

Grading Policy Capability Matrix (Apr.2018)

Grade	Normal criteria	Basis of promotion from grade
All	<ol style="list-style-type: none"> 1. Being a fully paid up member 2. Compliance with normal BSRFUR requirements on all referees, e.g. maintenance of current availability on WTR 3. Online Duty of Care requirements completed including: <ol style="list-style-type: none"> 1. World Rugby Laws of the Game exam (at the start of each season, Aug-Sept) 2. RFU Concussion Awareness exam (annually) 3. RFU Rugby Ready course (one-off) 	
RefPV	<ol style="list-style-type: none"> 1. Successful completion of Level 2 - "Refereeing the 15-a-side game" course <ol style="list-style-type: none"> 1. The Level 2 course includes the concussion protocol. Accordingly only request it be repeated if there has been a delay between passing the course and starting to referee 2. Self observation of 3-5 games, including observation by Society member or other senior rugby official prepared to endorse progression 3. Application for membership 4. In order to continue to receive appointments demonstrate ability to officiate safely. Specifically apply the Law relating to safety (e.g. scrum, tackle, ruck) by identifying flashpoints and dangerous situations, and whistling to stop play immediately 	<p>Completion of membership application including self-assessment (along with endorsements)</p> <p>Reports following observation by Society Match Official Developer</p>

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12	<ol style="list-style-type: none"> 1. Having demonstrated their duty of SAFETY officials should have an understanding of Law which they will apply equitably 2. Demonstrate the use of the correct sanction for foul play 3. Primary signals with appropriate explanations will be evident and regular 4. Pre-match briefing contains key safety elements such as scrum engagement 5. Sufficiently fit to be able to keep up with play at this level 	<p>Reports following observation by Society MOD</p> <p>Output of Match report feedback</p>
11	<ol style="list-style-type: none"> 1. Those officials who having an understanding of the LAW which they will apply for the benefit of the game 2. Additional to checklist above: <ol style="list-style-type: none"> 1. Application of the appropriate whistle intonation 2. Advantage should be signalled consistently and indicated vocally 3. Build rapport with captains 4. Demonstrate an awareness of, and reaction to, patterns of offences 5. Sufficiently fit to be able to keep up with play at this level <ol style="list-style-type: none"> 1. Able to demonstrate an understanding of positioning skills 	<p>Reports following observation by Society Assessor</p> <p>Output of Match report feedback</p>

Grade	Normal criteria	Basis of promotion from grade
10	<ol style="list-style-type: none"> 1. Those demonstrating a comprehensive knowledge of the LAW, which they will endeavour to apply consistently and correctly to all elements of the game 2. Additional to checklist: <ol style="list-style-type: none"> 1. Demonstrate the consistent use of the appropriate whistle intonation 2. Demonstrate regular Secondary signals supplemented with concise explanations 3. Demonstrate evidence of some preventative refereeing and informative communication 4. Pre-match briefing appropriate and concise 5. Relationship with captains developed to enhance management of the game 6. Generates rapport with the players 7. Recognise persistent and deliberate infringement 8. Demonstrates a basic understanding and application of "Materiality" 9. Appropriate use of all available sanctions – 10m, FK/Pen/Cards 10. Sufficiently fit to be able to keep up with play at this level <ol style="list-style-type: none"> 1. The referee must show progression on positioning skills working on being in the correct position when required 	<p>Reports following observation by Society MOD</p> <p>Output of Match report feedback</p>

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9	<ol style="list-style-type: none"> 1. The referee will demonstrate comprehensive knowledge of the Law applied consistently and correctly for the benefit of the game 2. Additional to checklist: <ol style="list-style-type: none"> 1. Advantage will be well considered, applied and signalled, and called on and off consistently 2. Ensure items covered in the pre-match briefing consistently applied 3. Enhanced relationship with captains and players contributed to the enjoyment and good management of the game 4. Provide informative communication to help the players 5. Signalling will be consistent and conform to the Law book throughout 6. There will be an understanding of MATERIALITY and a willingness to deal with offences which do not affect developing play without resorting to punitive action 7. Appreciate the extra demands of RFU Regulated League rugby and be conversant with, and correctly administer, the sin bin and substitution issues contained within the Law of the Game and any Competition Regulations 8. Demonstrate effective management of the playing squad and coaching and support staff 9. Accept responsibility and demonstration of commitment to own development (including fitness): <ol style="list-style-type: none"> 1. Be sufficiently fit to be able to keep up with play at this level <ol style="list-style-type: none"> 1. The referee must have good positioning skills and sprint speed to be in the correct position when required 2. Regular attendance at BSRFUR monthly meetings 	Observation by Society MOD at matches

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8	<ol style="list-style-type: none"> 1. The referee will have comprehensive knowledge of the Law which will be applied consistently for the benefit of the game 2. In addition to checklist: <ol style="list-style-type: none"> 1. Demonstrate an understanding of Materiality, which will be considered and consistently applied 2. Demonstrate the ability to use the pre-match brief to clarify any requirements. Linking the brief into the match to create an environment in which players know what is required. 3. Persistent and deliberate offences will be recognised and dealt with 4. Demonstrate effective preventative refereeing throughout 5. Calling of Advantage will indicate the type of offence – penalty or scrum 6. On awarding a penalty, identify the offender as well as explaining why 7. Prepared to participate in RefCoachLink initiative 3. Demonstration of commitment to own development (including fitness): <ol style="list-style-type: none"> 1. Sufficiently fit to be able to keep up with play at this level <ol style="list-style-type: none"> 1. Whilst not compulsory, achieving Level 14.1 on the YoYo test is a good indication of fitness 2. Those at level 8 who aspire to further promotion should demonstrate an appropriate level of fitness or capability and commitment to achieve objective based fitness levels required at higher levels (Level 7 requires 14.8 on YoYo test) 2. Regular attendance at BSRFUR monthly meetings 3. Engagement with coach/mentor if appointed 	<p>Observation by Society MOD</p> <p>Referee coach reports (where appropriate)</p>

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7	<ol style="list-style-type: none"> 1. The referee will have a comprehensive knowledge of the Law which he will use to the benefit of the match 2. Additional to checklist: <ol style="list-style-type: none"> 1. Ensure that preventative and informative calls identify the player, where possible 2. Ensure that immaterial offences are not only identified, but dealt with so they do not continue 3. Recognise the need to travel to obtain games at suitable level 3. Demonstration of commitment to own development (including fitness): <ol style="list-style-type: none"> 1. Achievement of 14.8 on YoYo test before promotion and annually. Working on sprint speed to be first at breakdown 2. Regular attendance at BSRFUR monthly meetings 3. Preparation of personal development plan 	<p>Observation by Society MOD</p> <p>Referee coach reports (where appropriate)</p> <p>YoYo test result watched by a Committee member or other appointed person</p> <p>PDP</p>

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6	<ol style="list-style-type: none"> 1. The requirement at this level is to manage the match by using Law and personality, thus the referee: <ol style="list-style-type: none"> 1. Will use preventative calls only when necessary 2. Allows a fair contest 3. Distinguishes between involuntary and voluntary offences and deals with them appropriately 4. Demonstrates an understanding of the appropriate tolerance of offences at any Level 2. Demonstration of commitment to own development (including fitness): <ol style="list-style-type: none"> 1. Level 6 requires improved physical and mental fitness from L7 and fitness will be a major criteria. Referees will be expected to achieve 15.5 on YoYo test before promotion and annually and have good sprint speed to be the first at the breakdown 2. This is the highest level a society referee can reach. The profile of a level 6 referee would be <ol style="list-style-type: none"> 1. Top Federation referee moving to Group <ol style="list-style-type: none"> 1. Level 6 referees moving to Federation need to demonstrate 17.1 on YoYo test 2. Commitment to Federation development programmes including self-assessment 2. Senior referee moving down from higher levels. 3. Society referee at the top of his game, who has mastered all elements 4. As the most senior-graded referees of the Society, there is a reasonable expectation that L6 referees will proactively and constructively participate in monthly members' meetings and periodically support the Society at RefCoachForums and other meetings with Berkshire club officials as may arise 	<p>Observation by Society MOD</p> <p>Referee coach reports (where appropriate)</p> <p>YoYo test result watched by a Committee member or other appointed person</p> <p>PDP</p>

Maintenance of grading

The above table is effectively a guide relating to the expectations to be met prior to promotion through the levels.

Referees are encouraged to consider the demands of games at their current grade in respect of how comfortable they are at that level, regarding law, management and fitness. The committee will take heed of any referee asking to be allocated a grade downwards. This demonstrates great self-awareness and commitment to the game.

In some cases it will be necessary for the Grading Committee to downgrade a referee. This ("Downgrading") will occur from time to time and should not come as a surprise to a referee.

The main reasons the committee consider for downgrading will be:

- 1) Failure to achieve and maintain the L6 or L7 fitness criteria as objectively measured by the annual YoYo test
- 2) Fitness inappropriate for the game at all levels as determined by MOD reports ("not keeping up with play"). Passing annual YoYo test would be a potential mitigation in this case
- 3) Not routinely officiating at the current grade
- 4) Long term injury and/or impaired mobility
- 5) Repeated ND/SD on assessments at current grade