

FRAMEWORK FOR THE DEVELOPMENT OF
UMPIRES AND SCORERS

IN GLOUCESTERSHIRE (NORTH AREA OF CRICKET BOARD)

Purpose of this document

- Umpires and scorers are integral to the game of cricket.
- Together with the players, particularly captains, and including coaches and team managers, they have a key role in ensuring the game is played within the spirit and laws of cricket, as well as enhancing the quality of the playing experience through ensuring fairness and relieving players of the need to ‘stand in’ for these roles.
- However, there is an increasing gap between the need for umpires and scorers and availability of people willing and able to take on these roles at all levels of recreational cricket.
- This document sets out the commitment of all the key cricketing bodies in Gloucestershire (North area of the Cricket Board) to:
 - increasing the number of trained and qualified and independently appointed umpires and scorers
 - enabling officials, where they so wish, to progress to the highest level of the game for which they have been trained and their competence allows
 - supporting officials through formal training as well as informal peer and group support
- The cricketing bodies signing up to this framework include GCB AND GACO, the Gloucestershire Association of Cricket Umpires and Scorers (GACUS), the West of England Premier league (WEPL), the County League and their feeder leagues in this area. The role of GACUS in the recruitment, training, development, support and appointment of umpires and scorers is set out more fully later in this document, including acting as an ‘agency’ for GACO in the north area of the cricket Board.

Recruitment of Umpires and Scorers

- Umpires and scorers in recreational cricket undertake a time-consuming and demanding task on a voluntary basis, sometimes facing challenging on-field situations. Lack of respect for officials, and sometimes abuse, can be a great disincentive to taking on such roles.
- Therefore, a key precondition for successful recruitment is that potential umpires and scorers are assured that all the cricketing bodies in the area, in particular the league governing bodies, will have a zero-tolerance policy against unacceptable conduct by players on and off the field. The Spirit and the Laws of the game provide the framework for appropriate behaviour, and this has been translated into the Code of Conduct (Appendix) which all the signatories have adopted.

- To take on these roles it is essential that potential officials are also made aware that they will have, through their membership of GACUS:
 - access to the best training available
 - the opportunity to acquire the qualifications necessary to officiate at the highest level they wish to participate and that their ability permits
 - support of more experienced umpires through a mentoring system, both during their period of training and post-qualification development
 - a continuing review of their performance, the prime purpose of which is to provide helpful feedback so that they are able to continue to gain in confidence and skills
- The above principles will be incorporated within a recruitment programme which is jointly organised by all the signatories to this framework.
- The responsibility of each of the signatories will include:
 - **GCB AND GACO:**
 - agreeing with GACUS and others the key training events to be held during the year
 - administration and financing of training courses, including agreement of dates and venues
 - marketing of training events to governing bodies, clubs and the wider community
 - encouraging the successful delegates on courses to become independently appointed officials
 - **Governing bodies and Clubs:**
 - making the recruitment of umpires and scorers a key policy objective, if necessary through mandating clubs to identify individuals for training with the aim that as many league matches as possible have independent officials
 - providing appropriate financial support to clubs/individuals to undertake appropriate training and qualifications
 - ensure that the Spirit of Cricket and the attached Code are enforced and that there is a 'no-tolerance' policy towards unacceptable conduct, including a clear disciplinary process
 - where changes to playing regulations are being considered, seek the specialist views of GACUS on umpiring and scoring implications to ensure the regulations are sound and officials are properly briefed so that they can be appropriately implemented
 - **GACUS:**
 - Participating actively in the recruitment of additional umpires and scorers through links with the media, individuals, clubs, leagues, governing bodies, GCB AND GACO
 - Providing training for umpires and scorers as set out below, using the best experience of members of GACUS in both the theory and practice of umpiring and scoring.

- Providing individual and collective support to officials through networking and a programme of continuing professional development, including progressing to more advanced qualifications where individuals so wish
- Undertaking assessments of performance as set out below, to encourage the development of individuals and achieve higher standards of scoring and umpiring
- Maintaining and applying the organisation's disciplinary policy
- Providing advice and support to GCB AND GACO and Governing bodies on issues which will impinge on how officials operate

Training of Umpires and Scorers

- GACUS will be the recognised training body for umpires and scorers in the north area of the Cricket Board.
- The GACUS training team will be responsible for delivering training programmes which include:
 - Tuition and assessment to acquire the ECB Level 1 and Level 1A qualifications for Umpires and Scorers, for those who wish this. The ECB Level 2 training is currently organised on a regional basis but, when this is devolved in future, GACUS would also provide this.
 - Provide refresher courses for existing umpires and scorers as appropriate
 - Continue to offer 'introduction to umpiring/scoring' courses, for example to help players who need to stand as umpires in their matches get a better appreciation of the laws of cricket and their on-field application. This can help individuals started on their journey to formal ECB qualifications.
 - Help other officials such as coaches achieve a better understanding of how to educate their coachees, particularly young people, to understand key laws and play within the spirit of the game
- It is a point of principle that wherever possible, trainers receive an honorarium for the time and effort they spend on designing and running training courses. The rate will vary depending on the nature and length of the training and should be clarified well before training events take place. There also needs to be clear advance agreement of how any costs of training venue and refreshments will be met, including the scale of the contribution from governing bodies and leagues and associations and the amount to be sought from participants.
- The administrative arrangements for training courses will be led by GCB AND GACO with appropriate input from GACUS

Support for Umpires and Scorers

- Suitable experienced officials will be trained as colleague assessors to mentor and support member umpires and scorers, both during their period of training and post qualification development.
- Trained boundary-edge assessors will support and advise their active officials to aid maintaining good standards.
- The GACUS Training Officer and his tutor team will be available to support and advise member umpires and scorers on incidents that have arisen during matches.
- Each Governing Body will have on their Disciplinary and Appeals Panels, when appropriate, a suitably experienced and qualified GACUS official to act as a consultant to guide the panel in ensuring their decisions are compliant with the laws of cricket and any match regulations.

Appointment of Umpires and Scorers

- GACUS will be the appointing body for umpires and scorers in Gloucestershire, (the north area of the Cricket Board) and will undertake this role through officers specifically appointed for these roles.
- Appointments will be made on the basis of clearly identified principles and priorities, recognising that these are voluntary roles.
- Any payments for officiating will be agreed between GACUS and the Governing bodies before the start of each season.

Assessment and Grading of Umpires and Scorers

- As in most other fields of endeavour, genuine, fair and transparent feedback on performance can be a powerful guide for improving performance. This is the spirit within which the assessment and grading process will be operated and all umpires and scorers will be expected to participate.
- Over time, active steps will be taken to harmonise the different assessment and grading systems operated by different governing bodies to achieve best practice. In the meanwhile, umpires and scorers need to be advised of the system which operates at the level at which they are officiating. The assessment process should involve all of the following methods:
 - Self assessment
 - Captains' reports
 - Colleague assessments
 - Boundary Edge assessments to be undertaken by trained experienced former or current umpires on several occasions each season
- Outcomes of assessment and grading process
 - Annual grading reviews will be carried out at the end of each season by the Grading Committee and written notification made to each official with additional notes where desirable.
 - Recommendation to officiate at a higher level if they so wish
 - Opportunity for refresher training
 - Personal mentoring support

- Encouragement to seek additional training/qualifications
- GACUS operates a grievance procedure, disciplinary process and appeals mechanism in accordance with its constitution to ensure acceptable conduct by its members and to permit decisions to be properly reviewed where members feel aggrieved including if they are unhappy with the outcomes of the annual assessment and grading process.

Review of the Framework

- There will be an annual review of the framework and its implementation by the signatories.

Signatories to this Framework:

Organisation	Name	Title	Signature

Dated:

Appendix to the Framework

Gloucestershire Association of Cricket Umpires & Scorers

Code of Cricket Conduct

Introduction

Generally, the standard of player behaviour in non-first class cricket has declined. This has not been helped by the poor example displayed in the past by international teams, which has been, until recently, unlawfully condoned and therefore mistakenly believed to be acceptable practice by many. Because, predominantly, captains and players lack adequate knowledge of the laws of the game, the “Spirit of Cricket” is not sufficiently understood nor applied. It demands respect for all participants. Cricket is desperately short of properly trained and qualified umpires and scorers. Player misconduct is the biggest disincentive for people to come forward to officiate in the game.

This situation has to be addressed by all those involved in cricket from Cricket Boards and Match Governing Bodies to clubs, captains, players and umpires. This Code of Conduct sets out in simple terms what is acceptable behaviour and what is not.

The Code of Conduct

Violence or Threatening Behaviour – There is no place for this in cricket. Any incident is to be reported.

Abusive or Offensive Language – This is entirely unacceptable, even within one’s own team. Any incident is to be reported.

Swearing – An isolated expression of frustration, although undesirable, may be understood, but it is not condoned nor expected to become repetitive. Swearing of a more general or repetitive nature is to be stopped by the player’s captain or the batsman concerned. Failure to act on or respond to such instructions is to be reported.

Dissent – It is unacceptable for any player not to comply with the instructions of an umpire or to criticise or dispute a decision by word, action or gesture, even though the player or players concerned may feel genuinely aggrieved. Any such incident is to be reported.

Persistent Noise – Comments, clapping or noise can sometimes be taken beyond encouragement and motivation of one’s own side and timed to distract an opponent. This is unacceptable practice and captains must not permit it to happen. Failure to act or prevent this will lead to it being reported.

Disrespectful Comments or Gestures – Any such comments or gestures made by any player to or about another player, including his own team, or an umpire, are not

acceptable. The player's captain must intervene immediately to have this stopped and the batsman must cease this action. Failure to act or any repetition is to be reported.

Acceptable Comments – Encouragement of one's own team from after the Striker has received the delivery until the ball is about to come in to play for the next delivery is fully acceptable provided that it is neither persistent nor disrespectful.

Reporting – Any reports are to be made to the Match Governing Body by the umpires and/or the opposing captain.

Conclusion

The "Spirit of Cricket" is to be enforced. As this preamble to the laws states, any action, which is seen to abuse this spirit, causes injury to the game itself.

The captains are responsible for ensuring that cricket is played within the spirit of the game as well as within the laws. Captains need to identify and immediately deal with any issues of player misconduct before the umpires find it necessary to intervene.

The spirit of cricket involves respect for all people participating in the game including the role of the umpires and the game's traditional values. Captains and umpires set the tone for the conduct of the match. Every player is expected to make an important contribution to this. **There is no option but to comply – it says so in the Laws.**