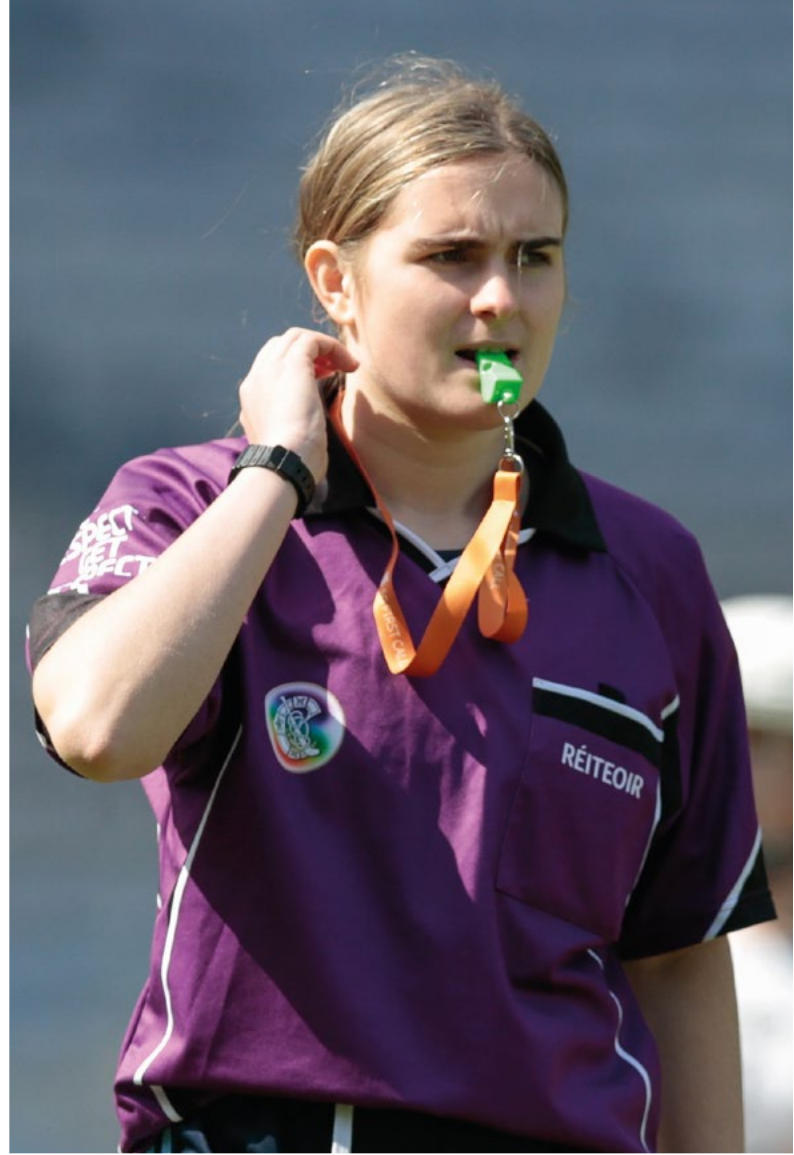




**THE
CAMOGIE
ASSOCIATION**
An Cumann Camógaíochta



Camogie Association Referee Strategy 2022-2023



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FOREWORDS



I am delighted to launch this Referee Strategy. The aim of this strategy is to provide a clear plan, with measurable objectives, goals and outcomes for the development of match officials within the Camogie Association.

There are many vital parts to our Association, skilled referees and match officials are a key part of ensuring that our games are played in a safe and enjoyable environment at all levels.

An important cornerstone of the strategy are the continuation of the Peter Downey Academy and the new Female Referee Academy. These two initiatives are designed to increase the standard and number of national referee's, with a dedicated Female Academy to attract and retain females in our sport.

The last number of years building on from the Referee Pathway launched in 2015 has seen the standard and progression of a clear recruitment, training and assessment plan for match officials at national level. This strategy builds on that work and expands the goals.

The Camogie Association acknowledges and thanks all of those who have contributed to this Referee Strategy and to all our match officials, assessors and trainers who have ensured the progression of our game at all levels.

Le Meas,

Hilda Breslin

Uachtarán

An Cumann Camógaíochta



Is mor an phroibhloid dom, mar Chathaoirleach den Choiste Naisiunta na Reiteoiri, an strateis seo a leiriú daoibh.

This publication is about a roadmap for progress and setting standards for match officials.

The Strategy sets out what we consider to be ambitious but achievable goals and objectives within the overall refereeing vision and in turn it will support the betterment of our games.

To recruit, develop, retain and inspire referees to reach their full potential and officiate at the highest level so that there is control of our games uniformly and consistent refereeing in accordance with the playing rules

Extensive research, surveys and interviews with all concerned stakeholders were carried out and it now culminates in a Strategy which has detailed objectives, specific actions and progress indicators set out in the plan.

The steps to be taken, the timelines and targets will be defined by the Referee Development Committee over the number of months and years.

While there will be a focus on achieving the goals that have been outlined over the next three years all other work currently being undertaken in the referee area will continue.

We cannot have games without referees and I would like to acknowledge and give huge credit to the body of work that takes place constantly over the course of the year to ensure that all of our Referees and Match Officials are the best they can possibly be and particular mention has to go to the hard working members of the committee Jenny Byrne, Mike O Kelly and in particular Lizzie Flynn whose dedication to this Strategy knows no bounds and her dedication is an example and a credit to her.

The National Referees Development Committee have commenced a number of initiatives to support the club referee to the inter county referee – a new training programme for new and in service referees have been revised, the referee advisor programme has been reviewed and a major recruitment for advisors has been initiated. Establishing an exclusive female based referee's academy. Revising and implementation of the Peter Downey Academy. Ongoing seminars and fitness training of the national referees continues constantly.

The important contribution from our Referees and Match Officials to our games is impossible to overlook. The fitness of the modern camogie player and speed at which our Games are being played at has never been greater. This in turn places a requirement on referees and to be able to keep up with this pace change.

I am enthused and admire the willingness and ability of our referees to meet to meet this challenge in order to facilitate the growth of our games.

A referee requires a lifestyle choice that encompasses preparation on and off the field.

Referees the length and breadth of the country and overseas make an extremely significant contribution to our games it is a year – round commitment and ensures that thousands of games at all levels are played.

I hope that the Referee Strategy Pathway will prove a useful resource for all referees at all levels it is designed to show a clear pathway and how to achieve the best you can be philosophy.

Le gach dea-ghui

Owen Elliott

INTRODUCTION

The mission of the Camogie Association is to promote, foster and develop the game of camogie and 'Refereeing' is an essential part of this undertaking. The objectives of this strategy align with the Camogie Association's vision which in turn will facilitate and support the attainment of the agreed goals. The recruitment and retainment of referees is a continuing challenge across the sporting sector. It is important that this strategy supports and encourages the continuous development of referees at all levels.

We have an obligation to ensure that all registered referees are given the opportunity to develop in line with their potential, ability, and aspirations. Research and consultation across all levels of the association have taken place in preparation of this strategy including consultation with the GAA, research with other NGB's and sporting bodies, Sport Ireland, National Referee's Committee and focus group with county and provincial representatives and the formation of a working group.

This strategy document outlines the key objectives, their rationale, and timelines for goals to be reached. It is the shared responsibility of all the "Camogie family" to ensure that the game continues to grow. Referees at all levels should be fully supported in their role whilst being given opportunities to develop. Referees are responsible for applying and upholding the integrity of the "Laws of the Game" and ensuring that games are played in a manner that respects fairness, diversity, and inclusivity. Referees and their decisions must be respected.

Excellent referees who communicate effectively with players of all ages in competitive environments can support and sustain engagement in the game, helping players to understand the rules more fully, and supporting the development of playing standards at all levels.

It is important for Camogie to have excellent referees at all levels of the Association from underage to adult level at both club and intercounty level.

This strategy will help the Camogie Association to deliver this excellence in refereeing at all levels.

Vision:

To ensure refereeing Standards remain high throughout the game at all levels of the Association by recruiting, educating, developing, and supporting match officials. Helping them to realise their potential and support their roles as ambassadors and leaders in promoting the values of fair play and respect, within the game of camogie.



MAIN AIMS OF THE STRATEGY:

- Development of clear pathways for the three pillars of the referee strategy -
 - ▶ **Referee's Pathway**
The Referee Pathway aims to provide an overview of the requirements needed as well as the opportunities available within each level. It outlines the path that budding referees can take in becoming a referee and for those who wish to progress through the levels should they have the necessary requirements and aspirations.
 - ▶ **Referee Mentoring Pathway**
Referee support is required at each of the levels on the Referee Pathway. Mentors are crucial to the development of their peers, in addition to building their own skills as match officials.
 - ▶ **Referee Developers Pathway**
Referee developers, more commonly known as tutors, are crucial in the development of referees and their learning needs and education. The Association will increase the number of skilled referee developers available to deliver courses and educational workshops throughout Ireland. This will be achieved through the support of Sport Ireland.
- Delivery of a clear workplan is required to ensure the continuous improvement of refereeing standards, ensuring all three levels of our association County, Provincial and National are incorporated.
- Identify supports and resources required to support this strategy at all levels and throughout all three pillars.
- Securing those required resources.

1

Objective 1 Recruitment & Retention of Referees

One of the most important aspects of Referee Development is how new referees are supported within their first year as a referee at their level of entry. This is a key opportunity to deliver best practice and prepare them for their career ahead. Recruitment is equally as important as retention and our vision is to recruit the right referees, equip them with all the vital tools and skills sets and give them access to a support structure through mentorship and ongoing development opportunities throughout their refereeing career. In addition, the provision of consistent opportunities to referee games is important in a referee's journey at all levels.

2

Objective 2 Female Referees & Female Officials

The recruitment, retention and support for female referees and officials is a key objective of the plan. As a female sporting organisation, we must lead the way in supporting women in roles of leadership, including refereeing and officiating roles. In 2022 and 2023, the Camogie Association will support the development of female referees through the Female Referee Academy. This Female Referee Academy will be lead by female referee mentors, women supporting women.

3

Objective 3 Referee Education

Referee education is not only about providing suitable education to referees at all levels of the game, but also about educating players, coaches, education bodies, administrators and supporters of the laws of the game. Online training is a priority to ensure a wider reach of education.

The Camogie Association aims to provide a consistency of opportunity when it comes to referee education, ensure there is ample opportunity for aspiring referees to learn, in addition to the continued education and development of current referees at all levels.

4

Objective 4 Referee Development

Once a referee has achieved qualification, they will be appointed to games and have access to support mechanisms at a suitable level in which to hone their newly acquired skills of refereeing. This is key and vital for retention and development of a referee. Although it is important to have clear development pathways, it must also be remembered that every referee is different – they have different goals, needs and aspirations, and refereeing is a single aspect of their lives. A strong emphasis must be placed on upskilling within counties and provincial units which will then feed into the National system. Talent identification is vital, as is developing target groups such as female referees and First Whistle Referees to meet the needs of our Association broader games programmes.

Clear and constructive feedback provided to referees will enable them to enhance their skills and develop in their role. It is important that detailed feedback is provided, so that referees understand what they need to work on, to progress to their desired level.

REFEREE APPOINTMENTS

In appointing referees, it will be important to ensure that all competitive games are refereed by high quality referees.

Excellent referees are valued and respected by players – no matter what the age group, standard or level. Respect is a key part of it. To effectively maintain and serve all competitive games, referees should continue throughout their careers to referee at all levels.

Clarity around the referee appointment process, and the development of a revised mechanism which works within this referee strategy, enabling



5

referees to learn, grow and develop should be initiated. The National Referee Committee will develop a best practice template to assist units in the appointment of referees.

Objective 5 **Recruitment & Retention of Referee Advisors**

Supporting referees through mentoring and advising is a cornerstone in retaining referees within the Association. Advisors at national level are vital for assisting the referee in:

- areas needing development and
- assisting in the appointment of referees to games

At a local level and provincial level feedback suggests a softer approach in supporting referees by putting in place a Mentoring Programme for Provinces and Counties. Mentoring will assist in retaining new referees and assist and support those who wish to develop and progress to higher levels of refereeing within the Association. All units will need to play a part in the development of this mentoring structure, identifying mentors and assigning new and aspiring referees.

6

Objective 6 **Referee Advisors Education**

Putting in place advisors and mentors to assist and support referees is vital in retaining referees. The Camogie Association aims to develop training for advisors and mentors at all levels through a programme of education. Annual in-service, training and a review of activities will be provided will be provided on a regular basis to ensure the needs of the Association and our referees are being met.

7

Objective 7 **Referee Advisors Development**

The Camogie Association will put in place a training programme for advisors at national level and mentors at club and provincial levels. All advisors and mentors will be provided with training through the Association and in collaboration with external bodies such as Sports Ireland and the GAA and LGFA. It is important that our advisor training and mentorship training continues to grow and develop as the needs of our fast-developing game demand.

8

Objective 8 Recruitment and Retention Referee Developers

The education and training of referees is the key and most important element in assisting and developing referees at all levels. Through a process of recruitment of referee developers at all levels we will continue with our aim of providing a consistency of opportunity when it comes to referee education to meet the needs of our units and at national level. It is important to provide a pathway for Referee Developers to which they can see opportunities to progress and develop within the Association. There is a great opportunity to retain potentially retired referees within our association and ensure that vast knowledge and experience is not lost but used in a manner to ensure the continuous development and support of our referees around the country.

9

Objective 9 Referee Developers Education

A Referee Developer educates and supports referees throughout their refereeing career. It is important that we as an Association in conjunction with external bodies ensure they have the knowledge, skills, and expertise they need for this critical role.

Education of referee developers is vital in ensuring that we get the best out of the developers we have. Developers will be provided with training through the Camogie Association and where needed through other bodies including Sport Ireland. The training will be developed in conjunction with Sport Ireland which will ensure best practice.

Provision of regular training and in-service education will be available and mandatory for developers who wish to support us in reaching the Camogie Association goals.

10

Objective 10 Referee Developers Progression

The long-term Referee Developer's pathway provides a progression for Referee Developers to extend their credentials from those skills developed at the start of their journey and their progression along a pathway as their expertise grows. The Camogie Association Referee Developers pathway shows the increasing opportunities and roles available to those who have the ambition, mindset, and commitment to develop our Association referees of the further.

NATIONAL REFEREE STRATEGY – PILLARS

PILLAR 1: REFEREE PATHWAY

NATIONAL

OBJECTIVES		GOALS	YEAR
NDP ID	Objective 1 Recruitment & Retention of Referees <ul style="list-style-type: none"> Provide National Referee guidelines on the criteria, competencies. Provide process of progressing to the National Referee panel 	Goal 1: Develop Criteria & Competencies required to referee at national level. Q1 2022	2022
		Goal 2: Review structure of process for progression onto the National panel. Structure developed and agreed by National Referee Committee.	2023
		Goal 3: Structures of progression communicated clearly with all National and Provincial referees.	2022-2023
NDP ID	Objective 1 Recruitment & Retention of Referees Objective 3 Referee Education Objective 4 Referee Development Increase the number of skilled referees at National level through a continued programme of education and training	Goal 1: Refresher course completed annually. * Baseline figure: 32 national referees completed training in 2021*	2022-2023
		Goal 2: The support of a suitable fitness programme available to National Referee Referees. *Baseline figure: 32 national referees receiving programme*	2022-2023
		Goal 3: Delivery of Safeguarding and inclusion training to all National Referee's. *Baseline figure of 32 referee completing safeguarding training*	2022
		Goal 4: Relevant and mandatory workshops identified and delivered in support of panel. *Baseline date: 56 national match officials attending all mandatory workshops*	2022-2023
NDP ID	Objective 1 Recruitment & Retention of Referees Objective 4 Referee Development <ul style="list-style-type: none"> Create structure for the selection of National Referee Advisors to games Communicate with national match officials the process of advising as a form of mentoring and convey importance of engagement 	Goal 1: Development of structure / format of advisers	2022
		Goal 2: Review and formulation of a suitable advisor process.	2023
		Goal 3: Clear structure developed and approved in relation to selection of National Referee's for assessment and minimum requirement within a given year.	2023

PROVINCIAL

	OBJECTIVES	GOALS	YEAR
NDP ID	Objective 1 Recruitment & Retention of Referees Objective 3 Referee Education <ul style="list-style-type: none"> Provide Referee guidelines on the criteria, competencies, and process of progressing to the provincial referee panel Increase the number of skilled referees through the Peter Downey Academy 	Goal 1: Development of Criteria & Competencies	2022
		Goal 2: Finalise structure and selection process for the Peter Downey Academy	2022
		Goal 3: Yearly refresher completed annually *All referees appointed at Provincial level completing yearly refresher. Exact baseline data not available. Will be available through reporting structure from 2022*	2023-2023
		Goal 4: Selection Process agreed for Peter Downey Academy in place by end of Q3	2023-2023
		Goal 5: Roll out the Peter Downey Referee Academy in 4 Provinces. Q3 2022. *Baseline data: 15 referees in training	2023-2023
NDP ID	Objective 1 Recruitment & Retention of Referees Objective 3 Referee Education Objective 4 Referee Development <ul style="list-style-type: none"> Increase the number of skilled referees at Provincial level through a continued programme of education and training 	Goal 1: Refresher course completed annually	2023
		Goal 2: Complete training modules yearly as identified by National Referee Committee *All referees appointed at Provincial level completing yearly refresher. Exact baseline data not available. Will be available through reporting structure from 2022.	2023-2023
NDP ID	Objective 1 Recruitment & Retention of Referees Objective 3 Referee Education Objective 4 Referee Development <ul style="list-style-type: none"> Develop a referee mentoring programme Mentoring for Provincial level 	Goal 1: Develop structure for mentoring Programme for Peter Downey Academy Referees	2022
		Goal 2: Develop training programme for mentors	2023
		Goal 3: Resources required identified and produced	2023
NDP ID	Objective 1 - Recruitment & Retention of Referees <ul style="list-style-type: none"> Create Provincial Referee Coordinator roles with assistance of the Camogie Association. 	Goal 1: Four Provincial Referee Coordinators appointed by Provincial Councils	2022
		Goal 2: Education and upskilling of four Provincial Referee Coordinators.	2022
		Goal 3: Development of resources for the Provincial Referee Coordinators role	

LEVEL 1 GO GAMES

OBJECTIVES		GOALS	YEAR
NDP ID	Objective 1 – Recruitment & Retention of Referees	Goal 1: Review of Online Course	2022
	Objective 3 – Referee Education		
	Objective 4 – Referee Development		
	<ul style="list-style-type: none"> Provide guidelines on the criteria and competencies of being a First Whistle referee, and process of progressing to the become a Level 2 referee Provide opportunities for educate young referees in becoming a referee Review course content 	Goal 2: Develop Criteria & Competencies to be a First Whistle Referee	2022
		Goal 3: Develop and increase the number of resources available online for newly qualified referees	2023-2023
NDP ID	Objective 1 - Recruitment & Retention of Referees	Goal 1: Develop structure of mentoring Programme	2023
	Objective 4 - Referee Development	Goal 2: Develop Resources to support mentor and mentee	2023
	<ul style="list-style-type: none"> Develop a referee mentoring programme 		

LEVEL 2 – UNDERAGE COMPETITIVE

OBJECTIVES		KEY PERFORMANCE INDICATORS	YEAR
NDP ID	Objective 1 – Recruitment & Retention of Referees	Goal 1: Review Course Content	2022
	Objective 3 – Referee Education	Goal 2: Identify required resources and development and creation	2022-2023
	Provide guidelines on the criteria and competencies referee, and process of progressing to the become referee at Level 3.	Goal 3: Requirements and criteria	2022
	Review course content and improve resources available		
NDP ID	Objective 1 – Recruitment & Retention of Referees	Goal 1: WIS (Female Referee Development Programme) developed including:	2022-2023
	Objective 2 – Female Referees & female officials	<ul style="list-style-type: none"> 6 training module areas developed 	
	Objective 3 – Referee Education	Goal 2: Roll out WIS (Female Referee Development Programme) Programme	2022-2023
	<ul style="list-style-type: none"> Increase the support of female referees at club level 	<ul style="list-style-type: none"> 54 female referees trained 10 female referee mentors trained 	
NDP ID	Objective 1 – Recruitment & Retention of Referees	Goal 1: Referees attend mandatory annual refresher.	
	Objective 3 – Referee Education	<ul style="list-style-type: none"> 26 counties targeted 	2023
	Objective 4 – Referee Development	*All referees appointed at club level completing mandatory training. Exact baseline data not available. Will be available through reporting structure from 2022.	
	<ul style="list-style-type: none"> Increase the number of skilled referees at club level through a continued programme of education and training 	Goal 2: Develop a further two referee modules available for workshops to be delivered at county level	2023

LEVEL 3 – CLUB ADULT REFEREE

	OBJECTIVES	GOALS	YEAR	
NDP ID	Objective 1 Recruitment & Retention of Referees	Goal 1: Development of Criteria & Competencies	2022-2023	
	Objective 3 Referee Education	Goal 2: Review Course content	2022	
	<ul style="list-style-type: none"> Provide guidelines on the criteria and competencies of Level 3 referee Review course content and improve resources available 	Goal 3: Develop resources required and identified resources to meet the needs of the referee.	2022-2023	
NDP ID	Objective 1 Recruitment & Retention of Referees	Goal 1: Referees complete mandatory annual refresher	2023	
	Objective 3 Referee Education	<ul style="list-style-type: none"> 26 counties targeted *All referees appointed at club level completing mandatory training. Exact baseline data not available. Will be available through reporting structure from 2022.		
	Objective 4 Referee Development	<ul style="list-style-type: none"> Increase the number of skilled referees at club level through a continued programme of education and training. 	Goal 2: Identify & Develop workshops to meet the needs and requirement at this level.	2023
NDP ID	Objective 1 Recruitment & Retention of Referees	<ul style="list-style-type: none"> Create County Referee Coordinator roles 	Goal 1: Train and educate County Referee Coordinators.	2022
			<ul style="list-style-type: none"> Target 26 counties 	Goal 2: Development of resources for the County Referee Coordinators role



PILLAR 2: REFEREE MENTORS

Referee Mentoring

Please note at national level referees' advisors are used as a form of mentoring

NATIONAL

	OBJECTIVES	GOALS	YEAR	
NDP ID	Objective 5 Recruitment & Retention of Referee Advisors	Goal 1: Development of Criteria & Competencies required to be National advisor	2022	
	Objective 6 Referee Advisors Education	Goal 2: Increase the number of advisors at national level	2022-2023	
	Objective 7 Referee Advisors Development	<ul style="list-style-type: none"> Provide guidelines on the requirements, criteria, competencies of becoming a National Referee Advisor 	<ul style="list-style-type: none"> Baseline active advisors of 6 in 2021 	2022-2023
		<ul style="list-style-type: none"> Increase the number of referee advisors at National level 	Goal 3: Complete yearly in-service training for advisors	
		<ul style="list-style-type: none"> Baseline 6 in 2021 		
		Goal 4: Review current advisors reporting and identify & develop training as required	2023	
NDP ID	<ul style="list-style-type: none"> Development of transparent structure of selection process for appointments. 	Goal 1: A working group to be formed of National Referee Committee and National Fixtures Committee for the development of selection process and structure subject to the approval by Ard Comhairle.		

PROVINCIAL MENTOR

	OBJECTIVES	GOALS	YEAR
NDP ID	Objective 5 Recruitment & Retention of Referee Advisors	Goal 1: Development of Criteria & Competencies required to be a referee mentor at Provincial Level	2022
	Objective 6 Referee Advisors Education	Goal 2: Develop training/induction for referee mentors for Peter Downey Academy	2022
	Objective 7 Referee Advisors Development	<ul style="list-style-type: none"> Provide guidelines on the requirements, criteria, competencies of becoming a Provincial referee mentor 	Goal 3: Recruit Mentors at Provincial level
<ul style="list-style-type: none"> Increase the number of skilled referee mentors available at Provincial level 		*No baseline data as new programme of development* *Target mentor recruitment in 4 provinces*	

LEVEL 1 GO GAMES REFEREE MENTOR

	OBJECTIVES	GOALS	YEAR
NDP ID	Objective 5 Recruitment & Retention of Referee Advisors Objective 6 Referee Advisors Education Objective 7 Referee Advisors Development <ul style="list-style-type: none"> Provide guidelines on the requirements, criteria, competencies of becoming a Provincial referee mentor Increase the number of skilled referee mentors available at club level 	Goal 1: Development of Criteria & Competencies required to be a referee mentor at Provincial Level Goal 2: Develop Training and induction for Go Games mentors Goal 3: Develop resources for mentors, make available online	2023 2023

LEVEL 2 & 3 – REFEREE MENTOR

	OBJECTIVES	KEY PERFORMANCE INDICATORS	YEAR
NDP ID	Objective 5 Recruitment & Retention of Referee Advisors Objective 6 Referee Advisors Education Objective 7 Referee Advisors Development <ul style="list-style-type: none"> Provide guidelines on the requirements, criteria, competencies of becoming a club referee mentor Increase the number of skilled referee mentors available at club level Support new club referee mentors 	Goal 1: Development of Criteria & Competencies Goal 2: Develop Training and induction for club referee mentors Goal 3: Develop resources for mentors, make available on learning portal Goal 4: County Referee Coordinator support new referees or those requiring mentor	2023 2023 2023



PILLAR 3: REFEREE DEVELOPER PATHWAY

Referee Developers

NATIONAL REFEREE DEVELOPER

	OBJECTIVES	GOALS	YEAR
NDP ID	<p>Objective 8 Recruitment and Retention Referee Developers</p> <p>Objective 9 Referee Developers Education</p> <p>Objective 10 Referee Developers Progression</p> <ul style="list-style-type: none"> Develop criteria and competencies of National Referee Developers Increase the number of skilled Referee Developers available to improve the standard and quality of referees <p><i>Please note training provided through Sports Ireland to tutor on Level 2 & Level 3 courses. Only those who have completed this will be eligible to tutor on Referee Foundation Courses.</i></p> <p><i>We are currently liaising with Sports Ireland Coaching who are in the process of developing Official Developer training.</i></p>	<p>Goal 1: Development of Criteria & Competencies required in collaboration with Sport Ireland</p>	2022
		<p>Goal 2: Increase the number of Referee Developers at national level to meet the needs of the association</p> <p>Target 4 new tutors in 2022</p> <p>Target 8 active tutors by end of 2023</p>	2022-2023
		<p>Goal 3: Complete yearly in-service training for developers</p> <p>Inservice target by 2023 is 8</p>	2022-2023

CLUB – LEVEL 1 DEVELOPER (GO GAMES)

	OBJECTIVES	GOALS	YEAR
NDP ID		Goal 1: Development of Criteria & Competencies required	
	Objective 8 Recruitment and Retention Referee Developers	Goal 2: Develop training for level 1 tutors	
	Objective 9 Referee Developers Education		
	Objective 10 Referee Developers Progression <ul style="list-style-type: none"> • Develop criteria and competencies of Referee Developers • Increase the number of skilled referee developers available to improve the standard and quality of referees 	Goal 3: Increase the number of Level 1 tutors throughout the country Target 8 new Level 1 tutors (2 per province)	



OVERSIGHT OF PLAN IMPLEMENTATION

As the strategy is implemented, recruitment, retention and development targets should be adapted appropriately to service the needs of the game in all units of the association, as we continue to grow participation. Regular consultation and assessment of progress on each of the objectives of this strategy will take place in an open and transparent manner through the National Referee Committee and the NDP reporting framework. Our county and provincial units, together with the National Referee Committee and The Camogie Association Referee Development and Education Coordinator will play pivotal roles in this and the success of this strategy over coming three years.

Achieving the objectives set out in the strategy will require all stakeholders to work in a collaborative manner. i.e. each province and county setting its own objectives and KPI's on an annual basis as part of their overall workplan.

The Camogie Association will be working from 2021 baseline data including:

National Referees:	32
National support Panel:	27
Peter Downey Academy:	12
No. of active referees at club:	Data not available. As part of the role of County Referee Coordinators this data will become available by 2023 and updated accordingly.
Active Referee Advisors:	4
Referee Mentors:	N/A
Active Referee Developers:	N/A
Foundation Referees Trained:	75
Referee Safeguarding module:	125
First Whistle Referees trained:	1,400
CPD's and webinar:	601

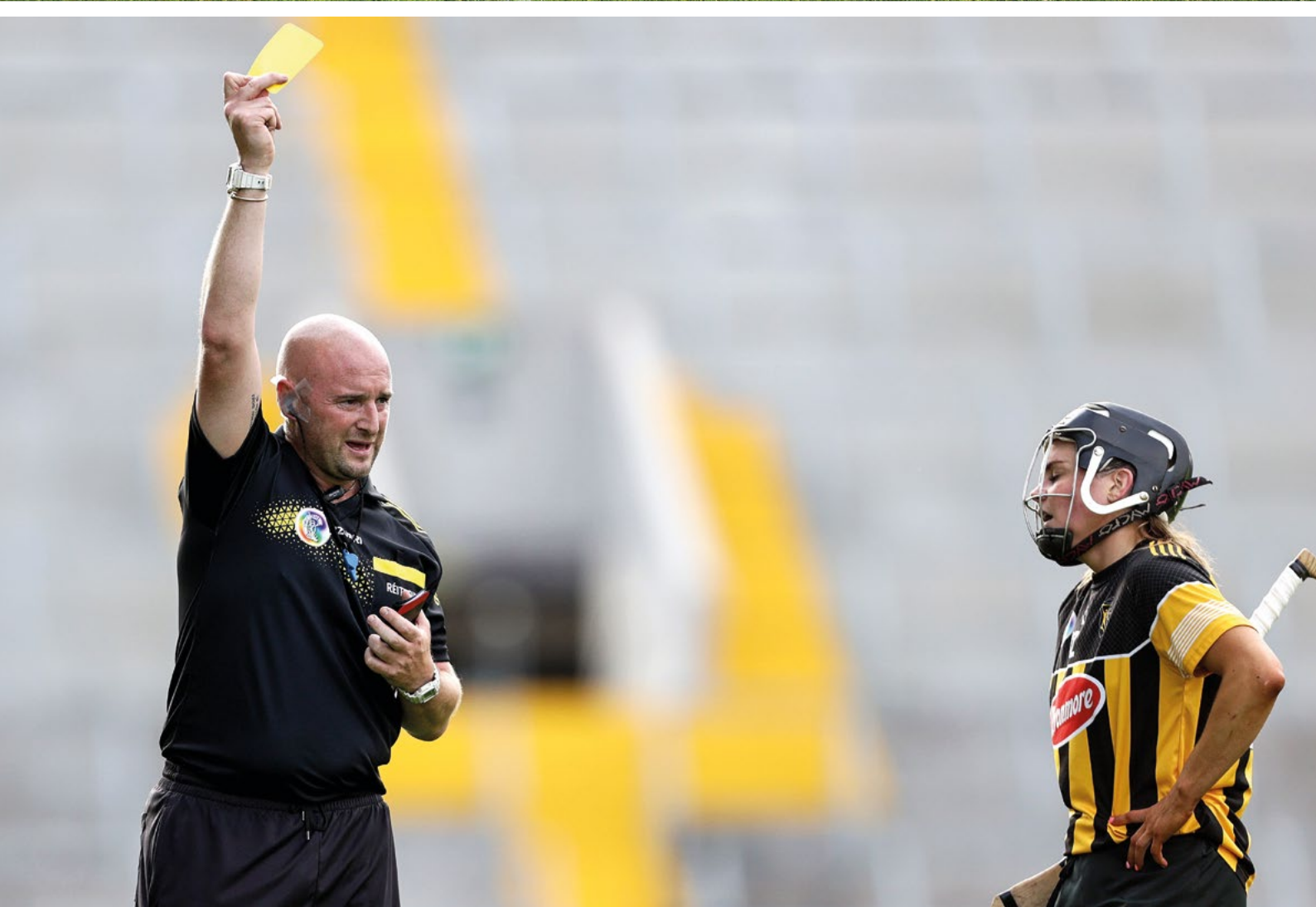
To successfully deliver on this strategy the following will be required:

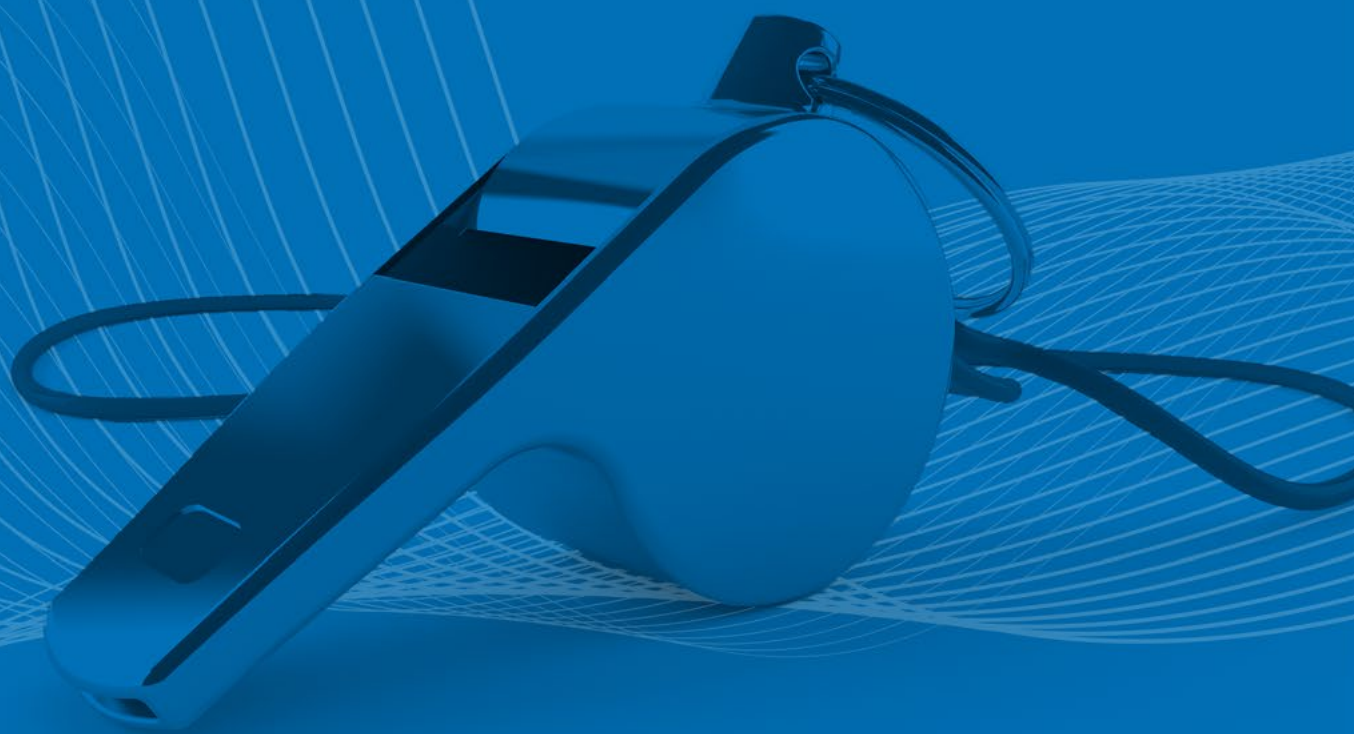
- Human Resources
- Financial resources
- Annual budget at National level

As the strategy is implemented, recruitment, retention and development targets should be adapted appropriately to service the needs of the game in all Units of the Association, as we continue to grow participation.

This will be monitored and measured on an annual basis at a Provincial level – and will be required in annual Provincial reports to Annual Congress

Regular consultation and assessment of progress on each of the objectives of this strategy will take place in an open and transparent manner through the National Referee Committee and the NDP reporting framework.





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