

Start Team Breakout Session

Welcome & Introduction

- 1) Ice Breaker**
- 2) Start Team Statistics**
- 3) The Start Team Peer Group & The Way Forward**
- 4) AOCB**

ICE BREAKER

10 quick fire questions, with the answers at the end of the session

Start Team as @ 02/10/20

	Start Assistants	Starters
Total on UKA books for Scotland	48	39
Not Active in Scotland	8	8
Not 1st Discipline	7	4
Trainee	5	10
L1	11	7
L2	9	3
L3	3	4
L4	5	3
Total Active 1st Discipline	33	27

What is a Peer Group?

- All disciplines have a small group of officials from their respective disciplines to form a Peer Group.
- The Peer Group's role is to oversee and coordinate the work of the discipline in a fair, unbiased and where possible, evidenced based manner.

What's been happening?

- The previous Peer Group was stood down in March, due to an investigation being carried out by Scottish Athletics.
- In the interim, Scottish Athletics asked me to be the Temporary Head of Discipline, until the investigation was completed.
- Rob Dalziel and Val Murdoch very kindly offered to assist me on the Temporary Peer Group. Little did we realise how long it would be.
- I wish to take this opportunity to thank them very much for their time and patience during the 6 months we worked together.

- The investigation has now finished and our previous Peer Group Head has resigned.
- I can't comment any further on the investigation for legal reasons. Anyway, I don't know enough about all the facts to discuss it, so won't be doing that.
- I would however urge all of the start team to work with me to move forward and develop the discipline into a cohesive united team delivering the best possible service to athletics.
- I appreciate this isn't going to be easy, but as in our professional working lives, we don't always see eye to eye with our work colleagues and sometimes disagree with them. BUT, we still have to work together to get the job done.
- We must do this as volunteers too!

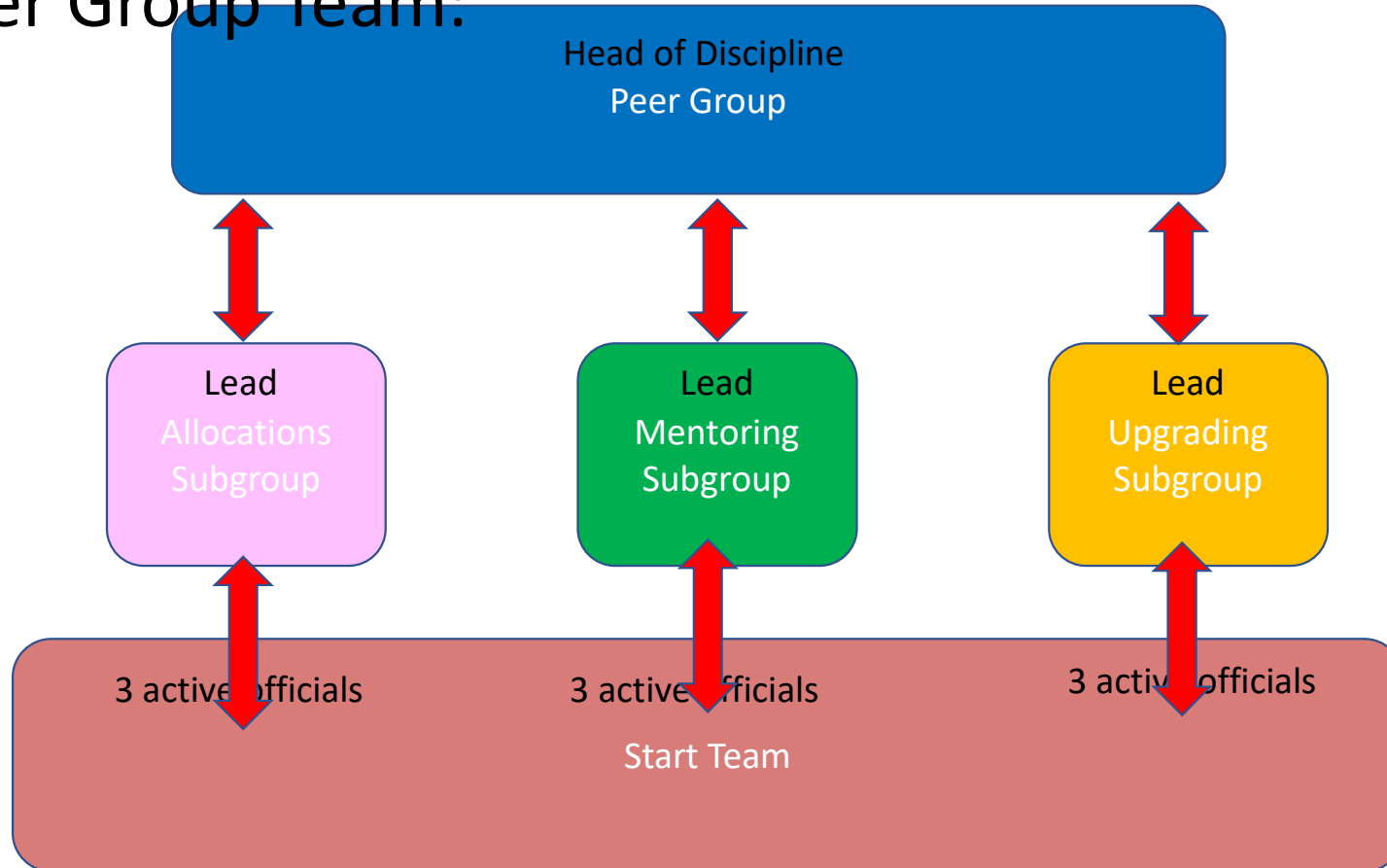
The last 6 months:

- Caretaking the Start Discipline, ensuring we had sufficient officials for events, especially the 4J Studios National Open Series. Having to amend the lists virtually day by day as availability and issues arose.
- We kept the whole active start team updated as we've gone along with virtual catch-ups, newsletters and emails.
- I've also carried out a full review of all the past and present documentation for the Start Team and produced a Starter and Starters' Assistant Handbook, which was circulated to all active start team officials back in July.
- A 2nd edition is now ready to be circulated in the next few weeks with a few minor updates.

What is the way forward for the Start Team Peer Group?

- I was asked to look at the previous Peer Group recruitment process and structure.
- Specifically looking at our Peer Group's Recruitment and Composition processes and those used by the other Disciplines in Scotland. To bring uniformity to the discipline recruitment & structures.
- Working with Rob and Val, we reviewed the process and submitted a paper to Scottish Athletics.
- The following slides outline the proposed structure and recruitment process.
- After this conference I'll circulate the full paper to the whole active start team for their information.

Starting with a blank sheet of paper and therefore a whole new Peer Group Team:



Involving more of the team in the work of the Peer Group will:

- De-mystify the role, providing a better understanding.
- Encourage a more united and better informed team of officials.
- Establish a broader support base for the Peer Group structure.
- Provide an opportunity for officials to develop skills and experience enabling them to take on leading roles in the future.

To ensure this structure is fair and equitable, the following procedures will be put into place:

- A Head of Discipline (HoD) replacement is initially identified either through succession planning by the outgoing HoD or if the position is vacant, by the Scottish Athletics Officials Commission.
- The Start Team is then notified of the selection and asked if they support the nomination via a poll.
- Once agreed and the HoD is in post, the HoD will call for notes of interest from start team members for the vacant Sub-group positions.

- To be eligible for any of the Sub-groups, each person must be an active start team member, level 1 or above.
- Have the relevant skills, interests, strengths or experience, they feel they can bring to one of the chosen Sub-groups.
- Sub-group members must be able to work with the HoD to coordinate and manage the Start discipline.
- It is therefore essential to ensure openness & fairness, that the composition of the Sub-groups and ultimately the Peer Group reflect the opinion of all of the active Start Discipline members.

- The HoD will appoint each Sub-group Lead.
- This person will not necessarily be the most senior official in the Sub-group, but the most appropriate person.
- The Lead will ensure all matters forwarded to that Sub-group are dealt with appropriately and the Lead will represent the Sub-group on the Peer Group.

- Relevant matters will be circulated to all active members of the Start Discipline by the HoD.
- Any comments or suggestions from any active Start Team member should be sent to the Lead of the Sub-group in the first instance.
- This will permit the relevant Sub-group to make preliminary decisions, informed by all the active Start Team members.
- The HoD will be an ex-officio member of each sub group.

- The Peer Group meetings will be limited to HoD plus one representative of each Sub-group, preferably the Lead.
- Agendas will be circulated prior to the meeting, noting which Sub-group will be leading on each item(s).
- The HoD will be responsible for circulating a note of the meeting including an actions log to all members, as soon after the meeting as possible.
- Matters of a personal or confidential nature should be sent directly to HoD.

- The HoD will lead and coordinate the work of the whole Discipline and represent the Start Team at Scottish Athletics Officials Commission meetings.
- If not available they will delegate a lead from one of the Sub-groups to attend in his/her absence.

- The HoD and Sub-group Member's term of office is 4 years.
- At which time either a new HoD, Sub-group Member is appointed or the previous HoD, Sub-group Member continues for a further 4 years.
- A HoD or Sub-group Member can only do 2 consecutive terms of office, after which time they must stand down for at least 1 term of office.

Questions???

The End of the Session

Thanks very much for attending the Session
and I look forward to working with you all.