

# CAPITAL FOOTBALL REFEREES REVIEW

OVERVIEW 4 May 2018

## BACKGROUND

In July 2017 the Canberra Referees Community initiated an open forum titled “*The Future of Capital Football Refereeing*”. The forum was attended by over 70 referees, committee members and Capital Football Directors and Staff.

In 2018 we launch a broader review that expands on the outcomes of the 2017 forum and seeks to engage the football community in contributing to discussion and initiatives that will enhance the services provided to and by referees in the ACT.

## GOALS

The goals and outcome we seek via this review are to;

- Recommend a Governance structure that delivers optimal oversight and supports referees. The structure should avoid any duplication of responsibility and seek to remove any bureaucratic obstacles to achieving positive outcomes for the football community
- Identify initiatives that will enable the development of a stronger and more supportive culture for referees within the Capital Football community
- Address areas in which safety is a concern for referees and identify ways to mitigate or remove those risks
- Enhance communication between Capital Football and the referee community to achieve a better level of support, collaboration and understanding of policies
- Establish education, training and development programs aligned to local performance targets for the regions referees
- Establish recruitment and retention strategies that positively engage with referees and the football community

## ALIGNMENT TO THE STRATEGIC PLAN

Refereeing touches all aspects of the Capital Football Strategic Plan and the game more generally. The outcomes of this review will have a measurable impact on the broader football community beyond the referees that officiate at our matches.



Areas that we believe will be directly impacted by a renewed and improved focus on refereeing include;

Leading for Unity of Purpose (Governance)	<ul style="list-style-type: none"> <li>- Providing leading practice governance</li> <li>- Enhancing communication</li> <li>- Increasing participant satisfaction</li> </ul>
Connecting and Thriving (Commercial)	<ul style="list-style-type: none"> <li>- Taking a unified approach across all of football to engage commercial partners</li> <li>- Increased satisfaction with stakeholder engagement</li> </ul>
Performing for Success (Performance)	<ul style="list-style-type: none"> <li>- Clarifying the development pathway</li> <li>- Supporting participation in national level competitions through referee development</li> </ul>
Participation and Experience (Participation)	<ul style="list-style-type: none"> <li>- Providing quality participation opportunities</li> <li>- Promoting the value and importance of refereeing</li> <li>- Increasing retention and participation</li> </ul>

### KEY AREAS OF FOCUS

Drawing from the outcomes of “*The Future of Capital Football Refereeing*” forum, the review will consider the following Key Focus Areas;

Governance	What is the best Governance model, considering our unique market variables, that provides a framework to service the football community (including Board, Management and Committees).
Culture	What do we want the culture to look like? How do we influence a change in people’s behaviour towards referees? What initiatives could be implemented to deliver meaningful change?
Safety	What risks do referees currently face? Why? How do we remove or mitigate those risks?
Communication	Is there anything that obstructs communication? What initiatives can we implement to enhance communication between Capital Football and the referees?
Development	What should be our referee development targets? How do we achieve these targets?
Recruitment & Retention	What attracts people to refereeing? Why do people leave refereeing? How do we change our approach to limit churn and increase recruitment? Are we providing an appropriate and desirable environment to attract and retain female referees?
Performance & Quality	What should be our referee performance targets? How should we measure against these targets?



## REVIEW APPROACH

The review will incorporate a multifaceted approach including; forums (the initial forum being completed in July 2017), data analysis, comparisons to other member federation refereeing models and initiatives, community feedback via a survey, and meetings with key stakeholder groups including the Referees Technical Committee (RTC), Referees Standing Advisory Committee (RSAC), Premier Leagues, Community Leagues and Juniors Standing Advisory Committees, Zone Council, Football Federation Australia and one-on-one interactions with individuals that have a well-regarded and long-standing involvement with refereeing in the A.C.T.

What	Forum	Analysis	Community	Stakeholders
Who	Open invitation to all referees, Capital Football, RSAC and RTC	Capital Football, the RSAC and RTC will collaborate on data analysis	A survey will collate feedback related to the key areas of focus and data analysis	Key stakeholder groups will be consulted regarding the key areas of focus in light of the survey results.
When	July 2017	May 2018	June 2018	July 2018

It is anticipated outcomes of the Referees Review will be presented to the Capital Football Board at their August meeting.

