



Army Squash

Referee Development Programme

Vn 1.0

23 Feb 21

Referee Vision

“A network of qualified and suitably experienced Army Squash referees capable of officiating squash at all levels.”

Introduction

1. Army Squash (AS) events are frequently conducted at Unit, Corps and Army levels; supporting these events with qualified referees promotes fair play and ensures players adhere to the rules of the game. In conjunction with England Squash (ES) and the World Squash Organisation (WSO), an Army Squash Referee Development Programme will deliver professional training and development to establish a network of qualified and suitably experienced referees, capable of supporting AS events at all levels.

Issue

2. The current Army referee programme focusses on generating Level 1 referees from the Corps and Army level playing community inculcating a basic understanding of the rules of squash to better support marking and refereeing during major events. This has proved effective but does not support continuous improvement for those wishing to focus on developing the appropriate knowledge, skills, experience & behaviours (KSE-B) to achieve a higher level of referee qualification. This consequently fails to develop referees capable of officiating at the higher levels and narrows the AS referee portfolio.

Aim

3. The Referee Development Programme aims to deliver against three key objectives:

Objective 1 – Level 1 Referee. Provide Level 1 referee training for all AS players to inculcate a basic understanding of the rules of squash and how to operate as a basic referee and/or marker.

Objective 2 – Level 2 & 3 Development. Provide a training and development programme to support individuals who wish to increase their referee KSE-B and progress through a professional squash referee regime.

Objective 3 – Referee Network. Develop a network of qualified, experienced AS referees capable of operating in support of all AS events across all ability levels.

Key Posts

4. Two key posts are essential to delivering this strategy: Army Head Referee and Army Assistant Head Referee.

- a. **Army Head Referee.** The Army Head Referee has overall responsibility for the delivery of the AS referee network and development programme and the provision of technical advice and guidance to all AS event organisers.
- b. **Assistant Army Referee.** The Assistant Referee will assist the Army Head Referee deliver all aspects of the AS referee strategy and deputise when appropriate.

Objective 1

5. **Level 1 Referee.** Level 1 is the entry point for referee training, aimed at those who have a good knowledge of squash but wish to further their understanding of the rules and is a pre-requisite for referees who wish to enter the development programme. All competitive players should seek to achieve this basic qualification. Level 1 qualification requires the following:

- a. **Qualifying criteria.** Any squash player or enthusiast who has a basic understanding of squash and wishes to better understand the rules.
- b. **England Squash (ES) membership.** A pre-requisite to accessing ES training material and attending the referee course is ES membership. Membership fees are £15 and funded by SOTR through Army Squash when candidates apply for referee training through ASCB.
- c. **Level 1 online course.** Level 1 referee candidates must complete a free online beginner referee course and pass an end of course test to gain the qualification. There is no requirement for event-based assessments, and this can be completed at a time and location convenient for the candidate.
- d. **Disclosure & Barring Service (DBS).** An enhanced DBS check is mandatory for all referees who wish to attend Army or England Squash events. The DBS check costs £15, is funded by SOTR and has no expiry date.
- e. **Safeguarding & Protecting Children course.** The Safeguarding and Protecting Children course is mandatory for all people working in an environment where children (U18s) are present and is a mandatory requirement for those wishing to referee at any squash event. The course is accessed through the [NSPCC website](#), costs £25, is funded by SOTR and must be renewed every 3 years.

- f. **Certification.** All Level 1, DBS and Safeguarding certification must be forwarded to the AS Head Referee for final registration with ES.
- g. **Operating level.** All Level 1 referees with the appropriate KSE-B are qualified to operate independently at Club and Unit level events.
- h. **Application process.** All applications for referee training and/or funding should be completed using Annex A and forwarded to the ACSB for the attention of the Army Head Referee for action.

Objective 2

6. **Level 2 & 3 Development.** Level 1 referees who wish to enhance their KSE-B and progress to a higher level can enter the referee training and development programme. The outlined development programme is at Annex B; training progression for each level is as follows:

a. **Level 2 – County & Tournament Referee.** This is the first stage of the referee pathway that seeks to identify and progress talented referees. Level 1 referees that wish to progress to Level 2 must:

- (1) Attain a good level of KSE-B for at least two years.
- (2) Attend at least two major Unit, Corps or Army events per year.
- (3) Complete and pass the ES online learning module and assessments.
- (4) Undergo 4 assessments (minimum of 1 per year).
- (5) Must have 3 passes, critically:
 - i. Be performing to a high standard on all aspects of rules interpretation and decision-making.
 - ii. Demonstrate the use of all appropriate terminology throughout assessments.
 - iii. Must have 3 passes
 - iv. Minimum of 2 Assessors
 - v. Must have 70% passes on file
 - vi. Overall error rate on all assessments including invalid <19%
 - vii. To be subject to review if 1 fail on an assessment during a 3-year period

b. **Operating level.** All Level 2 referees with the appropriate KSE-B are qualified to operate up to County (Corps & Army prelim rounds) and Tournament level.

c. **Level 3 – National Referee.** This is the highest grade awarded to referees by ES. The outlined development programme is at Annex B; training progression for each level is as follows:

- (1) Operate as an active Level 2 referee for a minimum of 2 years.
- (2) Regularly attend major ES and Army events.
- (3) Maintain an evidence logbook of matches refereed, with mentor comments and assessment feedback.
- (4) Mentor and assess other junior referees (once qualified).
- (5) Complete and pass the ES online learning module and assessment.
- (6) Undergo 4 assessments (minimum of 1 per year).
- (7) Must have 3 passes, critically:
 - i. Be performing to standard on all aspects of rules interpretation and decision-making.
 - ii. Demonstrate the use of all appropriate terminology throughout assessments.
 - iii. Must have 3 passes
 - iv. Minimum of 2 Assessors
 - v. Must have 70% passes on file
 - vi. Overall error rate on all assessments including invalid <16%
 - vii. To be subject to review if 1 fail on an assessment during a 3-year period

7. **Level 4 – Regional Referee.** Individuals who have developed sufficient KSE-B at National level may be nominated by ES to attend European Squash Federation (ESF) events and achieve level 4 status.

8. **Level 5 – World Referee.** The ESF will nominate to the World Squash Federation (WSF) those committed referees who demonstrate exceptional KSE-B for appointment as a Level 5 World Referee.

Objective 3

9. **Referee Network.** Developing a network of qualified and experienced referees in partnership with ES delivers referees into the AS tournament or competition framework at all levels, enhancing the playing experience, whilst developing referees over time.

a. **Level 1 Referees.** All AS players are invited to undertake the Level 1 qualification to inculcate a baseline understanding of the rules of squash at all playing levels. This also serves to ensure all AS players are capable of confidently marking and refereeing at the basic level and have the appropriate safeguards and ES membership certification.

b. **Level 2 & 3 Development Candidates.** Only volunteers who wish to develop their referee KSE-B will enter the development programme; this may be alongside an ongoing playing career or as a standalone programme but those who progress to level 2 must be prepared to be considered 'active' referees.

c. **Development opportunities.** AS event organisers are encouraged to exploit the referee network and utilise referees at all Unit, Corps and Army events. Active referees must proactively exploit all AS and ES events to develop KSE-B to progress.

d. **Assessments.** Progression assessments will be conducted by ES assessors at regionally aligned ES & PSA events and a minimum of the following Army events.

Date	Event	Location
14-17 Jun	Army Individual Championships 2021	Aldershot
6-8 Jul	Inter Unit Championships 2021	Aldershot
9-11 Nov	Inter Corps Squash Championships 2021	Aldershot
18-20 Jan	Inter Unit Championships 2022	Aldershot
8-10 Mar	Army Individual Championships 2022	Aldershot

e. **Referee requests.** Event organisers should contact the Army Head Referee to secure AS Referee support for any event they are seeking to organise.

f. **Referee database.** The current database of existing referees can be viewed at Annex C through the Defence Connect [Army Squash](#) group. Corps representatives should ensure this remains up to date, informing the Army Head Referee where referees are considered active but have training shortfalls (DBS, Safeguarding etc).

Funding.

10. ASCB will provide funding for all aspects of the AS Referee Development Programme via the SOTR funding route or Army Squash as follows:

a. **Training & development costs.** There are no associated costs attributed to basic referee training and development, however the following are prerequisites for the course and will be funded:

- **ES Membership.** Level 1 referees will have their initial ES membership funded by Army Squash at a cost of £15 for the first 12 months as it is a pre-requisite to receive the referee qualification. Referees who remain active (officiate at least one Corps and one Army level event) will have their membership renewed by Army Squash annually thereafter. ES membership provides access to online courses, various development resources and referee webinars.
- **Disclosure & Barring Service (DBS).** Enhanced DBS check costs will be funded from SOTR for all referees at a one-off cost of £15.

- **Safeguarding & Protecting Children course.** Level 1 referees will have their Safeguarding and Protecting Children course funded from SOTR at a cost of £25 for the first 36 months. Referees who remain active will have their membership renewed by ASCB annually thereafter.
- b. **ES Assessors.** Army Squash will fund travel and subsistence costs for all ES assessors who attend the headline AS events to conduct assessments in support of referee development.
- c. **Refereeing travel & subsistence.** Referees who are engaged in the development programme and volunteer to attend ES or PSA events may be considered for travel & subsistence support where ES are not able to support. The Army Head Referee will advise those undertaking the programme.
- d. **Squash TV.** Active referees should exploit Squash TV as a resource to review professional games from the perspective of a referee. Army Squash may fund those who are engaged in the development programme; applications should be made to the Army Head Referee.

Conclusion

11. The Referee Development Programme will deliver suitably qualified and experienced referees, capable of confidently officiating across the Army Squash landscape; enhance the player and tournament experience and enable active referees to undertake continuous professional development.

<<Original Signed>>

PE Marsh
Maj
Army Squash Head Referee

Annexes:

- A. Army Squash Referee Training Application.
- B. Referee Development Programme.
- C. Referee Database.

**Annex A to
AS Referee Development
Programme
Dated 5 Jan 21**

ARMY SQUASH REFEREE TRAINING APPLICATION

Regt Number	Rank	Forename	Surname	Cap Badge

Training Requirement (Please select all that apply)	Required Yes/No	If no insert date of completion	Remarks
Level 1 Online Course			
Level 2 Online Course			
Level 3 Online Course			
England Squash Membership			
DBS Check			
Safeguarding & Child Protection			
Squash TV Referee Access Pass			

Comments (Please provide any relevant additional comments or requests)

Training Authorisation Comments (ACSB use only)	<i>Agreed/Rejected</i>
Authoriser	<i>ACSB Secretary/Head Referee</i>
Date	

**Annex B to
AS Referee Development
Programme
Dated 5 Jan 21**

Army Referee Development Pathway																																																																								
	Year 1												Year 2												Year 3												Year 4												Year 5												Year 6											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D												
Referee Grade	Club Referee												County Referee												County & Tournament Referee												National Referee																																			
Training Req	Level 1 - Online Cse												Level 2 - Online Cse + 4 x Assessments @ Level 1 (3 Passes)												Level 3 - Online Cse + 4 x Assessments @ Level 2 (3 Passes)																																															
Assessments	Lv2 Assessment 1			Lv2 Assessment 2			Lv2 Assessment 3			Lv2 Assessment 4			Lv3 Assessment 1			Lv3 Assessment 2			Lv3 Assessment 3			Lv3 Assessment 4			Continued Assessment & Development to maintain competency																																															
Operating Level	Club & Unit						Club/Unit & Corps Prelims						Club/Unit & Corps						Club/Unit/Corps & Army Prelims						Club/Unit/Corps/Army & UKAF Prelims						Club/Unit/Corps/Army/UKAF																																									
ES Membership	Annual						Annual						Annual						Annual						Annual						Annual																																									
DBS Cert							Triennial												Triennial												Triennial																																									
S&CP Cse							Triennial												Triennial												Triennial																																									