



1. **PURPOSE**

The purpose of this Policy is to provide the eligibility requirements and procedures that the Association will follow when identifying umpires for selection, appointment, or invitation to the Umpire Academy or Umpire Squad.

2. **APPLICABILITY**

- a. This Policy applies to all Members participating in, or seeking to participate in, the Umpire Academy or Umpire Squad.
- b. This Policy applies at all times during Association activities and events.

3. **DEFINITIONS**

In this Policy, unless otherwise stated:

**Association** means Fremantle Netball Association;

**Association Umpire Development Officer, or AUDO**, means the person appointed to the role by the Association;

**Club** means any netball club or Entity Team affiliated and financial with the Association, and as otherwise defined in **Rule 11(8)(a)** of the Constitution;

**Committee** means the management Committee of the Association as determined by the Constitution;

**Constitution** means the constitution of Fremantle Netball Association Inc.;

**Entity Team** means a single team entering the competition at the Association that is not affiliated with a Club;

**Member** means any affiliated members of the Association, including players, coaching and umpiring officials, volunteers, Clubs, and Club members;

**Policy** means this policy;

**Selector** means a person with a suitable level of experience and qualification who has been appointed by the AUDO or Umpiring Committee to undertake talent identification processes for umpires at the Association and Association activities;

**Umpire Academy** means the development pathway squad for umpires working towards selection into the Umpire Squad;

**Umpire Field Officer** means the individual appointed to this role by the Umpiring Committee;

**Umpire Squad** means the experienced umpire squad of the Association, responsible for officiating the highest level of match play in the Winter Competition;

**Umpiring Committee** means that subcommittee of the Association;



**Winter Competition** means the winter netball competition run by Fremantle Netball Association.

#### 4. THE POLICY

- a. The Umpiring Committee is the decision-maker in relation to all selections, appointments, and invitations made to the Umpire Academy and Umpire Squad.
- b. Talent identification of umpires for potential invitation to the Umpire Academy and Umpire Squad may take place at any time during the Winter Competition or other Association activities where umpires are officiating.
- c. Club Umpire Coordinators may request that talent identification take place for one or more of their Member umpires.
- d. Talent identification processes may be subject to:
  - i. The availability of suitable Selectors;
  - ii. The weather during the activity;
  - iii. Any other reasonable factor.
- e. Where an umpire has been viewed as part of a talent identification process but has not been successful in obtaining an invitation to the Umpire Academy or Umpire Squad, they are eligible to undertake the talent identification process again at a later date that is suitable to the umpire and the AUDO, within reason.
- f. To be eligible for selection into the Umpire Academy, an umpire:
  - i. Must hold minimum National C Badge;
  - ii. Be registered as an Official in Play HQ with the Association or a Club for the current season;
  - iii. Have a current Rules of Netball Theory Exam result (e.g. >70% within the last four years);
  - iv. Have a current certificate of completion for the Foundation Umpire Course or Elite Umpire Course;
  - v. Show a level of understanding of applying the rules and game management;
  - vi. Show a level of understanding of positioning, vision and timing, and reading play during a game;
  - vii. Show drive and a want to develop through the Association and Netball WA umpire pathways;
  - viii. Be prepared to take a positive attitude to learning;
  - ix. Demonstrate a level of fitness to umpire whole game required of their badge level, and;
  - x. Demonstrate a commitment to umpiring games and a willingness to develop umpire coaching and badging skills.
- g. To be eligible for selection into the Umpire Squad, an umpire:
  - i. Must be able to demonstrate all criteria in **clause 4(f)**;
  - ii. Be on the Netball WA Testers List;
  - iii. Show a developed level of understanding of applying the rules and game management;
  - iv. Show a developed level of understanding of positioning, vision and timing, and reading play;
  - v. Be prepared to assist in coaching and selections for the Junior Umpire Development Program, Adult Umpire Development Program, and Umpire Academy and Umpire Squad programs, and;
  - vi. Be prepared to assist in game day talent identification and conflict resolution.



- h. An umpire may be invited to the Umpire Academy or Umpire Squad without a talent identification process taking place, at the discretion of the Umpiring Committee.

## 5. PROCEDURES

- a. The Umpiring Committee may seek assistance in the talent identification of umpires, and appoint Selectors, from:
  - i. Members of the Umpiring Committee;
  - ii. Members of the Association Umpire Squad;
  - iii. The Umpire Field Officer;
  - iv. Junior Umpire Development Program umpire coaches;
  - v. Club Umpire Coordinators;
  - vi. Netball WA umpiring representatives;
  - vii. Anyone else deemed suitable by the AUDO.
- b. When a talent identification process is being undertaken, the Selector must:
  - i. Use the following scoring schedule to assess the umpire's skills:
    - 1: *Not showing this skill at all.*
    - 2: *Shows some understanding of skill but little ability to apply it.*
    - 3: *Has a developing understanding of skill and starting to apply it.*
    - 4: *Has a good understanding of skill and inconsistently applies it.*
    - 5: *Has a good understanding of the skill and a consistent application.*
  - ii. Watch umpire for a minimum of one quarter of a game before scoring.
  - iii. Score the umpire based on what is seen in that particular game.
  - iv. Consider the National C Badge criteria when determining a score.
- c. Once a talent identification process has taken place:
  - i. The Selector should provide their recommendation, including any score determined, to the Umpiring Committee.
  - ii. The Umpiring Committee should consider the recommendation.
  - iii. A recommendation from a Selector to invite an umpire onto the Umpire Academy or Umpire Squad does not guarantee an invitation.
  - iv. The Selector is not required to provide reasons for their recommendation, however may choose to provide feedback to the umpire.
  - v. The Umpiring Committee is not required to provide reasons for their decisions to invite or not invite an umpire to the Umpire Academy or Umpire Squad, however may choose to provide feedback to the umpire.
- d. The decision to invite an umpire onto the Umpire Academy or Umpire Squad will be by consensus, or, if required, by a majority vote, of the Umpiring Committee.
- e. The composition of the Umpire Academy and Umpire Squad may be changed at any time at the discretion of the Umpiring Committee, including the addition or removal of umpires.
  - i. When an umpire is removed from the Umpire Academy or Umpire Squad, they must be provided with reasons for the decision and feedback for development, if applicable.
  - ii. The removal of an umpire from the Umpire Academy or Umpire Squad should be avoided where possible, and opportunities to remedy areas of concern should be provided to the umpire in advance of this decision being finalised.

## 6. MANAGING BREACHES OF THE POLICY

- a. Where an umpire in the Umpire Academy or Umpire Squad breaches this Policy, it will be managed by the Umpiring Committee.



- b. Where the Umpiring Committee breaches this Policy, it will be managed by the Committee.
- c. Breaches will be managed with regard for the severity of the breach.

**7. RESPONSIBILITIES**

- a. The AUDO is responsible for the organisation of the talent identification process of umpires at the Association and during Association activities.
- b. The Umpiring Committee is responsible for decisions relating to selections, appointments, and invitations to the Umpire Academy and Umpire Squad.
- c. Club Umpire Coordinators are responsible for notifying the AUDO of any umpires from their Club that they wish to be talent identified.
- d. Umpires seeking positions into the Umpire Academy or Umpire Squad are responsible for meeting the requirements of selection.

**8. CHANGES TO THE POLICY**

This Policy may be cancelled, amended, or supplemented by the Association as and when it sees fit. Any variation will be given to Members in writing by the Association.

The Association will review this policy on a regular basis to ensure that it remains effective in supporting the objectives and strategic direction of the Association, and to ensure ongoing best practice governance.

Signed

A handwritten signature in blue ink, appearing to read 'Sondra'.

11/04/2023

**Sondra Anderson**  
**PRESIDENT**  
**Fremantle Netball Association**

**Date**