



INDUCTION OF NEW REFEREES - PROCEDURE

OBJECTIVE

The primary objective of the induction squad is to welcome to the Society new referees both those who have completed the England Rugby Refereeing Award or previous, and Young Whistlers moving into the senior ranks and to support their passage into officiating. It is hoped that this will raise the standard of officiating within the society particularly at the lower levels. It is also hoped that it will improve the retention of new referees.

INTRODUCTION

When the SOCIETY SECRETARY has received an application for membership and this has been approved, the Society's RECRUITMENT & RETENTION OFFICER will be responsible for initially contacting the new recruit, ensuring that he has a copy of the "Keep Your Boots on" booklet and is invited to attend, and is welcomed to, the Society's next open meeting.

The SOCIETY SECRETARY will be responsible for inputting the new recruit's data on the Who's the Ref system and informing them how to access the Warwickshire Society's Facebook page and material on Dartfish TV.

Responsibility then passes to the GRADING COMMITTEE and its appointed INDUCTION SQUAD MANAGER who will ensure that the APPOINTMENTS SECRETARY makes his team aware of the need to select suitable games; a mentor is appointed, and that ongoing support is available to the new recruit. The GRADING COMMITTEE will be responsible for ensuring the Induction Squad members are watched and/or videoed, and that any training needs are highlighted and acted upon.

ENTRY AND EXIT CRITERIA

Entry Criteria

- Adults who have successfully completed the relevant England Rugby Referee Award and have joined the Society
or
- a Young Whistler who has been proposed by the Young Whistler Committee as sufficiently competent to join the adult ranks. This should not preclude a referee also being selected for membership of the Development Squad.

Exit Criteria

- Has completed a full season within the Induction Squad
or
- has made sufficient progress, as determined by reports and the recommendation of the Induction Squad Manager.

Support Offered

Induction Squad members will work with the Induction Squad Manager throughout the season to improve their refereeing skills. In addition, the Induction Squad members will receive coaching from the Society coaching team as directed by the Grading Committee.

NEW RECRUITS

All new recruits into the Warwickshire Society, with the exception of Young Whistlers, will be contacted personally and welcomed by the Recruitment & Retention Officer, who will ensure that they have a copy of the Society handbook "Keep Your Boots On". They will be made aware of the Society's web site, and be encouraged to join the Society Facebook page. They will also be given details of how to gain access to the Society's online television channel, Dartfish TV.

WHO'S THE REF GAME MANAGEMENT SYSTEM

The Recruitment and Retention Officer will be responsible for ensuring that each new member fully understands and is able to comply with the following:

1. inputting their availability into WhosTheRef
2. the need to accept appointments promptly
3. the process for the confirmation of games and what to do in the event that they are cancelled/postponed
4. knows the contact responsible for appointments and re-appointments
5. knows the Officers of the Society and who to contact with any queries.
6. is fully acquainted with the expenses policy of the Society
7. is aware of the Society's kit policy.

WARWICKREF.COM

New recruits will be urged to access the Society website where they can view policies and procedures, details and dates of open meetings, minutes of Executive and Grading meetings, refereeing grading lists, details of kit and other useful information, to enable them to be fully up to date on the workings and activities of the Society.

WARWICKSHIRE SOCIETY OF REFEREES FACEBOOK PAGE

Communication with all referees will usually be by e-mail or phone, but a valuable source of communication is the Society's Facebook page. This is a two-way medium by which referees can communicate with each other, raise issues such as questions of law, and gain benefit from each other's refereeing experiences and expertise.

INDUCTION SQUAD

All new recruits will become members of the Induction Squad immediately on joining the Society. They will be appointed a mentor by the Grading Committee, who will be the person to whom they can turn to in the first instance for advice. The grading system will be explained to them and they should be clear on what they need to do to gain promotion to a higher grade. They will be told when and how often they can expect to be watched by a match observer or have a game filmed by a Society cameraman.

SOCIETY KIT

New recruits will be eligible for their free Society shirt after completing 6 games appointed by the Society. They can purchase other WSOR branded kit contained in the brochure provided by the Society's official kit supplier. The Society's badge can only be worn on official Society kit, which should be used always on Society appointed games, except under special circumstances e.g. a festival where kit is supplied from another supplier.