

Referees

Selection and subsidy eligibility guidance



Purpose and Process:	2
Background	2
Introduction	2
Major <u>International</u> Touch Championships	2
ETC	3
JTC	3
EFT Permit / Challenge Cup / Challenge Trophy / Senior Cup	3
Major <u>National</u> Touch Championships	3
Opens/Juniors	3
Seniors/Masters	3
Selection Requirements	4
Level	4
International	4
National	4
Upgrade Opportunity	4
Development and Off-field Contribution	4
Attendance Points Matrix	4
Fitness	6
The Bleep test (Shuttle test)	7
Membership	7
EFT Requirements	7
Ranking	7
Panel	8
Withdrawals and nominations	8
Exemptions	8
Financial Subsidy Eligibility	8
Notes and Explanations	9
Refereeing*	9
Coaching #	9
Elite NTS Events	9
Development NTS Events	9
Fitness element	9
Other	9

For the sake of personal development, it's strongly encouraged that referees attend as many touch events as possible to get as much coaching to assist progression and to help fully prepare for these major events.

England Touch encourages referees to work on improving their individual game. Referees should, first and foremost, aim to earn the respect of fellow referees and the players as a priority.

1 Purpose and Process:

- Determine the **eligibility, selection criteria** and potential **financial subsidy** received by referees who wish to be selected as part of the England Referee Squad at major national and international Touch tournaments.
- Establish **ranking for selection** at international tournaments for both eligible and ineligible referees;
- Work as an **inducement for referees** to support elite club Touch;
- Ensure suitability and process for the proposed of distributing any subsidy reflects the contribution of individuals towards England Touch elite player development.

Notes:

- *This document does not affect any other events nor referees who are not looking to attend events as part of the England Touch representation.*
- *Confirmation will be sent regularly during the season to keep individuals updated of their attendance. This will be in the form of a Googlesheet, for transparency and will be shared with the individual referee upon request.*

This is a draft proposal and it is not yet known which requirement(s) will be implemented in regards to participation of referees at certain events. This policy assumes that these events are oversubscribed and/or that a referee selection is necessary. If the event requires more referees and England Touch is able to provide more referees (who may not satisfy the criteria below), further criteria and case-by-case basis discussions may occur.

2 Background

Touch is growing rapidly, all across Europe, with England leading the way in terms of numbers of players, tiers of events, grassroots development and elite rankings. To continue this growth, we need to ensure that our referee development is on the same trajectory.

To this end, England Touch are looking ahead to safeguard this, by implementing a number of schemes to support the development of referees, the staffing of elite club competitions and inducements to officiate.

3 Introduction

3.1 Major International Touch Championships

The following policy assumes that England Touch will be guaranteed a certain number of referees for tournaments, and that additional referees may or may not be invited, depending on how many referees the other NTAs want or can provide to the tournament. As it can be safely assumed that the number of England referees wishing to participate in the 2019 JTC and 2020 ETC/JTC will be (significantly) higher than the number of guaranteed spots, reasonably strict criteria have been chosen for this selection policy, along with a points matrix.

The European Touch Championships (ETC) and Junior Touch Championships (JTC) are limited in size by the number of teams an NTA can send. With the 2020 ETC hosted by England Touch, in Nottingham, it can be assumed that the event will be oversubscribed, with a high number of England referees wishing to attend

their “home” tournament. This selection policy puts forward how England referees will be selected for major national and international tournaments going forward.

- **ETC**

At the end of the 2019 Touch season referees wishing to attend the 2020 ETC will submit their Expression of Interest to England Touch, after which the referees will be put into categories: those meeting the selection requirements, and those who don't. Within each category, all referees will be ranked. Meeting the selection requirements is no guarantee of being invited, but referees meeting the requirements will always be selected first. If fewer referees meet the requirements than the number of spots guaranteed to England, all referees meeting the requirements will be selected, and some referees who haven't met all the selection requirements will also be selected, following a ranking process. If more referees meet the requirements than the number of guaranteed spots to England, referees will be ranked meeting the selection requirements and points matrix.

- **JTC**

We are still unsure of the process of how referees will be selected for this event due to changes in management of the event, but if it follows the same method as ETC, we will follow the above. It is likely that Junior referees, regardless of badges level, will be prioritised at JTC by the EFT.

- **EFT Permit / Challenge Cup / Challenge Trophy / Senior Cup**

We are still unsure of the process of how referees will be selected for this event, but if it follows the same method as ETC, we will follow the above.

3.2 Major National Touch Championships

The England Touch Nationals events (covering Junior and Opens, then Seniors and Masters) is the main stepping stone to international representation as part of the England Teams squad selection and a player cannot be considered for national squads selection without attending these events.

It is also an important stepping stone to international representation as part of the England Referee squad selection and is mandatory for all referees seeking international referee representation.

- **Opens/Juniors**

Referees will be selected to represent their region by the lead/management of that region, with input from the regional referee officer (if in place). Each region may have its own selection policy, following England Touch's guidelines; contact your lead for more details.

- **Seniors/Masters**

Referees will be selected to represent their region by the lead/management of that region, with input from the regional referee officer (if in place). Each region may have its own selection policy, following England Touch's guidelines; contact your lead for more details.

4 Selection Requirements

4.1 Level

- **International**

The level of badge required will be determined by the EFT. Non-European badges will be considered on an ad-hoc basis. No distinction is made between Open and Senior badges. The [EFT policy 4](#) has tables showing the corresponding badge levels, where referees can be equated into the European system.

- **National**

The referee should be eligible for Level 2 upgrade, hold a Level 2 Referee badge or above, however lower level badges will be considered. Non-European badges will be considered on an ad-hoc basis. No distinction is made between Open and Senior badges.

4.2 Upgrade Opportunity

The referee must either be eligible for an upgrade, or, if already Level 5, actively work towards additional contribution to the sport.

4.3 Development and Off-field Contribution

There are a number of other ways to contribute to the sport, to suit a range of skill-sets within the Referee community, some of which are listed below.

- Referee course delivery
- Referee coaching
- Acting as a mentor to junior referees
- Acting as National or Local Referee manager or supporting the work of these individuals in some way
- Working with clubs and/or regions to develop an improved understanding of the sport
- Any work in promoting the sport (e.g. through social media)
- Delivering training programmes (e.g. through schools, workplaces, etc.)
- Supporting regional, junior and/or national squads at their training sessions
- Being referee manager at a tournament

4.4 Attendance Points Matrix

- The referee must have attended a majority of days of the Elite NTS events in the 24 months prior to the event.

Note: 24 months is a target for 2020 and beyond, but will only be 12 months in the first instance, until this document is embedded.

- The referee must have attended Touch Nationals prior to the event. Exceptions will be rare and considered on a case-by-case basis, using the same policy as used for players wishing to play for England.

Referees

Selection and subsidy eligibility guidance



- Attendance means: full-time refereeing, referee coaching, or a suitable referee support role if refereeing and coaching are not practical/possible (e.g. because of injury, or skill set) and such a role is available.

2019 Season			Full Time Refereeing			Coaching	
Event:	Date	Venue	Saturday	Sunday	*Multiple days	# FT Coaching	*Multiple days
2019 - Touch Nationals (Opens and Juniors)	24 th - 26 th Aug	Cambridge	25	25	60	25	60
2019 - Touch Nationals (Seniors and Masters)	14 th & 15 th Sept	Nottingham	20	20	50	20	50
2019 - Elite NTS #1	25th/26th May	Banbury	10	10	30	10	30
2019 - Elite NTS #2	15th/16th Jun	Manchester	10	10	30	10	30
2019 - Elite NTS #3	29th/30th Jun	Oxford	10	10	30	10	30
2019 - Fortune Cup	6th/7th Jul	London	10	10	30	10	30
2019 - Elite Men's and Women's NTS #1	13th/14th Jul	Oxford	10	10	30	10	30
2019 - Elite Men's and Women's NTS #2	27th/28th Jul	London	10	10	30	10	30
2019 - Development NTS #1	13th Apr	Chester	5	-	-	5	-
2019 - Emerging MW NTS #1	14th April	Chester	-	5	-	5	-
2019 - Development NTS #2	18th May	Banbury	5	-	-	5	-
2019 - Development NTS #3	8th Jun	Norwich	5	-	-	5	-
2019 - Emerging MW NTS #2	9th Jun	Norwich	-	5	-	5	-
2019 - Development NTS #4	20th Jul	Cheltenham	5	-	-	5	-
2019 - Emerging MW NTS #3	21st Jul	Cheltenham	-	5	-	5	-
2019 - Development NTS #5	7th Sep	Derby	5	-	-	5	-

Note: The value of points allocated to each event is not negotiable.

If an exemption is due to injury for Nationals, attendance to help run the event, if roles are available, is required.

4.5 Fitness

The match demand/workload of a Touch referee is currently unknown, and it is, therefore, difficult to give exact performance values during a fitness test (i.e. multi-stage fitness test). Nonetheless, we do know that referees typically work in a 3-pod 'Triple Refereeing' system with an individual referee on the pitch at any one time with their colleagues running the touch line as support referees. Whilst the internal (i.e. heart rate) and external (i.e. distance) loads are unknown, research in football and rugby league has demonstrated that referees cover greater total and low-intensity distances compared to players, whilst distance covered at higher speeds are much lower. Furthermore, it is essential referees are able to repeatedly perform high-intensity sprinting, especially during the 'turn-over' as well as recovery from these during low(er) intensity activity as support referee. As the majority high-intensity demands of the game are split across the three referees, it is likely that the load per game is not excessive; however, it is essential we consider the summative load across the day and the tournament.

Due to these movement demands, it is imperative referees possess a well-developed VO_{2max} , which refers to the maximal amount of oxygen that can be transported and utilised. VO_{2max} has been associated with total distance covered; the ability to repeatedly perform high-intensity sprinting. Greater VO_{2max} will aid inter-effort recovery, and can reduce the injury risk. There are several methods to assess VO_{2max} , with the easiest and quickest being the Multi-Stage Fitness Test (Bleep test) or the Yo-Yo Intermittent Recovery Test Level 1, the latter of which is used to evaluate players. Although VO_{2max} is not directly measured, it is estimated using a standard equation (see below) and possess a strong relationship between the two.

Although there is limited data, we anticipated the following VO_{2max} , Yo-Yo IR1 and bleep test values might be used as a target and represent approximately 70-80% of the capacity of an elite player.

	Yo-Yo IR1 Level	MSFT level	Estimated VO_{2max} (ml/kg/min)
MO	~16.6	10.4	48
XO	~16.4	9.11	46
WO	~16.1	9.8	45
M30's, M35's, M40's	~15.8 – 16.2	9.6 – 9.11	45 – 46
SMX, W27's	~15.6	9.4	44
M45's, W35's	~15.3	9.2	43

Table 1. Estimated minimum VO_{2max} values for referees with corresponding Yo-Yo IR1 and MSFT levels.

The referee must achieve the following levels in the months prior to the event. A test will be performed prior to the Nationals weekend, and used as the "6 months" measurement. A referee failing the required level

Referees

Selection and subsidy eligibility guidance



during that test is free to redo the test themselves, and provide evidence to the England Touch Medical Team at least 6 months before the event or before England Touch is required to provide the list of referees to ETC organising committee, whichever is sooner.

4.5.1. The Bleep test (Shuttle test)

This is currently an EFT Requirement. Added for reference only.

Month(s) before event	Men		Women	
	Open	Senior	Open	Senior
6	10.1	9.1	8.1	7.1
3	11.1	9.6	9.1	7.6
1	12.1	10.6	10.1	8.6

4.6 Membership

The referee must be a fully paid-up member of England Touch at the time of selection and at the time of any tournament.

4.7 EFT Requirements

The referee must meet any other requirement(s) put forward by the European Federation of Touch and/or the event Organising Committee.

5 Ranking

Each group of referees (those meeting the requirement and those who don't), will be ranked, to fulfil the England Touch quota for international tournaments, plus any additional places that are made available to us.

In order to rank the referees, a panel will be using all criteria in [Section 4](#) and any other criteria deemed relevant. These may include (but are not limited to) contribution to England Touch and the sport in general, knowledge of the game, (international) experience, rankings at (previous international) events, past successes at upgrade attempts, expected future contribution to the sport, geographical location, player rapport and past injuries.

The initial ranking will be submitted following discussions with the High Performance team, National Referee Manager and NED overseeing this area, to ensure the process is transparent, and then sent to England Touch board for review and ratification. If an England Touch member has a conflict of interest or directly affected by the ranking, it's possible he/she may not take part in the review and approval process. Once approved by the England Touch National Referee Manager (or a senior referee nominated by England Touch leadership team, if none are in place), the ranking is final and not open for appeal.

5.1 Panel

A panel of experienced and independent individuals will be convened to oversee the rankings, as and when required. Each panel member must, upon request, provide written support for their ranking.

6 Withdrawals and nominations

If a referee has been selected but subsequently fails to meet selection criteria (e.g. attendance at events or fitness requirements), England Touch reserves its right to withdraw the nomination of the referee. England Touch will endeavour to do this prior to any financial commitments being made by the referee.

7 Exemptions

The pathway for England Referee Squad Selection is to participate at the Touch Nationals, as per players. However, if someone is unable to attend, they can apply for an exemption. Each case will be reviewed on its own merit.

An exemption will only be considered and granted under significant circumstances, and may require further evidence to support an exemption. A panel of experienced and independent individuals will be convened to oversee this, as and when required.

8 Financial Subsidy Eligibility

To be eligible for a subsidy from England Touch, referees must:

- Meet minimum fitness levels as set by the England Touch Medical Team - *A time frame will be added*
- Attend the 2019 Touch Nationals (Opens and Juniors, or Seniors and Masters but only where personal circumstances - e.g. injury - might preclude attendance at the former), along with four days of Elite NTS events in 2019;
- If unable to attend the 2019 Touch Nationals (Opens and Juniors), attendance is required at no fewer than six days of Elite NTS events in 2019;
- If a new referee didn't attend the 2019 Touch Nationals or elite club events in 2019 - they may still be eligible for selection to the International England Referee Squad for 2020, however not eligible for financial subsidy.

Notes:

International Tournaments - Referees will be required to pay the full levy as set by Touch Europe / Organisers / Hosts, England Touch will pay any subsidy to the referee prior to the events, once ratified.

National Tournaments - Subsidies will be down to the regions, recommendations will be put forward to them.

9 Notes and Explanations

9.1 Refereeing*

Available for any and all appointments, up to the current guidelines of gametime. The only exception is being injured during the day and signed off by the England Touch medical team.

Note: This is on the basis that referees are required both days.

This will be taken on a case-by-case basis.

9.2 Coaching#

Must have completed the RRR/ReCAPT and be an accredited referee coach.

Note: This is on the basis that referee coaches are required and invited.

9.3 Elite NTS Events

Coaches from within England will be invited to come and coach at these events - this will be agreed prior to the event.

9.4 Development NTS Events

DNTS events are currently receiving a lower level of points towards the financial subsidy on the basis that the players who help fund the financial subsidy do not en-masse attend the DNTS events.

9.5 Fitness element

- Requirement by England Touch and Touch Europe to attend the Euro's. Regular fitness results need to be submitted;
- Requirement to be eligible for any ETA subsidy;
- Preferably needs to be qualified by the England Touch medical team & based on minimum achievement in the specified tests;
- Fitness testing with England Touch medical team - will take place at pre-determined England All Squad sessions;
- The England Touch medical team will require information on your height, weight and age;
- Further fitness testing will be done at pre-advised NTS events.

9.6 Other

Please note that in order to be selected, a referee must also satisfy the following criteria:

- Ref/Play at affiliated venue/league or registered (and regularly ref/play) with an affiliated club;
- Not ref/play in any unaffiliated competitions and/or leagues;
- Be a financial member of England Touch through affiliation;
- Agree to the terms of the Code of Conduct agreement at the first opportunity;
- Have a zero financial balance with England Touch or have previously agreed an arrangement for their outstanding balance.