

NLDRURS MATCH OFFICIAL GRADING POLICY

This policy is to offer a clear grading process for all active match officials and match official developers within NLDRURS. Both developers and match officials will be graded based on their proven ability to add value at each level of the game and displayed behaviours in line with the RFU Descriptor Matrix (hereafter known as “the matrix”). Development will be offered where requested or required, subject to availability of developers. The matrix can be found on both RFU FORM 1 and FORM 2 - <http://nldrufusr.co.uk/laws.asp> - “Match Official Development Review Form”

(Match official developers will sit outside of this policy until at least September 2020, pending review of the 2019/20 season)

1. GRADING OF MATCH OFFICIALS

- 1.1 All match officials will receive a grade of LEVEL 13, on achieving sign off from their initial 15 a side refereeing qualification and experience matches (RFU Guidelines for number of matches required).
- 1.2 All incoming match officials will maintain their grade for no less than half of one season, at which time their grade will be aligned to expectations within NLDRURS by way of performance reviews.
- 1.3 All match officials returning from a period of absence from the game will achieve the level of at least one lower than their previously recorded level. A period of absence is defined as a continuous time frame of no less than 2 years, during which the match official has not participated in rugby union within a formal league structure.
- 1.4 When returning from injury, the match official will maintain their previously recorded level but will not receive league/cup appointments at that level until the required fitness and expectations are displayed, by way of assessment and/or performance review. If the period of absence through injury is longer than 6 months, the grading panel will attend a match and review the performance of the match official in question. The grading panel may defer this responsibility to other, relevantly trained and experienced developers.

2. REGRADING OF MATCH OFFICIALS

- 2.1 All match officials and match official developers can request a grading review at any time between 1st August and 31st May. A grading review must be submitted to the Society Match Official Development Officer, for consideration by the grading panel. The society membership may only request a grading review for themselves and not another match official. The Grading Panel reserve the right to review any match official grading at any time.
- 2.2 A grading review is the formal process in which a match official or match official developer may submit evidence, as detailed in appendix A, to the grading panel for the purpose of their grade being reviewed and amended accordingly.
- 2.3 The grading panel shall be comprised of the Society Match Official Development Officer, Chair of Appointments, another suitably experienced member and a representative of the membership for the purpose of scrutiny. Any grading decision must be agreed between 2 of the 3 panel members, excluding the representative who has no vote.
- 2.4 The Grading Panel will meet no less than twice a year to review the evidence requirements and consider the grades of the active membership.
- 2.5 All outcomes from the grading panel will be communicated to the relevant officials by email, falling into three categories.
 - * Upgrade to next level
 - * Suitable graded
 - * Consider for development reviewEvery outcome will be supported by reason/evidence.
- 2.6 Only the active representative can request an appeal following a panel decision. Should this occur, the NLDRURS management committee will be asked to review the appeal and find accordingly.

- 2.7 All evidence must be no more than 12 months old. Further evidence can be requested by the Grading Panel if required, with reasons for additional evidence being supplied to the match official.
- 2.8 Evidence submitted should detail behaviours that meet the expectations detailed in the top two boxes within the matrix.
- 2.9 Where the evidence submitted is deemed to be inconclusive, the Grading Panel will attend a match and review the performance of the match official in question. The Grading Panel may defer this responsibility to other, relevantly trained and experienced developers.

3. FITNESS REQUIREMENTS FOR GRADING

- 3.1 Fitness testing will be completed by all active match officials periodically .
- 3.2 From SEPT 2020, all active match officials will need to reach the required fitness level to achieve a promotion. The required levels are as per RFU guidelines to level 8.
- 3.3 Any official unable to complete the fitness testing due to injury will be subject to the grading policy 1.4 (From SEPT 2020)

4. EVIDENCE

- 4.1 Match officials will be required to gather and submit their own evidence.
- 4.2 To obtain evidence at the higher levels, the match official will have to be highlighted as being “tested at the next level”. This can be at the request of the match official, their assigned developer or the Grading Panel. The Grading Panel will consider this request and feedback to the match official.
- 4.3 All opportunities to be tested at a higher level will be decided based on recent performance, feedback, availability of match officials and availability of matches. In line with existing policies, the Appointments Team are responsible for all appointment decisions.

5. DEVELOPMENT REVIEW OF A MATCH OFFICIAL

- 5.1 There are three ways in which to trigger a development review of a match official.
 - *Safety concern raised by developer
 - *Repeated poor feedback from developers
 - *Repeated poor feedback from clubs or other official persons.
- 5.2 The match official must be notified they are under review by the SMODO prior to the review commencing and what element or areas of the match official’s performance are being reviewed.
- 5.3 A match official under review will be watched by SMODO and Chair of Appointments. If the match official is L7 or above they will also be watched by an RFU developer. If the match official is L8 or below, they will also be watched by a senior developer from the Development Squad.
- 5.4 Existing match official and developer appointments may be changed to facilitate a review.
- 5.5 Any match official under review will be offered a developer to personally support them through the review process.
- 5.6 All reviews will be recorded with one of the following outcomes:
 - * Review complete – Suitably graded
 - * Review complete – Down grade to lower level
 - * Review incomplete - Continue for further games (no more than 3 additional matches)A review cannot be longer than 6 matches in duration.

APPENDIX A

LEVEL	YO-YO REQUIREMENT (2020/21)	BRONCO REQUIREMENT (2020/21)	EVIDENCE REQUIRED
13	N/A	N/A	SIGN OFF FROM INITIAL TRAINING AND EXPERIENCE MATCHES
12	N/A	N/A	SUPPORTING STATEMENT FROM TEAM LEADER 2x DOCUMENTED FEEDBACK FROM DEVELOPERS
11	N/A	N/A	1XFORM 1 @ L12 1XFORM 2 @ L11
10	N/A	6mins 25sec	1X FORM 1 @ L11 2X FORM 2 @ L10
9	14.5	6mins 09sec	2X FORM 1 @ L10 2X FORM 2 @ L9
8	14.8	6mins	2X FORM 1 @ L9 3X FORM 2 @ L8
7	15.2	5mins 52sec	3X FORM 2 @ L8 3X FORM 2 @ L7
6	15.5	5mins 45sec	4X FORM 2 @ L7 4X FORM 2 @ L6
5	16.2	5mins 30sec	REFERAL MADE TO REGIONAL GROUP FOR THEIR CONSIDERATION

EVIDENCE GUIDELINES:

- All documented, performance evidence submitted must have been completed by suitably trained and experienced developers.
- Digital evidence will be considered, where available. Digital evidence, such as video footage of a match, does not have to be produced by trained and experienced developers. If you have someone to video your game, DO IT. It's the strongest type of evidence to support a review request and display the required behaviours.
- No more than 12 months old, newer evidence is stronger for proving current behaviours.
- PDP's are a great form of additional evidence to show your approach to development.
- Documented self-reflection is a powerful development tool and evidences your personal learning that is not always obvious in a documented performance review.
- Submit evidence that shows a breadth of ability and showcase the headlines within your feedback so they stand out (make it easy to see the best bits).
- Approach the evidence gathering process with "outside eyes". Think "what would someone else make of this" when they were not at the game and may not know you on a personal level.
- Be honest with your expectations and double check your evidence, before submitting.
- Well-presented performance evidence, whether on RFU Form or not, can be submitted in support of a grading review.
- Positive feedback from clubs and suitable others can be submitted in support of a grading review.