

# Workforce Update

## Hello from Education and Training

Hello all, Happy May to you!

By now, you would have been willing the tail end of the season to be over, looking forward to putting your feet up and taking a little bit of a break from netball. But a virus came our way.... How much havoc has that played on the sport we all love, as well as the wider impact it has had on all of our lives!?! This workforce newsletter has been on the radar to be sent out now for the last few weeks, however, given the amount of communication you have had recently, we thought it better to keep it at bay for a while. And if you're like us at this point in time, hopefully a newsletter is a welcome distraction from groundhog day.

The Education and Training team are working remotely; Coronavirus has had a significant impact on England Netball and a proportion of the business has been furloughed. As a result, our team are currently working at 60% staffing levels for the month of May. Further decisions will be made beyond that. If you have any queries, please e-mail [qualifications@englandnetball.co.uk](mailto:qualifications@englandnetball.co.uk), this inbox is being managed by the remaining team throughout this period.

## Course Planning

We would currently be contacting all counties and regions around now to request what courses are taking place between September 2020 and March 2021, however, we have taken the decision to delay this process until we better understand the situation moving forwards. We have had to cancel or postpone around 90 courses between the end of March and end of June 2020 and we know regions and counties are already doing a great job of discussing how courses and assessments can begin again once netball is back on the courts.

Where at least 80% of courses fell within the period of 1<sup>st</sup> March and 31 May 2020, the course did not run and Tutors and Assessors are enrolled as PAYE, we have offered furlough to Tutors and Assessors. Whilst we will still look to reschedule these courses wherever possible, we do appreciate that we may not get the same people to deliver the course at a later date. We offered this furlough out to those eligible on Friday 1<sup>st</sup> May 2020. If the Government Coronavirus Job Retention Scheme continues past 30<sup>th</sup> June we will look to review for those courses that were due to run during June 2020.

When we are able to plan for the rescheduling of further courses, your support in getting these up and running would be greatly appreciated!



## Regional Visits

Between November 2019 and January 2020, the Education and Training team again headed out to meet with Regional Officiating Leads across the country, to discuss what additional Tutors and Assessors were needed across the country. This information was then used to strategically plan recruitment nationwide and we have launched a Level 3 Award in Delivering Learning course as a result. This course has been rescheduled for October 2020 and will see new Tutors deployed to the counties and regions where there is currently the greatest level of need.



There were some interesting questions asked during those meetings and I have shared a few below, which you may find of interest.

### How do we recognise pre-assessments for Officiating workforce?

Pre-assessments will remain as they are in their current format. As a result, we will need to find a way of recognising a pre-assessment for workforce. We will submit a proposal for this to Regional Officiating Leads at a future meeting to gain a better understanding of how this could work.

### When will the New Officiating Mentoring Workshop be Released?

This workshop was piloted in February 2020, with an aim to roll it out later this year.

### EMS system – What will this look like for Officiating in the future?

A consultation took place approximately 5 years ago regarding the operational lead for Officiating courses and assessments. Counties and regions felt strongly about retaining this function. Systems have advanced and EMS can potentially reduce the amount of administration required for courses. As a result, a further consultation will be conducted in 2020/2021 to see how this could look for Officiating on the new system.

## 2020 Rules of Netball Domestic Implementation

The Domestic Rules roll out is still planned to be completed on the 1<sup>st</sup> September as previously communicated. This was the final date that the International Federation gave for implementation to begin. The plan originally circulated has been tweaked due to current social distancing measures as it is impossible for local follow up workshops to be delivered. The delivery mode will be moved solely online as a result and will be delivered by Cheryl Danson OBE – Chair of the International Rules Panel and Gary Burgess. Delivery of the final presentation will still occur during the week commencing 11<sup>th</sup> May as planned (exact date to be communicated in the coming weeks). A question collation process will follow and a second video will be created and released which addresses the main points raised. Once both have been finalised we will circulate the videos for Counties and Regions to post to their own sites etc. For the release, the videos will be placed on our social media accounts but for those who do not have access to these the videos, they will be also be uploaded to the EN Youtube account.

We have found that the concept of 'new rules' has been a little misleading for some as the majority of the changes are related to minor tidy ups etc. The 2020 Rules can be downloaded from [here!](#)

### **Netball Europe A/B Written for October**

The planned sitting of the October A/B Written Assessment is still scheduled to occur on the 10<sup>th</sup> October 2020 at 10am. The deadline for applications to be submitted to [qualifications@englandnetball.co.uk](mailto:qualifications@englandnetball.co.uk) is by 5pm on Wednesday 2<sup>nd</sup> September 2020. As previously communicated this assessment will be covering the new rules however, Netball Europe have said they will be sensitive to learners during this transition period. The application form is attached or can be downloaded [here!](#)

### **NET-FIX**

Please don't forget that we have a huge amount going on, on social media, much of which has been suggested by you. Please do keep sending in rules questions and ideas for content creation and we will certainly try our best to tick some things off of your wish list.

### **World Cup Final Memories Series**

Also keep your eyes peeled for our new World Cup Final Memories Series where we revisit some the Finals umpired by English Umpires including Cheryl Danson (1987), Sheelagh Redpath (1991) and Margaret Deighan (1995).

You can keep up to date with all of this on our social media channels.

Facebook: England Netball Officiating

Twitter: @EN\_Officiating