

2018-19 Training Report for LSRUR AGM

Training this year has, in the main, been delivered at members' meetings. The rapid and pleasing progress of some development referees into the Group sphere has meant that the development squad has been smaller than past years. Accordingly only a few sessions were run mid week, but these were well attended and the appetite for training and development is pleasingly strong from our members.

I would like to thank George Richardson for his excellent session on the Scrum and Greg Garner for his training on Self analysis and development. Coaches and mentors have also been crucial to developing our referees as have the grading committee who have been invaluable at highlighting potential development candidates. Special mention should also be made to the assessors whose expert eyes help highlight common areas of development among referees in county.

There are promising signs for next season with a good number of referees added to the development squad. I hope to expand the training schedule next year to include further midweek sessions and widen the focus onto wider referee duties such as 4th Officials or AR's.

I have no doubt that next season that our members will continue to work to improve themselves and maintain our reputation as a society.

Tom Brucciani
Hon Training Officer

Agenda LSRUR AGM 13th May 2019
At VIPERS RFC 7.30

- 1. Apologies**
- 2. Minutes of the previous AGM**
- 3. Matters Arising.**
- 4. Annual Reports.**
- 5. Election of Officers.**
- 6. Any Other Business.**

25/04/2019

Dear Member

I would like to inform you that the Annual General Meeting of Leicestershire Society of Rugby Referees will take place on 13th May 2019. The meeting will be held at Leicester Vipers RFC at 19.30 all members are encouraged to attend.

Several committee positions are up for election, any nominations should be sent to me by 1st May with the agreement of the proposed person along with a proposer and a seconder. Please send to john@hillscoachsales.com

Owing to the resignation of our Exchange Secretary Mr W Spencer, this post is up for re- election also.

The posts for election and nominations already received are as follows

Post	Proposed	Proposer	Seconder
Chairman	M. Elliott	J.Hill	T. Brucciani
President	K. Wills	M. Elliott.	L. Massarella
Appointments	M Elliott	K.Wills	N Lacey
Sundays	D. Chandler	R. Knapp	M. Elliott
Re appoints	K Wills	J Hill	N Lacey
Exchange	R.Knapp	M. Elliott	G. Blackburn.

All annual reports and minutes will be sent to you via email within the next few days in time for the meeting

I look forward to seeing all you at the AGM

John Hill

John Hill
Hon. Secretary
LSRUR

Leicestershire Society of Rugby Union Referees

Chairmans Report

2018/19 Season.

The end of another season for LSRUR seems to have come round very quickly. This has been my third as Chairman and I am hoping to be able to serve another 3 year term in this challenging, but rewarding, role. Referees, Match Observers, mentors, coaches, recruiters and all our other members, who facilitate the game of rugby in Leicestershire and beyond, are why LSRUR exists. I am proud to say that together, you all do a fantastic job and the excellent reputation of LSRUR extends far and wide.

There has been an increasing number of Sunday and midweek fixtures this season, as Schools and youth rugby flourish. Conversely, the number of Saturday fixtures is on a steady decline, as the local clubs who put 3 & 4 teams out each week become increasingly rare.

The hard work of all the committee members, particularly the appointments secretaries, has ensured that almost all the 1,920 fixtures received this season, have had a Society Referee allocated to them.

Whether you are a probationary referee, a mid-grade referee, a referee with potential to progress upwards towards the National Panel, a more mature, experienced referee or a referee coach and/or assessor, the Society, and the committee who run the Society on your behalf, is there for you.

It is my absolute commitment that all members of our Society are equally important and should be supported and helped in any way that they may require.

If that is not happening, I need to know and myself and the committee will endeavour to put that right.

There are challenges ahead for us. The increasing number of young match officials has, quite rightly, lead to us putting measures in place for safeguarding. All Match Observers and referee coaches are currently going through the DBS check process. The number of local, club games each Saturday is on the decline and has lead to referee's being frustrated due to late cancellations etc. We are working hard with the clubs to minimise this. Please bear with us and the first half of the new season always provides an increase in the number of fixtures on a Saturday.

As a Society we have now become full voting members of the RFU and our Constituent Body (CB) is now the Rugby Football Refereeing Union (RFRU). Essentially this means that the 'golden thread' to The RFU and Twickenham is now through the RFRU rather than the Leicestershire Rugby Union. As a referee this will have no impact on yourself, week to week, and the Committee are working hard to ensure that we still provide the excellent service we always have done, to both our members and the Rugby Clubs of Leicestershire.

In particular, we are committed to maintaining our current appointments system, because it provides an excellent service to our members and clubs alike. Kerrel Wills has put many hours/days into ensuring that the RFU appointments system (Who's The Ref-WTR) can 'talk' to our system. This will ensure that the service we provide to you and the clubs, is not compromised in any way.

The RFU have been cutting funding to community rugby across the board, as it seeks to balance its books.

Fortunately, we are self-funding as a Society and not reliant on funding from the RFU, so I am confident that these cuts will not affect us too much. My only concern is the potential removal of access to National accreditation qualifications for new referees, but your Committee will be working hard to minimise any impact this may have on yourselves and officiating locally.

Enjoy the break from rugby and I look forward to seeing you all at the AGM on Monday 13th May, at Vipers RFC.

Mark Elliott
Chairman
Leicestershire Society of Rugby Union Referees

Leicestershire Society of Rugby Union Referees AGM 2017/18

21st May 2018

Present: K Wills, M Elliott, D Chandler, N Manchester, T Brucciani, P Bower, J Carr, T Clamp, P Connor, K Fisher, A Forsythe, C Hayward, N Houghton, C Jackson, J Singh Nasra, A Steane, P Tilley, M Williams, M Eames, D Edkins, J Haggart, C Hawkins, D Hope, M Jones, B Packer, R Woolley, Luke Thompson, J Pinter

The president welcomed everyone to the 120th AGM.

Kerrel Wills opened the meeting.

1. **Apologies:** J Hill, C Jefferson, G Garner, G Blackburn, J Burgess, L Massarella, N Lacey
2. **Minutes of the previous AGM** held on the 15th May 2017.
 - a. These were narrated by the stand-in secretary and proposed by **D Edkins** and seconded by **T Brucciani**.
3. **Matters arising:** None
4. **Annual Reports:**
 - a. Hon. Secretary Report circulated prior to the meeting. Proposed for acceptance by **P Connor** and seconded by **M Williams**.
 - b. Hon. Appointments Secretary Report circulated prior to the meeting. Proposed for acceptance by **B Packer** and seconded by **N Manchester**. Praise was noted from J Haggart.
 - c. Hon. Mid-week Appointments Secretary Report circulated prior to the meeting. Proposed for acceptance by **M Elliott** and seconded by **P Tilley**.
 - d. Hon. Sunday Appointments Secretary Report circulated prior to the meeting. Proposed for acceptance by **A Steane** and seconded by **T Brucciani**.
 - e. Hon. Training Officer Report circulated prior to the meeting. Proposed for acceptance by **M Williams** and seconded by **N Houghton**.
 - f. Hon. Society Adviser Development Officer Report circulated prior to the meeting. Proposed for acceptance by **P Connor** and seconded by **M Williams**.
 - g. Hon. Exchange Secretary Report – no report provided.

- h. Hon. Recruitment Officer Report circulated prior to the meeting. Proposed for acceptance by **M Williams** and seconded by **R Woolley**. Also vote of thanks proposed by M Williams and agreed by all present.
- i. Hon. Chairman Report circulated prior to the meeting. Proposed for acceptance by **N Houghton** and seconded by **P Tilley**.
- j. Hon. Grading Officer Report circulated prior to the meeting. Proposed for acceptance by **M Elliott** and seconded by **C Hawkins**.
- k. There was no federation report.
- l. Hon. Promotions Report circulated prior to the meeting. Proposed for acceptance by **N Houghton** and seconded by **M Elliott**.

5. **Election of Officers:**

Post	Proposed	Proposer	Secunder
Treasurer	N Lacey	M Elliott	G Blackburn
Exchange Secretary	W Spencer	P Bower	L Massarella
Recruitment	N Manchester	A Forsythe	K Wills

All Appointments received unanimous support.

6. **Presentation of the Ken Forster Trophy**

This was presented to Jaswinder Singh Nasra who received a warm round of applause and thanks from the room and society as a whole.

7. **AOB**

- a. J Carr raised the fact that it was most unusual to not have accounts presented to the AGM, even if only in draft. K Wills reported that this matter would be discussed by the committee who would respond accordingly.
Discussions were held around the various reasons for this and it was confirmed as a committee action.
- b. N Houghton mentioned the upcoming 125th anniversary.
- c. Don Hope mentioned the issues around GDPR and both K Wills and A Forsythe reported on the steps that were in hand relating to the new society privacy policy and actions of those who processed data.
- d. Mark Elliott reported that the AGM had been push back a week to enable attendance at an RFU meeting regarding RFRU regarding the allocation of international tickets – consultation is under way that will see tickets allocated based

on the number of appointment made. Kerrel commented that this will be similar for clubs on the basis of number of games played.

Mark confirmed that joining does not mean we have to use Whostheref. We will have to submit a training plan and submit accounts for approval. Our constituent body has changed from the LRU to RFRU. So far 22 of the 28 refs societies are members. Various concerns and questions were clarified and answered, and Mark further confirmed that it will make no difference to confederation.

Mark further confirmed that RFRU will have no impact on the RFU GMS and that CMOD will continue to be dealt with through GMS.

- e. Mark and Kerrel confirmed that we were moving to full GDPR compliance and that Andrew Forsythe had been co-opted by the committee as Data Protection Officer.
 - f. M Haggart proposed a free refreshment at the bar to be paid for by the Society which received unanimous support.
8. There being no further business, the meeting was closed.

Society Assessor Development Officer Report

Our assessing resources have been even further stretched this season, with only two regular Society Assessors. Thirty-four incoming Exchange Referees had to be covered as a priority. We managed to cover all but three of these exchange appointments. Thankfully we were able to call upon the goodwill of Warwickshire Society to loan us Assessors to cover the other games.

This obviously limited our ability to assess Society Referees to the degree that we would have wished. But thanks principally to the dedication and enthusiasm, come rain or shine, of Don Hope and David (Bomber) Wells, we have managed to achieve 68 reports (down from 80 last season) of which 34 were for our own Society Referees.

Calls for additional help were put out at Members Meetings, and we received a number of kind offers of assistance, especially from Duncan Chandler, David Edkins, Mark Elliott and Kerrel Wills. Their reports, willingness to help and comments were very much appreciated.

We still have three Match Observers (Assessors) on the RFU National Panel (total 16). John Haggart, Mike Jones and Geoff Blackburn. They have been appointed to a mixture of National 1 & 2 matches. Ironically, the success of our three Panel Match Observers has meant that they have rarely been available for Society games.

Unless new volunteers come forward to become Assessors, this will undoubtedly have an impact upon the number of Exchange games that we can organise for our Development and more senior Referees in the coming season. It will also limit the opportunities for us to offer the development and advice to our Society Members to continually hone their refereeing skills. Nor will we be able to dedicate the time to newer Referees to the Society.

We would warmly welcome any Members who would like to try their hand at assessing, through retirement from refereeing, who may wish to maintain their keen interest in the sport; or have short/long-term injury. Firstly, it will be of enormous help to the Society, as it will give us the ability to assess and develop more of our own Society Referees. It will also provide the medium/longer term sustainability of the assessing team. Assessing can be (and is) very rewarding. It ensures an ongoing close involvement in the sport. It is also a possible alternative route to achieving higher levels of rugby for more ambitious Members. Two Members have expressed interest in helping in the past week- so fingers crossed.

Geoff Blackburn 28th April 2019

Grading Committee – Process Summary

General

The Full Grading Sub Committee meet twice yearly to review all active referees.

The meetings are December and May, to give mid season and end of season reviews.

At the last meeting in April, all 78 referees were reviewed with only nine being re-graded.

From these statistics alone, it should be noted that every ref is considered but few are re-graded.

Points considered

Primary measures are assessment reports and coach and mentor feedback.

We seek to assess each referee at least once per season to ensure capability, and if the referee wishes to be considered for re-grading, they can request additional assessment. This is subject to the availability of our limited number of assessors and is not the sole indicator for re-grading.

It should also be noted that re-grading can mean going to a lower level as well as being moved up. This can be at the referees request, or performance/ fitness, or player safety.

In conjunction with these, there are many other measures considered including:-

The amount of appointed games refereed recorded by the society.

Referee fitness.

Club, player and peer feedback.

Training session and members meetings attendance.

This feedback can relate to management, communication skills and application of laws, and also side issues such as dress standards, punctuality, along with feedback to players & coaches post match.

Also considered are the refs own wishes indicated, for example, happy as I am, want to move up, or indeed, want less demanding games.

Summary

Re-grading is not a 'by right' affair and is seen by the Committee as a major reward for consistent outstanding performance. Being good in our competitive Society is not enough, one must be at least 'very good' at their level for consideration.

The majority of fixtures within Leicestershire are at levels 9 and 10, and the majority of our referees are at this level too.

The Committee consider every referee at every re-grading meeting and a lot of time is given to this task to ensure a fair review for all.

To be successfully re-graded will be the result of hard work, attention to detail, personal review and self management, along with the necessary abilities to perform at the next level.

Peter Bower – Hon Grading Sec April 2018



Report of Hon., Grading Secretary - Season 2018-19

The full grading committee reviewed all 78 active referees at the end of season full meeting in April and regraded 11 individuals as well as awarding grades to two probationers who have completed their 10 games. The end of season Full Grading Committee recognise the hard work and efforts of all our referees but sadly cannot regrade all!

The current spread of our Referee grades are as follows (includes some inactive):

Level	RFU	5	6	7	8	9	10	11	12	13	Jnr	Prob	Pres	UG	Inna ctive	<u>Total</u>
Nos	6	-	7	8	9	13	17	2	0	0	1	3	10	-	1	78

Overall this has been a mild winter allowing most fixtures to be held as scheduled, and due to the fine work of our SADO Geoff Blackburn and his team, most active refs have been watched. Geoff's team assessed on 34 occasions in County and 34 exchanges too.

Also, most Refs who requested an additional assessment were catered for.

The Grading Committee is most grateful to all Assessors, Advisers, Coaches, Mentors and other Members of the Society (listed in SADO report) for their commitment and time in assessing the Referees and their valuable contribution.

The criteria for regrading is published on the LSRUR website and I attach it here.

We are blessed with more refs than games on a lot of weeks, and this, combined with Only two level six teams, make climbing through the grades more difficult than ever.

This in turn makes the task of the grading committee, more difficult than ever too.

This situation is a mixed blessing, as it does mean we are able to offer a level of competence to all levels, rarely seen in other societies.

Do bear with me though, if that expected regarding has not come!

Peter Bower Hon Grading Sec.
May 2019

Midweek fixture report 2018/2019 :

It has been a busy season again with Midweeks, we have as a society covered nearly all the games required and some at very short notice, still struggle to cover U13-U15 games and would ask if we can try to help out on these where we can as this is the grass roots of our game.

I would like to thank all of the refs that have come forward and helped out especially with some of the less attractive games. The general feedback that I have had from the schools and universities has been positive, and they appreciate everything that we can do for them. The requirement to cover more school games is creating a need for more refs as the schools do not want to take on the responsibility, these games can be of high quality as some of the teams are coached to a high standard.

The new charging system has focused the schools and universities to be better prepared on organising refs for their fixtures, and we are building up some good working relationships, this shows with 10 of the schools and Universities sponsoring the Refs dinner.

If you as members wish to feedback any comments or suggestions for next season, please do contact me.

Thanks again and looking forward to next season.

Kind Regards

Louis Massarella.

Midweeks fix sec.

Recruitment and Retention Officer's Report 2018-2019.

This season has seen a total of 7 new members receive their Society kit following completion of the 10 qualifying appointments.

They are Tom Curtis, Tom Fraser, Philip Jones, William Richards, Ian Wells, Harry Webb-Jenkins and Angus Nichols. The quality of these new members has been high and they have shown great promise. However, mainly due to the lack of suitable games and the high level of late cry offs on Saturdays, it has taken them longer than normal to achieve their 10 qualifying appointments. If the trend continues, it will be difficult to allocate suitable games for new referees. Happily; the Mid-week and Sunday fixtures have not presented the same problem.

My thanks go to all those members who have offered their assistance with the mentoring this season and ensuring that all new starters have been accompanied at least 3 times during their probationary period.

My special thanks to Cliff Hawkins who has helped me enormously with the mentoring throughout the season.

Once again I make my annual plea for all members to spread the word and "sell" refereeing to anyone who shows interest. Only in that way can we continue to replenish our total of active referee numbers and sustain our ability to supply referees to nearly all games, which is the envy of other Societies.

Noel Manchester.

Leicestershire Society of Rugby Union Referees

Saturday Appointments Secretaries

Annual Report 2018-19

Once again we have had a very busy season, appointing to 1,293 games on Saturdays. There were only a handful of games that we were unable to cover and these were mostly late notifications.

One of the major issues for us, particularly in the second half of the season, was the late cancellation of many games, at the 2nd, 3rd & 4th team level. This is very frustrating for all concerned, particularly for our new starter, probationary referees, who were finding their games cancelled at the last minute, when they were keen to get their first 10 games under their belts.

Please do bear with us; it will be better in the first half of next season, when all the schools are providing fixtures and players are still keen to play at the local clubs. The disappearance of adult rugby at this 'social' level of the game is a huge issue and one which needs some very careful thought from the powers that be!

Thank you to you all, for being patient when changes occur and providing the flexibility to go anywhere and do any game that is allocated to you.

The biggest issue for us at the moment is ensuring that we are still able to utilise the excellent appointments system that we currently have, whilst servicing the demands of the RFU to use Who's the Ref(WTR) and their Game Management System(GMS).

Kerrel has been working tirelessly with ProWeb to ensure that GMS and WTR is able to integrate with our system and hence retain the usability we currently enjoy, whilst providing the RFU with what they require. It is basically about the RFU being able to access data about the number of games played, which will then determine how, amongst other things, International tickets are allocated.

We will be carrying out trials of these systems over the coming months to ensure that we can guarantee the integrity of the systems before the start of the new season.

As an end user, you will notice no difference in how you book your non-availability, are allocated to fixtures, receive notifications of fixtures and generally interact with the system.

All we ask is that you keep your non-availability up to date and, if you are on standby and you no longer want to be considered for a game, to let us know!

The latest re-appointment I carried out this season was at 12:30 for a 14:15 Hrs kick off, so it is important.

Enjoy the summer recess and we look forward to allocating you to games in the new season.

Mark Elliott
Hon Appointments Secretary

Kerrel Wills
Hon Re-Appointments Secretary

Secretary's Report

LSRUR AGM May 2019

As we near the end of another season we can be very pleased with the way the society is performing and we continue to be in good financial order.

Your committee is working very hard as always meeting monthly to discuss society business, high on the agenda over the last 12 months is our links to the RFRU and the ramifications involved with this and also Who is the Ref and linking it in to our system Kerrel and Mark have given up lots of their valuable time on this project. The work behind the scenes is colossal, added to this GMS is another RFU system that requires a lot of work in order to get it right, this massive machine will be the information that drives the game, including International ticket allocation.

We had our full allocation of the aforementioned tickets, and managed to sell them all, in asking for pre-payment it left the society in a better position and we will continue to carry on this way.

Discipline has been steady, however, we have had to speak to some of our members about their behaviour, during and after games, please remember when you represent the society our behaviour is as important as the players. We have had an upturn again in referee abuse, there is no excuse for this and all cases must be reported and as always, once you have shown the red card you are obliged to send a report in.

Have a great rest and see you at the AGM and in the new season.

John Hill

Sundays

Yet another busy season for Sunday Appointments, with an increase in the number of appointments compared to previous seasons.

One of the key objectives for the RFU during the season, was for Referee Societies to give priority to Junior and Ladies games and it is pleasing to report that the Society achieved a 100% hit rate for the season.

Not long after I took over Sunday Appointments three seasons ago, Paul McMillan said that it would not be too far in the future when there would be more appointments on a Sunday than a Saturday. Although this has not happened on a regular basis, it did occur on 2 occasions last season with 31 appointments on Sunday 3rd March, mainly due to the Oakham School 7's.

With the gradual decline in the number of Saturday games – particularly January onwards – then I would ask you to consider refereeing on a Sunday if you do not have a game the day before – you are always most welcome.

It would have not been possible to cater for the number of requests (particularly last minute) for referees throughout the season without the dedication and commitment of many, many referees (sometimes doing 2 games on the same day), for which I am very grateful.

Roll on next season

Duncan Chandler
Sunday Appointments