



SSRUR
REFEREE CORE VALUES

INTEGRITY

ACCOUNTABILITY

RESPECT

ENJOYMENT

INTEGRITY

- Conduct a match impartially and honestly at all times.
- Admit to mistakes, learn from mistakes and be open to discussions.
- Follow through what you say OR Follow through with your commitment.
- Make no detrimental statements in public in respect of the performance of any other match officials, or any policy decisions of the Society OR show loyalty towards fellow referees. There may be times when you do not agree with decisions made by other referees but this should not be expressed publicly.

ACCOUNTABILITY

Responsible for your actions and those of the team

A. Taking responsibility for OUR actions:

- Before the game
- During the game
- After the game

B. Taking ownership of OUR performance

- Before the game
- During the game
- After the game

Key Behavioural Outcomes:

1. *Knowing and understanding the laws of the game*
2. *Keeping up to date with law changes*
3. *Interpreting and applying the laws accurately*
4. *Demonstrate effort to improve fitness levels*
5. *Demonstrate willingness to attend meetings*
6. *Demonstrate willingness to learn from others*
7. *Consistent submission of game plans*
8. *Submitting reports on time*
9. *Being appropriately attired*

Some quotes we could use:

- *“Accountability only works if you want it to.”*
- *“The right thing to do and the hard thing to do are usually the same.”*
- *“If you are building a culture where honest expectations are communicated and peer accountability is the norm, then the group will address poor performance and attitudes.”*
,Henry Cloud
- *“It is not only what we do, but also what we do not do, for which we are accountable.”*
Moliere, French Playwright

RESPECT

Respect the qualities and strengths of each other

- Be receptive to each other's opinions and show a willingness to engage in other's perspectives
- Be open-minded to the wider rugby community – not just other referees but players, coaches, and even supporters as well.
- Respect our position as a facilitator of the game. The game is for everyone, and is bigger than us as individuals.
- Punctuality and Pre-match preparation to be given appropriate focus – Be considerate to the needs of the teams to complete their pre-match preparation
- Be presentable as representatives of the SSRUR – To follow dress code as issued and prescribed by SSRUR.

ENJOYMENT

- In Everything We Do
- Participate Actively at Society social events.
- Celebrate successes and achievements of our members.
- Embrace relationships with the clubs.
- *“Never forgetting, why we do what we do... to enjoy and participate in the game!”*