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**EDITORIAL**

What might have been expected as a result of the changes to Law doesn't seem to be happening. At our August meeting and afterwards there was some concern about how to interpret the change to the offside law (which I have seen reported in other society magazines). The insistence on shin guards looked likely to cause problems but doesn't seem to have - unless colleagues are keeping quiet about it.

One thing that has surprised me has been the sharp reaction to the rumour(?) that FIFA is thinking of increasing the size of the goals. We do need to do something to create goal-scoring opportunities in view of the increased fitness of players which effectively reduces the room for manoeuvre. It's difficult to increase the size of pitches especially in a stadium, so why not increase the size of the goals? If I still had to play in goal I might be less keen of course . . .

Later in this month's edition of the magazine is a letter from one of our female colleagues which raises an important issue - her wish to be treated equally, on merit, with her male colleagues when a referees' soccer team is being selected. Women's soccer and women's interest in soccer cannot and should not be disregarded, but the attitude of the English FA and the County FA so far does not seem very helpful or forward-looking.

Last issue before Christmas. Do have a good one - and every good wish for the New Year!

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[Editor's address: 1 Bulmershe Ct, Earley, Reading RG6 1HX  
Telephone no: (0734) 318655] **PLEASE NOTE NEW NUMBER**  
**PRESIDENT'S PIECE**

**Should we take preventative action?**

**Dick Sawdon Smith**

I suppose it was almost inevitable that the referee, Keith Hackett, should have got the blame in some quarters for the atrocious behaviour of the Arsenal and Manchester United players in the Old Trafford brawl. After all we are football's Aunt Sallys. Gordon Taylor, Chairman of the PFA, who watched no doubt from a seat high in the stand was quoted as saying 'I feel the referee could have earlier dampened down what was a potentially explosive situation.'

I wasn't there, so obviously it would not be appropriate for me to comment on this particular affair, but many of us will have experienced a sudden flare-up from some isolated incident in the course of our refereeing life. However, I remember listening to one of my favourite Football League referees of 20 years ago, Harry New, a former President of Portsmouth RA and one of the most honest of men. 'Every referee makes mistakes' he said, 'so don't worry about them, but try not to let them happen again. Whenever I have to caution a player or send one off, I ask myself how much of it was my fault. Was there something I could have done, should have done earlier that would have prevented me having to take this action.' Harry believed that understanding people is the most important part of refereeing, for referees have the ultimate power. He was certain most referees who have trouble bring it upon themselves through bad decisions or bad man-management.

I personally believe that without compromising our integrity we have as much duty to try and keep players on the field as we have to send them off when the need demands. We can often sense the frustration of players when things are going wrong even for perfectly legitimate reasons, or when a player has decided to seek revenge for a perceived offence. Sometimes a player deliberately sets out to provoke an opponent, particularly if he has a reputation for hot-headedness. Some of the actions we can take are keeping close to a player, blowing up for offences when normally you would allow play to continue, having a quiet word or sometimes making the admonishment very public so that other players know that action has been taken and are less likely to take matters into their own hands.

Blowing the whistle harder and longer for an offence that could lead to retaliation.

Remember you can't win them all, as no doubt Keith Hackett has since reflected. And if you've done it well, it's unlikely that anyone will even have noticed, so don't expect any thanks. But it can give much greater satisfaction than a book full of names.

## **MONTHLY MEETINGS**

### **September**

The Chairman got the meeting off at a cracking pace and was soon through the routine business. Ted Cambridge was able to report encouraging news on the discipline front from the County FA: recent cases of a 9,999 day suspension and £200 fine. On the league front Will Penny spoke of the shortage of referees on the Reading Football League and Neil Dainty reminded everyone (yet again) of the duty to report late starts. The Training Officer gave details of classes for promotion candidates.

The Guest Speaker was Phil Don who started refereeing in 1968 and has been in the Football League middle since 1986. He was to talk about control.

Phil distinguished 3 types of control;

**1 Self control** Football is an emotional game. Do we get heated and lose self-control? If players lose control they are disciplined. So may we be - by the club mark or an assessor.

**2 The Diagonal System of Control** Initially we tend to use it rigidly, then later as a guide. We have to learn to read the game, stay in touch. With club linesmen we need to be extra fit to judge offsides.

### **3 Match control**

We may need to refrain from penalising (consider possession and position); to restrain players, spectators; to check offenders and punish them - from quiet word to public admonishment, caution, sending-off

The referee must have **effective control**.

Be quick to respond, blow your whistle; apply the Law quickly eg advantage; read the game: anticipate, nip in the bud; be aware of flashpoints; be consistent; be in the the right position - close to the action; use dead ball time - get into position for the next phase of play; be prepared for the unusual; be seen to be firm but fair. Vital for everyone to respect you. What impression do you give?

What are the **critical factors**?

#### Before the game

Mental preparation. How do we prepare? The more senior the level, the earlier. Plan, look at your travel arrangements. Get there in good time according to competition rules. Allows you to prepare, check pitch etc; to get to know neutral linesmen or to find club linesmen. Do you act differently in preparing to do a line? Remember you might have to take over.

Fitness. Might be 120 minutes and a penalty shoot-out. Do you referee to keep fit or keep fit to referee?

Attitude. Do we label players? Lay the law down? Warn players in the dressing-room? Avoid rods for your own back.

Dress. Do you look the part? First impression is important - helps to earn respect. You are an ambassador.

Bearing. Do you slouch about, fag in mouth? The first whistle and way you greet the captains sets the tone. Have you checked the match ball, colours? Have you read the chart (this year's)? Studied the Law changes?

#### During the game

Personality. Calm and confident? Do you talk to players or become a little Hitler? Control exercised by personality - tact, humour, firmness, fairness, politeness etc. Developed through experience and self-analysis. Do we reflect after the game? How do we deal with assessments?

First ten minutes. Set standards - you are to be in control. The moment of truth is the first serious offence. Be consistent for 90 minutes. How do you deal with players? Don't belittle. Quiet word or public spectacle? Depends on circumstances.

Advantage. Does it depend on position, time in the game? The same at any time. Advantage can make or break the referee. Watch for retaliation.. Be especially careful in the penalty area.

Caution. How do you do it? Calmly, without belittling.

Dismissal. Cool, calm, collected. Be low-key.

Remember that the progression from warning, to caution, to dismissal may be a sign of lack of control.

Phil was thanked warmly for his presentation which brought together a great deal of sound advice in an interesting way.

## **October**

Among the business it was reported that membership now stood at 109. Reports from the leagues and competitions produced some of the hardy annuals: (a minority of) referees not meeting their open dates, or confirming and not turning up. The Chairman again promised action if the culprits are members. Sunday League referees were reminded to notify Nigel Wrey if they have a County appointment.

Ted Cambridge, speaking for the County FA, announced new local arrangements for disciplinary hearings which will try to meet previous complaints from referees. Peter Hitt had received an apology from the County for the inconvenience he had been caused. Ted also reminded promotion candidates that he must be notified if they can't do a game. He agreed he would look again at the documentation he sends out.

The secretary asked for volunteers for the County quiz and the 5-a-side teams. The Supplies Officer reminded members that the RA HQ had now moved and the new address (in the 'Football Referee') should be used.

The second half was devoted to a session run by the senior training officer, Stephen Green. He started by a reminder about deliberate handball which prevents a goal being scored. It is not a sending-off offence.

Stephen then considered the qualities of a good referee with the participation of members. Together we compiled a formidable but not exhaustive list including: courage,

fitness, personality, sense of humour, conviction, decisiveness, confidence, consistency, respect for players, speed of decision, humanity, tact, firmness, presence, judgment of character, ability to read the game, to anticipate, to judge intent, honesty, the capacity for self-analysis.

This led to a consideration of the referee's check list. Stephen emphasised the importance of attitude and in analysing the causes of dissent he pointed up our part in it and showed how it can be caused by the reverse of the desirable qualities: for example, the wrong use of advantage.

In a spirited discussion session the value of having played the game at a reasonable level was quite fiercely debated and the result was about a draw - it was accepted that there are good referees locally and nationally in both groups.

#### **OUR NEW LIFE MEMBER, GEORGE MILLS, TALKS TO THE EDITOR**

**Ed** As you are the Reading RA's first Life Member I hoped you would share some of your thoughts with our readers.

**GM** I'm delighted to have this chance. One of the few things I have never done is write an article for the magazine!

The fact is I've been connected with the Referees' Association for 43 years and I can't say that within that time the Association has advanced to the level I would have liked.

There are three bodies in football, the FA, the County FAs and the Referees' Association - and the RA is still the poor relation of the three.

I would like to see the RA take a more important part. Because the FA have money they can dictate to us. The Referees' Association should control all matters appertaining to referees.

We pay £7 to the County FA. If membership of the RA was compulsory and if all referees had to pay £5 to the national RA, that money would make us independent of other bodies and we could control our own affairs for the benefit of referees. Of 28,000 referees registered last season with the FA, only 17,000 are members of the RA. I don't believe in a Union closed shop but we need to get them in.

I can only preach and hope. Whatever the intention of people who become referees - some want to get on, some will stay in local football - they should all become part of the RA.

The FA are now going to pay County FAs a bonus for recruitment and retention of referees. Is it right for County FAs to take the money? That money should come to RAs - we do the training.

**Ed** From my recent survey it was clear that the situation does vary over the country and I was told that the FA has no wish to 'impose' on County FAs. Isn't it going to be difficult until the FA has a policy and insists on it?

**GM** All CFAs are accountable to the FA and should carry out its decisions. CFAs are all different, charge different fees and so on. They are the little FA bodies and they like to keep things as they want them.

When I first heard of the appointment of a National Training Officer I thought it was a breakthrough for the RA. All the training would be got together. But what has happened? He spends his time going abroad. We know that foreigners need help, but what is being done for referees in this country? Surely you get your own house in order first.

**Ed** It's easy for us to point at the FA. Has the RA itself pushed its own policies? 100% membership is RA policy - you know, you presented that successful motion in 1977. Isn't it our house that needs putting in order? What is the RA actually doing? How can 100% membership be achieved?

**GM** It has to be by persuasion. We have to encourage people to want to be in the RA, to come to meetings. Then we can tell them what refereeing is about.

**Ed** So, as we've often said, it's a matter of less business at our meetings and more refereeing. But could we get all 353 societies to do that as well? Don't we need a push from the top?

**GM** I think it starts in the County RA. We don't have enough links between our societies. In the Berks & Bucks we have 11 societies, but some of them seem to do very little. It used to be different when we were fighting the County FA. Nobody wants to upset anybody now.

**Ed** Could it just be that society members see the County RA doing nothing and so don't bother to get involved?

**GM** Maybe. We've got to get to societies. What do referees want? Just to carry on taking matches or do we want a stake in the business? There are things to be done but it's like the national RA with the FA, nothing actually gets done.

**Ed** Isn't the problem ours? If we don't make proposals and keep putting them forward to the County FA, then nothing will happen. Our delegate can't present what we don't tell him to present.

**GM** The trouble is that when we have done that in the past, we have just been put down by the County FA.

**Ed** Can a new LIfe Member of the Referees' Association do any more to influence policy?

**GM** I plan to go round societies to thank them for their support but also to find out what they want. Our 1977 motion about 100% membership is still there but nothing's happening. We could put a new motion together. Nothing seems to come from Counties, so the RA Council needs to move policy forward. The RA as a body needs to be accepted more by the FA.

Why don't they have a committee on recruitment. The national RA, like local societies, is too much about business and not enough about refereeing.

The IP Committee at the moment is the only one that has anything to do with refereeing as such. No committee really gets down to the fundamentals of refereeing.

**Ed** Is the simple answer to propose a motion for a new RA 'Development Committee' which has nothing else to do than to look at the future of refereeing, policy development, refereeing in the 90s and beyond. A committee that isn't just from members of the Council - one that has rank-and-file members on it?

**GM** I think that's a really good suggestion.

**Ed** George, you've been pretty pessimistic about what isn't going on rather than what is, and yet at the same time we all know you're a committed enthusiast and optimist. Any last thought to cheer us up?



**GM** Yes. I am still an optimist. What I hope and believe is that in the future refereeing will be properly recognised. It must be. We've no desire to dictate to the FA or anybody else. I just want referees to be able to take their proper part in the game of football.

**Ed** Thanks George. Congratulations again from all of us on your richly deserved Life Membership. Thanks for sharing these thoughts with us and all the best in your continuing work for referees and refereeing.

### **ITALIA 90**

I hadn't any room in the last issue for a brilliant selection of 'Quotes of Italia 90' put together by Dick Skellington, editor of 'Whistle Stop', the Milton Keynes RA magazine. Here are just a few; more later. Thanks Dick.

I've just seen Gary (Linekar) shake hands with Klinsmann - it's a wonder Klinsmann hasn't fallen down.

**Ron Atkinson, ITV pundit criticising German histrionics**

It looks like being a night of disappointment that we brought to you live in association with National Power.

**One Brian Moore, TV commentator**

### **NO ANSWER SO FAR TO A MAIDEN'S PRAYER**

Dear Editor,

I write with reference to FA Rule 37 which bans mixed football.

In September - having been prompted by numerous FA advertisements, not to mention my own desire to get more involved in football - I qualified as a Class 3 referee and became a Full Member of Slough Referees' Association.

It was then that I realised just how conservative, rule-bound and sexist our Football Association is.

Every June Slough RA play a friendly fixture against Mansfield RA. Being keen to show what a woman could do given a ball, a pair of football boots and 21 other players(!), I volunteered my services. I was furious to learn,

however, that as a result of the aforementioned rule, this would not be permitted.

I have slogged my guts out to get women accepted in football. As well as refereeing I also manage a Sunday League men's side; I am an Apprentice FA Coach and assistant youth team manager at a Vauxhall League club. The FA ruling makes a mockery of all the effort I have put in.

I appreciate that mixed football cannot be allowed in secondary schools, league and other competition games, but I am unable to see the logic behind not allowing it in a friendly fixture such as the RA's. It is hardly 'mixed' football since we are all referees together.

Similarly Reading RA - of which I intend to become an Associate Member (subject to the amendment of Rule 37) - have told me I cannot play for the 'Whistlers'. This, I read in the society handbook, is 'our own football team' and 'Martin Deacon is keen to hear from anyone interested' . . . unless, of course, 'anyone' happens to be a female referee!

I underwent the same training as my male counterparts, sat the same examination and will referee the same game of football using the same 17 Laws. I expect no special treatment for being a woman. Why, then, should I accept being treated differently from the men when it comes to playing one harmless friendly fixture with them?

So does the FA really want to promote football to everyone or just 50% of the population, because that is what Rule 37 is effectively doing?

A recent letter to Mr Kelly at the Football Association received a very unsatisfactory reply. It merely confirmed that Rule 37 states that there is to be no mixed football (tell me something I don't know) and said that only Member Clubs and County FA's have the power to change it. In reply to a letter sent to Mr Gosling of the Berks and Bucks FA along the same lines, I was told that, as an Association, they are unable to 'negate this rule'. This is what I call 'passing the (Berks and) Buck(s)!

I do not class myself as a feminist particularly but would like to see fair play on the FA's part.

I need help to pressurise the Football Association into changing such a petty rule. The more support I get - from men as well as women - the greater chance there is of an amendment. I will be contacting all other County FA's to find out their views on this matter and to ask whether they would be prepared to change (when they realise they do in fact have the authority to amend the rules after all!)

In the meantime, if you do really care about football, please give me your support and help overcome another ridiculous example of inequality.

Anne Newbery

### **MORE ITALIA 90**

Enter the saviour, Salvatore Schillaci, the sawn off striker with the Joe Frazier shorts who looks like the sort of Italian who leaves horses' heads in people's beds.

**Joe Lovejoy, The Independent**

We are very pleased Roger unretired.

**Nepomniachi, Cameroon coach**

If he had any morality he should pack his bags, burn his referee licence and leave soccer forever. We would like to see Frederiksson banned from refereeing for life.

**Simonyan, Soviet Union's Football Federation Vice President after that 'handball'.**

The first I knew about the dispute was next day at breakfast.

**Frederiksson**

### **A TRANSATLANTIC VIEW**

[For 3 months at the beginning of the year, Michael McCrary, a student from the University of Missouri was in Reading doing a term at our local university. He is a qualified and experienced 'soccer official' and did quite a few games while he was here - in spite of postponements because of the weather. These are Michael's interesting and thoughtful comments about his experience over here. Ed]

My first look at English refereeing came not on the field but at the January meeting of the Reading Society. I was immediately impressed with the structure and organization of the meeting. I have attended meetings here in Missouri of both

large and small scale. The small ones are more like friendly get-togethers with no real sense of a need for Robert's Rules of Order. The large ones are most often attempted to be run in the same manner. Unfortunately, chaos and inaction usually become the rule. Some important matters were addressed in each of the three Reading meetings I attended and (almost) all were handled with order and some dispatch.

My first time on the field in England was running your [the editor's] line in that U/16 South Chiltern League Cup match outside of Reading. I believe it was near Theale [Sulhampstead Ed]. In that match, as well as in all the ones I worked at Sol-Joel Field, I noticed some strong differences in the, shall we say, field administration of any match.

Perhaps the one difference that has most effect on the match itself is substitution. Every youth match in England down to U/12 I understand has a 2 or 3 sub limit per side. In Missouri, and I would imagine in 98% of the youth leagues in America, teams are allowed free and unlimited substitution. This is however limited to certain stoppages: any goal-kick, after any goal, at the interval, and on your own free throw. If play is stopped to attend to an injured player and that player is replaced, the other team is allowed one sub in kind. That injured player may return at the next regular substitution stoppage. The need to go to 10 men is foreign to the present American game. [What about Law 3, 5(d)? Ed] There is a glimmer of hope however. The U/16 and U/19 National Cups for boys and girls have gone to a limited substitution. Each team has a seven person bench with a maximum of five subs allowed with no re-entry.

Another difference is the use of yellow and red cards. Every level of competition in America uses these cards. The concept of a 'booking' is another one that's foreign to the game in America. After a questionable tackle there will inevitably be a chorus of spectators shouting "That should be a card ref!" In England the spectators would yell "Book 'im ref!" I don't think this leads to any differences in how a match is officiated however.

The other main on-the-field difference for a referee is the prolific use in England - as well as I'm sure in the almost the whole world - of the club linesman. In Missouri we strive for a three-man crew on every recognized, competitive match. Here in Columbia we generally succeed in that endeavor. However that is not the case in our Recreational division where we have over 105 teams playing in divisions from U/6 [Wow! Ed] to U/18.

We only provide referees for the U/13 divisions and up. From U/8 to U/12 we attempt to provide one.

In many parts of the country the local associations attempt to avoid one-man games by using the two-referee system. Unfortunately this draws people from the three-man games and eventually almost all the matches are controlled by two people. This leads to an appalling lack of education and training in the diagonal system of control and a general lack of improvement in the referees themselves.

Both England and America experience a never-ending shortage of soccer officials. However, the English referees' societies, the Reading society to be sure, seem to strive for constant development of its referees, while American associations have their hands full just getting people out on the fields every Saturday morning. Without getting into the subject of competence, in general there seemed to be more of an air of decorum and professionalism in the average English referee. The question must be asked: is this merely a cultural difference or is it a systematic difference in training and attitude?

One more point that I think it is worth making concerns linesmen. The neutral linesman in England seems to take a much more forceful role in all aspects of match control. It is as if English referees make up for all those one-man games by ceding a great deal of responsibility to their linesmen. There are many in the USSF hierarchy that would consider the decisions given normally from the side in England as intrusive and detrimental. The main duties of an American linesman are to take care of all the things in their milieu and to make the referee look good. Foul recognition and general player control are resting more and more on the shoulders of the referee.

I won't get into the merits of either approach. However I do wish to expound the virtues of the American linesman in one specific area, his mechanics. There is almost a military precision to the signals and movement of top linesmen here. His signals are kept to a bare minimum yet, when offered, they are crisp and precise. At times I saw English Football League linesmen who looked like they were trying to use their flags to land planes at Heathrow, they were waving them so profusely and forcefully. In England the emphasis is on giving the referee information, while in America there is a second emphasis on giving the information in a precise and almost

aesthetically pleasing manner. I'm overstating the case but you get the gist.

Please send greetings and my very best to everyone who went out of their ways to make my stay there the success that it was.

Michael McCrary, Columbia, USA

[Anyone fancy commenting on Michael's observations? Ed]

#### **MONTHLY MEETINGS**

**December 20** Christmas meeting with Grand Draw  
**January 17** Training evening  
**February 21** Keith Cooper, Football League referee

#### **EVEN MORE OF ITALIA 90**

No football, we're British

**Headline in La Gazetta dello Sport, the Italian newspaper after England's 1-1 draw with the Republic of Ireland**

I don't know their names. There was the boy with the beard, the dark lad who plays central midfield, the very coloured boy and the boy who played up front.

**Jack Charlton when asked whether any Egyptians had impressed him**

Oh yes, the Boss.

**Pope John Paul on being introduced to Jack Charlton.**

#### **STOP PRESS**

All 25 members of the recent training course passed the exam. Congratulations and welcome to our new colleagues. Congratulations and thanks to Stephen Green and the training team.