

scottishathletics National Officials Conference

Sunday 19th November 2023

Carnegie Conference Centre

BELIEVE, BELONG, ACHIEVE TOGETHER

scottishathletics 

Alistair Aitchison

Chair of Officials Commission

Colin Hutchison

CEO

Alasdhair Love

Head of Competitions

scottishathletics Update

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Officials Transition

- Announced in October 2022
- Went 'live' in November 2023
- Responsibility for Levels 1-3 transferred to Home Countries
- Review of Licence terms & conditions
- Must be accepted to remain insured
- Level 4 officials remain UKA responsibility with no change to Ts & Cs

Opportunity

- Alignment to what delivery model best suits Scotland
- Flexibility with delivery materials and updating
- Full review of Level 1 to 3 pathway under way
- Introduction of Call Room Module
- Has delayed Admin as a discipline – but very much within future thinking
- Competition Roles Review session will feedback into process

Recruitment

April 2022 – March 2023

16 Courses, Training Day and Conference opportunities delivered to 286 attendees

April 2023 – November 2023

8 Courses, Training Day, Tutors Catch Up delivered to 158 attendees

Winter Plans

Endurance, Field, Track, Timekeeping, Photofinish, Starters/Starters Assistant

Where are they?

33 new officials supported at least one championship in summer 2023

Licences Issued and Upgrades:

Level 1 – 86

Level 2 – 30

Level 3 – 4

Level 4 – 2

Recruitment

Baseline Figures from Summer 2023

Average at each championship day:

Level 1 – 10

Level 2 – 10

Level 3 – 9

Level 4 – 25

An amazing 47 Level 4 officials were on duty on Saturday 12th August 2023

Retention: Competition Experience

Vital to the enjoyment of everyone

Be nice, be kind, be courteous

The competitions team will continue Take on feedback –

Refreshments, Accommodation, Kit supplier, New Technology, Timetabling

Trinity Reports and/or email

Indoor Season 2024

Three qualifying weekends leading to a National finals weekend

Medals will be awarded in all age groups

Fridays included to increase capacity for Field events

Usual expenses and refreshments arrangements will be made

Spectator and coach access will be extremely limited

Venues

Ayr – New, windows, large floor space

Pitreavie – large floor space, central venue

Aberdeen – large floor space, spectating balcony, windows, longest run out for sprints, separate warm up area

Format

Warm up access allowed prior to the start of the session

Clear hall for reporting to assembly area

Compete then leave

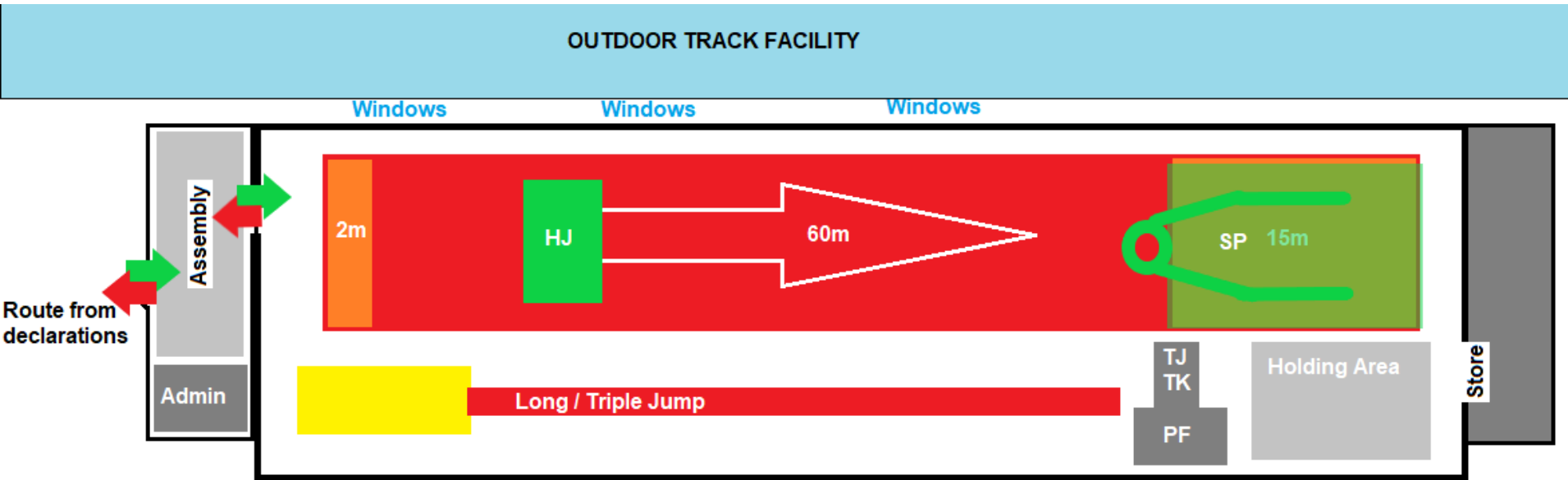
Report back in for next session

Riverside Sports Arena, Ayr



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Riverside Sports Arena, Ayr

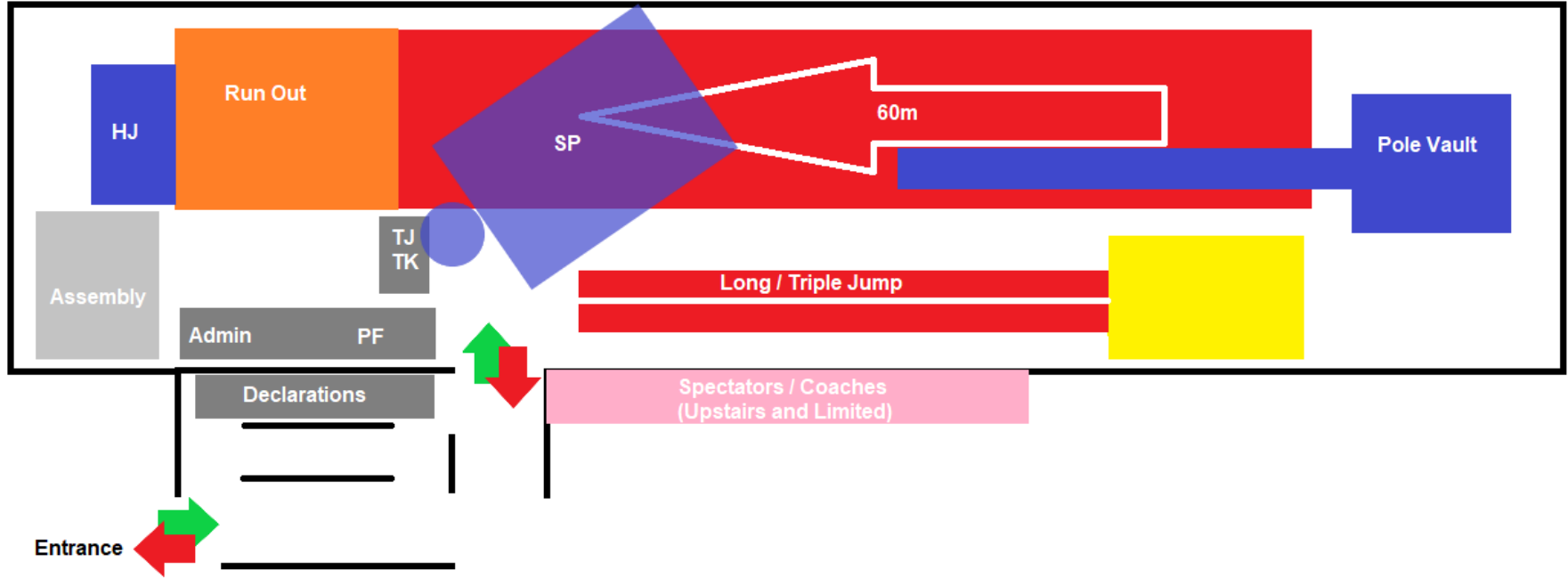


Pitreavie Athletics Centre, Dunfermline



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Pitreavie Athletics Centre, Dunfermline

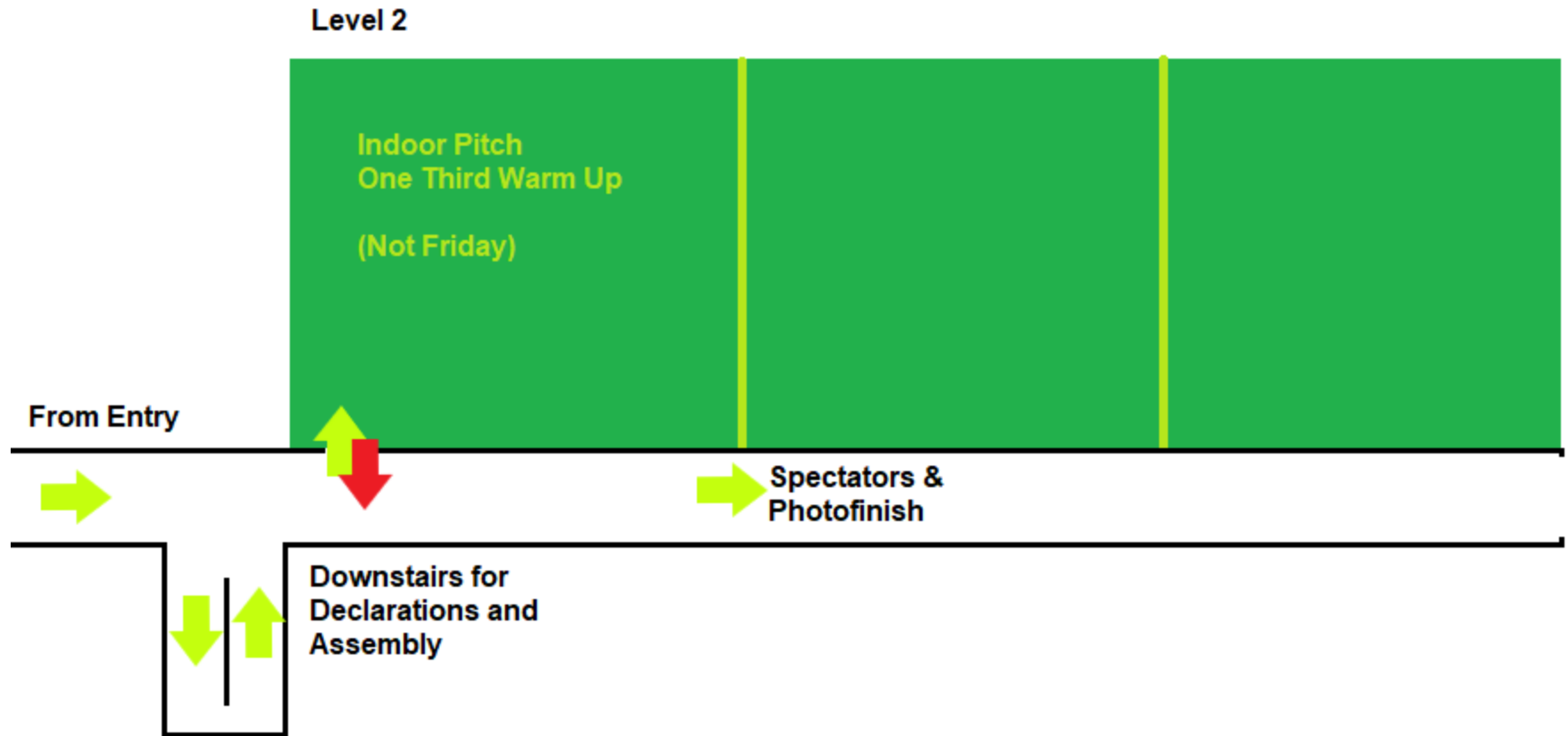


Aberdeen Sports Village

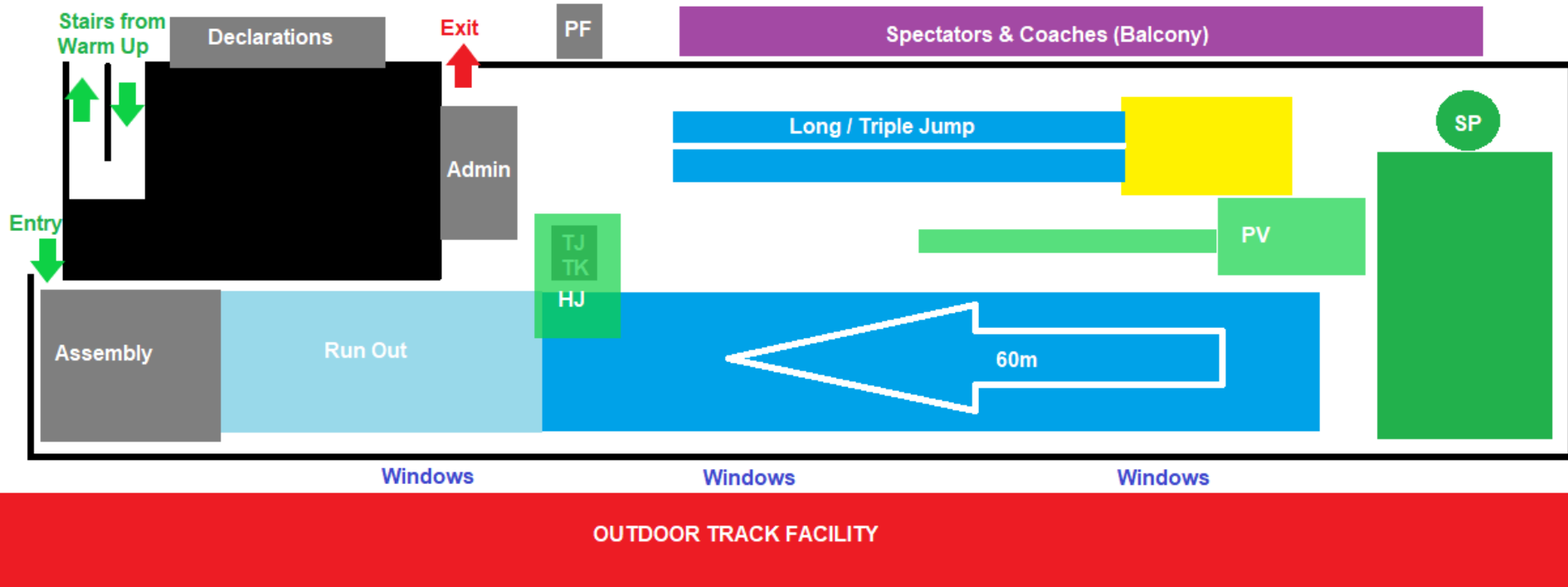


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Aberdeen Sports Village



Aberdeen Sports Village

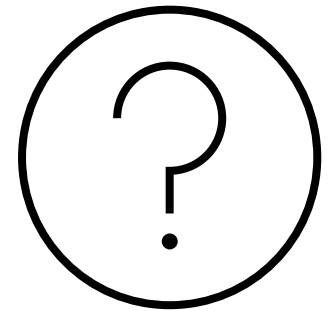
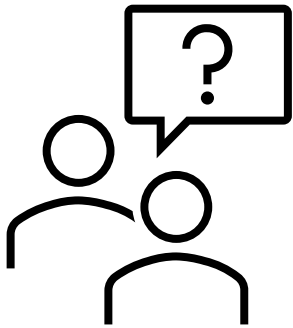


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Finals Weekend
Grangemouth?
Glasgow?



Questions



Francesca Snitjer

Executive & Equalities Officer

Athletics for All



Athletics for All

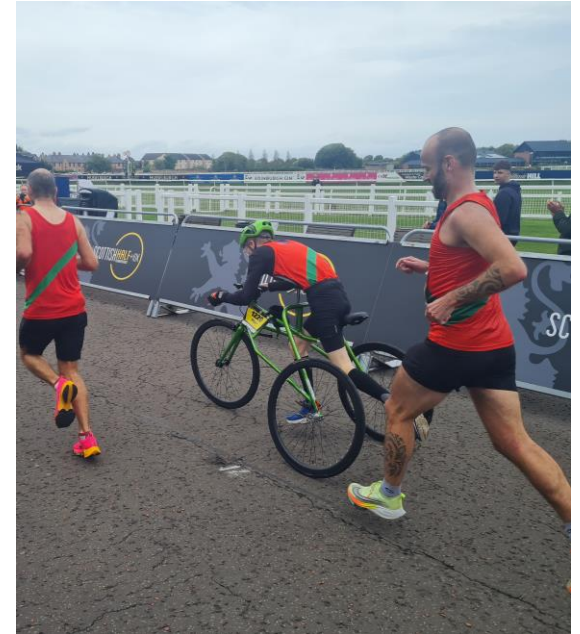
Francesca Snitjer
(Fran)

Executive and Equalities Officer, Scottish Athletics

- ***Athletics Coach (Level 2)***
Corstorphine AAC
- ***Mum to an U20 athlete***
- ***Recreational Runner***
- ***‘Unofficial Official’***







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Building a Culture of Success

- Our vision is for everyone in Scotland to have the opportunity to participate in athletics and running and achieve their personal ambitions – facilitated by scottishathletics.
- Mission – Deliver an integrated, inclusive and adaptable model of athletics and running provision that inspires everyone in Scotland to enjoy the sport and experience personal success.
- People – A diverse community of skilled people is the single most important factor in delivering the strategy and therefore crucial to our success. Recruitment, support and retention will be at the heart of our work.
- Strategic objectives – Widen access to athletics and running in Scotland to improve diversity in the sport and contribute towards health and wellbeing nationally.




What success looks like

- Inclusive club and participation pathway that increases diversity in athletics and running
- Diverse and licensed coach and official workforces supported by strong education and development programmes.
- Safe and positive learning environment supported by skilled leaders, coaches and officials

Culture

- Promote positive behaviours and be prepared to challenge where standards are maintained.
- Respect and value everyone in athletics in Scotland and work together to develop the sport



- 
- Ensure there is a strong and public commitment to equality, diversity and inclusion with leadership from the board and across the staff team, and an annual commitment to progression.
 - Further evolve the role of the Equality and Diversity Advisory Group to continue to provide an external scrutiny on the work of scottishathletics and to support the development of equality, diversity and inclusion work across the sport.
 - Embed equality and diversity into the foundations of the organisation through policy and targeted projects ensuring athletics in Scotland is an inclusive and accessible sport.
 - Identify, monitor and address areas of underrepresentation within the sport to ensure athletics in Scotland strives to be reflective of the wider society.
 - Provide advice and support to clubs, partners, staff and volunteers within athletics in Scotland to promote inclusion and integration throughout the sport.
 - Ensure greater female representation across leadership roles within the sport and in the upper levels of coaching and officiating qualifications.
 - Make equality and diversity training accessible to everyone involved in athletics in Scotland and lead change through positive education interventions.

The journey so far

- *Advanced Level of Equality for Sport Standard (2019)*
- *New Moving to Inclusion Framework (2023)*
- *Partnership with SAMH*
- *Changing Lives #OnTheRightTrack*
- *Para integration in National Championships*
- *Non-binary category in National Championships*
- *Para athletes in the National Academy*
- *Equal distances for men and women in XC*
- *Education opportunities for Frame Running, Guide Running, and Autism shared and delivered to clubs*
- *Young People's Forum*





WHY?

The image is a collage of three photographs showing men in purple shirts working on a sand pit at a track and field event. The word 'WHY?' is overlaid in large white letters. The left photo shows two men, one with a broom and one with a rake, near a sand pit. The middle photo shows a man with a rake and a woman in a purple shirt standing near the sand pit. The right photo shows a man with a rake working on the sand pit. The background of all photos shows a track and field event with many people and trees.

Who are our Officials?

- Assistant Officials
- Field Officials
- Track Officials
- Starters
- Photo Finish
- Timekeeping
- Endurance

- **VOLUNTEERS!**









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Attitude

Communication

Varying disabilities/challenges

Terminology/language

Key messages:

Be **proactive** rather than reactive

A **positive attitude** goes a long way

Have an **open** dialogue with the participant

Small changes can have **major impacts**

A photograph of a wet athletic track. In the foreground, a person in a purple jacket and black cap is pushing a blue roller with a yellow brush roll. To their left, another person in a dark jacket and grey cap is walking. In the background, several other people are visible, some standing and some working with equipment. The track is wet and reflective, with puddles scattered across its surface. The word "CHALLENGE?" is overlaid in large, white, outlined letters.

CHALLENGE?

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**You are important
and you can make a
difference!**

Any questions?

Comfort Break

Back in the room at 11.10am

Please take your seats...

Table 1
Val Murdoch
Mike Forrest
David Cairns
Grant Wooler
Joyce Wighton
Lesley Rogers
Rebekah Rose
Margaret McNally
David Fleming

Table 2
Laura Gebbie
Frank Coyle
Catriona Bruce
Andy Law
Bob Auckland
Andrea Gavin
Keith Plenderleith
Evelyn Roxburgh
Angela Lorimer

Table 3
Carole Hardie
Morna Felming
Catherine McAdams
Alasdhair Love
Isabel Baird
Gary Gammage
Brenda Stephen
Sinclair Laird
Carol Rose

Table 4
Francis Smith
Jason Pender
Ann Malcolm
Rob Dalziel
Brian Brown
Avril Pearson
Norma Bruce
Jan Gammage
Liz Scott

Table 5
Sharon Taylor
Peter Ramsay
Mark Crawford
Margaret Baird
Michael Clelland
Maira Mitchell
Rona Sneddon
Thomas Kilpatrick
Caroline Johnston

Table 6
Mike Belch
Anne Stewart
Hannah Lopez
Sandra Hardacre
Ian Douglas
Christine Stoops
James Oliver
George Sneddon
Maira Nisbet

Table 7
Elaine Mackay
Lynn Belch
Gillian Lopez
Alistair Aitchison
Mark Stringer
Hin Lee
Pam Auckland
Joyce Rammell
Pauline Pearson

Table 8
Sandy Forrest
Duncan Ball
Pat Hockley
Diane Ramsay
Brian Nisbet
Amparo Ruiz-Prado
Maira Logan
Donna Wallace

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Scenarios

Scenario 1

Scenario 1

1. What does your table think about this situation?
2. How will the athlete be affected on the rest of their journey?
3. What should we do?

Scenario 2

Scenario 2

1. What does your table think about this situation?
2. How will the athlete be affected on the rest of their journey?
3. What should we do?

Scenario 3

Scenario 3

1. What does your table think about this situation?
2. How will the athlete be affected on the rest of their journey?
3. What should we do?

Scenarios for Discussion

Scenarios for Discussion

1. An athlete's parent complains that officials are swearing on the field of play, near their child.
2. An athlete turns up to declarations 15mins late and is sent away. Another athlete appears 5mins later and speaks to a different official. The second athlete is allowed to declare.
3. A smaller number of athletes declare than expected. Who deals with this?
4. A master's athlete is entered in a mainstream competition but would like to run over their own master's hurdle height. Which height is used?
5. A para-athlete enters a mainstream competition and would like to throw their own weight of implement according to WPA rules. Is this allowed?
6. What would you do if you disagreed with a fellow official's decision?

Discussion 1

An athletes parent complains that officials are swearing on the field of play, near their child.

Discussion 2

An athlete turns up to declare 15mins late and is sent away. Another athlete appears 5mins later and speaks to a different official. The second athlete is allowed to declare.

Discussion 3

A smaller number of athletes declare than expected. Who deals with this?

Discussion 4

A master's athlete is entered in a mainstream competition but would like to run over their own master's hurdle height. Which height is used?

Discussion 5

A para athlete enters a mainstream competition and would like to throw their own weight of implement according to the WPA rules. Is this allowed?

Discussion 6

What would you do if you disagreed with a fellow official's decision?

Lunch Time!

Workshop 1

The Role of an Endurance Official

Conference Room 6

Mentoring

The Wallace Suite

An Officials Journey

Room G2

Reviewing the Role of Management Position

Delegates Room

Presentation of Service Awards

5 Years Service Awards

- Bob Auckland
- Andrea Gavin
- Diane Ramsay
- Rebekah Rose
- Donna Wallace

15 Years Service Awards

- Margaret Baird
- Pauline Pearson
- Anne Stewart

“Congratulations”
to the
Officials Selected
for the
World Indoor Championships

- Marc Ritchie
- Shona Malcolm-Martin
- Margaret Brown
- Norma Bruce
- Moira Nisbet
- Pam Robertson
- Joyce Wighton
- Alistair Aitchison
- Mark Stringer
- Brian Brown
- Carol Rose
- Nick Stone
- Jason Pender
- Margaret Werrett
- Jim Callander
- Pam Auckland
- Lorna Rogers
- Sophie Allan
- Alison McGee
- Lesley Rogers
- Rebekah Rose
- Rob Dalziel
- Liz Wilder
- Margaret-Ann MacLachlan
- Susan Miller



Thank you
&
Safe Travels!

