



Judge Training Outline – What to Expect

Annex 5 (LABBS C&J Handbook)

This is an outline of the training you will need to undertake to certify as a Scoring Judge and some information on what you can expect from us and what we expect from you.

The training is expected to take 3 years. This is dependent on reaching the expected standard in judging, evaluating (written and coached face to face) and conduct.

Your Official Training – what we expect from you:

Attend two seminars a year: Once accepted onto the program, you are required to attend both full seminars a year for 3 years. This will form the backbone of your training. Expenses will be covered according to the current expenses policy of the relevant organisation – currently travel, accommodation and food: Seminar dates will be posted well in advance on the BABS/LABBS websites. If you can't attend it is important that you advise your Category Director as soon as possible. Non-attendance is likely to delay your certification.

<https://www.labbs.org.uk/calendar>

<https://www.singbarbershop.com/pages/british-barbershop-calendar>

Practice Judging: We recommend that you shadow judge whenever possible. This can be at LABBS or BABS or any other contest that is judged by the same rules e.g. IABS/SABS, but must be arranged in advance through your Category Director in the first instance. Under no circumstances should this be arranged independently. In the case of BABS and LABBS, any judge wishing to shadow judge a contest must also notify their intention to the relevant parties by the published deadline, so that suitable arrangements can be made. It is important to take up your seat if you have booked it, as preparations will have been made for you. Expenses cannot be claimed for this except for your final 'official' shadow judge task before you certify – this will be arranged with the Category Director and your mentor.

Delivering Education: We encourage candidates to take part in category education days, coaching events and Harmony College as you go through training – depending on your stage of development this could be shadowing another judge educator or leading a session yourself. Expenses may be payable, depending on your role, according to the relevant current expenses policy.

Judge Ethics

Judges are respected individuals in the barbershop world, and as such are representing their organisation even when not performing official duties.

Some key points to note would be:

- During seminars or in the judges' room at contests we encourage an atmosphere of mutual respect.
 - Treat other's opinions with respect and understanding.
 - Never coach/give feedback to a contestant in a contest you have shadow judged – even if this is an 'informal chat in the bar'.
- Develop a reflective approach to your training.
- We expect you to treat the role and training seriously and consider how what you say and how you act might be viewed by the wider membership of the barbershop world. Your opinions will be taken seriously by others.
- Remember that the content of discussions that happen at seminar or elsewhere should not be shared or gossiped about.
- Social media – think before you post – opinions about performers/performances could be viewed as biased. It would be inappropriate to wish a competitor luck, or publicly congratulate them before or after a contest you are judging, even as a shadow. Remember to read your posts and consider how they may be perceived by the wider membership.
- Complete any tasks that you are set between seminars in a timely manner – or proactively explain why you are unable to do so.
- When you are on official duties e.g. Shadow judging or assisting at an education day, present yourself smartly and behave in a professional manner.
- Keep a record/portfolio of your training – notes from seminar, scoring records, feedback from coaching sessions and ensure that you record this in summary using your official category training record.

Your official training

What you can expect from us: We will...

- Appoint you a mentor from the category to work with you as you progress through training.
- Give you a training programme to follow, with support from your Category Director and your mentor.
- Give you relevant category resources and access to appropriate online resources.
- Give constructive, appropriate feedback at seminar, on shadow scoring and other set tasks.
- Provide regular 'check ins' from the Category Director.
- Include you at an appropriate level in education events where judges are presenting.
- Support you to have positive training experiences and become part of the team.

How will your progress be assessed throughout the training programme?

Mentors will rate the Candidate Judge 1-10 for each question asked below at each suitable opportunity. Here are some guidelines of what each rating means:

- NA = Not Applicable or not evaluated at this time due to lack of sufficient information
- 1-2 = Poor: below expectations, needs significant work in this area
- 3-4 = Fair: expected level for a candidate at this stage, but still needs some work in this area
- 5-6 = Good: exceeds expectations for a candidate at this stage, still room for growth in this area
- 7-8 = Excellent: skills similar to most certified judges in this area
- 9-10 = Superior: exceeding the skills of most certified judges in this area

Note that a steady linear progression in every area is not expected nor required, but a candidate is expected to achieve satisfactory levels by the end of their training, in order to be certified.

Scoring

1. How accurate was the candidate's scoring of contestants? (Relative to control scores if available)
2. How well did the candidate use the scoring range? (With respect to the range of the contest)
3. How well was the candidate able to provide a rationale for the scores given?
4. How well are score sheets written, so the candidate or another judge can make use of it to conduct/write an effective evaluation?

Evaluations

1. How well did the candidate PROFILE and establish a cordial relationship with the contestant?
2. How well did the candidate PRIORITISE recommendations for the contestant.
3. How well did the candidate PRESENT/COMMUNICATE recommendations to the contestant?
4. How well did the candidate ASSESS the major issues specific to their category for the competitor?
5. How well did the candidate follow the criteria for effective evaluations? (See below for ease of reference)

Conducting Evaluations

Please refer to the guidance document for advice on conducting feedback evaluations: (You will be given access to this document once you are accepted as a candidate).

Category Knowledge

1. How precisely and accurately did the candidate identify issues relevant to the category?
2. How well did the candidate appropriately use category terminology and language?
3. How well does the candidate understand and properly apply all elements on the category judging form?

Judicial Professionalism and Maturity

1. How well does the candidate display comfort and confidence in their dealings with other judges?
2. How well does the candidate display comfort and confidence in his/her dealings with contestants?
3. How well does the candidate manage their responsibilities and meet obligations?
4. How well does the candidate respond to feedback to continually improve?
5. How responsive is the candidate with respect to email communications?