistency appropriate to lower NVL, throughout the match. Referee readily discusses the decision-making process with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.
8 <i>Carry out post-match administration</i>	Complete post-match checks on NVL score sheets with a reasonable degree of accuracy, ensuring all associated registration cards and post-match reports are completed and where necessary sent to the appropriate authority	<ul style="list-style-type: none"> Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observer(s)/Referee Commission that they can effectively complete all necessary post-match administration. (NB. Evidence from report addressees may be necessary here.) Referee readily discusses variations with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.

Key Performance Objectives: Grade 2

1 <i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with all governing rules and guidelines to a high standard	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee, 2nd referee or senior official, as appropriate. 	<ul style="list-style-type: none"> Satisfies observer(s)/Referee Commission that they can accurately in all respects complete all necessary pre-match preparation. (N.B. Evidence from report addressees may be necessary here.) Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
2 <i>Communicate with match officials</i>	Communicate with all match officials, providing the necessary guidance within their control area both before, during and after the match, ensuring that they have every opportunity to make decisions in their own right	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they can communicate with match officials, taking the appropriate action after considering their input. Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
3 <i>Communicate with team officials</i>	Communicate with team officials/captains in an authoritative, conciliatory and informed manner, ensuring that they are aware of the requirements of the match governing bodies	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they can communicate with team officials, taking appropriate and authoritative impartial action throughout. Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
4 <i>Control match as 1st referee</i>	Manage a match within current EVA guidelines and FIVB International Rules, taking into account team tactics, advice from members of his/her team and impacting environmental conditions	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). 	<ul style="list-style-type: none"> Satisfies observers(s) that they can manage a match, taking appropriate impartial action throughout.

		<ul style="list-style-type: none"> As 1st referee. 	<ul style="list-style-type: none"> Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
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5 <i>Control match as 2nd referee</i>	Assist the 1st referee to control a match within current EVA guidelines and FIVB International Rules, ensuring that their area of responsibility is effectively managed, taking into account team tactics, advice from other officials and impacting environmental conditions	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 2nd referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they can assist the 1st referee in all respects and can effectively manage their own area of responsibility. Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
6 <i>Establish an appropriate handling level</i>	Analyse the match level to correctly apply balanced handling decisions in a consistent manner	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they apply correct level with high degree of consistency. Referee readily discusses handling variations and through self-analysis and advice offers solutions to their own shortcomings.
7 <i>Apply appropriate misconduct sanctions</i>	Analyse match development to correctly apply misconduct sanctions in a confident manner	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they apply correct level with high degree of consistency. Referee readily discusses the decision-making process and through self-analysis and advice offers solutions to their own shortcomings.
8 <i>Carry out post-match administration</i>	Complete post-match checks on NVL score sheets with a high degree of accuracy, ensuring all associated registration cards and post-match reports are completed and, where necessary, sent to the appropriate authority	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observer(s)/Referee Commission that they can accurately in all respects complete all necessary post-match administration. (N.B. Evidence from report addressees may be necessary here.) Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.

Key Performance Objectives: Grade 1

KPO	Performance <i>(Objectives required)</i>	Condition <i>(Development /experience parameters)</i>	Standard <i>(Qualifying requirements)</i>
1 <i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with all governing rules and guidelines to an exacting standard	<ul style="list-style-type: none"> Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). As 1st referee, 2nd referee or senior official, as appropriate. 	<ul style="list-style-type: none"> As for Grade 2 in a more probing environment. Referee readily discusses variations and is able to contribute significantly to solutions to their own shortcomings.
2 <i>Communicate with match officials</i>	Communicate with all match officials, providing the necessary guidance within their control area both before, during and after the match, ensuring that they have every opportunity to make decisions in their own right; promoting the ethos of teamwork at every opportunity	<ul style="list-style-type: none"> Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> As for Grade 2 in a more probing environment. Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.
3 <i>Communicate with team officials</i>	Communicate with team officials/captains in an authoritative, conciliatory and informed manner, ensuring that they are aware of the requirements of the match governing bodies; anticipating any concerns they may have during the match	<ul style="list-style-type: none"> Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> As for Grade 2 in a more probing environment. Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.
4 <i>Control match as 1st referee</i>	Manage a match taking into account factors that may impact on the outcome, making decisions in an authoritative and respectful manner	<ul style="list-style-type: none"> Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> As for Grade 2 in a more probing environment. Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.

<p>5 <i>Control match as 2nd referee</i></p>	<p>Assist the 1st referee to control a match within current EVA guidelines and FIVB International Rules, ensuring that their area of responsibility is effectively managed taking into account factors that may influence the outcome, making decisions in an authoritative and respectful manner</p>	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 2nd referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.
<p>6 <i>Establish an appropriate handling level</i></p>	<p>Analyse the match level to accurately apply handling decisions in a highly consistent manner</p>	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses handling variations and contributes significantly to solutions to their own shortcomings.
<p>7 <i>Apply appropriate misconduct sanctions</i></p>	<p>Analyse match development and team tactics to resolve misconduct situations in a calm and resolute manner</p>	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses decision-making process and contributes significantly to solutions to their own shortcomings.
<p>8 <i>Carry out post-match administration</i></p>	<p>Complete post-match checks on NVL score sheets accurately, ensuring all associated registration cards and post-match reports are completed and, where necessary, sent to the appropriate authority.</p>	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.