**Judges training and development sub-group**

Purpose

To make sure the judge training programme is kept to high standards and training is consistent across the country.

Tasks

* Train judges at seminars, mark and create exams.
* Create and develop systems over time to keep our judges and programmes the best in the world
* Feedback through the year to the judges working group on areas for improvements.
* Support the planning of seminars and the AGB Judge conference

Group make up

* Four/Five Judges at National level or higher
* AGB Staff member

Review every 4 years

Chair – The chair will be chosen by the group in a silent ballot. They will work with Archery GB and help with problems. The chair will keep the group in line and manage the meetings in conjunction with the lead Archery GB staff member.

Conduct of business

The sub-group will work independently of the Judges working group, however, will report back on their activity regularly. The members of the group will meet at least 4 times a year. The group will try to get agreement from all its members. If all members of the group do not agree and a vote on any matter is tied, the chair of the panel will have the casting vote.

The Archery GB lead staff member is the accountable officer, and all budgetary requests will be made through them. Archery GB reserve the right to bring in specialists when required.

Notes and actions must be made.

**Application process**

Any suitable qualified person is to send a cover letter to indicate why they would like to be in the group and complete the skills matrix below. We are looking for someone who has confidence in the rules of shooting and wants to progress judging across the country. Someone who is willing to speak out if there are problems and works well with others to help solve any problems.

Archery GB and the Chairperson of each group will short list the applicants, members of the groups and AGB will then discuss the short list.

Working group members have an individual responsibility to observe the following traits:

* selflessness
* integrity
* objectivity
* accountability
* openness
* honesty
* leadership

Please complete this skills matrix to ensure that the groups have a mixture of knowledge, experience and skills.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Name | What skills and experiences | | | | | | | | | | |
| Your profession | IT | Health and safety knowledge | Operational and organisational experience | Committee member | Understanding of development processes/  programmes | Organisational structures and project development | Safeguarding experience | Diversity experience | HR experience | Management | Other please state |
|  |  |  |  |  |  |  |  |  |  |  |
| Please tick or state skills which might be of value to the group |  |  |  |  |  |  |  |  |  |  |  |