



**NORTH WEST  
OFFICIATING  
MENTOR PROGRAMME  
2022-2023**

November 2022

## **INTRODUCTION**

North West Netball is dedicated to providing ongoing development opportunities for its umpires. This programme has been developed to ensure a consistent approach for mentoring across the North West and is primarily aimed at umpires wanting to progress to the B Award qualification and beyond.

Priority to participate in the programme will be given to C Award umpires who hold a current A/B Written Assessment pass, C Award umpires who have attended a B Award course and B Award Talent Identified umpires progressing to A Award.

The purpose of the programme is to support umpires in developing their skills and self-confidence as they progress to the next level of their umpiring, to enable the mentee to apply the rules of netball with more consistency in a more demanding game environment.

Tutoring sessions for umpires sitting the A/B Written assessment are also available 3 times per season prior to the assessment date (e.g. January, May & September). For information on accessing a tutoring session email [nwofficiating@gmail.com](mailto:nwofficiating@gmail.com)

## **ROLE & RESPONSIBILITIES OF THE MENTEE**

The Mentee will work with their Mentor on an individual basis. The Mentee/Mentor relationship is to give the learner umpire an opportunity to learn and share experiences and ideas. The Mentor will be able to offer a range of skills that the Mentee can tap into and gain valuable experience from.

The Mentee will be responsible for and take ownership of their learning and development needs, identifying areas of strength and areas for improvement, evaluating own progress and creating a development plan.

Mentoring is a two-way relationship, be proactive and seek advice, contribute your ideas and questions.

Value your Mentor's time, this is a voluntary role – be considerate and give sufficient notice when scheduling umpiring/mentoring opportunities. The availability of your mentor will need to be negotiated.

Mentees will be asked to give feedback on their mentoring experience.

### **Experience:**

Qualified netball umpire – minimum C Award who has attended a B Award course (must have achieved a bleep level of 6.1 or above to participate in the programme to enable mentoring to be conducted on the appropriate matches for a B Award – NW Regional Champs).

### **Attributes:**

Commitment to the programme, be consistent and reliable  
Self-motivated, enthusiastic and committed to personal development & mentoring  
Able to accept constructive feedback  
Approachable  
Good communication and listening skills

## ROLE & RESPONSIBILITIES OF THE MENTOR

The Mentor's role is not to assess or provide all the answers but to facilitate self-awareness, and development according to individual needs.



Mentoring requires a trusting relationship based on mutual respect, sharing of knowledge, skills and experience to help the Mentee develop.

Create an open and supportive environment for two-way communication and discussion – share personal experiences or difficult times.

Encourage the Mentee to identify areas of strength and development and assist in the creation of a development plan.

Observe and give constructive feedback.

Encourage self-reflection/evaluation of their progress and be a critical friend.

Provide support through vulnerable or challenging situations

Mentors will be required to keep a brief outline of the support provided and sent to the Programme Coordinator, which will be shared with the NW Officiating Lead.

Maintaining confidentiality is important.

Mentors will be encouraged to participate in feedback sessions (individually or as a group), as required.

### Experience:

Qualified/experienced netball umpire:

- C to B Award mentoring - minimum qualified B Award
- B to A Award mentoring - ideally qualified A Award. Competent B Award umpires with a current A paper pass and appropriate A level officiating experience may also be an option

Mentoring experience

### Attributes:

Commitment to the programme, be consistent and reliable

Able to give constructive feedback, non-judgemental

Good communication and listening skills

Approachable and compassionate

Enthusiastic and positive towards continuing development & mentoring

## **EXPECTATIONS**

Mentee and Mentor commitment to a minimum of 3 sessions, further sessions, if requested, can be negotiated jointly in liaison with the Programme Coordinator and/or NW Regional Officiating Lead.

Mentoring development and progress should be recorded (electronically) on the Mentee's Development Plan and shared with the NW Regional Officiating Lead, to enable practical assessment planning and evaluating the success of the programme, and Programme Coordinator with agreement from both parties. Feedback can also be given verbally.

## **GENERAL INFORMATION**

Mentees and Mentors will be required to jointly complete an Agreement Form, by doing so you will be accepting the terms of the programme as outlined in this document.

All Mentees will be matched with a Mentor with the aim of achieving maximum effectiveness for both parties. A Mentor may be allocated by the Programme Coordinator/NW Officiating Lead or pre-arranged by Mentee and Mentor, both options will be monitored through the application process.

If the relationship between Mentee and Mentor is not working or no longer meets the needs of either or both individuals, following a conversation/liaison with the Programme Coordinator, a change may be necessary.

### **Safeguarding:**

If the Mentee is under 18, consent from a parent/carer is required. In addition, the Mentor must be aware of the health and safety of the young person in respect of safeguarding against any potential harm whilst participating in the programme.

**Note: An EN DBS check will be required if the mentee is under 18.**

The Programme will be overseen by the NW Regional Officiating Lead who will periodically provide progress updates to the NW Regional Board. The day-to-day delivery and administration of the Programme will be carried out by the Programme Coordinator.

The Programme Coordinator will maintain a confidential database of mentoring activity to support the process and Mentors in their role.

If you require any further information or have any questions, please contact the Programme Coordinator in the first instance.

### **Programme Responsible Officer:**

NW Regional Officiating Lead – Chris McCall ([nwofficiating@gmail.com](mailto:nwofficiating@gmail.com))

### **Programme Coordinator:**

To be appointed