



OFFICIATING ADVISORY PANEL

STRATEGIC PLAN



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Welcome to the Officiating Advisory Panel (OAP) strategic plan for 2023 and beyond. This plan sets out a framework for how we will work with World Netball Panels, Working Groups and Officials to enhance, grow and inspire officiating around the world, with an ultimate purpose of creating a better world through netball.

Officials are one of many core contributors to the game of netball and they will play a pivotal role in enabling World Netball to achieve its mission to expand netball's worldwide reach and impact. When we refer to Officials, we are referring to a diverse range of individuals who contribute as Match Officials (Umpires), Technical Officials (on the Official Bench) and International Netball Umpire Award (INUA) Testing Panel (ITP), and ITP Cadet.

This strategic plan is aligned with the three core strategies of World Netball, to Grow, to Play and to Inspire, and considers how officiating can contribute to each of these strategic priorities. It also incorporates feedback and recommendations from the World Class Officiating Programme Review completed in 2021.

Our three core strategies of World Netball:

GROW

We will increase the global reach of officiating and the capability of Officials worldwide. We will provide opportunities for Officials to collaborate with the Voice of the Athlete Working Group, World Netball Panels and all other Working Groups to contribute to the future success of the game of netball.

PLAY

We will drive the development and delivery of officiating in a way that enables World Netball Officials to consistently deliver world class performances.

INSPIRE

We will raise the profile of World Netball Officials and the role that they play as leaders in the sport of netball, so that they can inspire other women, men, girls and boys to participate. We will identify opportunities for World Netball Officials to collaborate with Officials in other sporting codes and share thought leadership.





OUR STRATEGIES

GROW

Increase the reach and capability of officiating worldwide to enable Officials to contribute to the future success of the game of netball.

A key component of World Netball's Grow strategy is to develop a workforce strategy to ensure it has the capacity and ability to achieve substantial and measurable growth. Officials are a core component of World Netball's workforce. It is critical that there are frameworks, systems and resources in place to provide a sustainable pool of Officials that can support the growth of the game globally.

We will:

- Create a four-year coaching and development plan that drives the development of a sustainable pool of World Netball umpires that can support the delivery of World Netball's growth ambitions. This plan will encompass the technical and physical capabilities required of an umpire for the game today and in the future.
- Collaborate with World Netball Panels and the INUA Testing Panel (ITP) to create and deliver a clear framework of continued professional development for World Netball umpires, ITP, and umpire coaches. This will draw upon existing World Netball systems, resources and expertise, while being open to innovation and exploring different ways of doing things to ensure equal opportunities for development across the Continents.
- Collaborate with World Netball Panels, Members and Regions to create maturity models for the development of Officials that are aligned with the development of the game of netball across different Regions. In doing so, we will utilise existing expertise, frameworks and best practice from Member nations.
- Engage with the Voice of the Athlete Working Group and World Netball Panels to ensure that Officials can best contribute to the future of netball.
- Establish a working group for Bench Officials to identify how this group of officials can best be supported and incorporated within the above.



PLAY

World Netball officials consistently deliver world class performances.

We will drive the development and delivery of officiating in a way that enables World Netball Officials to consistently deliver world class performances. In doing so, we will focus on four key areas: **preparation, selection, assessment** and **maintenance**.

We will also collaborate with World Netball and its Member nations (where appropriate) to ensure there is a sustainable model in place to support the delivery of World Netball's Play strategy. A key pillar of World Netball's Play strategy is the development and delivery of an International Event Strategy that showcases the very best of our sport to more people, more often. Delivery of this strategy will require access to a sustainable pool of high performing Officials that can make themselves available more often, while meeting ever increasing expectations. Currently Officials are a voluntary workforce whose availability is restricted by their ability to take time away from jobs, family and other commitments for longer periods of time, or more frequently in the netball calendar. Experience has shown us that this impacts World Netball's ability to appoint the very best World Netball Officials, and therefore the growth of the game.

We will:

- Collaborate with ITP and World Netball Panels (where relevant) to review and update the existing World Netball umpire assessment criteria to ensure it is fit for purpose.
- Review the existing World Netball umpire selection policy to ensure it remains inclusive, transparent and is aligned with a fit for purpose assessment criteria. This includes ensuring clear guidance is in place to support an umpire's return to netball after a planned period of absence (e.g. parental leave, illness, sabbatical, etc.).
- Collaborate with ITP and World Netball Panels (where relevant) to develop a professional development framework and content for ITP and ITP cadets to ensure that consistency is achieved in the application of fit for purpose umpire assessment criteria at World Netball events.
- Develop and deliver a four-year performance cycle for umpires with planned lead-in and preparation for different variations of the game and world class events. This is to ensure umpires are performing at the right level, at the right time, and in line with the expectations of World Netball's International Event Strategy and aligned global calendar. This includes reviewing existing World Netball officiating resources, identifying gaps and delivering new content (where required).
- Collaborate with World Netball and Member nations to review the value exchange between World Netball, Member nations and Officials to ensure there is a sustainable pool of Officials that can deliver high-performance outcomes in line with World Netball's Play strategy.

INSPIRE

World Netball Officials are seen as leaders in the sport of netball, they inspire others to participate and are world leading.

We will raise the profile of World Netball Officials and the role that they play as leaders in the game of netball so that they can inspire other women, men, girls and boys to participate.

We will:

- Work with World Netball to develop and implement an effective communication plan which:
 - Inspires those from all backgrounds to participate by profiling Officials with diverse backgrounds, because “you cannot be what you cannot see”.
 - Highlights the opportunities that officiating provides individuals and the positive impact it can have on their lives.
- Identify opportunities for World Netball Officials to collaborate with officials in other sporting codes and share thought leadership.
- Collaborate with World Netball on how best to acknowledge our Officials and the contributions they make.



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