

OFFICIATING PROJECTS

ONside & WINS

Ben Gittus, Director of Standards

**European Observatoire of Sport and
Employment (EOSE)**





Co-funded by the
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THE EU PROGRAMME FOR EDUCATION,
TRAINING, YOUTH AND SPORT.

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Which country are you in?

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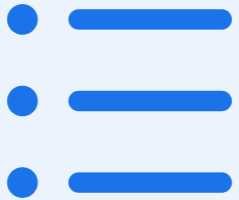
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Have you ever refereed a rugby match at any level?

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Are you involved in the education and development of match officials?

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Do you think the demands and expectations on match officials are increasing?

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Do you think it is easy to attract and recruit new match officials?

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Do you think officiating is considered a priority in your federation?

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Can you state a generic competence, skill or attribute of the sport official which is common to all sports?

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Enhancing the skills of Sport Officials in Europe

ON-SIDE ACTIVITIES



EDUCATION



STANDARDS



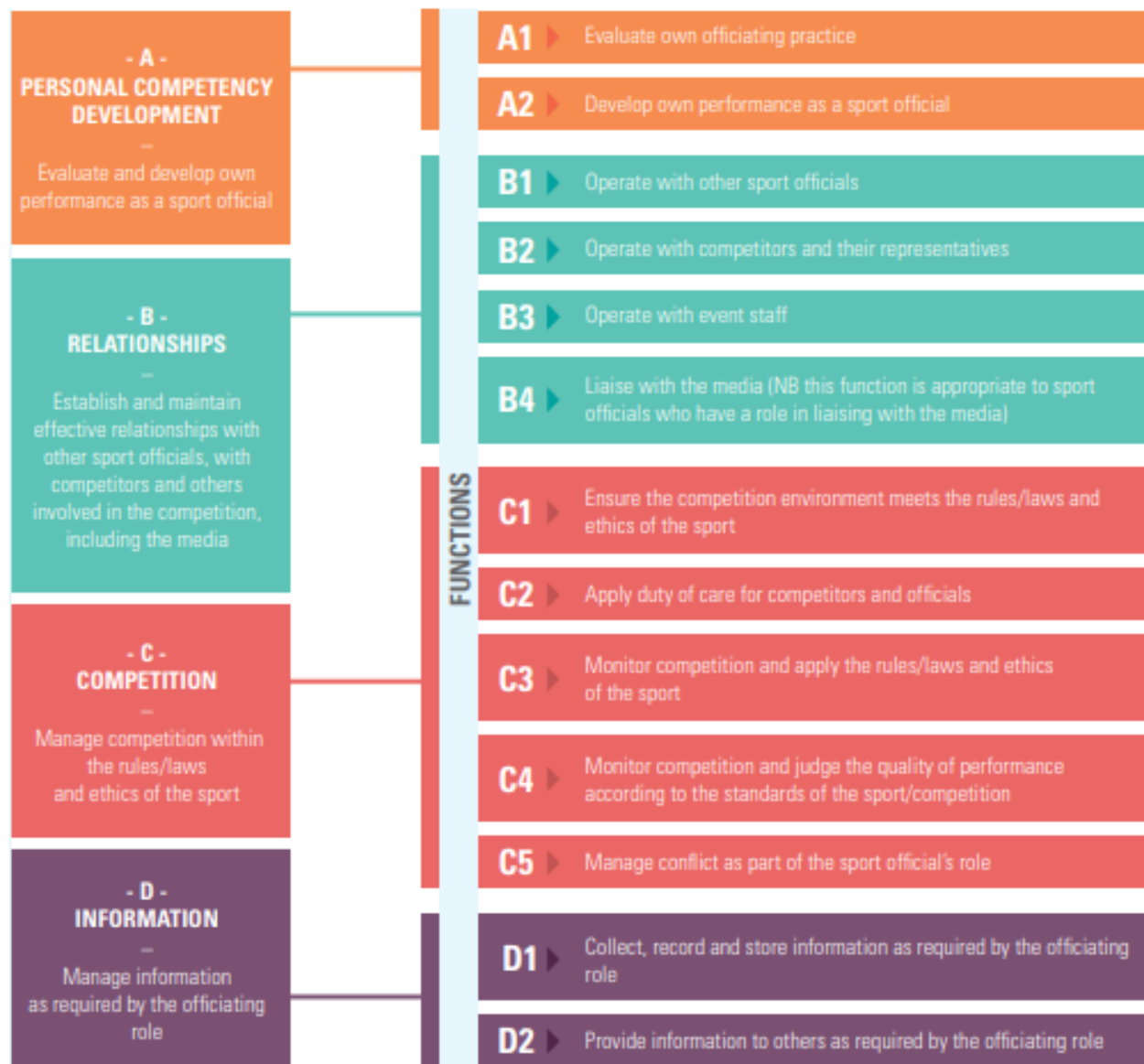
RESEARCH

RESEARCH RESULTS

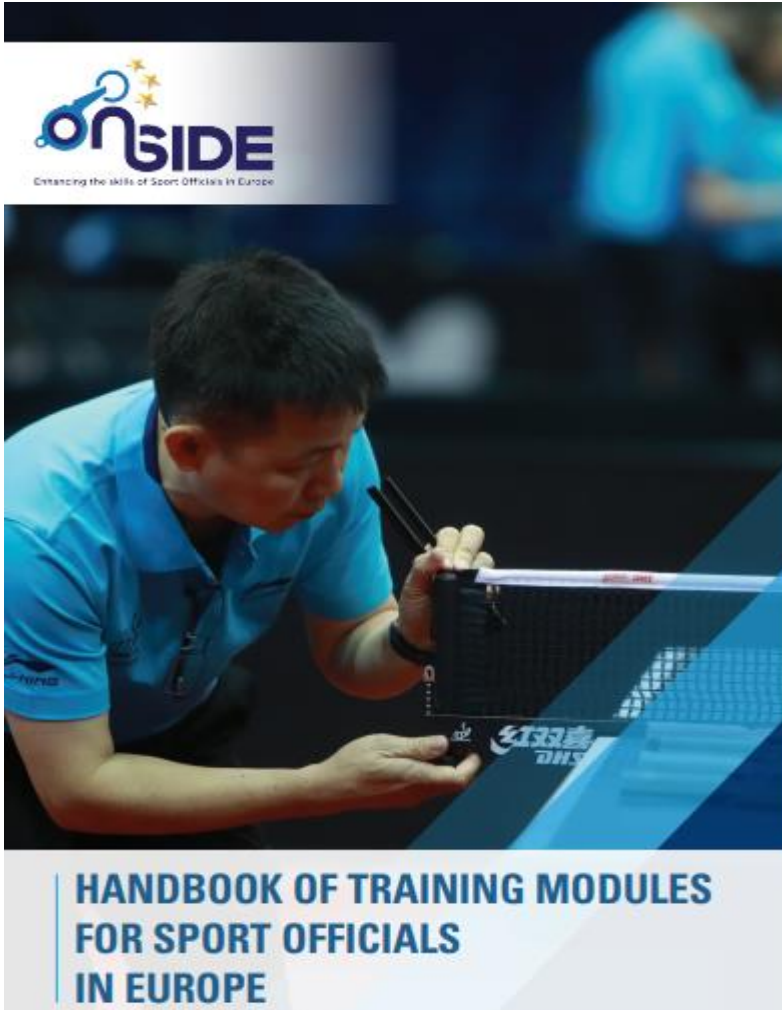


- ▶ There is not good recognition and respect for sport officials among the public
- ▶ Demands and expectations on sport officials are increasing
- ▶ There is not a good gender balance in sport officiating
- ▶ Some officials do not believe officiating is a priority in their federation
- ▶ It is not easy to attract and recruit new officials
- ▶ Feedback on competencies, skills, attributes
- ▶ Support for generic standards and e-learning

STANDARDS



TRAINING HANDBOOK AND E-LEARNING



► E-learning modules

- Communication
- Conflict Management
- Observation and Decision Making Under Pressure
- Honesty Ethics and Fair Play
- Personal Brand
- Teamwork

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WINS

Raising the growth and participation
of female sport officials in Europe

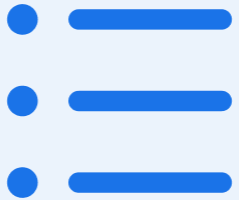
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Do you think rugby is successful in achieving gender equality in match officiating?

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Do you think it would be beneficial to create a toolkit of good practice, hints and tips for recruitment and retention of female sport officials, with examples from different sports?

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Do you think it would be beneficial to create a mentoring guide for best practice in mentoring female sport officials, with examples from different sports?

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REASONS FOR THE WINSPROJECT



- ▶ From grassroots participation, involving ordinary EU citizens at weekends, to elite international competitions followed by an audience of millions across the globe, sport would grind to a halt without sport officials. No sport official means no sport.
- ▶ But we also need sport officials who are representative of the wider population. In terms of gender equality, the world of sport officiating is trailing well behind other occupations and sectors. Some progress has been made over recent years, but the world of the sport official is still predominantly male.

4 MAIN INTELLECTUAL OUTPUTS



OUTPUT 1: A European research report on gender and sport officiating

OUTPUT 2: A European Compendium of good practice case studies on recruitment and retention of female sport officials

OUTPUT 3: An innovative online toolkit for recruitment and retention of female sport officials

OUTPUT 4: A targeted mentoring and leadership legacy guide for female sport officials in Europe

FIRST EVER EUROPEAN ONLINE SURVEY OF FEMALE SPORT OFFICIALS

**ALL SPORTS
ALL COUNTRIES
ALL LEVELS**



Co-funded by the
Erasmus+ Programme
of the European Union



Coordinator



Research Lead



Deadline for completing the survey: 15 December 2021



<https://portsmouth.onlinesurveys.ac.uk/female-sports-officials-in-europe>

SURVEY QUESTIONS

- ▶ Country, sport, years experience as official, level, employment status, age
- ▶ What was the most important factor in becoming an official?
- ▶ What do you enjoy most? Dislike most?
- ▶ Access, promotion, respect, training opportunities
- ▶ Pathways
- ▶ Abuse
- ▶ What would you like to see introduced?
- ▶ How long do you expect to remain as official?

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Are you willing to distribute the WINS survey link to female match officials?

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PARTNERSHIP PROJECTS



Association Française du
Corps Arbitral Multisports
(AFCAM)



Sports Officials UK (SOUK)



UNIVERSITY OF
PORTSMOUTH

University of Portsmouth



European Hockey Federation
(EHF)



Dutch Olympic Committee *
Dutch Sports Federation
(NOC*NSF)



International Federation for
Sports Officials (IFSO)



National Sports Academy
"Vassil Levski" (NSA)



European Athletics



Raising the growth and participation
of female sport officials in Europe

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