



## Grading Policy

The Grading Committee will comprise of a Chairman (Executive position) and up to 5 other members. The grading committee policy is to continually review the grade of each official to ensure that they are officiating at their correct level.

The grading committee recognises that promotion within Levels 12 to 9 is largely about the application of law and learning the art of refereeing. Promotion to L8 and above is about match management, being in the correct position to make decisions and at the same time showing an understanding for the game and what players are trying to do.

### The Grading committee Objectives

- Meet every month and publish the minutes of the meeting on the website.
- Grading Committee members will attend open meeting and make themselves available to discuss grading issues with any member.
- The Grading committee will appoint grades to assessors and appoint them to games.
- The Grading committee will appoint Referee Coaches to referees who have been identified by the Training committee or other referees they feel will benefit from individual coaching.
- The Grading committee will be responsible for the maximum grade any referee can be appointed to by the Appointments committee.
- The grading committee will use a variety of reports in making a decision as to a referees grade these will include
  - Assessments reports
  - Referee Coach Reports
  - Pitch Side Reports (obtained from club coaches by the Grading Committee and shared with the referee)
  - Grading committee members who have watched a referee either in person or on DVD
  - Referee Report Cards (new referees on completion of the Level 2: Refereeing the XV a side game course, for first 12

months)

No single report will have precedence. Decisions on promotion or relegation will be made on a combination of reports.

- The grading policy should recognise the achievements of senior referees. Senior referees will be given 2 levels e.g. 5/7. The first being the highest level ever gained the second being the current maximum level to be appointed to. Senior referees can be moved up/down at the decision of the grading committee on any of the report methods.
- The grading committee will identify referees who are progressing quickly through the grades and allow the appointments committee to appoint these referees 1 level higher than their grade via the banding system
- WSOR will operate a development squad; this will consist of referees considered capable of progressing to the RFU panel. These referees will have assigned coaches and be subject to frequent review.
- WSOR will operate an induction squad for new referees or YWs who have recently progressed to the senior ranks. These referees will be given additional support by the induction squad manager & will remain part of the squad until established in their refereeing careers.
- The grading committee expect referees to fully read the reports; WSOR assessment reports from Level 12 to 9 inclusive will be the Coaching report; from Level 8 to 5 inclusive our reports will be the new format and will use a large range of competency descriptors.
- Assessment reports will be available to the referee and the Grading Committee via WhostheRef. Evaluation will be reviewing reports and patterns to indicate progress and areas for development.
- To be promoted a referee must have passed the World Rugby Laws within the last 12 months.
- Each level has have 3 bands:
  - A = upwardly mobile and capable of refereeing games one or very occasionally two levels above their grade. These referees are actively considered for promotion.
  - B = could move to A with support. May with the explicit approval of the Grading Committee be appointed to a carefully selected game above their level.
  - C = recently promoted to the grade, possibly reached their level or needs horizontal or remedial development or have not

passed fitness or laws test at required level  
To be given an A band there must be no impediment (Laws exam or fitness test to being promoted to the next level).

**Report Criteria a guide to what the grading committee are looking for:**

- L5            The society does not have any games at this level. To attain this level referees must be on Midland Group or RFU duties as a referee.
- L6            This is the highest level a society referee can reach. To attain this level referees must pass the Yoyo fitness test to 15.2 level and have good sprint speed to be the first at the breakdown. All reports must show a high understanding and knowledge for the game. The referee must be able to demonstrate the ability to manage all participants within the game. Individual elements of the game will have been mastered. The grading committee will place a high importance on Referee coach summary report, Pitch side reports and Assessments.
- The profile of a level 6 referee would be
- Top Federation referee moving to Group.
  - Senior referee moving down from higher levels.
  - Society referee at the top of his game who has mastered all elements
- L7            To attain this level referees must pass the Yoyo fitness test to 14.6 level and be working on sprint speed to be the first at the breakdown. All reports must show a good understanding and knowledge for the game. The referee must be able to demonstrate the ability to manage

players and show good preventative skills. They must also show they understand the individual elements within the game and referee them consistently. The grading committee will place a high importance on Referee coach summary report, Pitch side reports and Assessments.

L8 To attain this level referees must pass the Yoyo fitness test to 14.1 level. All reports must show a working knowledge for the game and what players are trying to do.

The referee must be able to demonstrate they are refining the skills needed to manage players and show progress in working to having good preventative skills. They must also show they have the basic understanding of the individual elements within the game and referee them well. The grading committee will place a high importance on Referee coach summary report and on Pitch side reports and Assessments.

L9 To attain this level referees must pass the Yoyo fitness test to 13.1 level. Reports must show a very good working knowledge for the laws of game and must be able to apply them. The referee must have good positioning skills and sprint speed to be in the correct position when required. The referee must show they are working on the individual elements within the game and are making progress in refereeing them. The grading committee will place a high importance on Assessments and referee coach summary report if available. Pitch side reports will also be considered.

L10 Reports must show a good working knowledge for the laws of game and must be working to apply them consistently. The referee must show progression on positioning skills working on being in the correct position when required. The referee must show they are aware of the individual elements within the game. The grading committee will place a high

importance on Assessment reports and Referee Report Cards.

- L11 Reports must show knowledge for the laws of the game and the referee must be working to apply them. The referee must show an understanding of positioning skills. The referee must be aware of the individual elements within the game and referee them safely. The grading committee will place a high importance on assessment reports & referee report cards.
- L12 The referee must be aware of the individual elements within the game and referee them safely. The grading committee will place a high importance on Assessments reports and Referee Report Cards.
- L13 Post Level 2 referees are provisionally graded L13 whilst the post Level 2 course self-evaluation task on a minimum of 5 games +1 watch by a society referee, coach or assessor is completed. Once successfully completed an appropriate starting grade is assigned to the referee based on the evidence available. Typically this is L10-12 but may be higher if there is sufficient evidence to suggest a higher grade is appropriate .The recommendation of the induction squad manager will also be taken into account when determining an appropriate starting grade.

This policy is to be ratified by the WSOR Executive and is subject to 6 monthly review by the Grading Committee.