



***English Bowls***  
***Umpires Association***  
**Training and**  
**Development Plan**  
**2009 - 2013**

**EBUA Training & Development Committee 2009**

**May 2010**

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## EUA - Training & Development Plan

*The development plan must reflect what the association aims to do and we must ensure that all members are fully committed to its implementation in the timeframes specified. It is therefore vital that this action plan has the 'right' volunteers in place to drive the actions forward.*

### Background

The sport of Bowls in England has been blessed for many years with Markers and Umpires of the highest standard within both the ladies and men's codes of the sport. Administratively this has been coordinated and developed by the English Women's Umpires Association (Bowling) and the English Bowls Umpires Association for Ladies and Men respectively. Both bodies have developed their own training and examination packages that have stood the test of time. Since 2006, both associations have been working progressively towards a combined single body – the English Bowls Umpires Association.

This development plan is part of that ongoing work, produced by the development sub-committee that has been tasked with identifying training and examination procedures for the EUA.

Changes to the Laws of the Sport have seen continuing development and some restructuring based on a principle of "best practice". This has resulted in a change to the training of new candidates, combining established methodology with a far more practical aspect of umpiring. Essentially what has been achieved is the standard presentation of training, providing a "skeleton" for umpires to develop themselves with support from a dedicated team of trainers.

From their early days both the ladies and men's associations have undertaken the task of holding practical examinations of applicants, providing qualified umpires throughout the sport from the grass roots level up to and including all the major games played under the jurisdiction of World Bowls, Bowls England and the English Indoor Bowling Association, including World Championships, Commonwealth Games, European and British Isles Championships and English National Championships.

Members of the English Bowls Umpires Association are recognised as being amongst the best in the world and this is evidenced by the invitations received by our association for officiating and training around the world.

### **The Future**

The English Bowls Umpires Association are looking to build on the solid base that has individually provided established umpires by both the ladies and men's codes of the sport for the past 30+ year. By working together we will continue to improve on the management processes that have been developed and ensure that we have a coordinated and well-organised programme for our members.

Where necessary we will implement new processes and procedures to meet the changing requirements of our sports National and International controlling bodies for both the outdoor and indoor codes.

Continued standards are a key priority in order to maintain revenues from any potential sponsors, clubs and bowling authorities.

An equal priority is to make the association more accessible to the whole bowling community, by developing closer links with local clubs and associations, where the sharing of ideas and resources, coupled with closer cooperation, will benefit all.

## Key Objectives

### Training

- To introduce a 4 year training programme for all members (4 years being the period that the Laws of the Sport are reviewed)
- To adopt a joint training programme that supports all persons involved in Marking and Umpiring the Sport of Bowls irrespective of age, gender or disability.
- To identify and develop personnel nationwide who have the necessary skills and ability to deliver the training programme
- To support the World Bowls Umpire development programme
- To identify future methods of training and development for umpires in conjunction with the National Governing Bodies.

### Examinations

- To introduce a 4 year examination programme for all members (4 years being the period that the Laws of the Sport are reviewed)
- To adopt a joint examination programme that supports all persons involved in Marking and Umpiring the Sport of Bowls irrespective of age, gender or disability.
- To identify and develop personnel nationwide who have the necessary skills and ability to deliver the examination programme
- To support the World Bowls Umpire development programme in the identification of Technical Officials
- To research and identify an ongoing assessment programme for members to support their continued development in conjunction with the National Governing Bodies.

### Development

The development of an umpire follows four key stages;

- Stage 1 - An introduction to the laws of the sport through locally based marking / awareness courses
- Stage 2 - Umpire specific training to support the Club and Regional grade of umpire. To include a grade related examination process
- Stage 3 - Further development to support Umpiring at a National Level. To include a grade related examination process
- Stage 4 – Further development of individuals to an International level in accordance with the World Bowls International Technical Official programme.

### Needs and Aspirations

#### Facilities

The requirements of this action plan are

- Accessibility to all
- Cooperation from the Governing bodies to promote and support the work undertaken
- Support of the general committee, specifically finance to enable the development and delivery of the plan

#### People to develop the plan

- **Umpires:** To identify people willing to be qualified Umpires and then provide support to them in achieving these qualifications. This needs to be a rolling programme to ensure that the association has sufficient umpiring expertise in order to improve and maintain the officiating standards.
- **National Development Committee:** mandated by the membership to identify, develop and deliver all aspects of training and examination
- **Trainers:** a team across the country who are identified and trained to the required standards in order to deliver a common picture
- **Examiners:** as above
- **Support from within the Association:** To raise the profile of the association within the bowls community and seek opportunities to make the associations services available to all.

It is essential that our Association is viewed positively within the Bowls Community and can demonstrate that we can offer Umpiring services in a well managed and controlled way through good training and examinations. We would want to be known as an association that promotes good sportsmanship and equal opportunities to all.

### **Child Protection Policy**

The Bowls England instruction on Child Protection is fully implemented within the association and a Child Protection Officer is an appointed member of the Committee. Child protection matters feature within all stages of Umpire training and development.

### **Recruitment Plan**

#### **Attracting new Volunteers**

We need to develop a plan to actively attract new members into the association that is targeted at new bowlers and those club members that show an interest in the Laws of the Sport

#### **Succession planning**

Within each section of the development committee, each position must have a job description that includes a responsibility to identify a replacement and complete a suitable handover with that person to ensure management continuity of that position.

### **Gap Analysis**

There is a need:

- To increase the associations involvement with all levels of the bowling community to raise the profile / understanding of umpiring services.
- To identify people who have an interest in becoming an umpire
- To identify and support qualified umpires who demonstrate potential to attain the highest standards
- To improve the associations capacity to deliver training and examinations using all avenues of funding and financing which are available to us
- To provide the opportunity for development to all levels, including trainers and examiners
- To ensure Child Protection matters are delivered to all umpires.

## EBUA - Training & Development Plan

### Association Action Plan

Action Item	Objectives	Performance Indicator	Responsibility	When	Resources
Develop job descriptions for all personnel involved in training and examinations	To identify and evaluate current processes and produce job descriptions that meet requirements for training and examinations	Written documents delivered on time	Development Committee	April 2010	Nil
Advertise and recruit personnel to deliver training and examination processes nationwide	To identify training and examination teams prior to launch of EBUA training programme	Selection process undertaken  - Projects are delivered on time and to specification	Development Committee	August 2010	Nil
Provide a “train the trainers & examiners” seminar	To deliver training syllabus and testing procedures to identified personnel prior to launch of EBUA training programme	Capability to deliver training and examination from January 2011	Development Committee	November 2010  Then approx every 2 years	£2,500 approximately for weekend course

## EBUA - Training & Development Plan

Action Item	Objectives	Performance Indicator	Responsibility	When	Resources
Delivery of training and examination programme in all EBUA regions	To deliver training syllabus and testing procedures to members according to a common standard upon the launch of EBUA Training programme	To be measured by results of examination procedures	Identified zone trainers and examiners	January 2011  Ongoing annually	Minimum of £200 per course – offset from course fees
To ensure Child protection principles are understood by members	To ensure within 4 year period that all members of association are conversant with Child Protection measures	Knowledge of policy to be checked in oral / theory test procedures	Identified zone trainers	January 2011  Ongoing annually	Within training fee
To raise the profile of Umpiring amongst the bowling community	To get grass roots bowlers to understand the value and principles of umpires	Increased activity in recruiting and knowledge of Umpiring services	Development committee initially. To be devolved to zone officers	April 2011 onwards (earlier if possible)	To be determined
Provide WB's with suitably qualified umpires for International standard competition	To qualify umpires under the WB's International Technical Officials (ITO) Programme	Results of WB's ITO qualifying process	Identified personnel within EBUA	April 2011 onwards according to WB's quota's	Funded by candidate?