

International Umpire Grouping System 2023

General

The purpose of this grouping is to assist the Event Appointment Working Party in their work of appointing IUs to events as part of the race official team. This will be used by the EAWP to appoint umpires to events where it exercises the right of appointment. The grouping list shall be published on the World Sailing website and shall be available for Organising Authorities, MNAs and Classes to assist with event appointment.

This grouping system will be subject to approval by the Race Officials Committee (ROC) and the Board under regulation 31.17. The grouping system will be administrated by a Grouping Panel under the oversight of the World Sailing International Umpires subcommittee (IUSC). The Grouping Panel will be comprised of all current and approved World Sailing IU performance assessors.

The grouping system will be used to identify both 'core' IUs and 'Chief' IUs as further defined below. The system will also allow for the identification of IUs with the potential to reach this level. It is envisaged that a grouping process which is based on objective, performance-driven criteria will also encourage continuing professional development within the IU community. As such, all IUs who apply to be grouped will be entitled to feedback on their performance from the Grouping Panel and to request an additional performance assessment.

Race official appointments made by World Sailing to the events listed above also include officials who are not grouped. Therefore, IUs who choose not to apply for grouping, or are not grouped, will still be eligible for appointment to the above events.

Principles

1. The grouping process will be entirely voluntary. Only IUs who elect to participate in the system will be grouped.
2. The grouping process will be discipline-specific; however, an IU may be grouped in more than one discipline.
3. While the grouping of each IU will be public, all other information regarding individual IUs will remain strictly confidential within the Grouping Panel and the administration of the system.
4. The decision on a grouping application will be based upon the IUs application, the information that WS already holds (e.g. test passes, seminar attendance etc.), previous IU application forms and input from performance assessors who have worked with the applicant IU.
5. The Grouping Panel will use their best judgement to give input on the ability of an IU and shall only consider factors which feature on the WS IU assessment form in making grouping decisions.
6. All members of the Grouping Panel shall immediately declare any conflict of interest to the Chairman of IUSC and will not take part in the consideration of any grouping application for which they have a conflict of interest. A known conflict of interest from the IU applying to be grouped (e.g. rules advisor position) will not be taken into account during the grouping process.

Basic Criteria

To be considered for grouping in a discipline, an IU shall either:

Option A	(a) In the preceding four years, have served as an umpire a. in at least four principal events from the discipline*, or b. for at least 16 racing days at events from the discipline
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OR	
Option B	(b) Have sat and passed the WS umpire performance assessment in the discipline within the preceding 4 years.

These criteria in option A represent the expected minimum level of experience required to maintain a high level of umpiring ability in a given discipline, assuming that an IU is active in two disciplines. IUSC will apply the criteria from the Race Officials Competency and Qualifications document (RQC) in deciding on whether an event is a principal event etc.

Option B allows IUs to demonstrate competence with all the assessment criteria in the cases where they may have a reduced number of events. Nevertheless, the IUSC may group an umpire who does not meet these criteria for good reason (e.g. COVID-19 travel restrictions preventing event attendance and ability to obtain a performance assessment).

Groups

Stage 1 - Disciplines

The IUs who meet the basic criteria above for grouping will first be grouped by discipline. The disciplines are:

- (a) Match racing
- (b) Team racing
- (c) Medal & fleet racing

For the purposes of grouping, 'Medal & fleet racing' is taken to include umpired fleet racing events using appendix MR (and the preceding addendum Q), and appendix UF. It may also include the high-speed rules and other similar events.

Stage 2 – Competency groups

For each discipline, the IUs qualifying to be grouped will be assessed against the criteria below to determine if each IU should be grouped as a core umpire.

Core Umpire	
A core umpire is an IU who has a proven ability to carry out the roles required of the discipline. A core umpire makes consistently good decisions, even when working alongside an umpire of a lower standard and has no major problems with any of the overall criteria on the WS umpire performance assessment form. Therefore, a core umpire would be expected to pass the WS umpire performance assessment without difficulty.	
Proven	An IU with a proven ability to perform at the level expected of a core umpire.
Development	An IU who has shown solid evidence of the ability to perform at the level of a core umpire but lacks the experience to be considered proven yet. They will have the potential to develop to a 'proven' level within the two Olympic cycles following the current one.

If the IU has also indicated a desire to be grouped as a Chief/Deputy Chief umpire, then the grouping panel will also assess the application against the criteria below.

Chief Umpire/Deputy Chief Umpire
An IU that is deemed capable of being the chief umpire at the very highest level of umpired event. A chief umpire is able to handle all duties of the function in a competent manner even

under pressure. An IU in this group will have been or would have previously been grouped as a core umpire.	
Proven	An IU with a proven ability to perform the role of Chief Umpire at a top-level event, remembering that a Deputy Chief may need to step up to Chief at any time.
Development	An IU who has demonstrated the necessary skills at lower level events, but needs further high-level experience to develop to proven level. This IU has the potential to develop to 'proven' level within the two Olympic cycles following the current one. Potential to be developed for World Sailing events.

If an IU grouping applicant meets the basic criteria for grouping but is not considered to meet the criteria for proven or development, they will be classified as 'ungrouped'. The 'ungrouped' list will not be published.

Process

- Initially, all IUs will be contacted by the World Sailing Executive Office and asked to indicate whether they wish to be grouped.
- Any IU who elects to be grouped will be asked to provide:
 - an indication of which disciplines they would like to be considered for grouping in.
 - whether they wish to be grouped as a Core Umpire and/or a Chief Umpire.
 - any information that they wish the Grouping Panel to have (e.g. list of recent events, test passes).
 - An indication if they consider they have a conflict of interest with any member of the Grouping Panel.
- The applications which meet the basic criteria for grouping in at least one discipline shall be forwarded to the Grouping Panel. Where there is any doubt as to whether an application meets the basic criteria, or whether an event is a principal event, this shall be decided by IUSC.
- The Grouping Panel will then proceed to consider the applications.
- Members of the Grouping Panel will provide input on each IU by allocating them to core umpire proven, Core Umpire development and/or Chief Umpire proven and Chief Umpire development groups. Input must be based on actual experience with the IU and not anecdotal or unsubstantiated opinions.
- In cases where there are varying opinions about an individual, the Panel will be requested to provide further input on why they think this IU should be allocated to a particular group or be ungrouped. The same applies if there are varying opinions about the Chief Umpire or development Chief Umpire capability. The input should be expressed in terms of the criteria in the WS Umpire Performance Assessment Form.
- The Executive office will collate the information and liaise with the Chair of IUSC. If the grouping panel has been unable to agree on the grouping of an IU by a clear majority, the IUSC will make the final decision.
- The list of grouping will be published on the WS website.
- Any IU that requested to be grouped may request information on the reasons for their grouping. In these cases, the Grouping Panel will be asked to provide feedback to the IU which will be expressed in terms of the criteria on the WS Umpire performance assessment form.
- Any IU that is dissatisfied with their grouping decision, whether or not they asked for feedback, may request that the decision be reconsidered by contacting the Executive Office. In such cases, World Sailing will use its reasonable endeavours to arrange for the IU to be reassessed by an approved IU performance assessor when possible. The Grouping Panel will be advised of the outcome of this assessment and will proceed to reconsider their grouping decision.
- The grouping process will be conducted continuously, and IUs may request to be grouped at any time, with the grouping panel making updates to grouping at least every six months.