

# MAKE IT OFFICIAL

BRITISH ATHLETICS' OFFICIALS STRATEGY

2016 - 2020



BRITISH  
ATHLETICS



## Niels de Vos, CHIEF EXECUTIVE, UK ATHLETICS

“ The importance of technical officials to the growth of athletics is impossible to overstate. Put simply, without officials there would be no British Athletics competition for athletes to take part in. From major international events such as London 2012, Glasgow 2014 and the upcoming World Championships in 2017 through to local leagues, from the London Marathon and Great Run series to mountain, fell and cross country events, it is the commitment and expertise of UK Athletics (UKA) licensed officials that makes all these possible.

UK Athletics, alongside its Home Country partners, is committed to the recruitment, training, development and support of officials.

This document sets out our strategic priorities for the next four years to ensure we support our technical officials and provide the necessary training, guidance and development opportunities to enable us to continue to deliver top quality athletics events.”



## Nigel Holl, DIRECTOR OF STRATEGY & PARTNERSHIPS, UK ATHLETICS

“ British Athletics is fortunate to have many excellent and committed Officials. As the demands of our competitive structure evolve however, it is clear we need to support, identify, motivate and cherish our existing Officials and at the same time welcome into the family more talented officials for the years ahead. This Strategy simply sets the scene for that work and responsibility – with partners across England, Scotland, Wales and Northern Ireland working with UK Athletics to deliver against these priorities in ways that work in those Home Countries. The challenges are significant – the demands on voluntary time get greater, and our actions plans at Home Country level that follow from this Strategy need to reflect that and adopt flexibility and an “official” centred approach at the heart of the work.

I look forward to working with Home Country Athletic Federations (HCAF's) and the established Officials Groups to collectively deliver against the areas and issues this strategy so effectively summarises.”



## Malcolm Rogers, CHAIR OF TECHNICAL ADVISORY GROUP

“ At the tender age of twenty-two, I was persuaded by my then Head of Department to organise the South Sheffield Schools District Athletics Championships. Before he passed away last year, he'd seen me direct two Commonwealth Games, European and World Indoor Championships, Paralympic Games and Olympic Games. If I can do it, anyone can! That chance occurrence, so many years ago, literally opened the World to me, and those same opportunities await others. I now want to see other officials have the chance to develop their knowledge, abilities and people skills so that they too can enjoy similar experiences. Often the only rewards are the warm glow of satisfaction of a job well done and that “thank you”, whether it comes from a 13-year old or an Olympic Champion. It matters not whether officials are content to officiate at club level, where they perform invaluable service or at international level, without them there is no competition. Athletics became my passion. The friendships last a lifetime and athletes never forget the efforts made on their behalf. Aspire to be the best!”



“ As athletes we rely on officials to validate our performances. Officials keep the events operating professionally and smoothly. Their important role should never be forgotten in the uncompromising environment of competition.

However as athletes we really appreciate the skill, hard work and dedication of our officials and the many, many hours they give to our sport. I would like to thank all our officials for their valuable time and the support they give to competitive athletics in this country and abroad.”

Shara Proctor,  
WORLD CHAMPIONSHIP SILVER MEDALLIST 2015



“ Competitive athletics would just not happen without officials. They are a crucial ingredient to any event and as athletes we really do appreciate their knowledge, skill and enthusiasm in carrying out their duties. We also recognise that they are volunteers who give us their time for their love of the sport. I'd like to thank each and every one for their valuable contribution to athletics.”

Hannah Cockroft MBE,  
PARALYMPIC GOLD MEDALLIST 2012

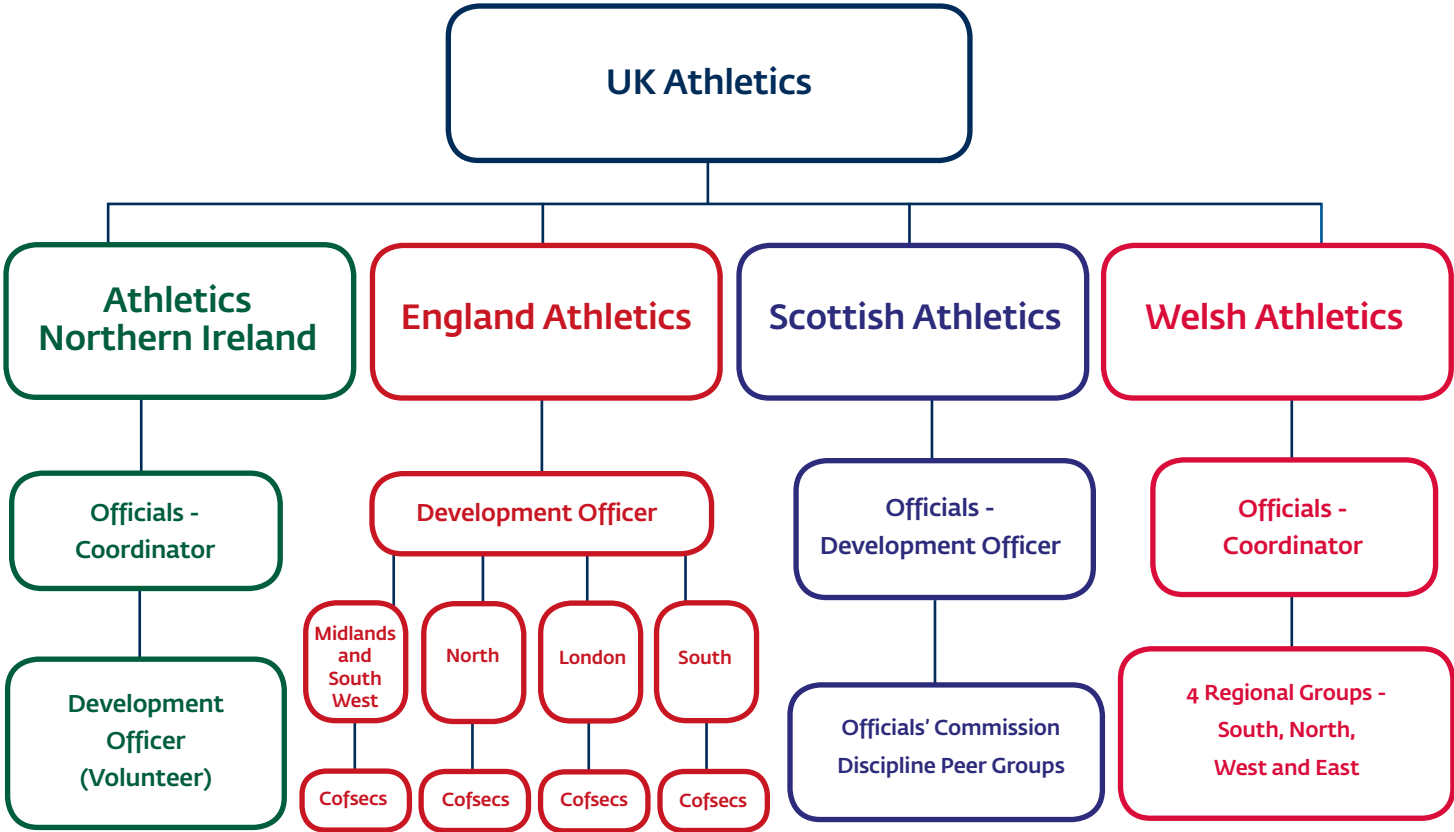


# STRUCTURE IN THE UK



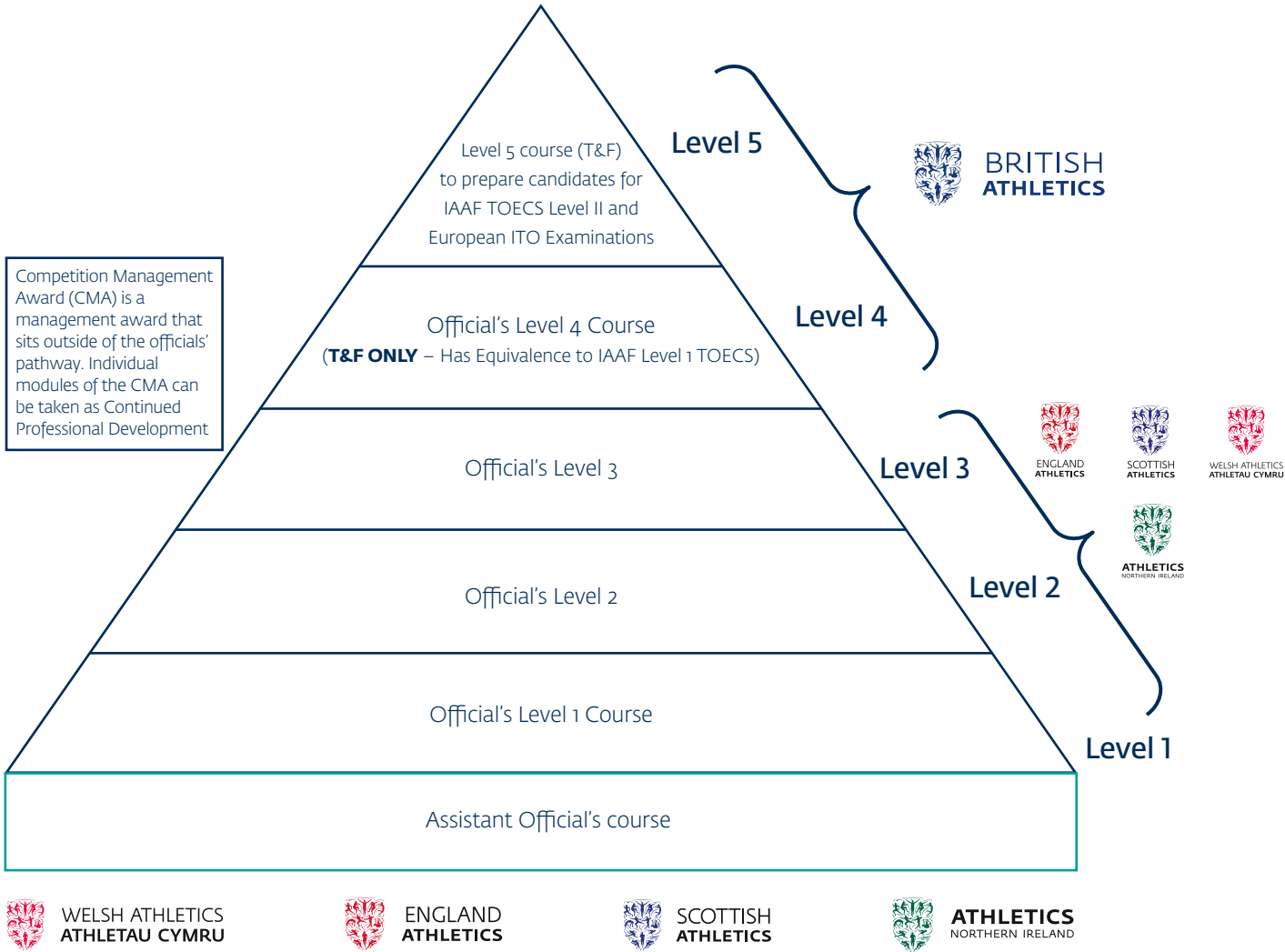
## Structure in the UK

Whilst UKA sets the overall direction for Officials' education and licensing, each individual HCAF has its own structure for delivering that strategy at club and regional levels.



## Official's Pathway

The structure provided by HCAF's and UKA delivers a coherent pathway from beginner to international standard, with recognised and examined qualifications at each level. The responsibility for recruitment and education of officials at levels 1-3 lies with the HCAF's and with UKA for the upper levels 4 and 5.



# MAKE IT OFFICIAL:

## OFFICIALS STRATEGY - 6 KEY PRIORITIES



### GOVERNANCE

#### Creating the platform for officiating excellence

UKA governs the structure that supports officials' activity from grassroots through to global events.

##### Operating priorities:

1. Agree roles and responsibilities between UKA and the Home Country Athletics Federations (HCAF's)
2. UKA monitor the implementation of the plan
3. Implement robust reporting systems across UKA and HCAF's with agreed targets, measurement and achievements
4. Staff, structure and resource support to implement four year plan at UK and Home Country level
5. Support the Home Country and County Officials' Secretaries Forum.

### COMPETITION

#### Overseeing, improving and resourcing the competition structure

UKA licensed officials will deliver excellence in and around athletics events, ensuring fair and safe participation for all.

##### Priorities:

1. Ensure clear and easy to follow pathway from first becoming involved as an official to becoming an official of international standard
2. Create regional training and recruitment programs with HCAF to ensure there are adequate officials at all levels in all disciplines (including endurance) to cater for all competition needs
3. Ensure the training and quality of all officials in all disciplines provides a safe environment in which athletes can compete and officials participate
4. Ensure there is adequate training and mentoring to allow officials to progress within the sport to the highest level
5. Provide an adequate supply of officials at the top level to ensure UKA can promote athletics meetings to the very highest level to support the demands of International Association of Athletics Federations (IAAF) and International Paralympic Committee (IPC)

### INTERNATIONAL

#### Worldwide learning and teaching

We will ensure UK officials continue to be recognised as world leaders, sharing best practice and delivering excellence.

##### Priorities:

1. Identify list of International Federations and Committees where we seek representation
2. Finalise list of candidates from nomination to these Federations and Committees
3. Identify worldwide competitions that would benefit our officials attending as observers
4. Identify and confirm availability of the officials for these competitions
5. Allocate a budget to enable officials to attend the competitions.

### RECRUITMENT & RETENTION

#### The Officials Workforce of the Future

We will recruit more officials to our sport, retaining, rewarding and respecting their increasing knowledge and experience.

##### Priorities:

1. HCAF's to recruit volunteers to train to become officials
2. Develop quality officials' courses utilising new technology
3. Raise the profile of athletics officiating with a clear and visible link to the official's pathway and progression routes
4. Develop an Official's Recognition Programme to include a regular and well established and well regarded awards programme for officials from National through to local and long service awards
5. HCAF's to establish 2-way connection to clubs and tracking of progress of volunteers
6. HCAF's to provide the workforce to enable development of officials through the pathway.

### DEVELOPMENT

#### Invest in the resource of knowledge and experience

We will continue to encourage improvement in the pursuit of officiating excellence.

##### Priorities:

1. Utilise data to clearly define specific, measureable targets for HCAF's
2. HCAF's set and meet specific targets in relation to officials course delivery, conversion to licensed status and progression through officials pathway.
3. Updating and constant refinement of materials used for teaching, including the utilisation of online and other appropriate methods of delivery
4. Identifying and improving prospective chief officials and leaders in officiating
5. Improving methods of delivery and identification of mentors and coaches of officials
6. Ensuring continuity of personnel recruitment through promotion of the Youth Advisory Group and other systems
7. Active involvement of officials in identifying and, where appropriate, adopting styles of officiating observed in other countries.

### COMMUNICATION

#### Promoting engagement and instruction at all parts of the Official's Pathway

We will use a variety of communication platforms and forums to consult with officials at all levels.

##### Priorities:

1. Home Country's Officials Communication forum enables an effective consultation
2. Ensure TAG communicates by personal email the summary notes of their meetings
3. Annual Officials Conference – Communication and Consultation
4. Annual Home Country Federation Officials representative and County Officials Secretaries (COFSECS) workshop to facilitate communication and best practice sharing
5. HCAF's to provide direct communication to clubs and networks to continue development of officials
6. Ensure content of officials section of UKA website is significantly increased and much more user friendly.

## GOVERNANCE

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5. Support the Home Country and County Officials Secretaries Forum.

The Technical Advisory Group (TAG), established in 2003, ensures the technical delivery of the sport is served and supported. Membership is determined by UK Athletics and it reports back to the UK Athletics Board on a regular basis. Members include those with international involvement in the delivery and management of the sport; those with the ability to inform policy makers in the light of global, continental and national development and change; and those with technical expertise to determine and implement development for the overall benefit of the officials' workforce in the UK.

TAG's role (agreed March 2015) is:

- To review the technical needs of competition in the UK, working with the HCAF's and other relevant partners and agencies to formulate appropriate criteria, quality controls, practices and policies, including regular periodic reviews of outcomes
- To design, implement and manage a structure for the appointment of officials to the athletics events promoted by UK Athletics and other partners with which it works
- To implement procedures to approve, sanction and control technical officials working within the UK Athletics framework
- To design and implement a coordinated programme of education and training for all technical officials in the UK. The programme will cover the needs of all stages of officiating including grassroots, regional, national and international levels
- To promote and provide advice on the best interests of technical officials in all activities throughout the sport
- To consider and advocate the most appropriate technological advances in the delivery of the sport and how they can be incorporated into best practice
- To maintain a careful review of the need for technical rule changes within the UK Rule Book and seek advice from the Rules Advisory Group and other sources before recommending changes to the Board
- To review the Technical Rules of the IAAF and make recommendations to the UK Board on changes to be proposed by Great Britain and Northern Ireland at the IAAF Congress
- To review the text of recommended changes to IAAF Rules produced for the bi-annual IAAF Congress and provide advice to the UKA delegates to the Congress as to UKA's support or otherwise for such proposals
- To review regular reports on the status of UK Records and recommending actions to the Board in the case of irregularities or omissions.

The Technical Advisory Group provides the strategic direction for the HCAF's who have the responsibility for recruiting, training and developing officials on behalf of clubs at local/regional competitions.

“Our aim is to ensure our officials are supported while providing a first class adjudication service to our athletes. We are helped enormously through the work of sub groups – education and training; endurance; rules review and competition strategy.”

**Malcolm Rogers, Chair, TECHNICAL ADVISORY GROUP**

The annual officials conference provides an opportunity for officials to network, share good practice and learn more about international and development opportunities.

## COMPETITION

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5. Provide an adequate supply of officials at the top level to ensure UKA can promote athletics meetings to the very highest level to support the demands of IAAF and IPC.

### Case Study: Chris Lawrence

Chris Lawrence was watching his son at a local athletics event back in 2009 when he was roped in to help 'officiate'. He enjoyed the experience but decided he really wanted to find out more and learn all the rules. So he decided to become a trained official. Chris chose field events to avoid any possible conflict of interest as his son was a sprinter. He has never looked back going from entrance level to a level 4 qualification in just three years.



“I enjoy the field events because you have more interaction with the athletes.” Field officials have to know the rules for all eight disciplines as they may be used in any one of them. “My favourite is the high jump” added Chris “you’re close to the athletes and can really pick up their banter. They always seem to be a very relaxed and friendly group.”

All his training has been provided by England Athletics and UKA and has included health and safety and child protection as well as the technical field event training. It has been provided locally or in London, mostly during the winter season. Since gaining his level 3, Chris, a civil engineer, has officiated at Diamond League, Grand Prix and British Championships events, both indoor and outdoor.

Almost every weekend through the summer, Chris from Solihull, can be found officiating in club, regional or national/international competitions.

“I love the camaraderie of the officials. I have always enjoyed athletics because it is a ‘pure’ sport with people, whatever their level, just trying to do their very best. I really enjoy seeing the smiles on athletes’ faces when they do well. I have been lucky enough to measure PBs for some of our best athletes including Jess Ennis-Hill, Katarina Johnson Thompson and Morgan Lake. Their happiness with a PB is just the same as that of a 13 year old who gets a PB at a local meeting. Knowing that, as officials, we have helped them”



## Worldwide learning and teaching

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## Case Study: Dr Margaret Werrett

Margaret Werrett always knew she wanted to be an athletics starter. Although she isn't sure what led her to this ambition, she recalls her head of PE at school being somewhat of a role model.

“ I was determined that he would never false start me in athletics or swimming, and he never did! ”



Margaret's father was a track judge and although following him into officiating she wanted to do something different. Margaret achieved her ambition and in 1982 became the first female starter in Scotland and subsequently the first female to achieve Chief Starter status in Scotland.

Qualifying as a starter and starters' assistant, Margaret, who teaches chemistry at Bromsgrove School, has risen through the official ranks and was in the Start team for the 2012 Olympics and appointed Start Coordinator for the Paralympics. She describes the latter as the highlight of her career as an official so far.

“ I loved being in charge of my first ever global event. It was both an honour and a privilege to lead such a talented and cohesive team and for the team to deliver such a successful meeting for the athletes. ”

She is also delighted at the progression of female officials since she first qualified. At the 2015 English Schools Championships she worked with four young officials, in the start team, who were all female.

“ The girls were really enthusiastic; it is great to see such talent coming through. However there is more to be done as women are still under-represented, especially in the starter/starters' assistant discipline. ”

Margaret is involved in the training and development of future officials which combines nicely her professional teaching experience with her voluntary role as a starter. She acknowledges the support she has received from British Athletics which has included training, a foreign exchange programme and opportunity to officiate at local, national and international events. She said

“ Without the support of both England Athletics and UKA I would not have had the amazing opportunities I have enjoyed or been to so many places that I never thought I'd go. It has been a privilege and now I am pleased to be able to support this next generation and try to make their learning and officiating journey fun. ”

In 2011 Margaret was awarded the European Woman's Leadership Award for Great Britain having been nominated by UKA for her services to the sport; in particular to starting.

## Case Study: Linda Turner

Linda Turner is the first British woman to reach the pinnacle of the officiating world by becoming an IAAF International Technical Official (ITO). She is one of 44 who the IAAF appoint to oversee each international event and championship. In this role Linda is responsible for reviewing the event from every angle – from ensuring the athletes are receiving the right food through to checking the officials are in the right place on the track – and then reporting back to the IAAF. In 2015 Linda attended events in Holland and Sweden as an ITO for IAAF and European Athletics.



“ I am very proud to have reached this level and to be the first woman to have been given this great opportunity. I have worked hard and I am a great believer in taking every chance offered. My first multi-day event was the when the World Masters came to Gateshead in 1999. ”

Since then Linda has officiated at World and European Championships in Brisbane, Manchester, Birmingham and Christchurch.

These opportunities usually involve self-funding flights and travel but she says it is worth it. “All hobbies come at a cost and this is my hobby.” She also appreciates support from others including her employers, in the early days, the RAF and now Endsleigh Insurance, and UK Athletics who organised an exchange programme with the USA through which she officiated at the USA Junior Championships in Ohio in 2008.

Linda's route to the top started at primary school where she enjoyed athletics and moved on to compete for Plymouth AC. Her favourite event was the sprint relay so when she had to sign off the new women's 4 x 100m world record at London 2012 she describes this as her highlight of the Games. Linda was Track Referee at both the Olympic and Paralympic Games and was responsible for a team of 35 technical officials. Her role involved a huge amount of preparation and team building to ensure everyone was ready and knew what they were doing.

“ Putting the ground work in beforehand meant I could soak up the atmosphere and enjoy the experience with the knowledge that my first rate team of officials were doing a great job and I could concentrate on the bigger picture. ”

Back in 2009, when hearing of her appointment for London 2012, Linda decided she needed more Paralympic experience so attended the 2011 IPC World Championships in Christchurch.

From sprinting and shot putting at school through to international officiating in the USA, Australia, New Zealand and Europe has involved a lot of hard work, training and exams but Linda says she has enjoyed every minute and is looking forward to more – she has just heard that she will be attending the World Relays in 2017.

## RECRUITMENT & RETENTION

### The Officials Workforce of the Future

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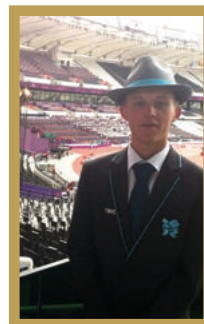
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### Case Study: Craig Birch

Field judge, Craig Birch is an official with a promising future. He officiated at the Paralympics in London 2012 and at the Commonwealth Games in Glasgow 2014 where he was based in the call room.

“The Paralympics was a big learning curve for me having never been in the call-room before but I really enjoyed being at the centre of things and so close to the athletes. It was great to watch how the athletes interact and their different pre-competition routines.”



At just 17 Craig started helping with the juniors at his local club and was then asked if he would like to do an officials course.

He began with timekeeping but then moved into field events where he has thrived and is now working towards his level 4. Craig has been supported by attending the Young Officials Programme following the School Games in Gateshead in 2010.

“I always try to attend the conference as it is a great opportunity to meet other officials and learn from their experience. The award was a big surprise!”

Having just completed his teaching qualification 25 year old Craig is hoping he can combine his officiating alongside his teaching career. He is encouraged by the number of young people coming through the ranks and recently attended a pilot tutoring course. At the 2015 Official's Conference, Craig received the David Littlewood Award which is given to a young official, aged under 35, who shows potential and commitment.

“I would like to pass my level 4 so I can officiate at a Diamond League meeting in the future. I also enjoy mentoring other young officials.”

## DEVELOPMENT

### Invest in the resource of knowledge and experience

We will continue to encourage improvement in the pursuit of officiating excellence.

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7. Active involvement of officials in identifying and, where appropriate, adopting styles of officiating observed in other countries.

### Case study: India Hollingworth

Eighteen year old India Hollingworth is one of the youngest qualified officials and won the 2015 Young Official Award for her fast progress up the ranks and potential for the future. She is already a level 2 official and recently acted as a steward in the call room at the Birmingham Grand Prix. India got into officiating after being encouraged by her PE teacher to go along to a Chesterfield Sports Partnership level one officials course three years ago.



India, who also competes at the triple jump and pole vault for Sheffield and Dearne, has passed her level two and is now studying for level 3.

“I really enjoy officiating whether at a big meeting such as the Grand Prix which is very interesting and challenging or the little meetings at school, club or county which can be great fun.”

India has received support from her mentor, Gordon Staines, an experienced starter. “Gordon and I have worked together and, as a starter, he has given me a lot of advice and support.” She said.

India is a member of the Youth Advisory Group which encourages the development of young people as officials. She has also attended a talent camp at Loughborough which gave her the opportunity to meet young officials from a range of different sports.

In the future India hopes to pass her level 4 in time to be a starter's assistant or in the call room at London 2017.

“It would be fantastic to be involved in the World Championships in my home country and to be in the call-room would be amazing.”

## DEVELOPMENT

### Case study: Noel Mckakly

#### My journey into officiating

I joined my local athletics club in 1980 and competed in middle distance events up to 2001. As my running career was coming to an end I wanted to give something back to the sport and get involved in another way. In 2001 I took on the role as men's senior track and field team manager.

This is when I first realised how important officials are to our sport as I was being asked to provide officials at every meeting. After three years of being asked to provide officials I decided I would like to have a go at being a track official and I became a qualified track judge that year.

My first impressions on becoming a qualified official and working in a team is how supportive knowledgeable and friendly all the officials are. I am always looking to learn and develop myself at every opportunity and still have the same approach today. I would ask questions to higher level officials who noticed I was keen to learn about the role of being a track judge and they took me under their wing and gave me advice.

I have also gathered a lot of knowledge by working with other officials outside of my region, obtaining reports with constructive feedback and sharing some of their own experiences in officiating



“ I would recommend any official to attend the conference as it provides a full day of activities giving me the opportunity to network with other officials and I always come away from each conference having learnt something new ”

#### Favourite Memories

“ Being part of London 2012 Olympics and Paralympics games. The fantastic atmosphere in the stadium on Super Saturday when Team GB won three gold medals in 45min on the night it truly was an amazing experience and a privilege to be there. The Paralympics was equally amazing with outstanding performances and the crowd cheering all the British athletes ”

“ Winning the England Athletics West Midlands award for services to officiating in September 2011. I have never been nominated for an official's award before so to be considered and to win was a proud moment for me ”

## COMMUNICATION

### Promoting engagement and instruction at all parts of the Officials' Pathway

We will use a variety of communication platforms and forums to consult with officials at all levels.

#### Priorities:

1. Home Country's Officials Communication forum enables an effective consultation
2. Ensure TAG communicates by personal email the summary notes of their meetings.
3. Annual Officials Conference – Communication and Consultation
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5. HCAF's to provide direct communication to clubs and networks to continue development of officials.
6. Ensure content of officials section of UKA website is significantly increased and much more user friendly.

### Malcolm Rogers, Chair of Technical Advisory Group, leads on communication



“ We are continually improving communication to technical officials to ensure they have the appropriate information at the right time for the events. For British Athletics major events all information is now sent out from one source within the Competitions Team to the National Technical Delegate, who then passes this on to all the chief officials. This has provided both consistency and accountability and has been welcomed by the technical directors and officials. ”

“ We are working very hard to improve communications links with the Home Countries, English Regions and a range of competition providers so that we understand each other's needs and responsibilities and can share best practice. ”

Arwel Williams, who provides the Technical Advisory Group's link to England Athletics Council, says:

“ From an England Athletics perspective, my sitting on the Technical Advisory Group provides an excellent link to a strategic group in the sport with a clearer understanding of its purpose and the reasons behind its advice. It also ensures input at a strategic level from grassroots athletics. There are clear lines of communication and transparency. ”



# MAKE IT OFFICIAL:

## FOCUS ON: SUB GROUPS OF TAG



### Endurance Education and Training Sub Group



Graham Jessop (Chair)



Joe Mower



June Swift



Steve Brace



Mike Neighbour



John Temperton



Anne Brimage



Barry Parker



Graham Heeley



Paul Ross

### Track and Field Education and Training Sub Group



Moira Gallagher (Chair)



Chris Cohen



Shona Malcolm



Stewart Barnes



Keith Davies



June Swift



Alan Bell



Paula Gowing



David Vidler

### Key Responsibilities of the Education Sub Groups

- Manage the design and the process of delivery of the training of all officials, including the quality assurance of materials and tutoring.
- Manage the accredited tutor process from training to deployment.

- Make recommendations to UKA about the development of the officials workforce
- Promote the welfare and development of Officials
- Be proactive in communicating officials development throughout the sport in the UK

### Key areas of work –Endurance 2016

- Online learning – development of online learning platform for Risk Awareness Course
- Level 4 course development – Course now being delivered Nationally
- Tutor training of Endurance Level 1 Tutors and Level 4 Tutors

### Looking Forward 2016 – 2020

- Promotion of online Risk Awareness module
- Support HCAF's in encouraging officials attending courses to progress along the officials pathway
- Continually monitor courses and progression routes for endurance officiating

### Key areas of work – Track & Field 2016

- New tutor training course for tutors written with education consultant to provide interactive and engaging officials courses across the UK
- Development of new Race Walking course with clear development pathway

### Looking Forward 2016 – 2020

- Development of online learning platform for L1 Generic and Health and Safety Course
- Delivery of tutor training refresher courses to all tutors
- Introduction of new, interactive Level 1 courses
- Review of course materials for Level 4 (IAAF Level 1)
- Development of Level 5 course to prepare individuals for IAAF Level 1 (ITO Standard)







## Who does what across the Home Countries

**CEO Forum** – this UK wide forum involves all Home Country CEOs and is chaired by Niels de Vos, CEO of UKA.

### ENGLAND ATHLETICS

**EA National Council and Officials Portfolio holder** – ensures the voice of officials across the sport are represented at decision making and policy level through the national council structure feeding up to the EA Board. The portfolio holder also sits on Technical Advisory Group ensuring the views of officials in England are represented at this group.

**Chris Mallender, Head of Local Delivery** – overall responsibility for all areas of local delivery ranging from running participation, club and coach development and formal education for coaches, teachers and officials.

**June Swift, National Development Officer** (officials, young people and volunteers) – focuses on officials' education and development providing support, advice and guidance to all staff and be the point of contact for development related work. Influences policy at a national level and ensures policy can be translated into delivery

**Club and Coach Support Officers** – support clubs with specific developmental needs including the recruitment and development of volunteers

**Debbie Beresford (North), Tina Beresford (Mids and SW), Becky Turford (South), Kirsty Aitken (London) - Education and Training Coordinators**

Oversee the planning, administration and delivery of officials education courses locally by ensuring connectivity with the county official's secretary to ensure demand is catered for through course programmes across each area. (we recognise that these roles are only 30% allocated to officiating).

Introduce an active support workforce consisting of staff and volunteers to interact proactively with County Officials Secretaries and Tri-Regional Secretaries.



### SCOTTISH ATHLETICS

**Mark Munro, Head of Development** – Responsible for schools, club development, coach, official and volunteer development

**Shona Malcolm, Officials Recruitment & Development Officer** – Responsible for development of officials' programme within Scotland

**Margaret Brown, Officials Convener (Hon) Officials Commission** – The Officials Commission plays an essential role in the recruitment, development and training of officials, and also manages the appointments of officials to all track and field events.



### WELSH ATHLETICS

**James Williams, Head of Operations**

**Chris Moss, Club Networks Manager**

**Tom Marley, Education Administration Officer**

**Regional Welsh secretaries** –

Jane Dakin (West), Denise Harris (North), TBC (East), John Elward (South)

Jeff Marsden, Welsh Officials Secretary T & F and John Chidlow, Welsh Officials Secretary, Endurance



### ATHLETICS NORTHERN IRELAND

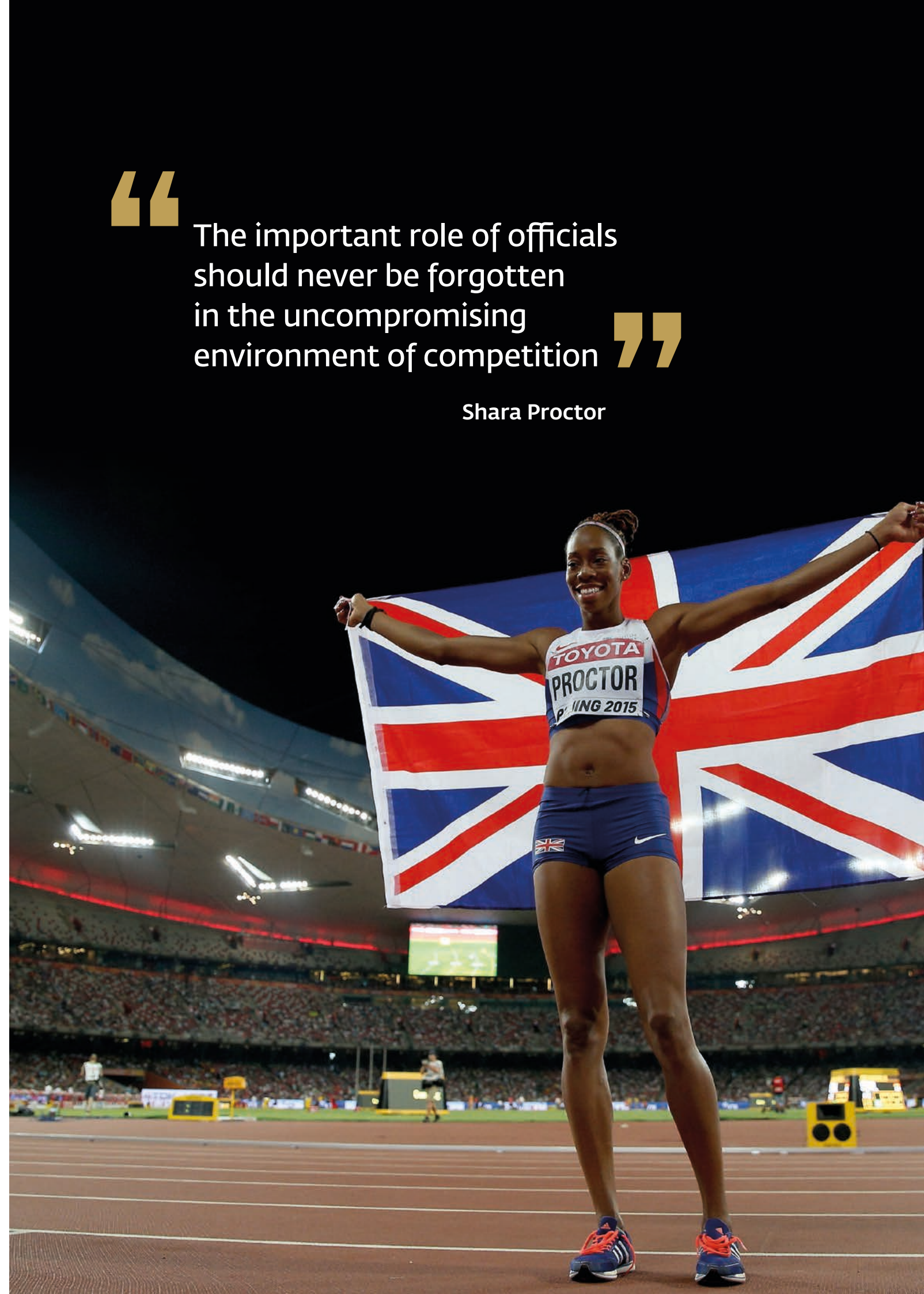
**Stef Foster, Marketing Communications and Events** – works with officials association to schedule, book and advertise education, also distribute availability requests and general admin

**Bob Brodie, Northern Ireland Officials Secretary** – coordinating communications with officials from the ANI office

**Barbara Scott – Officials Development** – consults with UKA on officials development and contributes to the ANI education programme

“The important role of officials should never be forgotten in the uncompromising environment of competition”

Shara Proctor





**britishathletics.org.uk/officials**



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**facebook.com/BritishAthletics**



**youtube.com/BritishAthleticsTV**

