

Club arbitration policy SVU Volleybal

2021-2022



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Preface

I hereby present the SVU Volleyball club arbitration policy (hereafter CAP). Herein an analysis is made of the current state of affairs of the arbitration of SVU Volleyball (hereinafter referred to as SVU), in addition to the policy pursued in relation to arbitration. In this document, in addition to an analysis of the current situation, will be expressed what desired situation will be pursued over the next few years with concrete examples.

This CAP is as it were an arbitration policy written for the club itself, to get an overview of the current state of affairs and the policies that should be implemented regarding referees. Also, this document is shared with the Nevobo to meet the criteria *Arbitrageproof* and to get appropriate guidance from the Nevobo possibly in the future.

The criteria for *Arbitrageproof* are:

1. There must be a referee coordinator within the association
2. The association must have a club arbitration plan
3. There must be a delegate for arbitration on the board
4. There must be enough qualified referees associated with the association

SVU has met criteria 1, 3 and 4 for quite some time, although 4 will always be difficult. By creating a club arbitration plan, the last criterion can now also be met.

Questions about this plan can be asked to the referee coordinator (at SVU to be found as Head TC: hoofdte@svuvolleybal.nl). This policy will be adjusted each year by the Head TC in order to have a plan that fits the current situation each season.

This initiative was created by then Head TC 2019-2020, Nynke Broekhuis, and has been updated and further expanded by current Head TC 2020-2021, Kjell van Bussel.

Enjoy the read,

Kjell van Bussel
Head of TC
SVU Volleyball 2020-2021

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Current and desired situation

Current situation

Student Volleyball

SVU is a student volleyball club. As a result, both the overall organization of the club and the members are different from normal (civic) clubs. SVU has to deal with a large turnover of members every year. The association currently consists of about 150 members, of which about 50 leave and another 50 join each year. The duration of how long members stay a member varies greatly; between one and six years, with an average of three years.

In general, members are very active and involved in the association. Besides sports, many other activities are organized and SVU profiles itself not only as a volleyball association, but also as a student association.

Structure of the board

As mentioned before, the task of coordinating referees falls under the function of the Head TC, who is part of the daily board. The referee coordinator is responsible for making the referee schedule, organizing training days for referees, arranging training for the club expert (if necessary), final responsibility for obtaining the arbitration points delivery as stated by the Nevobo and all other matters related to referees. All board positions, including the Head TC, are voluntary and are normally changed at the end of each season. This makes writing down policies and plans even more important. If ideas are not written down and worked out, it is more difficult to implement a longer term policy.

Figure 1 shows a schematic representation of the organization of the board within SVU.

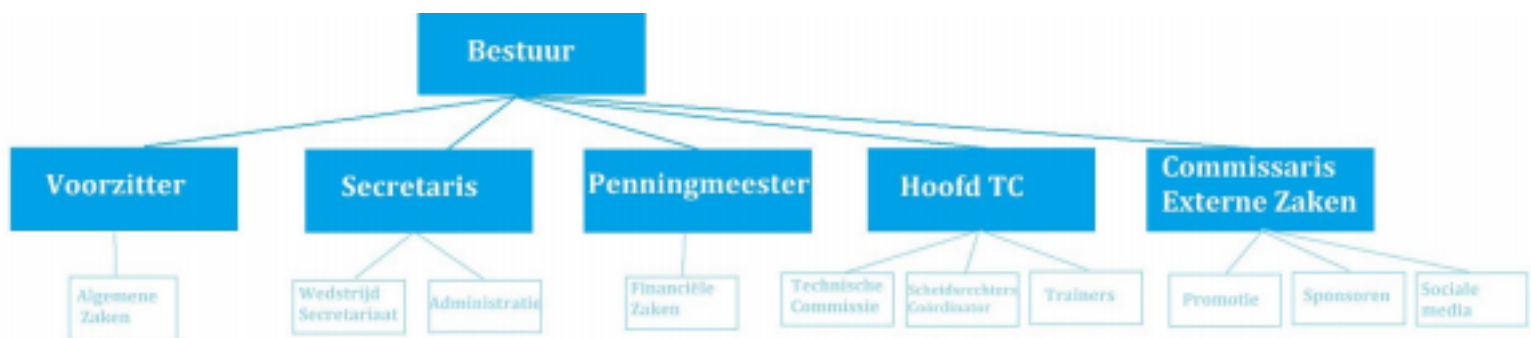


Figure 1: SVU's organization of the board

Refereeing Schedule

The refereeing schedule is made public by the Head TC at the beginning of the first and second half of the season. This schedule strives to ensure that, in principle, a member from a higher playing team referees a team that plays lower. Subsequently, the lower playing teams count with the first teams (promotion league or higher) if it is not possible to referee teams of an equal level. An attempt is made to distribute the refereeing and counting turns as fairly as possible. In principle, everyone should have the same number of turns, but in practice it means that higher playing teams have to whistle relatively more. Especially since they are also often the ones with a higher license.

V6 Rules test

Currently there are a variety of referees at SVU. All members will be approached at the beginning of the season to take the rules test. This is free to take on the volleybalmasterz website

(<https://www.volleybalmasterz.nl/spelregelbewijs/>). If possible, one (or more) moments will be scheduled on one of the first home match days, often before the matches. Members can then take the test under supervision or ask questions. The enthusiasm for this is generally very limited, but this should be actively promoted and it is also indicated that teammates can play a role. The limited number of attendees think it is nice that it is offered.

A disadvantage of the rules test is that it can only be done in Dutch. The Nevobo is working on making this also accessible in English, but so far this is not possible. Especially for these members, who do not or insufficiently master the Dutch language, extra guidance is necessary. This is also put down to the team, but the Head TC is ultimately responsible for providing guidance in this matter together with the association expert and possibly the rest of the board.

The deadline for passing the game rules test is 1 October. Members who do not pass the test in the first two months of the season will be reminded of this fact regularly throughout the season. To date, there is no sanction for not passing the game rule test. This may be advisable in the future if the standard for members with proof is too low.

Personal emails will be sent to these members. Also, the email with the referee schedule states that you must have a license to referee and that you can get one through [volleybalmasterz.nl](https://www.volleybalmasterz.nl). In both the reminder e-mail and the e-mail with the schedule, it is mentioned that you can also take the test under supervision.

Currently 148 members (out of 155) are in possession of at least a V6 referee license. There is no strict delivery obligation here, but as high a percentage as possible (>90%) is aimed for. This not only achieves the goal of having enough competent referees, but also that as many players as possible are up to date with the latest rules.

V4 Skills Training

Currently, Gents 2 plays first class, which requires a V4 license to referee these matches. V4 licenses entitle the member to referee second and first class matches. A V4 license is also necessary if a member wants to referee VS3 level or higher.

From season 2020-2021 onwards, the aim is to train at least two new V4-licensed members for the 'higher' playing teams (3rd class and above). This is also with a view to the flow through to VS3. If a V4 course day is organized, it currently concerns Ladies 1, Ladies 2, Ladies 3, Gents 1 and Gents 2. The focus here also remains on the fact that all teams can provide members to referee at a higher level and this should also continue to be encouraged.

Preferably this course will be given twice a season, the first time as early as possible in the season. As this course will be taught by our own association expert Rik Timmer, it has been decided to offer it in English in order to involve more members.

Currently there are 20 members with at least a V4 license.

VS3 2nd referee

Since association year 2020-2021, the provision of a 2nd referee at Gents promotion class and 3rd division matches, is the responsibility of the home playing club. For this, in principle, a VS3 referee is required. For a small club like SVU this is a difficult responsibility to fulfill, as they already have few VS3 referees, who also referee several matches for the association. In addition, a large part of the V4 licensed members, who can possibly follow a training to be allowed to do this, are members of Gents 1 itself (of which matches are involved).

The Nevobo has offered courses from the beginning of the season where V4 referees could obtain a

license to become 2nd referees at these matches. This needs to be promoted extensively so that all these home matches can actually be played with a 2nd referee. These matches do not count towards the points delivery of the VS3 regional referees. However, these VS3 referees must therefore be called upon to distribute the final referee blows as fairly as possible, if there are not enough referees with this special certificate.

Currently there are 3 members with a VS3 2nd referee license.

VS3 Regional Referees

In association year 2020-2021, Gents 1, Ladies 1 and Ladies 2 played promotion class. With this level of play the Nevobo requires a delivery obligation: per promotion class team 12 points, so a total of 36.

Currently we have four members who are following the VS3 training and one who has already successfully completed it, who refereed for SVU points. These would have been refereed according to the distribution below if the season had played out:

- Timo Schenk SVU member - 8 points (in training)
- Etienne Oostburg SVU member - 8 points (in training)
- Rik Timmer SVU member - 12 points (in training)
- Alessia Overbeeke SVU member - 4 points (in training)
- Lars Grim SVU member - 10 points (of which 4 are for SVU)

Due to the abrupt cancellation of the 2020-2021 season as a result of the coronavirus, some of these referees in training were unable to take their PVB. A new arrangement has been made whereby they will hopefully still be able to do this in the 2021-2022 season.

New VS3 referees are always needed, as it is not certain which members will stay and to be able to divide the turns fairly. These will be approached through the general player inventory and the supply requirement to be named later. The inventory is circulated by the TC to gauge whether members will continue to play at SVU, but also includes the question of interest in refereeing at a higher level. This question is also there in English. From contact with the Nevobo it unfortunately appeared that the VS3 training can only be followed in Dutch. Furthermore, this is also gauged on the V4 course evening (s) and by personally approaching members who already have their V4 license.

The members who are interested will be approached via email or app with more information about the training, costs and times. For the coming club year, all members of Gents 1, Gents 2, Ladies 1, Ladies 2 and Ladies 3 have been approached for the delivery obligation. In addition, several members have been approached who indicated in the survey that they are interested.

For next season we have enough VS3 (in training) referees and the obligation to supply can be met. A difficulty at SVU, the bottleneck, is the lack of certainty for the future. Due to the high fluctuation in new and leaving members, one has to train new referees every year in principle. An active attitude of the board (and especially the Head TC) is of great importance here with regard to recruitment and commendation. A thank you for the VS3 referees at the end of the season is therefore definitely in order, in addition to the stars they receive to possibly participate in the active members party. Possible new initiatives also include a referee committee and the possibility of an active referee party.

Desired situation

Growth

SVU has had the desire to grow for some time now, both in width and level. Now, growing in level is also relevant for the referees. When certain teams are promoted, this also results in a higher supply duty for referees for the club. In short, due to the desire to grow and the hope that this will happen in

the coming years, more licensed referees are needed. In the desired situation, we would like to have at least six referees (in training) with a VS3 license and at least a dozen V4 referees who also have the license for 2nd referee promotion class/3rd division. This is in order to be able to get through the growth without problems.

Distribution and proportions

The distribution of referee licenses are currently as follows:

Here the bold black numbers represent the current distribution and the *blue numbers in italics represent the ideal distribution.*

| | VS3 | V4 | VS3 2nd ref |
|----------|--------------------|--------------------|------------------|
| Ladies 1 | <i>minimum 1</i> | 5/8 | 1/2 |
| Ladies 2 | <i>minimum 1</i> | 2/8 | 1/2 |
| Ladies 3 | 1/minimum 1 | <i>minimum 5</i> | <i>2</i> |
| Ladies 4 | | 1/3 | 1/2 |
| Ladies 5 | | <i>minimum 1</i> | |
| Ladies 6 | | | |
| Ladies 7 | | | |
| Ladies 8 | | | |
| Gents 1 | 2/minimum 1 | 6/8 | |
| Gents 2 | 1/minimum 1 | 2/minimum 5 | 1/2 |
| Gents 3 | 1 | <i>minimum 3</i> | <i>minimum 1</i> |
| Gents 4 | | | |

From this overview it is clearly visible that it is mainly the men who are active in refereeing. For a fair distribution, also in proportion within the club in terms of teams, the women should be approached more actively to contribute. In addition, the women's teams also bring in the largest number of referee points that have to be fulfilled in the delivery obligation. It would therefore be more 'fair/logical' if they shared more in this responsibility. So more attention should also be paid to this in order to involve the women's line more actively in refereeing as well. Finding out a reason why this skewed distribution is present, is also a priority here. In this way, it can be examined how this reason can be addressed to ideally straighten out the distribution in the future.

In addition, the overview shows that certainly with regard to the V4 delivery, the higher playing teams bear the greatest burden. Here too, more active efforts may be made to involve more members in the other teams. In addition, in the desired situation a greater number of lower playing members would also have a V4 license. This would increase the support for the concept of referees and offer the referee coordinator more opportunities to make a fair schedule. We define "lower playing" here as teams that play below the 3rd class. That being said, it also remains required that these teams be included in the promotion to spread support and knowledge.

Analysis of emphases

Improving climate and image

Within SVU there is a relatively safe arbitration climate. At the beginning of the season a trainer's training and a captain training is given. In this training it is also mentioned how SVU wants referees to be treated. Attention is paid to communication and it is emphasized that referees are there voluntarily and are only human.

In addition, active contribution to the Referee Week is encouraged. This is mentioned in the monthly info mail, made known to the captains and repeated in the mail before the relevant home game day. Teams are encouraged to buy a small gift for the referee. This is often accepted by all teams, when extra attention is paid to it in terms of promotion. At the end of the season during the ALV the VS3 referees are named again and they receive a small gift in appreciation. Later, the new initiatives that can contribute to a better climate will also be mentioned.

To offer the regional referees a good time at SVU, the budget for the association year 2021-2022 is again made available to provide the regional referees with a drink when they come to referee with us. In the most desirable situation, regional referees will also make use of this and appreciate it. This should contribute to a more pleasant arbitration climate.

In the budget an amount is also made available for referee fees. Referees are supported where necessary. For example, travel expenses can be reimbursed for training moments and the association expert receives a thank-you gift at the end of the year.

Fear of blowing the whistle

The fact that teams take their responsibility and that there is generally a positive image of referees does not take away from the fact that many members are afraid to stand on the sidelines. However, special evenings and coach moments for refereeing are moderately attended. Many members see it as something they only have to do once or twice a year and that they just have to breeze through. This, however, is not what the ideal picture is. We would like to see that it is not seen as a duty, but a task that the person can eventually fulfill with confidence. Lowering the threshold to stand on the sidelines with more confidence and encouraging members to actively contribute to a good refereeing climate is required.

During the trainer training it is mentioned that when players are injured or for some reason cannot play volleyball, they can participate in the training. In addition to supporting the trainer, they can also develop individually by, for example, refereeing their own team and during practice matches. In this way members can feel more comfortable with regard to leading a match. As of last season, this has been emphasized more in both the captain training and the trainer training.

Possible new initiatives (to develop further) for association year 2021-2022 are:

- Buddy system: pairing a lower playing team with a higher playing team/member who is licensed, to provide more guidance at games. Possibly stand next to the buck and help with the DWF etc.
 - This is also applicable to most of the other points. When there is more help from higher playing members / higher whistling members with less experienced members, the fear of whistling will decrease and someone will be able to whistle more pleasantly under guidance. This will stimulate greater involvement of all members across the board.
- Game rules café: a specific evening before a training session where, under the guidance of the board and the club expert, one can take the game rules test while enjoying a drink and possibly a game afterwards.
 - This does not alter the fact that the rules test can still be taken under supervision at the first home games.
- 'Dummy' day: a special training evening, where the emphasis is on party forms in which one has to whistle. Here the entire team should also whistle on the evening itself at different teams to gain more experience.
 - This can also be done at an 'oliebollen tournament' or any other tournament within the club itself, where referees are also needed.
- Driekamp refereeing: more emphasis on refereeing teams together and making sure everyone gets a chance to referee to get more hours of flying time.
- Referee 'committee': a committee that is supportive in organizing courses and helps with people who find it difficult to whistle.
 - By making a group of the more active higher ranking referees, this also becomes a fun group with a (hopefully) stimulating climate. For example, by attaching an active referee party to this, there will be more incentive to referee at a higher level.
- Impose a delivery obligation on higher level teams for V4 and VS3 referees with possible sanctions. As these teams are ultimately also the cause of having to whistle for points, they should also actively contribute to arbitration within the club here.
 - This happened for the first time in the 2020-2021 season (change in HR), so this process needs to be closely evaluated and streamlined in order to have a constant flow of higher ranking members. Imposing sanctions is not being done yet, but could possibly be an option in the future.
 - This is ultimately also an initiative to bring back the equality between the ladies and men regarding active whistling.
- DWF training: this is already explained during captain training, as the captain is responsible for this. But as a referee, this is also an important form to master.
 - This can also be done on several evenings, or recorded in film form (in English) to make it more accessible.

In summary, the most important points to take away from this are mainly that refereeing should become more fun and familiar. People need to see it less as a duty and more as a necessary task that they do not dread but, in an ideal world, look forward to. If the referees are made to feel confident, it will be easier and more pleasant for everyone to referee and to be refereed at. Everyone, of course, wants to have the most capable referee possible there to make decisions with confidence.

Distribution of refereeing

Referees are distributed among the teams. As mentioned before, a distribution is made by the Head TC at the beginning of the first and second half of the season. After this, the responsibility to arrange a referee lies with the teams. This responsibility is almost always fulfilled. Any replacements must be arranged by the teams themselves. It happens only a few times per season that a team 'forgets' that they have a whistle to blow. At those times, there is always someone in the hall who can help out, but the team in question that forgot to fulfill the whistle, must pay a fine according to the HR.

Recruitment

Currently refereeing is entirely voluntary and only an obligation is imposed in relation to certain matches that a team is responsible for. The goal is to have everyone (>90%) take a game rules test and for the V4 it is expected that each higher playing team will supply at least two new members for this each season. It is added that from the 2020-2021 season onwards, there will be an obligation on the higher playing teams to supply referees of a certain level each year. This will be explained in detail later. Last year the enthusiasm was sufficient to not have to actively enforce this rule with sanctions, but due to the flow and desired quantities, this is perhaps a point to continue to watch and put more emphasis or promotion behind.

At SVU, an infomail is sent out every month. This gives updates on what is going on in the club and announces events. Referee courses and other referee related issues can/will also be mentioned in this. If necessary, the call for VS3 referees can also be placed here. But experience shows that it works better if these people are approached individually.

In the past, former members have also been approached in case of an emergency. Because of the bonding that has taken place with SVU in the past, these former members are often willing to referee for SVU for a few more points. Depending on whether they have refereeing obligations at their current club, many former members are willing to contribute something. This is never a guarantee, but it is always good to approach these former members.

Retention and advancement

Regional referees are offered the following: all referees are offered a drink in the form of a coin when they visit SVU. With this they can get a refreshment at the bar. This should be done by the board at all home games. Responsibility for this lies with the Head TC.

In addition, members who participate in the V4 course will receive a whistle and cards. This serves as a thank you, but also out of functionality and hygiene. On home game days SVU provides squeeze whistles, as this is with the cleaner and more efficient. However, it is recommended for members to have their own whistle.

Within SVU there is a star system. This means that if an active contribution is made to the club, such as training or organizing events, members can collect stars. With enough stars, members are invited to an active member party and receive a thank you at the ALV. Referees also earn stars making the chances of getting a spot for the party very high. The new initiative for 2021-2022 to set up a referee committee with a matching active referee party is separate from this.

Plan of action

Ideal situation

As also discussed earlier in this document, at SVU the through-flow of members, and therefore also referees, is high. To maintain both quality and quantity the inflow must be assured. In doing so, it must be avoided that the Head TC is uncertain at the end of the season each year whether the delivery obligation can be met. The first way this has been done in season 2020-2021 is the delivery obligation for the teams that need a license referee themselves. This is mentioned in the heading 'Certainty of inflow' below.

Also, the analysis has shown that over the past few years the balance between men and women has grown somewhat lopsided. In the ideal situation, the balance should be equal, or even slightly tilted towards women, as more referees need to be provided for them and they make up a larger

proportion of the club. One way to do this is to find the cause why fewer women (want to) referee and here the delivery obligation should also help, as more women's teams need to supply referees.

Certainty of inflow

In order to get more certainty in the influx, the following agreements can be made with the association. These can also be included in the Internal Regulations where necessary. A distinction is made for the different licenses.

V6

Quantity

For the V6/playing rules test, the goal can be to have more than 90% of the club pass it before October 1. Experience has shown that by 'stalking' teams and, if necessary, sending personal appeals/emails, many players are actively encouraged to complete the test in the short term. Here it is particularly important to pay attention to the fact that international players are better guided by the poor accessibility of the game rules test. Should this arbitrary reference not be met, sanctions may be imposed on members or teams.

Quality

Good knowledge of the rules of the game contributes to feeling comfortable on "the buck" and easier filling of the referee schedule by the teams themselves. Many novices (as well as experienced members) find it scary to referee a game. As members gain more experience, the fear often lessens. Therefore, in the trainer training it is included that trainers must motivate players to referee occasionally during training. This can be for example during a game at the end of the training. The new initiatives like buddy teams or a dummy day can also contribute to this.

Every team has an injured player during the season. In order to learn something and make a contribution to the team, he can act as a whistler.

During game days the board walks around in the hall, they are always available to answer questions and for example to support in filling out the DWF. Also the extra guidance at the first match day by the board and the association expert, should contribute to sufficient support to ensure the quality. Finally, specific points have also been named under the heading 'fear of whistling' that can be initiated, in order to create a familiar environment that leads to a higher quality and possibly less pressure on the relevant (starting) referees.

V4

Quantity

Currently there are only two teams at SVU for which you need to have a V4 license (Gents 2 - first division, Ladies 3 - second division) to be allowed to referee them. Due to the desire to grow in level, it is important to take into account that the demand for V4 referees will grow in the coming years. Also to increase the support over the teams, this is important so that not the same people have to whistle every time because they are the only ones with a license.

Previously, there was already the unofficial rule that teams that needed a V4 referee themselves, or even play higher, had to provide two new V4 referees each season. In the past, however, it turned out that this was not really enforced, but then there was rarely if ever a shortage. To ensure that there are enough V4 referees, this rule has been included in the Internal Regulations under the obligation

to supply, which is described in more detail below. The players can still choose how dedicated they want to referee after obtaining the V4.

This will hopefully ensure that the enthusiasm for the courses grows and also that the possible transition to VS3 referees is smoother.

Quality

In order to ensure the quality of the V4 referees, it is important that they too feel comfortable 'on the bench'. Therefore, as also mentioned above, during training sessions they can be encouraged to referee more or they themselves can be encouraged to referee more matches from the course, in order to also gain more experience. In addition, a referee committee can also contribute to more knowledge transfer between experienced referees. One way to encourage people to whistle more with a V4 license and thus gain more experience is, for example, an active referee party. It could also be considered to organize a refreshment event every year. Here, members who have already obtained their V4 license can discuss the (new) rules and how to referee matches.

VS3

Quantity

Currently, there are three teams at SVU that require a region referee (Ladies 1 and Ladies 2 - promotion class, Gents 1 - promotion class). The amount of points allocated to each class has remained the same with a total of 36 points (12 per promotion class team).

To keep the number of VS3 referees stable, new referees will have to be trained every year. Precisely because the more experienced members follow this training. Because of the large through-flow of experienced members, it is the case that referees often follow the training and then leave immediately or a year later. To find new VS3 referees each year, a delivery obligation is now placed on the teams. Teams that enjoy a VS3 regional referee must also supply them themselves in the same way as mentioned above for the V4. This would mean that either members would have to sign up for the training or find someone who could meet the specific delivery for them. The advantage of this is that in this way there is a great guarantee of intake. The onus is on the teams that incur the most 'costs', and the male/female ratio is also straightened out this way. A major disadvantage of this, however, is that by making it mandatory, the referee's motivation and passion may be lacking. In this way, players will have to 'sacrifice' themselves for the team to whistle points. Bribery can also be encouraged, for example if a member of a lower playing team indicates that he wants to do this but only for money. This should therefore be countered by making refereeing as attractive as possible and keeping it as fun as possible. Think of the active referee party.

Communication and promotion remain very important in recruiting VS3 referees. An approach in which the VS3 training is promoted in the infomail, and in which the Head TC visits the higher playing teams to start the conversation about the training, always remains important to also name the need and give clarity about what the training entails. During such a conversation, the importance of referees for the club can be emphasized, and it's nice if teams take their own responsibility (so no sanctions have to be applied). In this way, part of the initiative still lies with the referees (in the making), so the motivation of the referee is higher, which can only benefit the quality. In this way, only dedicated members are selected, and not merely those who do it out of team or club obligation.

Another important point here remains the retention of the VS3 referees. Because experience shows that these members often leave within a year, it is important to see how these members can be stimulated to stay longer with the club or to referee for the club. Because the club does not incur any (large) costs, as is the case with VT3 trainers in training, it is difficult to establish a contract for this. With respect to the strong club connection that people often have with SVU, it is worthwhile to approach these members after they leave if they still want to whistle for at least a year for points of

SVU. In this way some security is created and the final delivery is again somewhat lower for the current VS3 referees (in training) at the club.

Quality

The training of VS3 referees is arranged by the volleyball academy. They use various tactics and techniques to ensure the level of referees. As a club it is especially important that good guidance is provided. This includes contact with the Nevobo and (financial) support, so that the referees can develop their full potential.

Members who already have their license must be supervised. Here, one must keep a close eye on how the regional referees experience their whistle blowing. If this has been an unpleasant experience it can be talked about. Good communication makes for a better experience, which should make the referees more comfortable 'on the buck'. This should ultimately benefit the quality as well. In addition, annually naming these great referees remains important at the ALV and rewarding them with a party is a great initiative.

VS3 2nd referee

As already mentioned, for Gents promotion class and 3rd division, from season 2020-2021 a 2nd referee must be provided from the club. Since the Nevobo organizes (online) meetings for this, it is very important to keep these up to date and to advertise them to the members with a V4 license. Currently, for Gents 1, a 2nd referee with valid license must be arranged for every home game. In order to share this burden as much as possible, it is of great importance that this short-term training (max 3 hours) is advertised to the V4 referees in order to contribute to the club. This training may also fall under the delivery obligation of the higher playing teams.

Delivery obligation license referees

At the ALV of November 2020 it was agreed to include a delivery obligation for the higher playing teams in the HR art. 9.4. This is structured as follows for season 2021-2022:

Teams playing in the national competition and thereby playing in a class or division that requires more than a V6 license to referee, are expected to comply with a delivery of new referees per association year.

- Teams playing promotion class or higher are expected to supply at least one new VS3 licensed referee each association year, AND:
 - i. A minimum of two new V4 licensed referees, or;
 - ii. A minimum of two new VS3 2nd referees.
- Teams playing first class or second class are expected to each association year:
 - i. Provide at least one new VS3 licensed referee, or;
 - ii. A minimum of two new V4 licensed referees, ó;
 - iii. A minimum of two new VS3 2nd referees.

It has been decided to indicate the delivery per team at the end of the season. This is to ensure that the number of new licensed referees is known in time for the upcoming season, but also because the Nevobo deadline for declaring new VS3 students is currently June 1st. If there are changes in the team compositions by then, it does not matter in the end, because it concerns the total number of new licensed referees.

Association expert

At the moment there is one club expert at SVU: Rik Timmer. To be able to train enough V4 referees, we will have to strive to have two association experts, also in view of the fact that Rik will not stay at the club forever. For this the Head TC should actively monitor the Nevobo meetings website for training. By means of the questionnaire at the end of the year, which also gauges whether members want to become trainers or referees, it can also be checked whether people are interested in becoming club experts. If an association expert is needed during the season, a call can be made via email or social media, it is after all about one extra person. Ideally this should be a VS3 referee (in training). When this is achieved, it remains a matter of maintaining and retaining.

Epilogue

With this plan I hope to be able to help the next Head TC on their way by outlining the current situation and presenting plans that can be worked out to optimize the refereeing climate at SVU in the future.

This plan should be updated every year regarding the refereeing situation in the respective club year and the corresponding steps taken to make the climate for referees at SVU as ideal as possible.

Any questions can be directed to the current Head TC at any time regarding the implementation of this plan.

Kjell van Bussel

Head of TC

SVU Volleybal 2020-2021