



REFEREE STAFF ROLES

The Staff Structure is based on the need to deliver advice, guidance, instructions and training for all levels of the Referee corp, which includes referees, scorers and line judges involved in Volleyball, Beach Volleyball and Sitting Volleyball. The work of the Staff, in conjunction with the Commissioner for Referee Development, is to ensure all have the opportunity to maximise their ability and potential.

SENIOR STAFF REFEREES

This group consists of the most senior former or current referees who can and have delivered all aspects of the work of referee training and assessment. The most important distinction for this group is that they have the experience, knowledge and ability to train all other staff.

Senior Staff Member	Region	E-mail
Mark Kontopolous	LO	markonto@yahoo.com
Debra Smart	YO	debra.smart@sky.com
Greg Thompson	SE	gregthompson@hotmail.co.uk
Damien Searle	LO	damiensearle@hotmail.com

STAFF REFEREES

Staff Referees have the ability, knowledge and experience to deliver all aspects of the Staff Commissioners work. Staff Referees both tutor courses and act as Observers. From this group some may be selected for a programme of development and progression to Senior Staff.

Staff Member	Region	E-mail
Ray Capewell	EM	raycapewell@yahoo.co.uk
Andy Worrall	SW	andrew.worrall@btopenworld.com
Debra Smart	YO	debra.smart@sky.com

TUTORS

A current or former referee who is able to deliver all elements of a Grade 4 Beach Award Course, without observation/assistance from a Senior Staff referee, whilst at the same time inspiring Candidates to apply the knowledge learned. Tutors will also be able to demonstrate and impart a knowledge of what is required to organize and officiate a modern beach volleyball match. He/she must be conversant with modern beach volleyball and be able to deliver rules clinics not only to potential referees but to any group that requires a better knowledge of



the rules of beach volleyball. Tutors may also be required to assist Staff on development weekends, clinics and one off training opportunities.

CANDIDATE GRADE 4 AND 3 TUTORS

Tutor Member	Region	E-mail
Ray Capewell	EM	raycapewell@yahoo.co.uk
Mark Kontopolous	LO	markonto@yahoo.com
Debra Smart	YO	debra.smart@sky.com
Andy Worrall	SW	andrew.worrall@btopenworld.com

OBSERVERS

Observers are selected from the highest grades of referee and the most experienced former referees for their ability to 'Observe' single matches and provide quality feedback to the referees immediately following said match; then to provide a comprehensive report on each referee on the current evaluation form. The form used will be more detailed than that used by Assessors and senior referees at VEBT matches. Observers determine the performance of individual referees in line with the most recent rules and guidelines. In certain circumstances an Observer may be appointed who is not a referee, but is a very experienced individual with a sound knowledge of the skills required to referee a match.

Observer Member	Region	E-mail
Ray Capewell	EM	raycapewell@yahoo.co.uk
Mark Kontopolous	LO	markonto@yahoo.com
Damien Searle	LO	damiensearle@hotmail.com
Debra Smart	YO	debra.smart@sky.com
Greg Thompson	SE	gregthompson@hotmail.co.uk
Andy Worrall	SW	andrew.worrall@btopenworld.com

BEACH SCORERS- TUTORS

Scorer Tutor	Region	E-mail
Ray Capewell	EM	raycapewell@yahoo.co.uk
Diane Hollows	YO	dihollows.volley@btinternet.com
Damien Searle	LO	damiensearle@hotmail.com
Debra Smart	YO	debra.smart@sky.com
Greg Thompson	SE	gregthompson@hotmail.co.uk
Andy Worrall	SW	andrew.worrall@btopenworld.com



BEACH LINE JUDGE TRAINERS

Line Judge Trainer	Region	E-mail
Ray Capewell	EM	raycapewell@yahoo.co.uk
Diane Hollows	YO	dihollows.volley@btinternet.com
Damien Searle	LO	damiensearle@hotmail.com
Debra Smart	YO	debra.smart@sky.com
Greg Thompson	SE	gregthompson@hotmail.co.uk
Andy Worrall	SW	andrew.worrall@btopenworld.com

Key elements of the work of all members of Staff include:

- The mentoring of referees of a lower grade than themselves and the support of referee colleagues
- The submission of RC/B7 reports to the Commissioner. The reports are used by Referee Commission as part of their considerations for Referee grading
- Recommending to Referee Commission, via the Staff Commissioner, the upgrading of Grade 3R referees for Grade 3N
- The upgrading of Grade 4 and Grade 4 (J) to Grade 3R and 3R (J) – using Form RC/B6 which is sent directly to the President of Referee Commission
- Report any breach of the referee Code of Conduct to the President of Referee Commission