

GCCF Accelerated Judge Training Scheme

Background:

There are and have been for some time, anomalies in the current system whereby higher certificates are awarded by judges who cannot award CC/PCs as they are not breed judges. These judges are already having a significant impact on these breeds.

A new training programme is currently being developed based around training that is both educative and practical while centred around all the breeds within a Grand (Imperial if appropriate) group rather than an individual breed.

Please note that this document “Stands Alone” from the Judge Appointment Scheme and no additional conditions may be imposed by a BAC.

Implementation:

Started September 2019.

Principles:

- a) Scheme runs for 3 years from when a judge starts as an FJ(P) of a particular breed.
- b) Applies to all breed lists to which the judge can award a Grand or Imperial certificate but is not currently a breed judge.
- c) If a judge attains the ability to judge a Grand or Imperial class during the time of the scheme, they can request FJ(P) status for those breeds contained in said higher certificate class of which they are not a breed judge.
- d) This should be seen as an ideal opportunity for the BAC to educate and guide the FJ(P) to a better understanding of the nuances of their breed.

Process (P):

- P1) This opportunity applies to full judges who are actively judging but not of emeritus status, suspended, withdrawn, or retired.
- P2) Eligible candidates will become a full judge with provisional status of relevant breeds
- P3) The judges will be informed of their eligibility and they may approach the relevant BAC and request acknowledgement of FJ(P) status. Once registered with the relevant BAC, and notification posted on the website, the status of FJ(P) will be applied from the date they join the scheme for a breed regardless of when the next BAC meeting is scheduled.
- P4) Due to **rule 26 n** within the Rules and Procedures for the Selection of Judges within the GCCF Judge Appointment Scheme, if a judge has been previously rejected by a BAC, they are not eligible for the AJS until the required 4 years have passed since the date of their rejection.
- P5) There will be the opportunity for the judge to have a mentor or mentors (See glossary below) self-selected from a comprehensive list of preferred (See glossary below) judges supplied by the BAC with a minimum of 5 - 10 judge's names supplied. The decision to have a mentor is not an obligatory condition of the scheme and the choice of mentor/s will be made by the candidate.
- P6) BAC's may state that preferred judges should be favoured when undertaking a tutorial but this is not obligatory **unless** the FJ(P) has been deferred or has been notified that they are felt to be struggling.
- P7) A NO FEE principle applies at all stages throughout a judge's time on the scheme.
- P8) No obligation to join a breed club.
- P9) No minimum time requirement before applying to have Full Judge status confirmed.

P10) FJPs and BAC representatives should see this as an opportunity for the BAC to educate and thereby enhance the FJ(P)s understanding of the breeds nuances.

N.B. BAC and Judge Guidance notes are attached.

Working(W) through as provisional full judge:

W1) Following the February 2019 and July 2022 changes in Imperial and Grand class eligibility, if a judge becomes able to judge a breed, they have not previously been eligible to judge (e.g. Section 2/4 new Imperial judges not having judged a breed/s in one of the Grand classes), then they will need to complete minimum of 6 certificate classes with tutorials and a minimum of 12 months prior to applying for promotion.

W2) Judge 3(6) certificate classes containing the breed with, accompanying tutorials, on those classes with **any** full judge of the breed and demonstrate learning by written submission of learning points covered - relevant forms attached. This certificate class must be in the FJ(P)'s book unless it is a minority breed as determined and covered in the following items 3 and 4.

W3) If the breed has low numbers and deemed to be a minority breed thereby potentially making 3 (6) certificate class critiques/tutorials unachievable by the end of the judge's time on the scheme, 3 (6) tutorials and critiques on exhibits not in certificate classes will be accepted. (*Refer to the addendum for the list of breeds considered as minority for the purposes of this scheme.*)

W4) To facilitate this approach, if the exhibit is not in the judge's book, then a tutorial or joint tutorial (to avoid over handling) accompanied by a critique is to be accepted by the relevant BAC.

W5) Discussions and tutorials on exhibits in Breed classes, including any BOB only classes, with any full judge should preferably be undertaken prior to results being submitted.

W6) Where possible FJ(P)s should liaise with the Show Manager and other Pupil Judges to arrange joint tutorials for those exhibits of breeds on the minority breeds list so as to avoid over handling.

W7) Tutorials should also be accepted if the FJ(P) was stewarding or attending a seminar providing they are accompanied with a critique.

W8) Candidates cannot be held back because of numerically small breeds - if there are insufficient examples of a breed exhibited then the onus is on the BAC to organise a seminar, (Face to Face or Virtual) other exhibition or opportunity for discussing and handling examples of the breed. Such training sessions will be accredited as a tutorial. Should this not have been done by the end of the FJ(P)s 3 years on the scheme then full judge status will be confirmed.

W9) FJ(P)s must submit to the relevant BAC all critiques, placings and tutorials of that breed in certificate classes, (Oly/Imp/Grand/Breed), within 4 weeks of the show.

W10) BAC feedback must be within 4 weeks of receipt of an FJ(P)s critiques and tutorials and must not be held back until a BAC meeting is scheduled. The BAC should agree formats wherein BAC feedback is given via the BAC secretary in writing to the FJ(P) within the four weeks post receipt of the FJ(P) critiques. It is possible that an FJ(P) has the opportunity to complete the requirements within a short period of time and candidates must not be disadvantaged by the BACs failure to give prompt feedback.

W11) Judges may apply, using the relevant application form when they feel ready to be promoted, providing they have met the certificate classes/tutorial requirements. No fee is applicable.

W12) An anonymised vote to accept or not accept is to be undertaken by BAC reps with a simple majority applying.

W13) Should the FJ(P) be successful in their application for promotion to Full Judge status, the BAC must notify the office to ensure that full judge status is applied immediately. The change of status will be notified on the website as an information only statement.

W14) Promotion to full judge will be effective from the date the BAC advises the GCCF office.

W15) If progress is deemed unsatisfactory then the FJ(P) must be notified that deferment is a possibility and that further tutorials and mentorship with full judges from the BACs preferred list may be required.

Where deferment is a serious possibility, it must be clearly established that the FJ(P)'s decisions and comments are incorrect and uninformed.

W16) If the judge's application for promotion to Full Judge Status is not approved, the BAC must identify and notify the candidate of the specific areas of learning where they are felt to be struggling. The judge must be provided with a list of a minimum of 5 - 10 preferred judges with whom they must complete 2 further tutorials.

W17) There will be no minimum time frame imposed before a deferred judge may reapply nor is there a limitation on the number of applications allowed. It is purely limited by their length of time on the scheme.

BACS must keep in mind that any FJP that is deferred/rejected will continue to have a significant effect on the breed due to their ability to award certificates of a higher level than CC/PC; therefore, it is in the best interests of the BAC to educate and train FJPs to achieve promotion to Full Judge.

~~~~~

## Glossary:

**Mentor** – a person (judge) who gives younger or a less experienced person (judge) help and advice over a period of time.

**Preferred** – (judge/judges) liked or wanted more than anything/one (i.e., judge/judges) else.

## Addendum:

*The Breeds listed below were deemed “minority” breeds as all available data (show entries/registrations), firmly indicates that representation at the majority of shows, held within in any one year, is extremely low:*

- |                          |                       |
|--------------------------|-----------------------|
| • Nebelung (assessment)  | • Egyptian Mau        |
| • Turkish Van            | • Sokoke              |
| • Turkish Vankedis       | • Toyger (assessment) |
| • Siberian               | • Lykoi (assessment)  |
| • Chartreux (assessment) | • Asian/Tiffanie      |
| • Singapura              | • Tonkinese           |
| • Snowshoe               | • Australian Mist     |
| • Cornish Rex            | • Korat               |
| • La Perm                | • Suffolk             |
| • Ocicat                 | • Balinese            |
| • Aztec                  | • Thai                |

~~~~~

Appeals Process

1. There is a right of appeal, where any FJ(P) candidate believes a lack of progress has been brought about through specific action or non-action by a BAC.
2. The right of appeal, in the first instance, shall be via the IC/DC Secretary to the Appeals Committee (AC), who will attempt to facilitate negotiations between the parties to bring about resolution of the dispute in accordance with Byelaw 11(7).
3. Prior to referring a dispute to the AC, the parties should make every effort to resolve the matter between themselves.
4. The Appeals Process is not intended to be protracted, confrontational or to follow the format of the IC/DC Process, and as such the BAC and Judge are not to be viewed as on opposing sides. AC may seek guidance on the interpretation of the AS document from the Judges Appointment Scheme Review Group or Board of Directors.
5. No fee is charged for the Appeals Process.

6. In order to keep costs to a minimum and to avoid a protracted process, there will be no face- to-face meetings with the parties. All communication with the parties will be by email, all submissions must be written and the AC will conduct the matter via email and online meetings between themselves.
7. On receipt of an appeal, the AC shall inform the relevant BAC of the appeal and set a timetable for the disclosure of information in support by each party so that both parties have the opportunity to put their case forward. The aim is for a fast turnaround with disputes resolved, by the AC, within 8-10 weeks from receipt of the appeal.
8. In the event that the AC is unable to achieve resolution of the dispute, or if the AC finds that the BAC is failing to support the FJ(P) candidate adequately, or making demands for additional training without supplying any justifiable reason, then the AC shall refer the matter to the Board. In such cases the Board will appoint a panel of 5 Judges who will, if necessary, complete the FJ(P) Appellant's training and determine promotion in place of the BAC.
9. The decision of the Panel of Judges shall be final and binding to prevent the process being protracted.