

To progress through the refereeing awards and uphold high standards of conduct, it is necessary to consistently display a professional image and demonstrate qualities that engender good working relationships with all concerned. To promote this, referee examinations will include criteria that a referee must be seen to exhibit for their acceptance for examination at the next level.

Tutors will observe referees both on and off the tatami, which may include activities outside of the competition venue itself as conduct before and after competitions also affect the way in which referees are perceived by others. Certain choices may positively or negatively affect a referee's performance at an event; British Judo needs to ensure that no one is unduly impacted by poor behaviour. The following guidelines will be marked by the assessors and feedback given to the candidates, assessors must give specific examples of underperformance to candidates where a candidate requires it.

### **Dress**

The referee must maintain a high standard of dress fully conforming to the dress code at all events that the referee officiates at, this includes footwear and the wearing of the authorised tie and badge for the specific event. Poorly fitting clothing gives a bad impression; referees need to wear appropriately fitting clothes.

### **Coach / other non-official Interaction**

The referee must be courteous at all times to all they interact with whether or not they have been courteous to them. The referee must be professional and use appropriate language to discuss situations. In cases of a major disagreement, the referee must ensure they engage the RIC to help resolve the difficult situation.

### **Feedback**

The referee should always understand the technical reasons for their own actions. If a coach or other responsible person requests feedback, the referee should give that feedback at the first available opportunity (it maybe that there is a waiting time, perhaps due to contests running, but feedback should be offered at some point before leaving the venue on that day). If the situation is not resolved, the referee should appropriately refer the person to the RIC to resolve the matter. It is recognised that some situations will not end with agreement, but every situation should be handled with respect and professionalism.

### **Conduct off the Tatami**

The referee must conduct themselves in a professional manner at all times to encourage confidence from the public and very specifically coaches and athletes. The NRC recognise that socialising is an important aspect of refereeing and can create a stronger refereeing team. However, referees should refrain from any conduct which could impair, or reasonably be perceived by others to impair, their ability to concentrate, referee safely and to a competent standard. As examples, this could include such things as excessive alcoholic intake, drug use or retiring so late as to have insufficient sleep. Referees as well as athletes need to be in good physical condition on competition day to perform to the best of their ability.

### **Working as a Team**

In cases where there are some difficulties with other officials at competitions, it is expected that those officials are dealt with in a manner that encourages good relationships. This is mostly concerning other referees, table staff and other mat side assistants, but is not limited to them. Referees are not expected to request that their refereeing team is changed or they are moved to another team for any reason, referees must rise above differences they have with others for the good of all concerned.

### **Expression of Opinion**

It is expected that referees do not openly criticise other British Judo members in whatever capacity they are in. Referees will of course hold their own opinions but should not be openly criticising other members, officials, staff or other personnel as this can cause serious dissatisfaction and unrest which reflects negatively on refereeing and the BJA in general.

### **Conflicts of Interest**

Referees and tutors must ensure that they do not involve themselves in activities which are either an actual or perceived conflict of interest with any refereeing role they are performing. Conflicts of interest are, but not limited to, engaging in activities such as competing, coaching or other official duty at the same event in which they are refereeing, or indeed assessing/examining others who have for example family/club/regional connections.

It is highly important that personnel on refereeing duties adhere to this rule and are therefore not exposed to potential criticism (whether justified or otherwise), as it may have a damaging effect on both the credibility of the referee concerned and the wider referee community, as well as calling into question results of the activity be done.

At Level 1 and Level 2 events only, the organisers may authorise the referee to take on multiple roles to enable the event to be run cost effectively.