

Integrating the Management of the Society:

A Grading Driven Approach.

This policy has been produced which is centred on the work of the Grading Committee and is driven by that committee and ensures that policies are followed. The whole model is monitored by the Executive Committee to ensure that the individual policies are followed and identify issues and suggest improvements and alterations.

Main Structure:

- The Society has the following sub-committees:
 - Grading
 - Training and Development
 - Appointments
 - Finance
 - Recruitment and Retention
 - Young Whistlers
- All sub-committees produce policies which integrate into the management model. These policies are agreed by the Exec and any alterations to policy has to be submitted to the Exec for approval. The Exec has the right to suggest changes of policy to the relevant sub-committee.
- The Exec monitors that the sub-committees are following their policies and points out when this is not happening.
- Appointments appoints referees and ARs and 4th Officials to matches as advised by the Grading Committee
- Grading appoints Match observers, Camera Men and non-development squad coaches.
- T&D appoints referee coaches to Development Squad referees.
- YW Committee manages their referees and appoints referees and mentors to games. It is recognised that this appointer will be one to appointments subcommittee.
- YW recommends to the Exec when they believe a referee is ready for promotion to the senior ranks. These referees will initially enter the Induction Squad or the Development Squad.

Working the Structure:

- Grading gathers information from various sources to drive their deliberations.
 - Match observers
 - T&DO for Development Squad referees
 - Video
 - Referee Coaches
 - Touchline reports
 - Any other relevant source
- The Grading Committee assimilates these reports and checks for factual accuracy, inconsistencies.
- Each referee is given an A, B, C or SER grade within their grade.
 - A = upwardly mobile and capable of refereeing games one or very occasionally two levels above their grade. These referees are being looked at for promotion.

- B = had potential with support to become an A referee
- C = possibly reached their potential or have serious development needs. Horizontal or remedial development required.
- SER = experienced referee moving to a grade suited for their experience.
- Referees with no current fitness test have to be C referees.
- Referees can move between A, B, and C sub-grades. SER grade is by discussion with the grading committee and the referee
- Grading recommends to T&DO which referees need specific help and also recommends generic training needs for all Society members.
- At the grading meeting all referees are discussed and recommendations made according to data received.
- T&D to report on Development Squad referees based on coach feedback and commitment to scheme which is accepted and followed by Grading and incorporated into above.
- No evidence no movement.
- Recommends to Exec for ratification.
- Sends new grades to Appointments for next month's appointments.
- There must be some flexibility when numbers of referees do not reflect demands of appointments. That's when talking happens and exceptions are made, with agreement of Exec.

Summary:

- Grading drives the main function of the Society that is developing referees and appointing them to games.
- Meeting Schedule – Grading – Exec – Appointments
- All policies and rules need to be followed and amendments put to Exec
- T&D to react to advice given by Grading

