



**LGFA Referee
Developers
Role Description**

LGFA REFEREE DEVELOPER ROLE DESCRIPTION

Minimum Experience required:

- Current referee with a minimum of 3 years experience within the Gaelic Games Code **OR**
- Experience of tutoring/facilitating learning of adults or young people for recognised NGB's/organisations

Knowledge:

- Applicants should have knowledge of the rules of ladies gaelic football
- Up to date knowledge of the LGFA referee pathways and qualifications

Skills:

- Ability to:
 - Plan and organise
 - Facilitate group learning effectively
 - Utilise IT and all resources
 - Be consistent in delivery of all courses to a high standard
- Positively promote LGFA

Personal:

- Demonstrate exemplary personal behaviour and conduct themselves appropriately at all times. This includes adherence to the LGFA Tutor code of conduct
- Available to deliver courses midweek and at the weekends

Overall Aim:

- Deliver high quality LGFA referee course/programmes according to the aims and outcomes of the specific courses

Main Duties & Responsibilities:

Course Delivery:

- Prepare and deliver high quality courses in accordance with the syllabus and general requirements for the course
- To maintain high quality standards in course delivery
- Be familiar with all supplementary tutor notes
- Observe and evaluate coaches and provide constructive feedback
- Facilitate group interaction to help participants, share, solve and discuss different issues

Continuous Professional Development:

- Referee Developers are required to attend the **mandatory** LGFA in-services where applicable during the year. If a referee developer is unable to attend the assigned date for the in-service, then direct contact must be made with National Development Manager to outline reasons for same.
- If reasons provided are **not deemed acceptable** then referee developer may be unable to continue in tutoring role.
- Referee Developers are encouraged to attend conferences/events/other in-services that are identified as useful in the continuous development of the tutor
- Referee Developers should continually self-reflect on course delivery and actively seek to improve different aspects of their tutor performance. Referee Developers should inform the LGFA National Development Manager of any areas that they need further development in and endeavour to attend any further training provided by LGFA.
- Tutors observe/co-tutor with other tutors as appropriate

Accreditation:

In order for the Referee Developer to maintain their accreditation they **must**:

- Attend the **mandatory** LGFA in-service which occurs on an annual basis or when necessary twice a year.

PLEASE NOTE IN RELATION TO INSERVICES:

- If a Referee Developer is unable to attend the assigned date for the in-service, then direct contact must be made with National Development Manager to outline reasons for same.
- If reasons provided are **not deemed acceptable** then tutor may be unable to continue in tutoring role.
- Referee Developers who **miss two** successive tutor in-service sessions and/or develop a pattern of failure to attend in-service sessions will be subject to **removal** from the tutor group.
- If Referee Developer wishes to recommit to tutoring again then they will need to undergo the required training.
- Referee Developer must tutor at least two courses minimum a year
- Adhere to the LGFA Tutor code of conduct to maintain accreditation
- Agree to on-going monitoring as part of the quality assurance process involving a review of evaluation forms, attendance at CPD and mandatory in-service events and observation visits
- Agree to re-take training or mentored support work should a quality assurance issue arise

Deployment:

- The LGFA National Development Manager will manage the deployment of Tutors
- Tutors are accredited in line with adherence to LGFA Tutor Code of Conduct
- Tutors will be monitored on an on-going basis as part of the quality assurance process involving a review of evaluation forms, attendance at CPD and mandatory in-service events and observation visits
- Tutors will receive on-going CPD Opportunities and support through the National Development Manager and Development Support Administrator

Grievance Policy:

- This procedure relates to aspects connected to delivery on the LGFA Development Programme. Complaints under this procedure will relate to all aspects of delivery and will include such areas as:
 - Ineffective delivery by the tutor
 - Omission in respect of the syllabus to be covered
 - Inappropriate activities by the tutor including behaviour which may cause concern or offence to others
 - Irregularities in the way in which the course is delivered
- If there are any complaints made via the course evaluation forms at the end of the course and sent to the LGFA Development Support Administrator then the Development Support Administrator will inform the LGFA National Development Manager of same.
- In the event that a participant or fellow tutor wishes to make a complaint then it must be submitted in writing within seven days of completion of the course to the LGFA National Development Manager
- It is important any complaint submitted is dated and signed
- An acknowledgement that the complaint has been received will be sent to the complainant within 10 working days
- The LGFA National Development Manager will decide, after considering the complaint, the appropriate course of action
- In most cases the National Development Manager will speak directly to the Referee Developer in question, within two days of receiving the complaint, to discuss the matter. If possible, a resolution will be reached at this stage
- If it is necessary for the LGFA National Development Manager to carry out further investigations a written record will be kept of all meetings and interviews in relation to the complaint
- If further investigations are required then the tutor may be suspended from tutoring until the matter is investigated fully

- Once the LGFA National Development Manager is satisfied that, so far as practical all the relevant facts are established, a decision will be made and the tutor will be informed in writing in relation to outcome. The LGFA National Development Manager will give reasons for their decision
- Appropriate sanctions will be acted upon for breach of the LGFA Code of Conduct including loss of privileges (tutor fees), suspension for a number of weeks or indefinitely or immediate expulsion from the tutor group
- It should be recognised that the LGFA may regard some offences as so serious that a tutor could require immediate expulsion with no prior warning. Such offences might include, but are not limited to, delivery of a course under the influence of alcohol or other substances, serious sexual misconduct or other serious incidents of unacceptable behaviour
- If the Referee Developer is re-instated then he/she will assist on courses for one year
- If a Referee Developer is suspended from the Association, or any Gaelic Games Association, for any other reason they must inform the LGFA National Development Manager and a decision will be made on whether the Referee Developer will also be suspended from tutoring depending on the severity of the offence
- If a Referee Developer has a grievance with LGFA that relates to any aspects connected to delivery on LGFA Referee Education courses then the Referee Developer must contact the LGFA National Development Manager in writing to outline the areas of grievance. LGFA will endeavour to address all concerns where possible with immediate effect.