



England Boxing Officials Learning Centre Learning Programme Delivery Guide for R&J Developers

Purpose and principles:

This guide will help R&J Developers deliver a facilitation-based effective 'learner-centred' training package (i.e. two-way, learner-centred, drawing out from the learner, pulling rather than pushing) rather than too much presentation (i.e. one-way, tutor-centred, pouring into learner, pushing rather than pulling). It builds on the adult learning principles:

- L** **Learner-centred:** people learn better when it is delivered at their pace and in a way that suits them
- E** **Environment:** people learn better in a positive and supportive emotional and physical climate
- A** **Actively Involved:** people learn better when involved in their own learning, learning by doing not by listening
- R** **Reflection:** people learn better when they are helped and given time to self-analyse and self-reflect
- N** **New:** people learn better when new learning builds on their actual experience and expertise
- S** **Stretch:** people learn better when they are challenged but still gain some success.

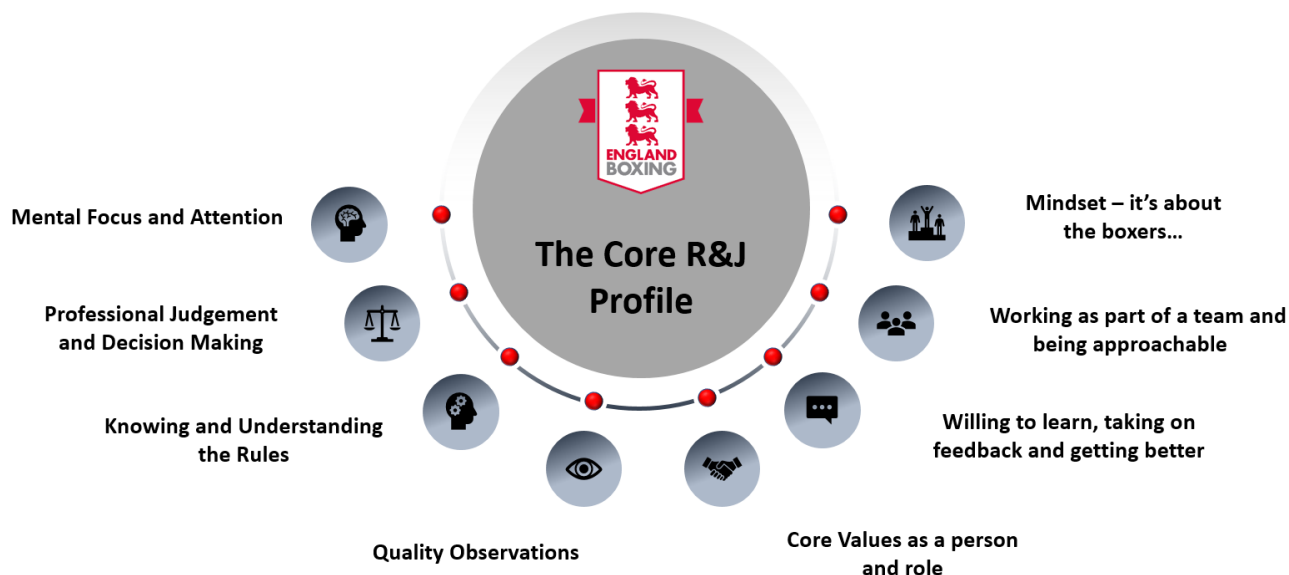
The Officials Learning Centre

The Officials Learning Centre is designed around a 2-day face-to-face delivery method and is designed for a mixture of participants (Judge and Time Keepers A/B Grade and Referees A/B Grade). The fundamental concept of this delivery method is the interaction and sharing of experience, understanding and knowledge. The Officials Learning Centre is the start of the Official's educational journey, the centre will initially focus on core elements of the curriculum. This will be supported by case studies and micro practical sessions.

Day 2 will focus on the exam which is an assessment of learning. The other part of day 2 will focus on practical elements and applying the emerging knowledge and understanding. The latter part of day 2 is assigned to completing a period of self-reflection and also to complete a personal development plan. This will lead into 'in the field delivery' and mentoring support which will be part of the 'signing-off' process for competency.

The Core R&J Profile

The Core R&J Profile (see below) needs to be shared and explained and also referred to during the Officials Learning Centre. The assessment and self-reflection process will be based on the Core R&J Profile. The profile is designed to develop a shared and national understanding of what it takes to be an effective Official.



A note on inclusivity: 'he' & 'she'

When referring to Boxers, Coaches and Officials throughout the Officials Learning Centre, R&J Developers should make sure that they use both 'he' and 'she', rather than falling into the habit of exclusively referring to Boxers, Coaches and Officials as male. This may be an unconscious habit; R&J Developers are advised to be conscious of this point and should promote inclusivity where possible.

Using the guidance notes:

The following notes are a guide to help you deliver an effective Officials Learning Centre. One aspect that we will need to accept is that delivery will depend on the participants knowledge, understanding and experience. The key message is the need for alignment across the Officials Learning Centres which will help towards a unified 'Officials Pathway'.

There will be a significant amount of preparation for the assigned R&J Developer, to complete in advance, to adapt and prepare materials to meet the unique needs of the group and the environment in which delivery of the Officials Learning Centre takes place.

Maximum Number of Candidates / R&J Developer

The maximum number of Candidates is 14 per R&J Developer. The appointment of R&J Developers and the number each region allocates is the decision of the region and not decided by England Boxing. During Day 2 of the Officials Learning Centre England Boxing will be able to appoint a national R&J Developer to support and ensure standardisation of delivery. This will depend on the availability of national R&J Developers and also the number of planned regional Officials Learning Centres being delivered during the year.

Examination Process and Internal Verification (IV)

The examination will be completed on Day 2 through an online multiple choice 'app' which has been designed by England Boxing. All results will be sent to a central location and the results will be shared with the regional R&J Developer 48 hours after the Officials Learning Centre has been delivered. The process of how the exam should be delivered is detailed within the R&J Developer guide resource. The IV process will be monitored by the attendance of an England Boxing National R&J Developer who will attend Day 2 of the Officials Learning Centre. Their role is to support the Regional R&J Developer and ensure there is a consistent delivery approach within the Regional Officials Learning Centres.

Facility and Equipment Requirements

The facility and equipment requirements are as follows:

- Flip-chart and marker pens
- Blu-tack
- Boxing gloves (to be worn at all times during practical demonstrations)
- Boxing gym with sufficient space and equipment for the number of Boxers, Coaches and Officials, as well as the R&J Developers.
- Laptop, projector and screen / blank wall for DVDs
- Chairs / benches

Day 1 - Officials Learning Centre

Element	Time (Mins)	Description	Resources / Support / Delivery Options
<p>Regional R&J Developer welcome and introduction to the regional Officials Learning Centre</p>	15	<p>Opportunity to engage with everyone in the room. Why are you here? What you want to gain from this Officials Learning Centre?</p> <p>Describe boxing without using boxing words, what is the sport all about?</p> <p>What underpins good observation, judgment and decision making?</p> <p>What it takes to be a world class Official within boxing?</p>	<p>Pairs – introductions.</p> <p>Building rapport and establish the start of the learning environment</p> <p>Check Pre-reading EB Rules</p>
<p>The Core R&J Profile & The Officials Pathway</p>	20	<p>Introduce the Core Profile (Why? How? What?)</p> <p>Show the 'Officials Pathway' and outline where they are now and potential next steps following the Officials Learning Centre.</p> <p>Introduce the concept of personal development plans and the R&J Logbook</p>	<p>Main group delivery. Use the PowerPoint slides to help land your message. Core Officials Profile to be used during day 1 and day 2 delivery.</p> <p>Also outline the Core Profile will be used to help complete observation assessments of the candidates</p>
<p>Start with the Boxers</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Mindset – it's about the boxers... • Core Values as a person and role 	40	<p>Areas to cover:</p> <p>Whom (Ages and Stages) Boxer Dress Code Competition Gloves Headguard and Protection Bandages Contact Lenses</p>	<p>Options for delivery: Main Group Small Groups Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>
<p>Break and Reflect</p>	10		
<p>Scoring System</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Mental Focus and Attention • Knowing and Understanding the Rules • Professional Judgement and Decision Making • Quality Observations 	40	<p>Areas to cover:</p> <p>Scoring System Scoring Criteria Computer Scoring</p> <p>Use: A Video of a bout as a learning approach. Participants to complete their own scoring.</p>	<p>Options for delivery: Main Group Small Groups Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>

<p>Officials Part 1</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Core Values as a person and role • Willing to learn, taking on feedback and getting better • Working as part of a team and being approachable 	40	<p>Areas to cover:</p> <p>Supervisor Judge Judging</p>	<p>Options for delivery: Main Group Small Groups Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>
<p>Officials Part 2</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Mental Focus and Attention • Knowing and Understanding the Rules • Professional Judgement and Decision Making • Quality Observations • Mindset – it's about the boxers... 	40	<p>Areas to cover:</p> <p>Referee Dress code Commands Position Communication Roles and responsibilities</p> <p>Use: A Video of a bout as a learning approach. Participants to complete their observations and feedback</p>	<p>Options for delivery: Main Group Small Groups Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>
<p>Lunch and Reflections</p>	30		
<p>Fouls</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Knowing and Understanding the Rules • Professional Judgement and Decision Making • Quality Observations • Mindset – it's about the boxers... 	40	<p>Areas to cover:</p> <p>Infringements of the rules Fouls Signals – Referee Caution, warnings and disqualification Low blow Knock down Clean Gloves Mandatory Count</p> <p>Use of signals via demonstration</p>	<p>Options for delivery: Main Group Small Groups Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>
<p>Decisions</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Mental Focus and Attention • Knowing and Understanding the Rules • Professional Judgement and Decision Making • Quality Observations • Core Values as a person and role 	40	<p>Area to cover:</p> <p>Win on points A tied bout Referee / abandon Referee stops contest – RSC Referee stops contest – Injury Disqualification Knock not Walkover No contest Protest</p>	<p>Options for delivery: Main Group Small Groups Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>
<p>Skills Bout</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Mindset – it's about the boxers... 	10	<p>Areas to cover:</p> <p>Skills Bout Purpose Design Options</p>	<p>Options for delivery: Main Group Small Groups Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>

<p>Time Keeper</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Mental Focus and Attention • Knowing and Understanding the Rules • Professional Judgement and Decision Making • Quality Observations 	30	<p>Areas to cover:</p> <p>Role</p> <p>Starting a bout</p> <p>Subsequent rounds</p> <p>Bout duration</p> <p>LOC</p> <p>If a Boxer is down</p>	<p>Options for delivery:</p> <p>Main Group</p> <p>Small Groups</p> <p>Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>
<p>Break and Reflect</p>	10		
<p>Coaches</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Mental Focus and Attention • Knowing and Understanding the Rules • Core Values as a person and role • Willing to learn, taking on feedback and getting better • Working as part of a team and being approachable • Mindset – it's about the boxers... 	15	<p>Areas to cover:</p> <p>Coaches</p> <p>Whom and how many?</p> <p>Corner</p> <p>Conduct and communication</p> <p>Violations</p>	<p>Options for delivery:</p> <p>Main Group</p> <p>Small Groups</p> <p>Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>
<p>The Boxing Ring</p> <ul style="list-style-type: none"> • Working as part of a team and being approachable • Mindset – it's about the boxers... 	15	<p>Areas to cover:</p> <p>Ring layout – who's involved?</p>	<p>Options for delivery:</p> <p>Main Group</p> <p>Small Groups</p> <p>Pair Work</p> <p>Involvement, interaction and checking for understanding</p> <p>Use of scenarios and draw upon previous experiences (What would happen if?)</p>
<p>Summary and Reflections</p>	20	<p>Areas to cover:</p> <p>Questions:</p> <p>What has confirmed what you already know?</p> <p>What has challenged your current understanding and knowledge?</p> <p>What have you collected that is new?</p> <p>Check back on the slide if needed (slides and rules will be online).</p> <p>Also check back on the Officials Pathway and also the Core Profile.</p> <p>Preparation for day2: Practical experience, role specific, personal development plan and the assessment.</p>	<p>Options for delivery:</p> <p>Individual reflections</p> <p>Pair Work</p> <p>Finish with whole group</p>

Day 2 – Officials Learning Centre (Practical, Assessment, Personal Development Plan)

Element	Time (Mins)	Description	Resources / Support / Delivery Options
R&J Developer welcome and introduction to the regional Officials Learning Centre	15	Opportunity to re-engage with everyone in the room. Checking back and reflecting upon day 1.	
<p>Practical & Assessment</p> <p>Core R&J Profile:</p> <ul style="list-style-type: none"> • Mental Focus and Attention • Knowing and Understanding the Rules • Professional Judgement and Decision Making • Quality Observations • Core Values as a person and role • Willing to learn, taking on feedback and getting better • Working as part of a team and being approachable • Mindset – it's about the boxers... 	3 Hrs	<p>Option 1 Delivery: Complete the practical and micro sessions of Referee, Judge and Time Keeper (rotation approach and based on the needs and qualification stage of participants)</p> <p>Followed by online assessment.</p> <p>Option 2 Delivery: Complete the online assessment first and then start the practical and micro sessions.</p> <p>Option 3 Delivery: (if there are 2 or more R&J Developers) Design a rotational process in which the participants are divided into 2 / 3 groups.</p> <p>For example:</p> <p>Group 1 (Assessment, Practical, Observations /Reflections)</p> <p>Group 2 (Practical, Observations /Reflections, Assessment)</p> <p>Group 3 (Observations/ Reflections, Assessment, Practical)</p>	<p>In relation to the assessment process please refer to the R&J Developer guide.</p> <p>The assessment link will be ready on the day and will be open for 12 hours.</p> <p>Results will be sent to the R&J Developer within 48 hours.</p> <p>Practical aspects see the R&J Developer guide. This will be an ongoing learning process for everyone involved and it is essential that R&J Developers share their experiences and reflections of the practical elements.</p> <p>Role modelling and demonstration</p> <p>Refer to the sign off process and the personal action plan for participants.</p> <p>Feedback will be essential during this period to support the participants.</p>
<p>Summary and Reflections</p> <p>Re-visit the Core R&J Profile and the Officials Pathway</p>	20	<p>Areas to cover:</p> <p>Next steps:</p> <ul style="list-style-type: none"> • Capture your learning. • Complete the personal development plan. • Start to think about opportunities to practice. • Engage with a regional mentor. • Start the process of being signed-off • R&J Logbook - capture your reflections and experiences to help with learning and sign-off process. 	