



# **UMPIRES' SUPPORT AND DEVELOPMENT** **PROGRAMME**

*“to optimise the satisfaction levels of the players by supporting and developing competent officials”*

## **Umpires' Support and Development**

The ECB ACO education programme is available to all individuals interested in umpiring. There are currently three levels (a fourth is planned) covering the basics of umpiring through to the techniques required for those who aspire to umpire higher levels of cricket

This programme is only of interest for those who want their competency assessed which is why it is separate from the Education programme.

Accreditation level at the current of U1A (or working towards) is a minimum requirement of many leagues and to be considered for a Premier League, accreditation at U2A is a necessity.

All umpires can benefit from some form of support irrespective of their experience but for new and developing umpires it is essential. The programme involves the use of experienced umpires as mentors and coaches who can provide encouragement and guidance that will enable all umpires to improve their match management capabilities.

The ECB ACO Support and Development programme is designed to support all registered candidates gain recognition of their competence by meeting the required ECB ACO standards.

### **The Programme**

Following extensive discussions and widespread consultation, a new programme of Support and Development will be introduced in 2019. The new scheme is less prescriptive and enables County ACOs to meet their own requirements.

The programme concentrates on self- assessment whilst working with a mentor. Candidates will identify their own issues, understand what they need to do to improve and this will help them develop the appropriate strategy to move forward.

A proportion of individual accreditations undertaken by County ACOs will be moderated by Regional Officers and the programme will be verified by an independent panel every two years.

To reflect the change in emphasis from performance to development, the responsible County & Regional Officer will become the Development Officer (CDO/RDO).

It is essential that the requirements of the new programme are communicated effectively to participants and as such the new programme will be outlined at the Regional Workshops in January /February 2019.

The RDOs will drive the implementation of the programme through their CDOs. CDOs will appoint suitable people to be mentors. Guidelines for mentors have been produced to assist – **See Appendix 4**

To align accreditation with education, Umpire 2 Accreditation (U2A) will follow stage 2 (replacing U1A) and Umpire 3 Accreditation (U3A) will follow on from stage 3(replacing U2A); the requirements for Umpire 4 Accreditation (U4A) will be added when they are agreed. The name change will be introduced immediately so 2018 accreditations will be updated accordingly.

	<b>UMPIRE 2 ACCREDITATION (U2A)</b>	<b>UMPIRE 3 ACCREDITATION (U3A)</b>
Description	Development stage	Consolidation stage
Knowledge	All Laws relating to one-day cricket. All appropriate match regulations and directives. Education to Stage 2	All Laws & appropriate match regulations. Education to Stage 3 / level 2c and Accreditation to U2A (or Level 1A)
Environment	Ability to officiate effectively in local league and junior environments.	Ability to officiate effectively in at least feeder leagues or equivalent
Skills	Developing powers of concentration Growing self-confidence Increasing interpersonal skills Good communication skills Demonstrate skills and knowledge of a stage 2 umpire <b>(Appendix1)</b>	Well-developed powers of concentration Good self-confidence Established interpersonal skills Assured communication skills Demonstrate skills and knowledge of a stage 3 umpire <b>(Appendix 2)</b>
Assessment	Each newcomer is given a mentor  All umpires complete a match notebook for each match - supplied by ECBACO. Guidance to be given as to what should be included.  When the assigned mentor believes the umpire is ready, (s)he refers her/him to the CDO for boundary assessment.	Each candidate is given a mentor  All umpires complete a match notebook for each match - supplied by ECBACO. Guidance to be given as to what should be included.  When the assigned mentor believes the umpire is ready, (s)he refers her/him to the CDO for boundary assessment.
Evidence/ Documentation	<u>The CDO determines what evidence he requires to allow assessment.</u>  ECBACO will supply Umpire Performance Feedback Form that can be used for onfield and boundary assessments. <b>(Appendix 3)</b> Candidate will supply: Certificate of completion of Laws exam (ACO version) Match diary will <u>not</u> form part of evidence Mentor will supply written statement of support CDO may request additional assessments if thought necessary.	<u>The RDO determines what evidence he requires to allow assessment</u>  ECBACO will supply Umpire Performance Feedback Form that can be used for onfield and boundary assessments. <b>(Appendix 3)</b> Candidate will supply: Certificate of completion of intermediate Laws exam (ACO version) Match diary will <u>not</u> form part of evidence Mentor will supply written statement of support CDO may request additional assessments if thought necessary.
Outcomes	If CDO is satisfied of the umpires' competence, CDO sends CAC to Edgbaston for certification. No CAC = no certificate!	If CDO is satisfied of the umpires' competence, CDO (sends CAC to Edgbaston for certification. No CAC = no certificate!
Moderation	Documentation from 20% of candidates to be referred to your regions RDO for moderation	Documentation from at least 20% of candidates to be referred to another regions RDO for moderation
Proposed Fees	£40 rebated back to County ACO.	£60 rebated back to County ACO.

## Appendix 1 -ECB ACO Stage One

Stage One umpires are able to...

### **Attitude and Teamwork**

- understand the role of the umpire and that role in the structure and facilitation of the game
- understand the importance of the Spirit of Cricket and apply it to the match
- have the confidence and knowledge to officiate a match at a lower level
- be aware of the impression created by standards of dress and appearance
- work with colleague(s) to facilitate the match
- carry out meetings with captains and scorers and conduct the toss
- set the tone for the match

### **Preparation**

- identify the correct equipment needed to carry out their duties
- carry out an inspection of the pitch, outfield and boundaries and understand the significance of different boundary markings
- identify potential hazards on the outfield and methods of dealing with them
- ensure pitch markings are correct
- ensure the stumps and bails comply with the Laws and are correctly positioned

### **Match Management**

- manage the match in accordance with MCC Law, ECB Directives and applicable regulations
- record all necessary information using a bowlers' record card and any other material
- manage conditions of ground, weather and light before and during a match.
- manage the Over, knowing when it starts and finishes and what deliveries count in it
- manage No ball
- manage Wide ball
- know what to do should the ball be lost or unfit for play
- answer appeals for dismissals
- manage Byes and Leg byes
- know when the wicket has been properly broken, including when playing without bails and know when to remake it
- manage the use of protective helmets used by the fielding side
- manage dangerous and unfair short pitched and non-pitching deliveries
- communicate with the scorers by way of signals and obtain acknowledgements, including multiple signals

### **Decision Making**

- adjudge dismissals for:
  - I. Bowled
  - II. Caught
  - III. LBW
  - IV. Stumped
  - V. Run out
- make decisions regarding the scoring of runs and boundaries
- understand what is a batsman's ground and how it affects the scoring of runs and methods of dismissal
- make decisions about winning runs and the result

### **Technique**

- adopt a safe and best stance at bowler's end prior to delivery of the ball.
- adopt a safe and best stance at bowler's end after delivery of the ball
- adopt a safe and best stance at striker's end at all times
- identify and record basic information during a match

### **Self Management / Personal Development**

- know the next steps in their officiating career and how to progress
- know the benefits of ECB ACO membership and buy into everything it can offer them
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### **ECB ACO Stage Two**

In addition to the skills and knowledge of a Stage One umpire, Stage Two umpires are able to:

#### **Attitude and Teamwork**

- interpret and apply regulations for various league and cup matches
- have the confidence and knowledge to officiate a match at higher levels of the game below ECB Premier league
- build relationships with key facilitators including:
  - I. colleagues
  - II. scorers
  - III. captains
  - IV. groundsmen

#### **Preparation**

- interpret and apply regulations for various league and cup matches

#### **Match Management**

- manage intervals and interruptions
- deal with conflict situations
- manage Dead ball situations
- manage situations involving the participants including:

Bowlers:

- I. the protected area
- II. dropping the ball
- III. failing to deliver the ball
- IV. changing the mode of delivery

Batsmen:

- I. commencement of innings
- II. retiring
- III. runners
- IV. damaging the pitch
- V. ball trapped or lodged
- VI. distracted or not ready

Wicket-keepers:

- I. protective equipment
- II. positioning
- III. encroachment
- IV. significant movement

Fielders:

- I. Illegal fielding
- II. Ball lodged
- III. Encroachment
- IV. Significant movement
- V. Absence
- VI. Substitutes
- VII. Damaging the pitch
- VIII. Deliberate distraction, deception or obstruction
- IX. Changing the condition of the ball

### **Decision Making**

- adopt techniques and identify clues to assist in the application of the LBW Law
- adjudge dismissals for the rarer methods of dismissal:
  - VI. Timed out
  - VII. Obstructing the field
  - VIII. Hit the ball twice
  - IX. Hit wicket

### **Technique...**

- carry out post-match duties and routines
- judge fair and unfair actions and take the necessary action regarding player behaviour
- complete disciplinary reports

### **Self-Management / Personal Development...**

- self-reflect and analyse their performance
- set personal objectives for their matches
- seek and give feedback
- understand the optional accreditation process

In addition to the skills and knowledge of a Stage One & Two umpire, Stage Three umpires are able to:

### **Attitude and Teamwork**

- summarise relevant competition regulations
- have the confidence and knowledge to officiate matches in ECB Premier Leagues and National Competitions

### **Preparation**

- understand all Laws relating to one-day cricket with the exception of last hour calculations
- understand the importance of sleep, diet and hydration and their effect on performance
- manage
  - I. the preparation of the playing area
  - II. covering the pitch

### **Match Management**

- manage:
  - I. the preparation of the playing area
  - II. covering of the pitch
  - III. deliberate short runs
  - IV. persons or animals coming onto the field
  - V. interrupted matches
  - VI. Duckworth Lewis Stern
  - VII. bowler throwing towards striker's wicket
  - VIII. practice on the field
  - IX. batsman leaving the wicket under a misapprehension
  - X. deliberate front foot No ball
  - XI. time wasting
  - XII. stealing a run

### **Decision Making**

- award penalty runs when appropriate

### **Technique**

- understand the need for more comprehensive record keeping in higher level matches
- manage limited overs matches involving
  - I. PowerPlays
  - II. Fielding restrictions
  - III. Free hits
  - IV. Wide ball
  - V. Over rates

### **Self Management / Personal Development**

- Identify ways to improve their observation skills
- identify ways in which they can improve their concentration skills including 'switching up' and 'switching down'
- understand the benefit of routines
- identify key areas of focus at specific moments
- self-reflect and analyse their performance
- seek feedback
- understand what is meant by 'mental strength' and how it can help them cope with pressure and stress in high pressure situations
- develop their mental strength
- understand the optional accreditation process

Use this form to help you appraise your / the Umpires performance against key criteria.  
 You may complete it as part of your self-review. It can also be completed by an observer who may be your colleague or a boundary edge observer. You will have been advised of this pre-match day.

Umpire:	Colleague:	Observer:
Competition:	Home Team:	Away Team:

Pre-Match Preparation	Comments
Preparation, Planning and Timeliness: <i>Well prepared, arrives in plenty of time.</i>	
Conduct pre-match duties: <i>Everything effectively covered.</i>	
Toss and pre-match: <i>Ability to deliver clear expectations with appropriate explanations.</i>	
Image: <i>Is smart, confident and has a strong presence.</i>	
Relationship building: <i>Willing and able to collaborate</i>	
Self-Effectiveness and Conduct	Comments
Authority: <i>Appropriately strong and assertive, without being officious, and not invisible.</i>	
Posture: <i>Positive and business-like with the appropriate level of profile.</i>	

Reaction to pressure: <i>Copes admirably without noticeable panic or reaction.</i>	
Concentration: <i>Alert &amp; aware throughout.</i>	
Confidence and positivity: <i>Comfortable and assured in the role.</i>	
Approachability: <i>Welcoming and available.</i>	
Professionalism: <i>Admirable role model.</i>	
<b>Match Management</b>	<b>Comments</b>
Communication (with players, including captains): <i>Ideal in all respects – not too much or too little. Communication with captains at end of the game.</i>	
Communication (with colleague): <i>Regular and consistent collaboration, appropriate consultation, prearranged signalling and eye contact.</i>	
Communication (with scorers):  <i>Effective signalling and await acknowledgement; regular and consistent collaboration including at the end of the game.</i>	
Level of awareness: <i>Alert to all aspects and not letting things pass you by.</i>	
Trusted: <i>No surprises. Decision making and “selling” decisions</i>	
Positioning: <i>Best &amp; <b>safe</b> at all times. Stillness</i>	
Calls: <i>Clear, audible calls for players, accompanied by correct signal..</i>	
Teamwork: Levels of intervention: <i>Appropriate without too much or too little.</i>	
Management style: <i>Collaborative and good to work with without being too soft. Remain calm at all times.</i>	
Confident of Ground, Weather & Light: <i>Correct protocols &amp; communication.</i>	

Technical Skills and Knowledge	Comments
Decision making: <i>Consistently good and acceptable.</i>	
Anticipation: <i>Understands the game and its pressure points.</i>	
Reaction to appeals: <i>Decisive showing; considered, but no hesitation.</i>	
Knowledge: <i>Accurate application of the Laws &amp; regulations. Expert without arrogance and never found wanting.</i>	

***\*Please ensure additional comments, notes, development points are included below.***

Observer's Name:  Observer's Signature:

ACO Number:  Date:

***Additional comments***

## Appendix 4 - Guidelines to Mentoring for Umpires

### Objective

- To provide support and guidance for those being mentored (the participant) that facilitates their development, as far as possible, in line with their personal goals

### Key attributes to be a mentor

- Ability to build a relationship between both parties founded upon trust, confidence and respect
- Ability to provide guidance, motivation, emotional support, and role modeling.
- Ability to manage ability against personal ambition based on evidence, performance & experience.
- Ability to listen.
- Be able to provide the participant with challenges that will foster professional development and a feeling of accomplishment in learning on and off the field.
- Ability to manage both success and disappointment.
- Proven experience as an umpire – minimum of 2 years on-field experience for U2A; 4 years for U3A.
- Does not have to be an active umpire providing they have the above experience and have only ceased to be active within last 3 years and / or to have attended refresher or Stage 1, 2 or 3 courses within the last 3 years depending on level of participants being mentored. (As participant or observer)
- Be a full member of ECB ACO with a current DBS.
- It may be possible at U3A level to use someone with very limited cricket experience as a mentor providing they are undertaking a similar role in another sport.

### Key Mentoring Issues

- CDO to initially prepare a list of mentors for the participant to choose from.
- Choice of mentor should be made by the participant.
- Mentor should contact CDO if unhappy with participant. Equally the participant should contact CDO if unhappy with mentor.
- Mentor & participant should meet as early as possible to set the parameters of the relationship (eg confidentiality, meeting timescales, contact details, reporting strategy, feedback/review meetings etc)
- Based on the participant's aspirations, the mentor should agree short, medium and long-term objectives.
- The mentor should give guidance on how to complete the match diary.
- A mentor can look after more than 1 candidate.
- CDO to manage team of mentors and review competency on annual basis.

### Training

- Prospective mentors should have attended a recent observers course or should have the opportunity to attend one.

### Implementation

RDOs to lead in their region.