



REFEREE

BASIC PRINCIPLES COURSE

For Level 1

WORKBOOK

May 2016 edition for Club Players

Name(s)

This workbook is designed to be taken by all who are applying for Referee Level 1 This course is equivalent to the *Australian Sports Commission Officiating Basic Principles Course*. It is designed to be the first step towards becoming a referee in korfball and is for established club players. It may also be taken as part of the *Korfball Youth Leader Award*

The purpose is to ensure that we are all knowledgeable of the procedures and issues related to being a korfball referee in Australia and especially as they relate to the role of referees and aspects of risk management and Duty of Care as it may relate to state or Commonwealth legislation.

It is probably most rewarding to be taken by small groups with a qualified referee to guide studies. However, it can be taken by small groups working together or by players on their own.

If the course is taken in self-managed small groups some verification needs to be noted to show that every member of the group provided input to all activities all at the same time.

On completion the Workbook needs to be given to the Course Director for marking if done on an individual or group basis.

Please read the information carefully and respond briefly to the questions which are highlighted in **yellow**. There is no one correct answer in most cases. We expect all questions to be attempted after consideration of the accompanying text with your honest opinion expressed. For a group taking this, one group agreed answer for each question is appropriate but if there is more than one you wish to make please include.

Module 1 - Self Management

The referee is the director of the game and therefore it can be argued he or she is the most important person in the game.

It is therefore most important to set an example to everyone else of

- how to behave and act professionally

and

- demonstrate support for the values of korfball.

1.1 Values we support

The **values** (what we believe and feel are important) are shown to some extent through the *IKF Code of Conduct*;-

The IKF's Code of Conduct for Korfball

1 Play to Win

It is recognised that winning is the object of playing any game. However, never set out to lose. If you do not play to win, you are cheating your opponents, fooling yourself and deceiving those who are watching. It is an insult to any opponent to play at less than full strength. You should play to win until the final whistle and never give up against stronger opponents nor relent against weaker ones.

2. Play Fair

Winning is without value if victory has been achieved unfairly or dishonestly. Even though it may be easy, never cheat. Playing fair earns you respect, while cheats are detested. Remember: It's only a game and games are pointless unless played fairly.

3. Accept Defeat with Dignity

Learn to lose graciously. Good losers earn more respect than bad winners. Don't seek excuses for defeat. Nobody wins all the time. You win some, you lose some. Genuine reasons for losing will always be self-apparent. Congratulate the winners with good grace. Don't blame the (assistant) referee, the jury or anyone else.

4. Observe the Rules of the Game

All games need rules to guide them as without rules there would be chaos. Make an effort to learn the rules so that you can understand the game better. Knowing the rules can make you a better player but it is just as important to understand the spirit of the rules.

5. Respect Opponents, Team-mates, Referees, Officials and Spectators

Fair Play means respect for everyone concerned, your opponents, team-mates, referees, jury and spectators. Without opponents there is no game. Remember, they have the same rights as you

have, including the right to be respected. You play in a team in which all the members are equal so your team-mates or colleagues must also be respected.

Referees are there to maintain discipline and Fair Play so always accept their decisions without arguing, and help them to help you enjoy the game more. Officials are also part of the game and must be respected accordingly. Spectators and media give the game more atmosphere. They want to see the game played fairly, but must also behave fairly themselves at all times. Media attention is vital to increase the number of spectators significantly.

Media attention contributes to the image of the korfball sport all over the world.

Q 1 From the IKF Code, above, suggest a way, as a referee, you could help players ;-.

Respect opponents and officials	
Select one of your own e.g. 1,2,3 or 4	

1.2 Behaving and acting professionally involves all the following

1.2.1 Preparation

Being prepared to referee requires

- **Having appropriate uniform**
- **good personal presentation**
- **being physically ready for movement on court**
- **being prepared mentally**
- **knowledge of what assistance you will have**
- **awareness of any risks**

Q 2 What assistance do you expect to have before you referee a game?

Q 3 What risks do you think referees should be particularly aware of while refereeing a game?

1.2.2 Acting professionally

Acting professionally requires

- Supporting the codes of conduct of korfbal
- Being honest in your conduct
- Treating everyone with respect and empathy
- Seeking always to improve your refereeing

1.2.3 Analysing and improving your own performance

Every game is a performance by you so it is a good idea to do the following:-

- Reflect on what you did, what you got right and what you got wrong, what you could improve
- Get others to observe and give feedback on your refereeing
- Respond constructively to all feedback
- Work with referee groups to improve general performance
- Seek information regularly that might contribute to improving your knowledge, understanding and skills.

Q 4 Give an example of each of these requirements

good personal presentation	
being physically ready for movement on court	
being prepared mentally	
knowledge of what assistance you will have	
awareness of any risks	

Q 5 Respond to the following in the table below:-

Another referee observer of a game you have just refereed tells you that you are not picking up contact.	
At half time a captain of one of the teams informs you that he doesn't think you are picking up travel when the other team are shooting.	
After a game a parent comes up to you and tells you that her child came off the court with bruises because the other team were playing very roughly.	

Module 2 - Managing the Competition Environment

2.1 Responsibilities

In a game you have responsibilities

These are a duty to:-

- **Enforce the rules**
- **Protect participants**
- **Warn participants**
- **Ensure that the game can be conducted safely**
- **Control and supervise the competition**

Q 6 Choose one of the points above and say what you think would happen if you did not accept it.

2.2 Risk management essentials

Whatever environment we are in and whatever we are doing there are risks. Naturally in a competitive physical situation in a confined space there are risks but these can largely be minimised if we have good **risk management**. Below are some tips for this;-

Risk management essentials

- **Always inspect and clear the competition area of visible dangers.**
- **Cancel the contest or event if there is environmental safety issues** (e.g. Indoor court unfit, extreme heat or thunderstorms where lightning if outdoors).
- **Inspect and control use of both player dress**(e.g. jewellery), **posts protection and**

other possible hazards (e.g. walls and spectator positioning, young children supervised).

- **Enforce the rules of the sport and control the conduct of participants** (a warning to 'tone down' behaviour before things get out of hand can be effective).
- **Know how to deal appropriately with injury situations.** (e.g. stop the game, check injured person and/or call in first aid officials for that game such as coaches)
- **Keep an officiating diary and record any incidents that occur during a competition.**
- **Seek regular evaluation of your performance and make sure you know about changes to the rules.**
- **Undertake training in conflict management.**
- **Have insurance to cover potential claims made against you and also to cover medical expenses or lost income if you are injured.**

Q 7 In managing risk for a game say **who** you might liaise with to support you and why.

A player is wearing potentially dangerous jewellery and doesn't want to remove it.	
An outdoor game on grass and there is a shower and the grass becomes very slippery.	
Spectators are loudly heckling you during a game.	
What insurance there is to cover you when you are refereeing.	

2.3 Risk Management – Blood Rule

Some other risks you might need to manage or at least be aware of and who will attend to the risks if there are issues include these;-

Blood rules for referees to act upon.

The risk of being infected with a blood-borne virus through participation in sport is very low, however infection is possible.

All sports at both professional and amateur levels should implement blood rules:

- A player who is bleeding or has blood on their clothing must immediately leave the playing field or court and seek medical attention.

- The bleeding must be stopped, the wound dressed and blood on the players body cleaned off (if the uniform is bloodied it must be replaced) before they return to the competition.
- Competition must cease until all blood on the ground or equipment is cleaned up.

If officials are in a situation or position where they have to handle blood or anything with blood on it they should wear gloves to minimise the risk of infection.

While the risks are low, the risk can be minimised even further by following the sport's blood rules. It is important officials are aware of their sports policy on blood borne diseases.

If an official has concerns about their risk of having been infected with a blood borne virus, they should consult their doctor or visit their local community health service.

Q 8 Does your club/school/league have Blood Rules? If so who is seen to take responsibility to deal with situations where blood is spilt?

2.4 Risk Management – injury procedures

STOP procedure

The STOP procedure allows the referee to assess whether the injury seems severe and to determine whether the participant should continue with the activity

- **S**top
 - **T**alk
 - **O**bserve
 - **P**revent further injury (via the three options below)
1. Severe injury - Get help
 2. Less severe injury - Rest, Ice, Compression, Elevation, Referral (RICER)
 3. Minor injury - Play on (after appropriate treatment, assessment and rest)

The following actions would normally be directed by a team coach but you need to be aware of them and know who will take responsibility for these at your game (usually team coaches).



RICER regime

Management of sprains, strains, corks, bumps and bruises should follow this procedure:

	How	Why
R est the participant	<ul style="list-style-type: none"> Remove the participant from the competition area using an appropriate method of transport to prevent further damage Place the participant in a comfortable position, preferably lying down The injured part should be immobilised and supported 	Further activity will increase bleeding and damage
I ce applied to the injury	<p>The conventional methods are:</p> <ul style="list-style-type: none"> crushed ice in a wet towel/plastic bag immersion in icy water commercial cold pack wrapped in a wet towel cold water from a tap is better than nothing. <p>Apply for 20 minutes every two hours for the first 48 hours</p> <p><i>Caution:</i></p> <ul style="list-style-type: none"> Do not apply ice directly to skin as ice burns can occur Do not apply ice to people who are sensitive to cold or have circulatory problems 	Ice decreases: <ul style="list-style-type: none"> swelling muscle spasm secondary damage to the injured area
C ompression applied to the injured area	Apply a firm, elastic, compression bandage over a large area covering the injured part, as well as above and below the injury	Compression reduces: <ul style="list-style-type: none"> swelling and bleeding provides support for the injured part
E levate the injured area	Raise the injured area above the level of the heart whenever possible	Elevation decreases: <ul style="list-style-type: none"> bleeding swelling pain.
R efer and record	<ul style="list-style-type: none"> Refer to an appropriate health care professional for definitive diagnosis and continuing management Record your observations, assessment and initial management before referral — send a copy of your records, with the participant, to the health care professional 	To obtain an accurate, definitive diagnosis and for continuing management (including anti-inflammatory medication) and prescription of a rehabilitation program

The **No Harm** principle complements the R.I.C.E.R. (Rest, Ice, Compress, Elevate, Referral) principle and is extremely important in the initial 48 hours following a soft tissue injury.

NO

- H - Heat**
- A - Alcohol**
- R - Running/Exercising the injured area**
- M - Massage**

Q 9 You are about to referee a game and one team does not have a First Aid kit. What might you say (and to whom) to find out what will be done if there is an injury to a team member?

Q 10 You are not sure if a team's First Aid person knows anything about first aid. What might you say to find out if they have any knowledge of 'first aid'?

Module 3 - People Management

Refereeing is managing people in a sometimes highly charged and mostly positive situation.

In this you are trying to make sure that the competition is fair and that everyone enjoys themselves.

There are many ways to help you with this.

3.1 Communication - basics

To do that you rely a great deal on **communication** with everyone involved including the players, coaches, officials and spectators. We need strategies to make sure this works well for you and everyone else.

Communication and listening tips

Sometimes you need to be assertive such as when a player questions a decision and at other times less assertive and calm when explaining a situation. Generally you need a

- a strong clear voice
- a confident, decisive manner
- appropriately chosen words.

You also need to listen effectively, so you can respond appropriately. You should ensure that you

- Listen attentively
- Listen reflectively by restating in ordinary speech what the person said

- Do not interrupt
- Avoid emotional responses (listening stops when an exchange becomes heated).
- Keep your head up and smile when possible!

Sometimes you might need to complete a written report after the competition. You need to ensure that their written reports are:

- accurate
- timely
- legible

It is essential that what is reported is honest, respectful, and that the report is delivered with integrity.

Q 11 In these communication situations below say how you might respond;

<p>A number of players in one team keep on disputing your decisions out loud but not directly to you. What could you do and say to the players or others?</p>	
<p>Two competing players are getting very upset with each other and playing roughly. What could you do and say to them.</p>	
<p>In a game you found you had to give a disproportionate number of penalties against a particular team for rough play. What might you write in a report?.</p>	

3.2 Communication - Body Language

Body Language

Body language is an important part of communication.

It can let others know information about us, and can alert us to the intentions of others.

You can create a positive atmosphere with your own body language by :

- **Making eye contact, but don't stare or glare**
- **Using your hands confidently when talking (but don't point at a person)**
- **Nodding when someone else is talking to indicate you are listening**
- **Standing upright and don't slouch.**

3.3 Communication – using whistle and signals

Using a whistle and signals

The whistle is a communication tool often, used by you as a referee to intervene within the competition or indicate the start or finish of a period of play or race. It is important that you:

- Blows the whistle loudly and confidently
- Follows up with a clear Korfball approved visual signal or verbal instruction.

They can be used for indicating an infringement, the status of play, or as a safety measure. It is important that you:-

- Use signals in a timely manner
- Emphasise or 'exaggerate' the signal so that it can be clearly seen by all.

As a general rule, communication will be most effective for everyone when you use more than one method of communication to convey a message; for example, a whistle and a hand signal. Here are the main ones:-

- One way and two way verbal communication with players and officials.
- Use of the whistle to stop play, gain attention and indicate
- Use of flags to communicate (by assistant referee – lines person)
- Positive body language

- Listening to players and officials
- Responding to requests for information
- Confronting and dealing with dissent
- written reporting

Q 12 Chose one of the above forms of communication you feel least confident about and say what you could do about it to become more skilled in using it

3.4 Dealing with conflict

Conflict can sometimes arise but it can most often be avoided if you are really focused keeping in mind the above points during a game. Also in korfball we expect players, coaches and officials to support the referee. However it is useful to know how to deal with conflict from various groups.

Dealing with conflict with a player

- Prevention is always better than cure! If action is taken early in the game, conflict is less likely to occur.
- Make players aware of your presence by reacting immediately to rule/law infringements (when appropriate).
- Be approachable.
- Be prepared to listen to what a player has to say.
- Remain objective, no matter what prior knowledge of layers/teams you have.
- Be definite and firm with decisions and communication.
- Look sharp and act sharp - this will gain respect for you as an official.
- At the beginning of the competition, provide structure and guidance, but also start a dialogue with the players. Acknowledge the players abilities and experience and invite constructive viewpoints from players.

- Speak clearly and firmly in heated situations. This will indicate confidence in managing the situation.
- Stay cool and calm if things starts to get heated.

Q 13 Which of the above dot points would you feel most confident in when dealing with conflict with a player?

Which would you need to practice more?

Dealing with conflict with a coach

- Don't take criticisms personally.
- Remember that coaches see the competition from a different perspective to you the referee.
- Be prepared to listen to a coach (only if you are treated respectfully).
- Allow the coach to have their say (don't interrupt).
- Meet the coach (with a colleague) in a private setting when discussing their issues/complaint.
- Focus only on the issue/s and don't be distracted.
- Reinforce I can only call it as I see it!
- If the conflict situation is during a competition (eg half time) invite the coach to discuss the matter following the competition.

Q 14 Which of the above strategies for dealing with a coach did you find most helpful after reading them?

Dealing with conflict with a parent

- Recognise that parents can become very emotive and lack objectivity when their child is participating in a competition.
- Treat parents with respect.
- Be prepared to listen to a parent (only if you are treated respectfully).
- Enable the parent to have their say (don't interrupt)
- Meet the parent (along with a colleague) when discussing their issues/complaint.
- Seek a private setting for any discussion with a parent/s.
- If the conflict situation is during a competition (eg half time) invite the parent to discuss the matter following the competition.

Q 15 Do you think that parents should be able to complain about your refereeing, and why?

Dealing with spectator abuse

In korfball we are very strongly against any abuse and we are fortunate that it rarely happens. However here are some points if it does;-

- Focus on the 'here and now' – on what is happening in the competition.
- Remain composed.
- Don't respond in any way to the abuse, either verbally or non verbally.
- Block out the abuse by focussing on the matter at hand.
- Develop a simple strategy to regain concentration if you have been distracted by spectator abuse – this could be a couple of questions to yourself about some aspects of refereeing eg technical or procedural "where is the ball/players, where should I be positioned at the moment?",
- Be aware of actions you can take, or are expected to take in response to abuse.

Q 16 Do you think spectators should be able to shout criticism of the referee or other teams at a game of korbball? Why or why not?

Module 4 Personal development

Your refereeing should be stimulating, rewarding and enjoyable. It can be further assisted by being involved in the following;-

4.1 Self reflection

Self reflection

- You should review an action - what went well and what did not.
- You should identify an aspect of your refereeing performance that needs to be changed/improved.
- You should then develop a strategy for the change/improvement.
- The strategy should be implemented at the next competition/event.
- You should review the action/s and repeat the process.
- You need to reinforce in your mind the things that went well in the refereeing performance.

Q 17 Why would self-reflection be good for you?

4.2 Mentoring

Mentoring

Mentoring is where you establish a professional relationship with another referee or group of referees to assist you improving your refereeing.

- Participants in a mentoring relationship should set some ground rules early – clear expectations from both parties on how the relationship will work.
- Mentors need to assist you develop some clear and realistic goals they are going to work on.
- Mentors should support and assist you to achieve ‘your’ goals.
- Mentors should ensure you take responsibility for ‘driving’ the relationship.
- Mentors should encourage you.
- Mentors need to look for the good things you have done and reinforce that with you.
- Mentors need to facilitate a discussion with you when discussing progress on a goal - don’t tell.
- Mentors should be prepared to listen to you - use plenty of questions.
- Mentors should encourage you to explore answers to issues.
- It is important that mentors avoid you becoming dependent on them.
- Mentors should respect the privacy of their discussions you - confidentiality is important.

Q 18 List what you think would be the 3 most important points (regarding mentor activities noted above) and give a reason why you have chosen them.

1.

2.

3.

Reason:-

On the next pages are checklist and possible assessment sheets that may be useful for you when engaging in evaluating your refereeing. They may be changed to focus on particular elements during your training.



Referee Practical Assessment Form 1

For Probationary Referees focusing on general factors.

Probationary Referee_

Supervisor_

NAME		Date
Match		League/grade
Assessor		Status
Factor	Particular points	Comment/check
Appearance	<ul style="list-style-type: none"> • Appropriately dressed (clothing and footwear) 	
	<ul style="list-style-type: none"> • Neat general appearance 	
Preparation	<ul style="list-style-type: none"> • Checked required forms, timekeepers, scorers etc 	
	<ul style="list-style-type: none"> • Checked safety requirements of court inc posts, surface, First Aid 	
	<ul style="list-style-type: none"> • Checked players appropriate, uniform, no jewellery etc 	
Timeliness	<ul style="list-style-type: none"> • Arrival on time and ready before destined start time. 	
	<ul style="list-style-type: none"> • Keeping time (e.g. stoppage) if required 	
Attitude	<ul style="list-style-type: none"> • Appearing positive towards refereeing the game and the players 	
	<ul style="list-style-type: none"> • Appearing confident in decision making 	
	<ul style="list-style-type: none"> • Display honesty and impartiality 	
	<ul style="list-style-type: none"> • Being professional in dealing with officials etc 	
	<ul style="list-style-type: none"> • 	
Court positioning	<ul style="list-style-type: none"> • Being close to play at all times 	
	<ul style="list-style-type: none"> • Getting into best position 	
Control	<ul style="list-style-type: none"> • Control of contact 	
	<ul style="list-style-type: none"> • Control of negative play 	
Decision making	<ul style="list-style-type: none"> • Quickness and firmness in making decisions 	
	<ul style="list-style-type: none"> • Communication of decisions verbal 	
	<ul style="list-style-type: none"> • Communication with signals 	
Rules interpretation	<ul style="list-style-type: none"> • General correctness 	
	<ul style="list-style-type: none"> • Specific rules to watch 	
Other things to consider		
Signature of assessor		



Referee Practical Assessment Form 2

For Coaches and others observing a Probationary Referee

Probationary Referee_

Observer.....Position.....

Date..... Game.....Grade.....

The purpose of reflecting on a Probationary Referee is to help them understand what they are doing well and what they need to focus on to improve. Please comment on aspect such as those mentioned below but please add any others you feel are important to be considered.

Considered any of these + others (please insert)	Comment (e.g. done well +needs to focus more on..)
Court positioning	
Communication of decisions (verbal and especially appropriateness and clarity of signals)	
Decision making (e.g. quickness and firmness)	
Rules interpretation	
Control	
Other	



Referee Practical Assessment (Advanced) Form 3

For more advanced probationary referees with the focus on rules interpretation

S=Satisfactory NFC=needs Further Consideration

Name		Referee status		Date
Match			League & grade	
Assessor			Assessor status	
Category		S	NFC	Comments
Referee's approach	Personal presentation Match preparation/admin.			
Communication	Verbal Signals			
Control of contact and misconduct	Appropriateness Dangerous play Prevention of escalation Handling of contact/misconduct And use of advantage And of forms of penalties			
positioning	Closeness to play Positioning for best decision Use of court			
Decisions	Travel			
	Defended shots			
	Re-starts			
	Free pass			
	Penalties			
	Time-outs			
	Substitutions			
	Other, i.e.			
Additional comments				
Assessor signature				



Officiating for the first time

Checklist

Officiating for the first time can be a daunting experience, especially when you have been thrust into the role with little preparation or experience. However, there are a number of things that you can do to ensure that you are ready to take on the role, and do the best job that you can. The following checklist will help you:

Appearance	<ul style="list-style-type: none"> Look the part by wearing the uniform, or at the very least clothing in the appropriate colour for an official in your sport (eg. white, black). 	<input type="checkbox"/>
	<ul style="list-style-type: none"> Ensure you have appropriate footwear, especially if your officiating role involves running. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> Have a neat general appearance. 	<input type="checkbox"/>
Attitude	<ul style="list-style-type: none"> Try to appear confident (even if you're not!). Participants are more likely to respond positively if you make calls in a strong clear voice, and blow your whistle loudly. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> Sometimes when officials have been 'forced' to officiate (eg. some competitions have 'duty roster' systems) the official approaches the task with an attitude of "I don't want to be here". Try to avoid this approach, as it puts a negative tone on the competition for everyone. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> Be pleasant but firm in your approach to the participants. Officials need to find a happy medium between being seen as a tyrant, and trying to be everyone's best buddy. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> Display integrity, honesty, and trustworthiness when performing your role. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> Be professional and responsible when dealing with participants, coaches, administrators and others involved with the sport. 	<input type="checkbox"/>
Timeliness	<ul style="list-style-type: none"> Be punctual, arriving at the competition with enough time to prepare for the officiating role. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> Try to ensure that the competition begins on time. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> Some sporting organisations require officials stay for a certain length of time afterwards. Check with your sporting organisation for any specific requirements. 	<input type="checkbox"/>
Preparation	<ul style="list-style-type: none"> If you haven't officiated before, try to gather as much information as possible on the requirements of your role. This may include reading through the rule book or other relevant information. Don't be afraid to ask for help from other officials. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> If required in your role, check equipment, the playing surface and other environmental aspects before the start of play. 	<input type="checkbox"/>
	<ul style="list-style-type: none"> It's a good idea to introduce yourself to the other officials, and the team captains prior to the competition. 	<input type="checkbox"/>



KORFBALL AUSTRALIA

POLICY FOR REFEREES

Korfball Australia (KA) recognises the most valuable contribution of referees to the conduct of games for the satisfaction of all and to the maintaining and improving of the level of korfball activities.

KA will support the development of referees through setting standards, supporting the preparation to meet these and maintaining them when they are met nationally or through regional associations where appropriate.

As a referee appointed by Korfball Australia (KA) or a member organisation you are expected to meet the following requirements in regard to your conduct at all times. (*italic number at the end of each point lets you know which item in the KA General Policy it relates to*)

1. Comply and encourage compliance with KA standards, Constitution, By-Laws (including but not limited to the Anti-Doping and Member Protection By Laws) and policies. **(1)**

2. Encourage in your refereeing everyone involved adhering to the rules and spirit of the sport of korfball as described in
 - the *IKF Code of Conduct*

 - national and international guidelines, regulations and rules that govern KA and the game of korfball and the particular competition in which you are participating. **(2)**

3. Make a commitment to providing high quality refereeing by
 - Maintaining and/or improving your current level of referee accreditation
 - Seeking continual improvement in your refereeing through performance appraisal and education in particular the latest rules interpretations.
 - Supporting Referee Groups formed to support the above points
 - Maintaining highest level of uniform and personal appearance
 - Maintaining relevant records and **for your 3 year cycle of renewal. (3)**

The following points are made specific to your refereeing duties

4. Always be conscious of the referee's responsibility in a game

- Enforce the rules
 - Protect participants
 - Warn participants
 - Ensure the game can at all times be conducted safely
 - Control and supervise the competition
5. Treat all players and others involved in a game with respect at all times.
- Be honest, fair, unbiased and consistent with them **(4)**
6. Promote a climate of mutual support before , during and after games
- Encourage players to others to respect one another and to expect respect for their worth as individuals regardless of their level of play or gender. **(4)**
7. Encourage and facilitate players in a game taking responsibility for their own
- Behaviour
 - Performance
 - Decisions
 - Actions. **(4)**
8. Provide feedback to players in a game, where appropriate, in a caring sensitive manner.
9. Refrain from any form of personal abuse or harassment towards players or others in a game.
- Including verbal, physical and emotional abuse
 - Be alert to any forms of abuse or harassment or denegration directed towards players in a game **(5)**
10. Be especially aware of the physical and social development of different age groups and the implications for refereeing specific age groups
11. Ensure that the venue, equipment and facilities are safe and suitable for the age, experience, ability and physical and psychological conditions of the players. **(10)**

12. Ensure that players and others involved are suitably prepared for a game
 - Check the players for safe apparel and adornments
 - Ensure player are not under the influence of drugs
 - Check for dealing with injuries (e.g. First Aid box, First Aid officials)
 - Be aware of risk management procedures related to safety and health
 - Be aware of and prepared to manage injury situations **(14)**
 - Show concern and caution towards sick, injured or disabled players. **(13)**
13. Respect the customs of other cultural groups
 - Especially where issues that may arise when playing
 - When visiting foreign countries or playing against teams from other cultures (11)
14. Be aware of your important position in the korfbal community and do not engage in any activity that could bring you, your squad, or any korfbal organisation into disrepute. **(12)**
15. Support the activities that lead towards gender equality and equity in refereeing (16)

Q 19 Which of the above Korfball Australia *Policy for Referees* points do you believe should be emphasized more from your experience? Please give a brief reason. (choose the 2 you feel are most important)

1.

2.

Reason (s)

Q 20 Please qualify the different aspects of the course so far in the table below. (Put a cross in the table column for each)

Aspect of refereeing	Very useful	useful	Not useful
Information about managing myself.			
Information about managing the game situation			
Information about communicating			
How to deal with conflict situations			

Q 21 What is the most important thing you have learnt doing this referee workbook?

Q 22 Keeping in mind that this was not a practical refereeing course but more an information and awareness course what else do you think it would have been useful to be included?

The answered Workbook now needs to be given to the Referee Course Director.