

## HOW TO MARK REFEREE'S PERFORMANCE

Following a game, but ideally not immediately so, it is the obligation of Clubs to provide a fair and balanced mark on the performance of the Match Official. The League has issued Guidelines below to assist in reaching a mark that is consistent with others, and within the same marking framework. The publication of Handbooks, by the FA, to Observers, specifying the criteria to be followed is a good framework this Competition should follow. Wide variations of marks from Clubs, either up or down, distorts the Bandings for Referees in a manner which can be held to be punitive and unfair. MOAS allows Clubs a period of 7 days to submit on-line marks for Referees and to achieve consistency this has been adopted by the League. It should allow a greater period of time for Clubs to consider, in a less emotional way, a fairer Club mark.

The amended framework below is recommended:

### **Mark Rating**    **Comment**

85 to 100	At this level of football, indeed at all levels, the justification of an exceptional mark such as one between 85-100, will be challenging. It is a mark rarely achieved under current Guidance. Such a level of performance would inevitably lead one to question either why the Match Official is operating at this level, or more probably it would indicate a rather generous and unjustified mark.
75 to 85	This would be an above average performance and in the case of any mark above 80, a very much higher performance than average. It would reflect excellence in control, in decision making, in fitness, in Law application, in key decisions, and in disciplinary action where necessary.
70 to 75	The expectation of the FA is that around 80% of games will be "standard" performances" and will reflect a mark of between 70-73. This expectation is borne out by the evidence from our Observer marks. In a game such as this the Referee delivers a performance at expected levels, with perhaps a couple of minor discrepancies and maybe some evidence of limited excellence.
65 to 70	A Match Official who is marked within this range would indicate a poor performance, "below the expected standard" and with several developmental and operational areas needing advice and attention. In an Observer report such areas would be highlighted in green to help the development of the Official.
60 to 65	This mark would indicate a very poor display by a Match Official with several significant deficiencies and failures in key and major aspects of the performance.

### **Notes**

Where a mark is below 60 or marked "poor" in any of the key areas, the marking Club must provide detailed constructive developmental comments to support their judgement. Equally where a mark is above 85 the marking Club must provide detailed evidence of excellence in all key areas to support their judgement. Clubs should be aware, as a matter of Guidance, that Observers must submit to the FA any report with a proposed mark of 67 or below or 78 or above, to the FA for scrutiny and approval BEFORE it is finally issued. That ensures consistency.