



BUDDIES AND MENTORS



BUDDIES AND MENTORS

This guidance has been created after discussions with women and girls liaisons about how to support new umpires when joining an umpiring group and how to retain existing umpires.

BUDDIES

Buddies are people of a similar age to new umpires who can be paired up with them to act as a point of call for general questions about the umpire group and to help them settle in.

THE BENEFITS

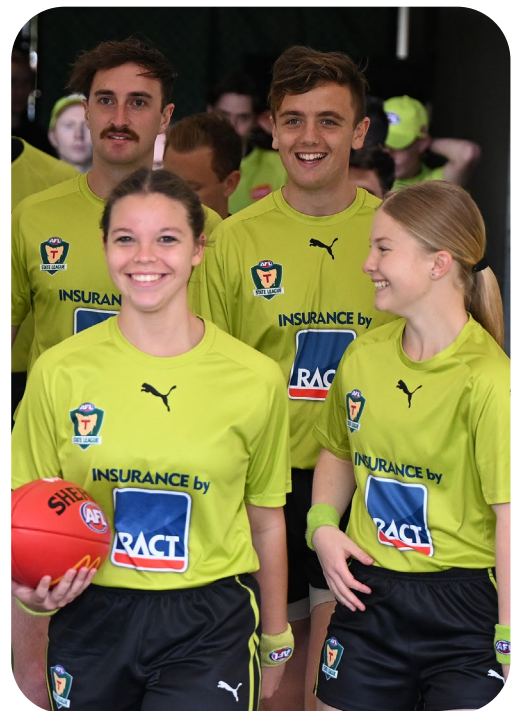
- Supports new umpires to feel included in the group
- Gives umpires an opportunity to show leadership
- Can improve the inclusivity and culture of the group

MENTORS

Mentors are more experienced umpires who can assist newer umpires to work on their skill development in their relevant discipline.

THE BENEFITS

- Encourages umpires to return to mentor new umpires
- Gives developing umpires an opportunity to further their skills outside of regular training



BUDDIES

HOW TO IMPLEMENT

STEP 1

Collate a list of your umpires and consider who would best suit a position of leadership as a buddy. Consider their experience in the group, communication style, leadership qualities and age. Keep in mind that buddies will need to attend training regularly to support the new umpire, particularly at the beginning of the season.

STEP 2

Advertise the role of a buddy within the group and request nominations. Create a form for umpires to express their interest. Consider asking them why they would like the role and what they would bring to it. You can tap umpires on the shoulder who you think would suit such a position, but may need some encouragement.

STEP 3

Collate nominations and select suitable candidates. Get this list ready for next season.

STEP 4

Once new umpires begin registering to your group, match them up with buddies and take into account the age of the new umpire. You can also ask new umpires if they know anyone already in the group who they would like to be paired up with.

STEP 5

Once a buddy pair has been created, communicate with the two of them and introduce them to each other. Communicate the responsibilities of a buddy clearly, and ensure both parties understand how the buddy system works.

You can also consider if you would like to offer rewards or incentives to buddies who show great leadership and are welcoming to new joiners!

BUDDIES

ROLES AND RESPONSIBILITIES

Make sure to communicate clearly with the buddies in your group their responsibilities as a buddy. You can use this page for guidance.

RESPONSIBILITIES AS A BUDDY

- Introduce yourself at your buddy's first training and spend time with them to make sure they feel comfortable.
- Introduce them to other umpires in the group.
- Sit with them for the first few dinners until they feel comfortable in the group.
- Check in on them before and after their first game to make sure they know where to go and what to wear. (Umpire Managers- consider appointing the buddy to the new umpire's first game)
- Check in on them throughout the season to ensure they are settling in.
- Communicate with leadership in the group if you feel they need more support
- Try to attend as many training sessions as possible and communicate with your buddy if you won't be attending



MENTORS

HOW TO IMPLEMENT

STEP 1

Collate a list of your umpires and consider who would best suit a mentor position. Consider their experience umpiring, their experience in the group, their communication style and any relevant coaching background.

STEP 2

Advertise the role of mentor within the group and request nominations. Create a form for umpires to express their interest. Consider asking them why they would like the role and what they would bring to it. You can tap umpires on the shoulder who you think would suit such a position but may need some encouragement.

STEP 3

Collate nominations and select suitable candidates.

STEP 4

Open up nominations for mentees - any umpire within the group can sign up to be mentored.

STEP 5

Match up mentors and mentees. Consider communication styles and who you think would be a good fit. You can assign multiple mentees to one mentor.

STEP 6

Once a mentor has been assigned, communicate with the mentor and mentee, sharing details of the role and responsibilities. Make sure both parties have contact details for each other.



MENTORS

ROLES AND RESPONSIBILITIES

Make sure to communicate clearly with the mentors in your group on their responsibilities as a mentor. You can use this page for guidance.

RESPONSIBILITIES AS A MENTOR

- Send your mentees a message so they have your contact details if they need (please see last point in regards to child safeguarding).
- Set up time to talk to them and understand what they would like to learn from you eg. working on specific skills, wanting to reflect on their match day performance, watch back match vision, goal setting, discuss specific rules etc.
- Arrange a catch up before or after training to work on any agreed skills.
- Check in with coaches on how your mentee is performing at training and on game day.
- If you have capacity, offer to observe mentees on match day and provide them feedback on their performance.
- Check in on your mentees throughout the season and celebrate their success and growth as they develop.
- If your mentee is under the age of 18 - be mindful of safe communication with Children and Young People - more info [here](#)



