



We need to actively ensure that referees are supported both on and off the field.

- Lochinvar Rovers Football (NNSW)

## RETAINING CURRENT REFEREES

### Reasons for leaving refereeing

There are many reasons why referees leave the game:

- ▶ Family and work commitments
- ▶ Changing motivations and personal factors
- ▶ Poor guidance/mentor experience
- ▶ Abuse from spectators and perceived lack of support
- ▶ Lack of awareness of opportunities/course available

### Retention Strategies

Once we have female referees how can we work to keep them in the game?

- ▶ Continued opportunities to shadow and network with other referees, encouraging positive feedback to the referees via clubs and the referees association
- ▶ Providing referees with information/courses to assist their growth and continued development
- ▶ Recognise referees for their efforts
  - If possible, invite them to your club functions/presentation days so that they have an opportunity to interact with your regular club members outside of match situations
- ▶ Supply female referees all season so they become familiar with players
- ▶ Give new and existing referees the opportunity

to decide which type of game they wish to be responsible for (e.g. only men's, only women's or a mix of both)

- ▶ Incorporate mentoring program for referees, where young/new referees are paired up with an older/experienced mentor. This makes the new referee feel valued with a strong support network and gives the mentor a sense of responsibility and appetite for learning beyond themselves

▶ Providing pathways for progress is a crucial aspect and it is important to educate everyone that if you are an ambitious referee pathways to high level club and international football exist

- ▶ During training, have players at your club referee practice games/games at the end of the session. This will give them a sense of empathy with the difficulty the referee faces, while also conditioning the players to not argue with the referee during training and show them respect

Provide them with female mentors. Provide regular feedback. Establish a peer support program/network. Introduce a Respect program, to be delivered to non-referees (players, coaches, parents). Clearly identify the opportunities and pathways available to female referees.

- Football NSW