



## The FA Refereeing Department Level 3 and 4 Observer Scheme

Season 2020 – 21 (August – April)

## Section 1 - Application of Law

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
1.1	Appropriate use of the stepped approach prior to formal disciplinary action. (Not issuing cards too early or for minor offences.)			X			
1.2	Accurate, consistent and credible disciplinary sanctions and player management; correct card technique.			X			
		Notes: EG. Disciplinary action					
1.3	Applies the Laws of the Game in a manner that meets the needs of the game, including management of technical areas, penalty kicks, allowance of time lost; ensures adherence to competition rules.			X			
1.4	Correct application of all other Laws of the Game having an effect upon the game.			X			

## Section 2 - Decision Making Accuracy

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
2.1	Shows accuracy and credible recognition of all "Match changing situations".			X			
2.2	Consistent and credible recognition of all other fouls and offences.			X			
2.3	Demonstrates an appreciation of the importance of player safety. Looks to identify penalise and punish those offences where player safety is threatened, compromised or endangered.			X			
2.4	Looks to apply Advantage in accordance with the Laws of the Game. E.g. – when the non-offending team has a clear and immediate attacking opportunity, or a clear benefit over the offending team.			X			

## Section 3 - Match Control

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
3.1	Identifies and works with players, (not necessarily the captains.) should conflict arise, managing player frustration.			X			
3.2	Displays empathy for the game, recognising potential threats and minimises misconduct through effective management.			X			
3.3	Effective management of misconduct should it occur, including mass confrontation.			X			
3.4	Adapts refereeing style and management techniques dependent upon game temperature, player attitudes, score-lines, match demands, etc.			X			
3.5	Identifies and manages, and where appropriate sanctions, persistent offenders and where teams use other tactical misconduct.			X			

## Section 4 - Positioning, Fitness & Work Rate

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
4.1	Achieves a credible distance from play, 15 – 20 yards, without impacting on play but with players aware of the referee's proximity and through this influences player behaviour.			X			
4.2	Retains a clear view to judge situations to ensure higher accuracy of decision making and application of The Laws of the Game.			X			
4.3	Moves towards potential flash points, if appropriate, reducing potential for misconduct.			X			
4.4	Presents an image that communicates confidence and authority appropriate to the demands of the game.			X			
4.5	High levels of work rate, appropriate running including sprinting, moves effectively to obtain optimum viewing angles, works physically hard for entire duration of game			X			
4.6	Visible dynamic sprints – demonstrates the ability to move at speed from one end of the field of play to another to give support and credibility to their decision-making, particularly "Match changing situations".			X			

## Section 5 – Communication

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
5.1	Effective, clear and approved signals; use of voice and whistle.			X			
5.2	Develops and maintains approachable relationships, receptive to appropriate level of interaction with players and staff without risking match control and/or authority.			X			
5.3	Displays self-control; calm but assertive body language that demonstrates authority and confidence, but not arrogance.			X			

## Section 6 – Teamwork

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
6.1	Demonstrates qualities of the leader of a team, supporting colleagues when challenged; leading to deliver best possible team performance and ethos of collective responsibility.			X			
6.2	Effective communication with assistant referees; eye contact, recognising when to consult.			X			

## Section 7 - Alertness & Awareness

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
7.1	Is seen to respond effectively to the challenges created by team/player tactics including delaying restarts.			X			
7.2	Shows alertness and awareness to any factors of risk, danger, escalation or decline in on or off-field behaviour. Responds, reacts and takes preventative measures accordingly.			X			

## Section 8 - Management of Stoppages & Technical Offences

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
8.1	Management of player injury; players leaving the field of play (When Law requires). Ensures a safe and sensible return to the field of play, making sure that there is no clear impact on active play.			X			
8.2	Effectively manages players and technical area occupants during a stoppage.			X			
8.3	Effective management of all restarts, particularly attacking free-kicks, in accordance with The Laws of the Game. Pro-actively manages defensive walls in accordance with the Laws and player safety whilst having an accurate and consistent application of 9.15m.			X			
8.4	Correct judgement and application of Laws relating to technical offences. (Players' equipment for example.) Shows empathy for the expectations of the game while ensuring player safety remains paramount.			X			

# Mark Breakdown

Section	Performance Criteria Skill	Mark	Weighting	Total
1	Application of Law	40	X 5 each	<b>200</b>
2	Decision Making Accuracy	40	X 5 each	<b>200</b>
3	Match Control	50	X 4 each	<b>200</b>
4	Positioning, Fitness & Work Rate	60	X 3 each	<b>180</b>
5	Communication	30	X 2 each	<b>60</b>
6	Teamwork	20	X 3 each	<b>60</b>
7	Alertness & Awareness	20	X 3 each	<b>60</b>
8	Management of Stoppages & Technical Offences	40	X 1 each	<b>40</b>
			<b>Total</b>	<b>1000</b>
			<b>/ by 10</b>	<b>100</b>

## Section 1 – Offside

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
1.1	Concentration levels appropriate to provide accurate advice and judgement.			X			
1.2	Demonstrates understanding of The Laws of the Game; particularly active and passive situations.			X			
1.3	Uses time to ensure advice is accurate.			X			

## Section 2 – Support to the Referee

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
2.1	Always assesses the referee's position and view of events using eye contact and time before offering any advice.			X			
2.2	Demonstrates understanding of The Laws of the Game by providing correct advice.			X			
2.3	Has the confidence to offer advice when it is required to support the referee team's management of the game. (Taking the lead, both on-field, infringements, and off-field, technical area personnel and substitutions.)			X			

## Section 3 – Generic Skills

Performance Criteria Skill		0 - 6	6.5	7.0	7.5	8	8.5 - 10
		More than 1 Major Dev	Major Dev	Expected	Above expected	Well above expected	Challenging situations
3.1	Clear signals as shown in The Laws of the Game and held for an appropriate length of time.			X			
3.2	Correctly positioned to make accurate judgements, able to sprint and retain a position to judge with accuracy, providing confidence in the advice offered.			X			
3.3	Takes up a square on position facing the field of play, keeping level with the second rearmost defender when necessary, with effective sideways movement along the touchline and displays positive body language.			X			
3.4	Displays self-control; calm but assertive body language and signalling. Responds effectively to changes in the game's tempo and/or emotional environment.			X			

## Mark Breakdown

Performance Criteria Skill	Mark	Weighting	Total
Offside	30	X 1 each	<b>30</b>
Support to the Referee	30	X 1 each	<b>30</b>
Generic Skills	40	X 1 each	<b>40</b>
		<b>Total</b>	<b>100</b>