



The Governing Council of the Cat Fancy

GCCF JUDGE TRAINING PATHWAYS

Judges are a valuable asset and essential component of GCCF Shows and have traditionally been trained on individual breeds with most gradually building on their skills by training within other breeds one by one. This approach is no longer fit for purpose and after much discussion and with the agreement of Council, judge training has been revised and will now be multibreed based.

We have called on the four educationally acknowledged teaching and learning styles during the development of this new programme for the nurturing of those wishing to become GCCF judges. These have been referenced throughout to devise different approaches, such as verbal presentations/online assessments, within all stages of training.

- Visual – using images to process information
- Auditory – listening and discussion
- Read and write: reading for information and making notes
- Kinaesthetic – doing/ hands on

A judge's training begins with opportunities to gain some knowledge of all breeds and their handling alongside of exposure to the process of judging by stewarding. A novice exhibitor, neuter exhibitor or Breeder, can begin stewarding if they have an interest.

The aim of the programme is to encourage candidates embarking on the programme to ultimately become All-Breed judges however, it is acknowledged that not everyone would like to do this. Any candidate who only wishes to judge a specific breed, there is the option to become a Speciality Breed Judge within the programme. Training as a speciality breed judge is restricted to a single breed.

The Judge Training Programme will be training judges through a multibreed approach. To ensure we retain the rigour in training that GCCF is known for within the greater Cat Fancy, no training list will contain more than five individual breeds.

If any breed that is within the minority breeds listing (Addendum 1) is of such low numbers as to make, either individually or as part of, achieving specific tutorial assessments/critiques difficult, a candidate cannot be held back from promotion.

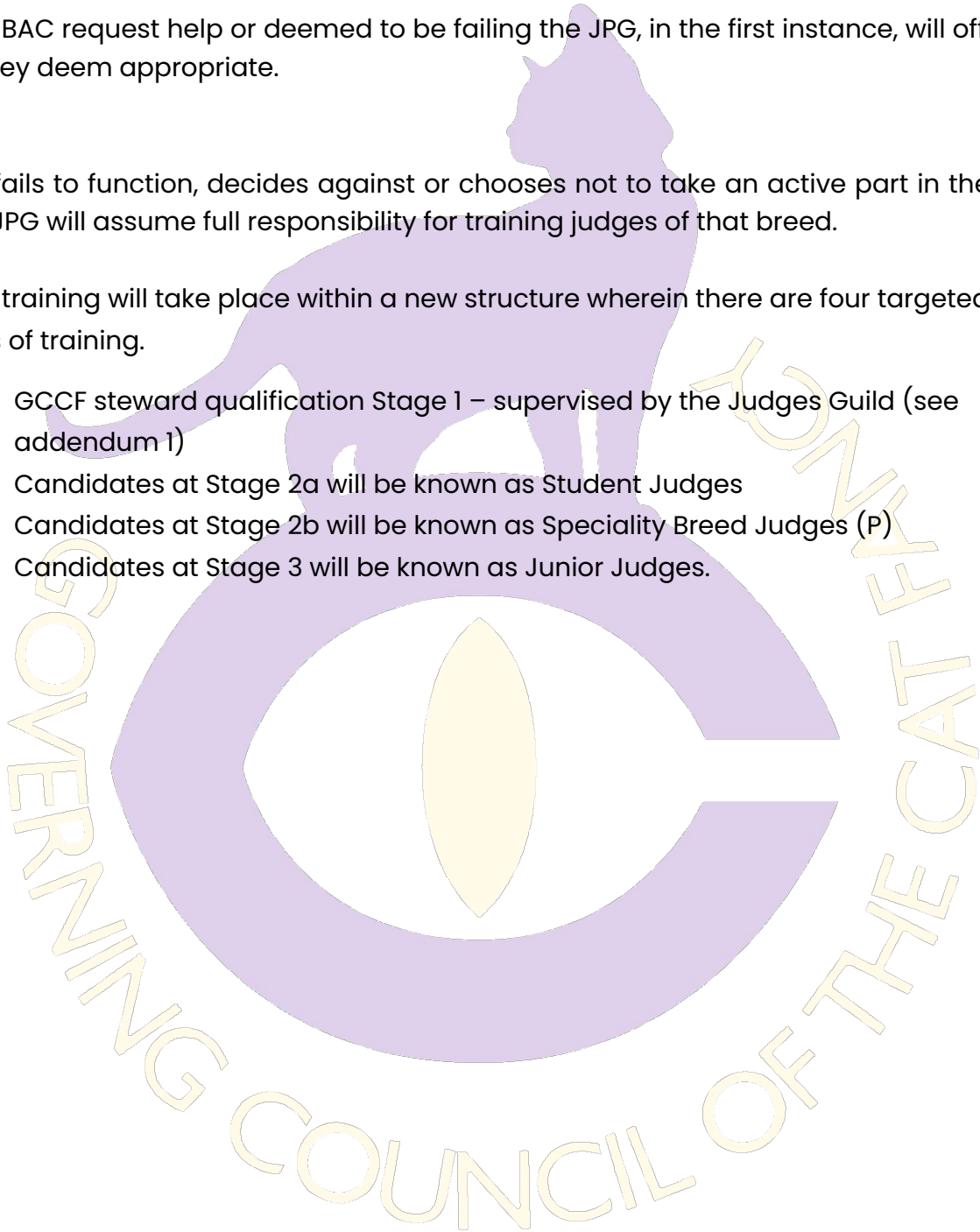
Breed Advisory Committees are no longer responsible for forwarding judges for promotion. This will now be the responsibility of the relevant Judge Promotion Group (JPG). BACs retain full control over SOP, registration and breeding policies and it is beholden on them to continue to monitor student and junior judges of their breed and ensure they are informed of any advice, concerns to aid their progress or SOP updates by taking an active role in the relevant JPG.

Should a BAC request help or deemed to be failing the JPG, in the first instance, will offer help in a form they deem appropriate.

If a BAC fails to function, decides against or chooses not to take an active part in the relevant JPG, the JPG will assume full responsibility for training judges of that breed.

All future training will take place within a new structure wherein there are four targeted elements of training.

- GCCF steward qualification Stage 1 – supervised by the Judges Guild (see addendum 1)
- Candidates at Stage 2a will be known as Student Judges
- Candidates at Stage 2b will be known as Speciality Breed Judges (P)
- Candidates at Stage 3 will be known as Junior Judges.



1. STAGES 2 AND 3 OF TRAINING IN BRIEF:

Stages 2a – Student Judge (First List Applicants only)

Emphasis on:

- Handling
- Report writing
- Basic application of Standard of Points (SOP) and placement of exhibits
- Basic knowledge of Genetics/Veterinary defects/GEMs codes
- Veterinary Assessment

When available some of these will be examined via online assessments which must be passed prior to application for promotion to Stage 3 of the programme.

Stage 2b – Speciality Breed Judge (Provisional)

Emphasis on:

- Handling
- Working with a steward
- Enhanced SOP knowledge
- Judging placements
- Report writing
- Veterinary Assessment
- Should an SBJ wish to train in further breeds at a later date they will enter the scheme at Stage 3 within the relevant JPG in which their breed sits.

Stage 3 – Junior Judge

Emphasis on:

- Handling
- Working with a steward
- Enhanced SOP knowledge
- Judging placements
- Report writing



2. GENERAL PROCESSES:

- a) Each Judge Progression Group (IG/GG) must adhere to the core rules, without any additions.
- b) The JPG's must use the standard forms supplied by the GCCF. The JPG will add the relevant JPG title, plus the Secretary's name and email address to which the form must be sent.
- c) All applications must be sent, in the first instance, to the office with the relevant fees as according to the table (see addendum 2). All fees, which are non-refundable, are

payable directly to the GCCF NOT the JPG applied for. The GCCF office will forward the application to the JPG Secretary once payments have been recorded.

- d) The JPG shall seek the support and appoint Full Judges who are willing to undertake tuition, support, advice and assessment for candidates working through the stages towards full judge or Speciality Breed Judge status. The JPG will provide a published list of ideally FIFTEEN but no fewer than 10 preferred judges (relevant to the JPG the trainee is applying to upon completion of the requirements) The list may include up to one specialist breed judge for each of the JPGs listed breeds.
- e) This list must be supplied to the candidate on acceptance to commence training.
- f) Any Full Judge of the breeds concerned may be approached by a candidate for support, advice and tuition but a Full Judge from the preferred list **MUST** be used for assessments.
- g) Trainees are advised to keep a record of their engagements by keeping copies of all forms and reports submitted to the JPG and must be prepared to listen to and act upon advice and guidance at all times.
- h) All forms are electronically based and must be returned to the JPG within 4 weeks of an engagement. Hard copies, if used, should be completed "on the day" by the Judge and trainee and returned, by the candidate, to the JPG within 4 weeks of the engagement.
- i) Tutorial assessments, breed/breed comparison presentations and final assessments undertaken at GCCFI shows are also acceptable towards fulfilling the required criteria.
- j) The JPG will monitor the progress of trainees and provide feedback to them.
- k) All paperwork and forms will be electronically distributed.
- l) Candidates who chose to follow Stage 2a Student Judge training will be enrolling into a multibreed training programme. Should a candidate not wish to train within a multibreed situation they should follow the Speciality Breed Judge route.
- m) Speciality Breed Judges (Provisional) and Junior Judges, providing they meet the criteria for the scheme will be eligible for the Judge Training Bursary. **No expenses can be claimed for/by a Student Judge as they are not eligible to undertake Breed Kitten classes.**
- n) Candidates must at all times adhere to the GCCF Judges Code of Conduct. Failure to do so may result in removal from the GCCF Judges Programme for training.

APPLICATION PROCESSES FOR PROMOTION TO STUDENT JUDGE, JUNIOR JUDGE, SPECIALITY BREED JUDGE OR FULL JUDGE

3. STAGE 2a – STUDENT JUDGE

Upon receipt by the JPG of the application form for SJ training to accredited level and the required fee is paid to the GCCF, the applicant will receive copies of:

- a) GCCF Standard of Points, (this will be a hard copy and come from the office)
- b) Tutorial Assessment form
- c) List of preferred judges for the relevant JPG
- d) Veterinary Assessment form (copy to be lodged with the Guild when completed)
- e) Application forms to apply for promotion as, firstly, a Junior Judge and subsequently, Full Judge.

N.B. all forms will be distributed electronically.

4. STAGE 2b – SPECIALITY BREED JUDGE (PROVISIONAL)

Upon receipt by the JPG of the application form for SBJ (P) training and the required fee is paid to the GCCF, the applicant will receive copies of:

- a) GCCF Standard of Points, for the relevant section wherein the breeds of the JPG are found (this will be a hard copy and come from the office)
- b) Tutorial Assessment form
- c) Final assessment form
- d) List of preferred judges for the relevant JPG
- e) Veterinary Assessment form (copy to be lodged with the Guild when completed)
- f) Application forms to apply for removal of provisional status and promotion as Speciality Breed Judge.

N.B. all forms will be distributed electronically.

5. CRITERIA FOR APPOINTMENT TO STAGE 2A – STUDENT JUDGE

A candidate applying to follow the Student Judge route must:

- Be a qualified GCCF steward.
- Should have at least three consecutive years regular exhibiting experience of a breed that is catered for by the JPG to which application is to be made.
- Have breeding experience of at least 2 years from the date of their first registered litter, of at least one breed that is catered for by the JPG to which application is made

A neuter owner candidate applying to follow the Student Judge route must:

- Be a qualified GCCF steward.
- have at least four consecutive years regular exhibiting experience of at least one breed catered for by the JPG to which application is to be made.
- owned and campaigned exhibits to at least Imperial level

Where a candidate, as a SJ to their first list, has bred cats within more than one Imperial/Grand List, application can be made to the JPG's catering for these breeds providing they feel capable of dealing with the commitment required by all the relevant JPG applied to

Acceptance into Stage 2 of the GCCF Judge Training Programme of a JPG does not guarantee appointment as a Junior Judge/Specialist Breed Judge of a JPG List.

There is no minimum time constraint for completion of stage 2a.

6. CRITERIA FOR APPOINTMENT TO STAGE 2B – SPECIALIST BREED JUDGE

A candidate applying to follow the Specialist Breed Judge route must:

- be a registered GCCF steward
- Recognised breeder of breed for a minimum of 4 years plus a minimum of 5 litters.
- Regular exhibitor for a minimum 4 years with exhibits taken through the levels to at least Imperial Status.
- Proven success, to Imperial status as a minimum, with exhibits of their breeding. These exhibits do not need to be in the ownership of the breeder.

A neuter owner candidate applying to follow the Specialist Breed Judge route must:

- Be a qualified GCCF steward.
- Exhibitors of neuters are eligible to apply but must have at least four consecutive years of regular exhibiting experience of at least one breed catered for by the JPG to which application is made.
- owned and campaigned exhibits to at least Imperial level

Acceptance into the SBJ (P) level of the GCCF Judge Training Programme of a JPG does not guarantee appointment as a SBJ within an JPG List.

There is no minimum time constraint for completion of stage 2b

7. APPLICATIONS FOR PROMOTION TO JUNIOR JUDGE:

Applications for Junior Judge status can be accepted from

- GCCF Student Judges



- Full Judges from another GCCF list
- GCCF Speciality Breed Judge
- Full Judges from other organisations

8. A STUDENT JUDGE (STAGE 2a) OF THE JPG FOR APPOINTMENT AS A JUNIOR JUDGE (STAGE 3).

- a) A candidate must have successfully completed their training as a Student Judge prior to application for promotion to Junior Judge.
- b) All applications must be sent, in the first instance, to the office with the relevant fees as according to the table (see addendum 2). All fees, which are non-refundable, are payable directly to the GCCF NOT the JPG applied for. The GCCF office will forward the application to the JPG Secretary once payments have been recorded.
- c) The application from a student Judge to move up to junior Judge will be placed on the agenda for the next full meeting of JPG.
- d) A separate application form must be completed in respect of each JPG to which the application is to be made.
- e) Appointment as a Junior Judge of the JPG Breed List does not guarantee promotion to Full Judge of this list.
- f) The JPG secretary will contact the applicant upon acceptance and forward, via electronic means, any relevant paperwork.

9. AS A JUNIOR JUDGE FROM A FULL JUDGE OF ANOTHER JUDGE PROGRESSION GROUP

- a) Full Judges applying to another JPG will be appointed as Junior Judges.
- b) Newly appointed Full Judges of a JPG may apply for appointment to further Imperial/Grand lists.
- c) All applications must be sent, in the first instance, to the office with the relevant fees as according to the table (see addendum 2). All fees, which are non-refundable, are payable directly to the GCCF NOT the JPG applied for. The GCCF office will forward the application to the JPG Secretary once payments have been recorded.
- d) Applicants are advised that they may supply copies of reports on any cats of the JPG Breed Lists they have judged in any class.
- e) The JPG secretary will contact the applicant upon acceptance and forward, via electronic means, any relevant paperwork.
- f) Appointment as a Junior Judge of the JPG Breed List does not guarantee promotion to Full Judge of this list.

10. AS A JUNIOR JUDGE FROM A SPECIALITY BREED JUDGE OF ANOTHER IMPERIAL/GRAND GROUP

- a) A candidate must have successfully completed a minimum of two years judging and officiated at a minimum of ten shows as a SBJ prior to any application for promotion to Junior Judge.
- b) The application from a Speciality Breed Judge to move up to Junior Judge can only be made for the JPG list, in the first instance, in which their Speciality Breed judge qualification sits within.
- c) A separate form must be completed in respect of the JPG to which the application is to be made.
- d) All applications must be sent, in the first instance, to the office with the relevant fees as according to the table (see addendum 2). All fees, which are non-refundable, are payable directly to the GCCF NOT the JPG applied for. The GCCF office will forward the application to the JPG Secretary once payments have been recorded.
- e) The JPG secretary will contact the applicant upon acceptance and forward, via electronic means, any relevant paperwork.
- f) Appointment as a Junior Judge of the JPG Breed List does not guarantee promotion to Full Judge of this list.

11. AS A JUNIOR JUDGE FROM A FULL JUDGE FROM ANOTHER ORGANISATION

- g) A candidate who, under the rules of any World Cats Congress recognised organisation other than GCCF, and is an All Breed or Specialist Breed Judge may apply for acceptance as a Junior Judge in a JPG Breed List.
- h) A candidate who, under the rules of GCCFI, and is a GCCFI Full Judge of one or more of the JPG breeds may apply for acceptance as a Junior Judge on the relevant JPG Breed Lists.

NB: This does not prevent the invitation of a Judge who is not resident in England, Scotland, Wales, Northern Ireland, the Isle of Man or the Channel Islands, who is not a GCCF Judge (Full or Student on any Breed List) and who has been on the relevant list as a Full Judge under the rules of any WCC recognised organisation for at least three years, to judge at GCCF shows subject to Section 3, Rule 3 of the GCCF Rules

- i) All applications must be sent, in the first instance, to the office with the relevant fees as according to the table (see addendum 2). All fees, which are non-refundable, are payable directly to the GCCF NOT the JPG applied for. The GCCF office will forward the application to the JPG Secretary once payments have been recorded.
- j) Upon acceptance, the applicant will receive from the JPG secretary, via electronic means, any relevant paperwork.

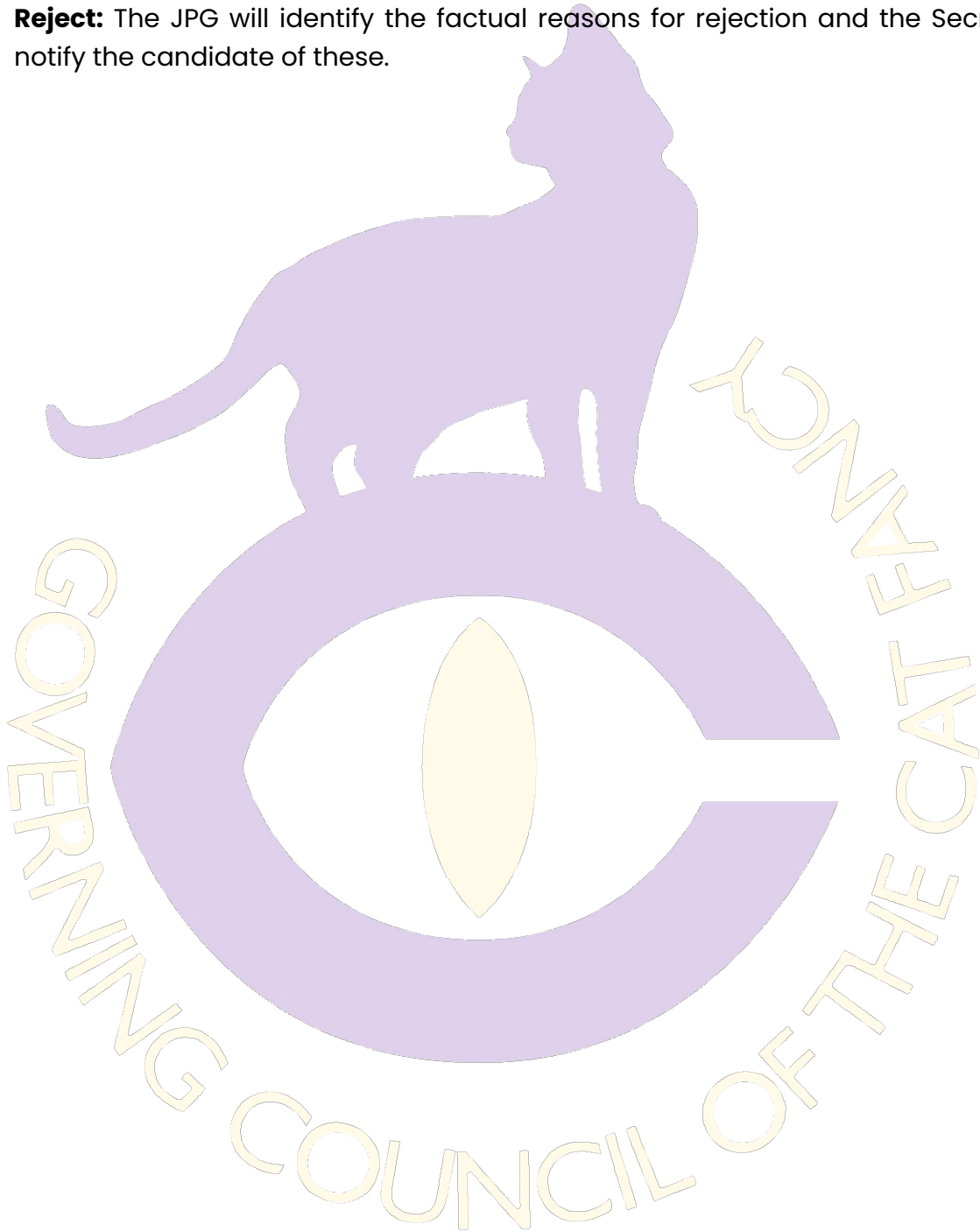
The application must include the following details:

- Evidence that he/she is a Full Judge of the relevant breeds for another bona fide organisation recognised by GCCF and WCC.
- Details of JPG Lists of which he/she is already a Junior Judge, or has applied for appointment as a Student Judge or for promotion, if applicable. Candidates who are already Junior Judges or wish to apply to more than one JPG should consider whether or not they have the time, commitment and ability to fulfil the requirements.
- Applicants may supply copies of reports on any cats of the relevant JPG Breed List they have judged to the GCCF Standard of Points during the previous two years.
- Appointment as a Junior Judge of the JPG Breed List does not guarantee promotion to Full Judge of this list.

12. CONSIDERATION OF CANDIDATES FOR PROMOTION

- k) The application for consideration for promotion to Junior Judge, Speciality Breed Judge, Full Judge will be placed on the agenda for the next full meeting of the JPG.
- l) The JPG will discuss the application and all available information before voting.
- m) The JPG may consider that a candidate requires more tuition or experience before promotion to Junior Judge, Speciality Breed Judge or Full Judge. In these circumstances the JPG will defer the candidate until its requirements are satisfied.
- n) The JPG may consider that, despite the advice, guidance and tuition given throughout the training periods, a candidate has not reached the standard required for promotion and it is decided that he/she will not achieve that standard after more experience. In these circumstances the JPG will reject the candidate.
- o) Votes will be cast by electronic ballot. Acceptance or rejection requires a simple majority of those present and voting.
- p) In the first instance votes will be to Accept or not to Accept the candidate. If fewer than a simple majority of the votes cast are to Accept the candidate, a second ballot will be held to decide if the candidate should be Deferred or Rejected. If fewer than a simple majority of the votes cast on this second ballot are to Reject, the candidate will be Deferred.
- q) At the end of the maximum training period only the first ballot may be held. If fewer than a simple majority of the votes cast are to Accept, the candidate will be Rejected.

- **Accept:** The JPG Secretary will notify the GCCF Office of the names of those candidates nominated for appointment as Full Judges in order that they may be published on the GCCF website
- **Defer:** The JPG will identify the factual reasons for deferment and the Secretary will notify the candidate of these.
- **Reject:** The JPG will identify the factual reasons for rejection and the Secretary will notify the candidate of these.



- r) The result of JPG voting will be given verbally, by the JPG Secretary, or, by agreement, by the JPG Chairman, to each candidate, within 48 hours of the meeting, provided that the candidate is contactable by telephone.
- s) Deferred and rejected candidates will be given full and factual details of the reasons for the deferment/rejection.
- t) In all cases the decision of the JPG (together with reasons where appropriate) will be confirmed to the candidate in writing within 28 days of the meeting.
- u) Any candidate who has not been given clear reasons for deferment or rejection should write to the JPG Secretary for clarification.
- v) Any candidate who can provide proof that the information on which the decision was based was incorrect, should provide this proof to the JPG Secretary, in writing, within 14 days of receipt of the written notification, in order that the result of the decision may be delayed to allow the additional information to be circulated to the constituent BAC's and discussed by the JPG at its next meeting.
- w) A ballot will again be taken on the candidate in question. No reapplication fee will be required.
- x) The JPG will arrange for deferred candidates to be given the opportunity to receive guidance and tuition in those areas identified as reasons for the deferral.
- y) A deferred candidate will not be allowed reapply to the next meeting of the JPG. Candidates may reapply up to a maximum of two times. Prior to each reapplication three further tutorials and two assessments will be required. The JPG may require one or more of these assessments to be from Judges on a list determined by the JPG. Any such reapplication shall be accompanied by the required non-returnable fee of £25
- z) A candidate who does not achieve promotion within the four year training period, plus any time discounted by Council at the request of the JPG, for enforced absence from the scheme, will automatically lose Junior Judge status of those Breed Lists unless the JPG considers that there are circumstances that warrant an application by the JPG to Council for an extension of the candidate's training period for a maximum of one-year extensions.
 - aa) Any candidate who has been rejected or who has failed to achieve promotion after a maximum of five years training period, plus any time discounted by Council at the request of the JPG, for enforced absence from the scheme, will be removed from the particular JPG Breed lists within the GCCF Judging Programme.
 - bb) Any such candidate may, after a period of at least four years, reapply to join the 2a/2b student judge stage of the GCCF Judging Programme. If accepted as either a student judge/Specialist Breed or Junior Judge they must then repeat the full requirements of the Scheme

13. APPEALS PROCESS

- a) There is a right of appeal, where any candidate believes a lack of progress has been brought about through specific action or non-action by a JPG

- b) 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).
- c) Prior to referring a dispute to the AC, the parties should make every effort to resolve the matter between themselves.
- d) The Appeals Process is not intended to be protracted, confrontational or to follow the format of the IC/DC Process and as such the JPG and Judge are not to be viewed as opposing sides. AC may seek guidance on the interpretation of the JAS document from the Judges Appointment Scheme Review Group or Board of Directors.
- e) No fee is charged for the Appeals Process.
- f) 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.
- g) On receipt of an appeal, the AC shall inform the relevant JPG 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.
- h) 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 SJ candidate adequately, or making demands for additional training without supplying any justifiable reason, then the AC shall refer the matter to the Board, who will appoint a panel of 5 Judges who will, if necessary, complete the SJ Appellant's training and determine promotion in place of the JPG.
- i) The decision of the Panel of Judges shall be final and binding to prevent the process being protracted.

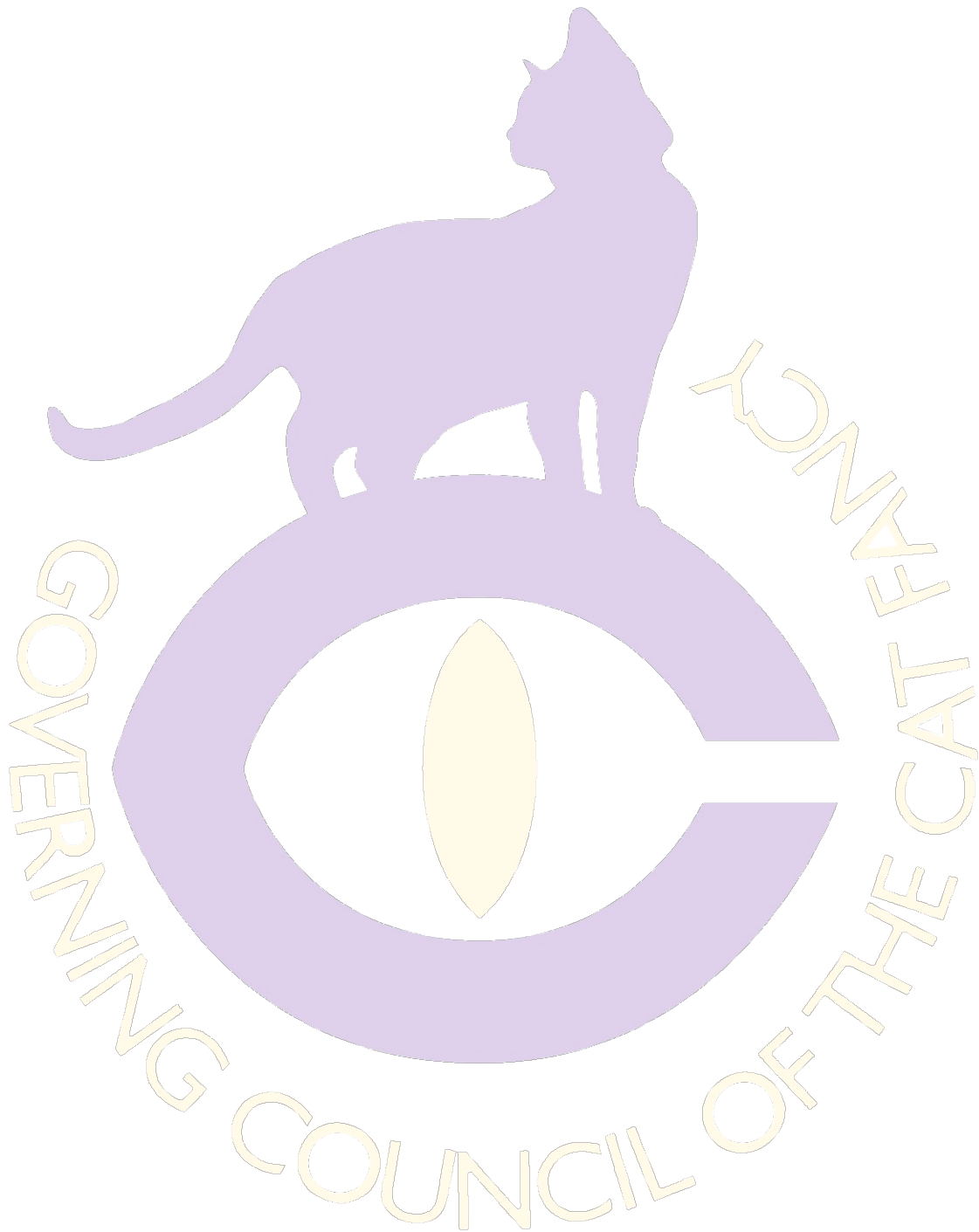
14. FULL, EMERITUS OR SPECIALITY BREED JUDGE:

- a) Any Judge who does not wish to continue as a Full, Emeritus or existing Speciality Breed Judge of any one or all relevant JPG Breed Lists may request that their name be placed on the Retired List for such lists and their name will be removed from the list of active Judges of those JPG Breed Lists.

N.B. Any Judge listed on the retired list is deemed to be permanently unavailable to judge for GCCF in any capacity but they do not lose the right to the title GCCF Judge.

- b) The JPG Secretary shall, at the request of the delegates, write to any Full, Speciality Breed or Emeritus Judge who is believed not have judged cats of the JPGs Breed List at a GCCF Championship Show, nor attended seminars, for cats of the JPG Breed List for a period of five years to draw their attention to Item 11 of the Judging Programme.
- c) Any Full, Emeritus or existing Speciality Breed Judge who fails to respond to any communication from the JPG secretary will have their name be placed on the Emeritus

List for the relevant lists and their name will be removed from the list of active Judges of those Breed Lists



PATHWAYS TO SUCCESS

1. TRAINING PROCESSES:

Stage 2

This stage applies to all First Time candidates and Speciality Breed Judges (Provisional)

There are two routes for a candidate to follow at this stage

- To study as a student judge with the intention of becoming a Junior Judge, in the first instance, on all the breeds within the relevant JPG list.
- To study and train as a Speciality Breed Judge on a single breed list

Overall expectations:

- a) The aim of the preliminary stage is to ensure that GCCF Student Judge (SJ) or Specialist Breed Judge Provisional (SBJ(P)) will achieve the recognition that they have the relevant skills to move on to Junior Judge status or Full SB judge within the JPG of their choice
- b) All candidates must be listed as an accredited GCCF steward and fulfil all other qualification requirements before they can apply to complete their training under the aegis of the JPG of their choice. This requirement will ensure that all candidates who join the GCCF Judge Training Programme have gained sufficient experience of show procedure and the handling of different breeds of cat to enable them to concentrate on learning the art of judging. Upon the successful completion of the training at this level they will be able to apply within the supervisory JPG for consideration for promotion to the status of Junior or Specialist Breed Judge. (SJ/SBJ)
- c) The JPG Secretary will notify the constituent BACs of all persons who have enrolled in, or resigned from, the Student Judge/Specialist Breed Judge sections of the GCCF Judge Training Programme.
- d) Acceptance into either SJ (S2a) or the SBJ (P)(S2b) level of the GCCF Judge Training Programme of a JPG does not guarantee appointment as either a JJ (S3) or an SBJ (FJ) within a JPG List.

Summary of basic skills to be mastered within stage 2

Student Judge:

- Handling
- Report writing
- assessing to SOP and placing
- veterinary defects as listed in the preface of the GCCF SOP book
- very basic knowledge of genetics/ anatomy and major health issues/SOP's within the list

Speciality Breed Judge (Provisional)

- Handling
 - Report writing
 - simple assessing to SOP and placing
 - veterinary defects as listed in the preface of the GCCF SOP book
 - very basic knowledge of genetics/ anatomy and major health issues
 - enhanced SOP knowledge of the relevant breed
 - Basic knowledge of SOP's within the list they will encounter in side classes
- a) Candidates must expect, and learn to accept, constructive critical comment and JPG members and Full Judges must feel able to provide constructive critical comment without fear of repercussions.
- b) Candidates are advised to keep a record of their engagements by keeping copies of all forms and reports submitted to the JPG and must be prepared to listen to and act upon advice and guidance at all times.
- c) Any Forms, if using hard copy, should be completed "on the day" by the candidate and Full Judge and returned to the JPG within 4 weeks of the engagement.
- d) Candidates must at all time adhere to the GCCF Judges Code of Conduct [\(add link/or downloads to Judges Guild\)](#) Failure to do so may result in removal from the GCCF Judges programme of training.
- e) The JPG will monitor in consultation with the constituent BAC's the progress of candidate and provide feedback to them.
- N.B. BAC's must submit their feedback and advice to the JPG secretary in a manner that is constructive and couched in terms suitable to disseminate directly to the candidate. It is not the role of the JPG secretary to re-write the BACs submissions.***
- f) At least one practical veterinary assessment will be required, to ensure that the student/Speciality Breed Judge is able to identify and understand the veterinary defects. This must be conducted at an All Breed show in order to assess the Candidate's ability to detect defects in the course of judging and evaluate their significance when placing exhibits. Candidates must be prepared to show knowledge of, and answer questions on all defects listed in the preface to the Standard of Points and described fully in the publication 'Guidance Notes on Veterinary Defects'. It should be noted that these apply to ALL BREEDS, and therefore it should be expected that examples of defects in cats from all sections may be seen and/or discussed in the course of the assessment.
- N.B. It is advised that a veterinary assessment is undertaken when acting as the Duty Vets assistant for the day.*
- g) Basic knowledge and understanding of veterinary defects as listed in the GCCF Standard of Points will also be assessed within a focused online assessment.
- h) Copies of successful veterinary assessments should be sent electronically to the GCCF Judges Guild where they will be kept on file for future reference. Thereafter no further

veterinary assessment should be required without good reason; which must be supplied to the candidate in writing and copied to the Judges' Guild.

- i) The intention, by undertaking this process, is to educate the candidate towards understanding the need for suitable language and a uniform approach in compiling reports so that all of the required aspects of an exhibits conformation and temperament are covered alongside of developing the ability to place exhibits according to perceived merits. A basic knowledge of the relevant Standard of Points is also expected to be shown within such reports.
- j) SJ/SBJ's should attend such Seminars as may be held by the JPG/BAC, be they face to face or virtual.
- k) In the case of a major concern being identified the JPG should inform the candidate as soon as is possible. They must clearly identify the issue/s of concern and provide advice and guidance to the candidate.



Online Assessments Summary

The focus will be around GEM's codes, basic veterinary defects, feline conformation, simple breed identifiers and genetics. This can be undertaken and submitted at any time during this stage of training. No application for promotion to Junior Judge will be considered if the candidate fails to reach the required pass rate of 85%

Criteria:

- 85% pass rate
- The assessment can be re-taken if failure to reach the pass rate first time.
- Candidates may take the assessment a maximum of three times.
- The facility to pause and save during the assessment should be available.
- It would be preferred that the whole questionnaire is completed in one sitting.
- Candidate not told which questions they have got right or wrong.
- A candidate may undertake the assessments when they feel ready but must have achieved a pass in all relevant assessments prior to application for promotion to FJ.
- 100 minimum question per test

Assessment subjects:-

Stage 2:

General one off only assessment: Basic genetics (GC?)
Defects/general health (VC?)
Basic anatomy –
skeleton/muscles (VC?) GEMS code Stage
one

These assessments must be taken and passed at stage two. Failure to reach pass standard will result in the SJ progressing no further within the scheme

Stage 3 - Breed specific (two per Imperial/Grand group)

- a) Basic breed history and SOP basic questions i.e. eye colour (minimum 15/20 questions per breed dependent on number of breeds in the group list)
- b) enhanced veterinary and genetics

These assessments must be taken and passed at stage three. Failure to reach the pass standard will result in the JJ progressing no further within the scheme.

Established Full judges or first list judges having passed through stage 2 within another list will not be expected to undertake these assessments.



2. SERVING AS A STUDENT JUDGE (SJ)

Criteria to Fulfil Prior to Consideration For Promotion: Student Judges

- a) The intention, by undertaking this process, is to educate the candidate towards understanding the need for suitable language and a uniform approach in compiling reports so that all of the required aspects of an exhibits conformation and temperament are covered alongside of developing the ability to place exhibits according to perceived merits. A basic knowledge of the relevant Standard of Points is also expected to be shown within such reports.
- b) Candidates must expect, and learn to accept, constructive critical comment and JPG members and Full Judges must feel able to provide constructive critical comment without fear of repercussions.
- c) SJ's may accept judging engagements for miscellaneous and/or club classes wherein the relevant breeds are included. These should cover adult, kitten and neuter where possible. Any SJ accepting such engagements should not have more than 30 exhibits to examine. (No expenses can be claimed as a SJ). **I suspect this will need a rule change and would advise that SJs do not currently follow this route.**
- d) SJ's must not be contracted to judge any Breed kitten classes at this stage.
- e) A minimum of 5 breed classes, which must include at least one adult/neuter class, to be judged in parallel and under supervision of a full judge. These may be done when stewarding for a FJ or engaged to undertake miscellaneous/club classes.
- f) Candidates must approach both the Full Judge and the Show Manager prior to show day, to ascertain approval to undertake a parallel judging and/or a tutorial assessment opportunity.
- g) Written reports must be submitted on the exhibits handled when undertaking a parallel judging assessment, such reports may be counted towards the required minimum expected in this stage of training.
- h) If any breed that is within the minority breeds (Addendum 1) listing is of such low numbers as to make, either individually or as part of tutorial assessments/critiques difficult, a candidate cannot be held back from promotion.
- i) A minimum of FIVE (multibreed coverage to be encouraged) tutorial assessments with accompanying reports within the relevant section must be submitted, of which, all must be JPG Breeds specific, wherein the ability of the candidate to apply the SOP to an exhibit, place and report upon will be scrutinised.
- j) Tutorial assessments on a listed minority breed, if an example of the breed is present, can be undertaken with any Full Judge of the breed, even if neither the candidate nor the Full Judge does not have the exhibit in their book.
- k) Full Judges undertaking tutorial assessments are requested must ensure they submit a tutorial notification form in confirmation.

N.B. any submissions from the candidate will only be accepted as "additional" information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge's tutorial assessment form submitted.

- l) The candidate must submit reports on a minimum of 10 exhibits (if present) covering the relevant breed or breeds (dependant on the JPG applied for). It is expected that this should take place on every engagement at this level. It is hoped that this be seen as similar to a parallel judging situation, by both the SJ and Full Judge, with relevant notes being made at an appropriate time with care taken not to upset the exhibit, hinder the Full Judge or the overall judging process. Candidates may return to an exhibit to re-examine but should not remove it from the pen.
- m) Complete a successful veterinary assessment.
- n) When all the required criteria have been met, the candidate may apply to the JPG that has supervised their Stage 2a training for consideration of promotion to Student Judge.
- o) If any breed that is within the minority breeds listing (addendum 1) is of such low numbers as to make, either individually or as part of, achieving specific tutorial assessments/critiques difficult, a candidate cannot be held back from promotion.
- p) All relevant information, including the outcome of the online assessments, will be considered by the relevant JPG alongside of a candidate's application for promotion.
N.B. No candidate may be promoted until they have reached the minimum "pass" level within the relevant online assessments.
- q) If the available information does not indicate to the JPG that the enhanced standard of manner and appropriate attributes, basic understanding of the Standard of Points and basic report writing expected, has not been met the candidate must be given suitable support and guidance. They will then be required to submit further reports on a minimum of five exhibits and three further tutorial assessments with nominated judges.
- r) A SJ may reapply for promotion as a Junior Judge but before their application for promotion is reconsidered, they must have satisfactorily completed the additional SJ requirements.
- s) Any SJ failing to successfully complete this phase of the Judges training programme, will remain as a GCCF steward.
- t) All candidates have a right of appeal if their application is rejected.
- u) Candidates must at all time adhere to the GCCF Judges Code of Conduct (add link/or downloads to Judges Guild), failure to do so may result in removal from the GCCF Judging Programme.

3. SERVING AS A SPECIALIST BREED JUDGE (PROVISIONAL)

The relevant BAC will monitor the progress of the SBJ (P) and provide feedback via the relevant JPG.

Criteria to Fulfil prior to Consideration for Removal of Provisional Status (SPJ)

- a) Candidates are advised to keep a record of their engagements by keeping copies of all forms and reports submitted to the JPG and must be prepared to listen to and act upon advice and guidance at all times.
- b) Serve a minimum of 12 months prior to applying for the removal of Provisional Specialist Breed judge status
- c) The SBJ (P) must undertake a minimum of 10 engagements.
- d) SBJ (P) can be contracted to undertake kitten breed classes and/or Adult, kitten and neuter miscellaneous/club classes for the relevant breed.
- e) Ideally SBJ (P) loading should not exceed 40 exhibits.
- f) Complete minimum of 6 kitten classes for single breed classes but 10 for breeds with multi colours/pattern classes.
- g) Speciality Breed Judges (P) must comply with the GCCF rules, as they currently stand, regarding the submission of show reports.
- h) Complete a minimum of 2 tutorial assessments with any full judge from the preferred list however they must be with two different judges
- i) Parallel judge 2 certificate breed classes, for adults or neuters, the awards slip must be countersigned by a full judge of the breed.
- j) Undertake a minimum of 2 breed presentations
- k) If the breed is of low numbers making 6 breed class critiques/tutorials unachievable, tutorial assessments 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.)
- l) Complete a successful veterinary assessment.
- m) Candidates must undertake and reach a competency scoring of 85% on all stage two online assessments
- n) The candidate must also complete a minimum of two, but no more than three, Final assessments which must be undertaken with any Full Judge on the preferred list however they must be with different judges.
- o) Candidates may seek to arrange, but should not undertake, Final Assessments until they have completed all the other requirements. Tutorial and Final assessments may be done on the same day at a double show but both the exhibits and Full Judge must be different. A Final Assessment must not be sought on the same exhibits or with the same Full Judge as a Tutorial Assessment at the same show.
- p) Candidates must expect, and learn to accept, constructive critical comment and JPG members and Full Judges must feel able to provide constructive critical comment without fear of repercussions.

- q) SBJ(P)'s should attend such Seminars as may be held by the JPG/BAC, be they face to face or virtual
- r) In the case of a major concern being identified the relevant BAC, via the JPG, must advise and guide the candidate to enable them to move forward
- s) Specialist Breed Judge (Provisional) may apply, using the relevant application form when they feel ready to be promoted, providing they have met all the specified requirements.

4. SPECIALIST BREED JUDGE TRAINING PROCESSES

Tutorial assessments will:

- a) Will be undertaken through an oral presentation and feedback to the assessing full judge and take place at either, a show where the candidate is judging or a relevant seminar.
- b) Tutorial Assessment Forms, if using hard copy, should be completed "on the day" by the Judge and candidate and returned to the JPG within 4 weeks of the engagement.
- c) Full Judges undertaking tutorial assessments are requested to ensure they submit a completed tutorial notification form in confirmation.

N.B. any submissions from the candidate will only be accepted as "additional" information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge's tutorial assessment form submitted

Breed Presentations:

- a) Specialist Breed Judges must undertake oral breed presentations that must be done at either a show/seminar and assessed at the time by any FJ of the breed, preferably on the preferred list if available, within the relevant JPG.
- b) All such presentations will be conducted verbally.
- c) A minimum of 3 Breed comparison presentations which must be on two or more exhibits (where possible) of the same breed with placings
- d) Breed presentations may be done at shows or seminars.
- e) Breeds which cover more than one colour or pattern any presentation, where possible, should not be restricted to a single colour or pattern.
- f) Specialist Breed Judges must submit written reports on the exhibits judged during a breed presentation:
- g) These are to be submitted within 7 days of the show/seminar and may be of exhibits handled in an oral presentation or from the judge's book if not used in or undertaking a presentation.
- h) A Progress in Learning form must be completed by the candidate when undertaking a presentation. The candidate must complete the all areas of the Progress in Learning form within 7 days of their presentation taking place and send to the relevant JPG secretary.

Candidates are encouraged to provide written reports on the exhibits used within the presentation.

- i) The Full Judge must complete the Assessors Progress in Learning (within 7 days to the relevant JPG secretary. They may provide written reports on the exhibits used within the presentation within their feedback if they feel that it is appropriate.
- j) N.B. any submissions from the candidate will only be accepted as “additional” information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge’s Progress in learning form submitted
- k) If hard copies are used these must be filled in on the day by both the candidate and Assessor Judge and submitted to the JPG secretary within 7 days.
- l) The sum of these presentations must cover as wide a selection of the breed’s colours and patterns as is possible.
- m) In the case of listed minority breeds the expectation is a minimum of 1 Oral and 1 written comparison. This should be waived if no exhibits of such a breed are forthcoming within the candidates training period.
- n) The candidate must complete the required number of presentations so that the relevant JPG can ascertain whether the candidate has reached the required standard and is ready to undertake the Final Assessment presentations required to enable application for the removal of Provisional status.
- o) Show Managers must, if asked, inform the candidate if there are exhibits of the relevant breed/s entered.
- p) Full judges must be approached at least 48 hours prior to the event at which a SBJ(P) wishes to undertake a presentation with them. It is hoped that any full judge who has agreed to supervise a presentation will, if possible and agreed by the Show Manager, have a reduction in the number of exhibits in their book.
- q) A SBJ(P) need not be contracted to judge at a show to undertake final presentations however they MUST inform show managers/seminar leaders that they wish to do a presentation and ask and confirm with the Full Judge, who must be contracted to judge at said show, that they are willing to carry out the assessment.
- r) Every effort should be made to complete any presentations prior to the show opening to the public or any Breeders or Full Judge’s presentation taking place at a seminar.

Final Assessments:

- a) The candidate must also complete a minimum of two, but no more than three, Final assessments which must be undertaken with any Full Judge on the preferred list however they must be with different judges
- b) The Full Judge will supply the candidate with a list of exhibit numbers, preferably from their or the candidates judges book, and should include, where possible adults, kittens and

neuters. Candidate must be supplied with the date of birth/age, sex and breed number of each exhibit to be discussed and placed.

- c) If the breed is of low numbers making 6 breed classes, critiques/tutorials unachievable – final assessments and critiques on exhibits not in certificate classes will be accepted. even if neither the candidate nor the Full Judge does not have the exhibit in their book.
- d) (Refer to the addendum for the list of breeds considered as minority for the purposes of this training programme)
- e) A maximum of 8 but no less than 5 cats should be included in each Assessment. Where possible, for breeds which cover more than one colour or pattern the Assessment should not be restricted to a single colour or pattern.
- f) The candidate, prior to undertaking the verbal assessment, must write a short critique of each exhibit and record to what level they would award, list the order of placement and give to the full judge prior to the assessment commencing.
- g) The candidate then must verbally fully describe the individual exhibit and state what level of award they would give.
- h) The candidate must state how and why they would place them within a class.
- i) A neat copy of the original critiques should be supplied to the Full Judge within 7 days of the assessment. The Full Judge will then complete the Final Assessment Form and send it to the relevant JPG, together with the candidate's written critiques within 4 weeks. The Full Judge may include his/her own brief notes on some or all of these exhibits.
N.B. any submissions from the candidate will only be accepted as "additional" information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge's assessment form submitted
- j) An anonymised vote to accept or not accept is done by all delegates of the JPG with a simple majority applying. In the event of a tied vote the outcome will be decided by lot.
- k) If the SBJ (P) be successful in their application for promotion to Full Specialist Breed Judge status, the JPG must notify the office to ensure that such judge status will take effect immediately. The change of status will be notified on the website as an information only statement.
- l) When promotion to Specialist Breed Judge is confirmed, this will be effective from the date the JPG advises the GCCF office.
- m) All candidates have a right of appeal if their application is rejected.

5. SERVING AS A JUNIOR JUDGE

- a) Appointment as a Junior Judge of the JPG Breed List does not guarantee promotion to Full Judge of this list.

- b) Candidates must at all time adhere to the GCCF Judges Code of Conduct (<https://gccf-jasguild.weebly.com/>) failure to do so may result in removal from the Judging programme.
- c) Candidates must expect, and learn to accept, constructive critical comment and JPG members and Full Judges must feel able to provide constructive critical comment without fear of repercussions.
- d) The probationary period for a junior judge shall be for a minimum of 2 years for a candidate's first group list but may be for 1 year within subsequent group lists. A Judge may undertake more than 1 group list but no more than 2 at any given time and only after being promoted on their first group list
- e) The training period may last up to a maximum of four years. An extension period of one year only may be applied for at the discretion of the relevant JPG.
- f) Should a candidate fail to reach the required proficiency in none of the breeds within the relevant JPG list even with a year's extension, they will be removed from that JPG's list. If they are deemed competent on any one breed within the JPG list but failed to reach the required proficiency in all others, they may be appointed as a Speciality Breed Judge for that one list.
- g) A period of absence for up to one year may be discounted by JPG one time only as requested by a candidate. Any additional requests will be referred to Council by the relevant JPG.
- h) A newly appointed Junior Judge (first list) should not be expected to show the same degree of expertise, either in judging or in writing reports, as a Full Judge but should, with guidance from the JPG, achieve this by the time they apply for promotion. JPGs must be positive and encouraging in their dealings with Junior Judges and, where possible, offer praise in addition to constructive criticism.
- i) Reports, tutorial assessments, final assessments and any additional information submitted shall be copied by the JPG Secretary to the constituent BACs, together with the full judge notification for the tutorials completed. These copies will be sent electronically.
- j) N.B: BAC sec must acknowledge receipt of reports etc.
- k) The progress of the Junior Judge, within all breeds, shall be reviewed at each full meeting of the JPG and the JPG Secretary shall then notify the Junior Judge, in writing, within six weeks, of all relevant comments, advice and areas of concern.
- l) During the training period the Junior Judge should attend any Seminars as may be held by the JPG/BAC but must attend at least one face to face teaching forum during their training period with any one JPG.
- m) No candidate may be deferred or rejected if they have not had experience of a breed due to its non-appearance on the show bench or relevant seminars during their training period.
- n) Any Full Judge may decline to participate in undertaking tutorial assessments/final assessments on a particular occasion but it is hoped that all Judges will participate when

their judging load, and that of the Junior Judge, permits them to do so. Stewards, SJ's or JJ's, if working as a steward for either the Junior or Full Judge may be present during discussion unless otherwise directed.

- o) If progress at any time, is deemed unsatisfactory then the JJ must be notified of the specific concerns, and the possibility that further tutorials and presentations may be required sooner rather than later. The offer of mentorship, if they do not have a mentor, with a full judge of their choice from the JPG's preferred list must be made. (addendums 2 and 3)
- p) A deferred candidate will not be allowed reapply to the next meeting of the JPG. Candidates may reapply up to a maximum of two times. Prior to each reapplication three further tutorials and two assessments will be required. The JPG may require one or more of these assessments to be from Judges on a list determined by the JPG.
- q) Should a candidate be rejected, they may not reapply until a period of 3 years has passed. However, they may still submit reports from miscellaneous classes for that group list, if in the future, they wish to reapply for JJ status again within that group list. Rejected Judges who decided to follow this route may reapply to the group list after a period of 2 years.

Prior to applying for promotion, the candidate must complete the following:

- Specified minimum number of judging engagements
- Specified minimum number of tutorial assessments
- Specified minimum number of same breed and breed comparison presentations
- Specified minimum number of final assessments
- Submits reports as required by both GCCF rules and JPG specified requirements
- Reach an online assessment competency level 85%



6. JUDGING ENGAGEMENTS CRITERIA FOR JUNIOR JUDGES (JJ'S)

- a) Junior Judges must undertake 15 judging engagements wherein they are contracted to do classes of the breed. Double shows will count as two separate shows providing the exhibits are different.
- b) The minimum of 15 breed specific engagements at Championship or Specialist Breed Club shows, shall include the following classes: minimum of 5 per breed kitten, miscellaneous and club classes which contain the relevant breeds.

NB a Kitten Breed class which is split by age or sex may only be counted as a single class

- c) JJ's may accept engagements Neuter breed classes. If undertaking a neuter class, a JJ must consult with a FJ before submitting their results and the FJ must sign the results slip. Any neuter exhibit that is awarded a certificate by a JJ does not prevent it having a

certificate awarded by the FJ who signed off the JJ's results. I suspect this will need a rule change and would advise that JJs **do not currently follow this route**.

- d) Junior Judges will judge Kitten but not Kitten assessment classes and any appropriate miscellaneous or club classes in accordance with the GCCF Rules.
- e) In the event of there being no kittens present in the Junior Judge's Breed class/s, the candidate may request permission of the Full Judge to judge, place and report to the JPG on the equivalent adult and/or neuter Breed class/s and discuss their placings and critiques of such exhibits with any Full Judge of the breed. This class will be accepted by the JPG as a Breed class and the candidate may complete a Tutorial Assessment form with the Full Judge submitting a Tutorial Assessment notification.
- f) Candidates must not expect to depend totally on such instances to fulfil the requirements unless it is a listed minority breed.
- g) If the equivalent adult and neuter Breed classes are both being judged by a Guest Judge from another feline registering organisation, the candidate may seek a TA and discuss their placings and critiques with any Full GCCF Judge of that breed present.

N.B. all relevant forms will be electronic but a JPG may disregard any tutorial assessment form that does not have a corresponding tutorial assessment notification from the tutor judge.

7. TUTORIAL ASSESSMENT CRITERIA FOR JUNIOR JUDGES (JJ'S)

- a) A minimum of 10 tutorial assessment forms to be submitted with accompanying reports within 28 days of undertaking.
- b) Junior Judges should regard a Tutorial Assessment as a very important learning process where they can increase their knowledge of a breed and benefit from the experience of Full Judges. Tutorial assessments may take place either at a show or at a JPG/BAC Seminar.
- c) A Junior Judge must be judging at the show, or stewarding for a Full Judge of the relevant breed/s for a tutorial assessment to take place. In Breed Lists with more than one colour or pattern, a tutorial assessment covering more than one Breed kitten class may be undertaken, especially in breeds where entries per class are low.
- d) No more than one Tutorial assessment form may be submitted for any one breed class, or breed of the same pattern/colour at the same show.
- e) Tutorials will be undertaken through discussion with the assessing full judge and take place at either, a show where the candidate is judging or a relevant seminar.
- f) Full Judges undertaking tutorial assessments are requested to ensure they submit a completed tutorial notification form in confirmation.

N.B. any submissions from the candidate will only be accepted as "additional" information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge's tutorial assessment form submitted.

- g) Both the Junior Judge and Full Judge will complete the relevant areas within the candidate/assessor's Tutorial Assessment on the day if using hard copy. The Full Judge should submit a tutorial notification form and may include additional comments to the JPG, if relevant.
- h) If the Tutorial assessment is undertaken at an JPG/BAC Seminar, the candidate must be present for the full session and a Tutorial Assessment (seminar) Notification Form recording their attendance, the programme theme, the numbers of cats involved the breeds/colours/patterns etc. covered and the priorities learned. These cats will count as examples of the breed experienced as part of the required coverage for qualification towards application.
- i) Evidence of 3 tutorial assessments per breed and these tutorial assessments must all be submitted during the training period. Only 1 tutorial from any one Full Judge will count towards this number, except that the JPG may require a further tutorial and a report from a particular Judge per breed to establish whether or not the Junior Judge has acted on any advice given by the JPG.
- N.B. all relevant forms will be electronic but a JPG may disregard any tutorial assessment form that does not have a corresponding tutorial assessment notification from the tutor judge.*
- j) Tutorial assessments may be undertaken on a minority breed at show wherein the Junior Judge is not contracted to officiate. A minimum of 3 such tutorials may be undertaken and credited.

8. PRESENTATIONS CRITERIA FOR JUNIOR JUDGES (JJ'S)

- a) Junior judges must undertake oral breed and breed comparison presentations that must be done at either a show/seminar and assessed at the time by any FJ of the breed/s, preferably on the preferred list if available, within the relevant JPG.
- b) All such presentations will be conducted verbally.
- c) A minimum of 4 same Breed comparison presentations which must be on two or more exhibits (where possible) of the same breed with placings
- d) A minimum of 4 multibreed comparison presentations which must be on three or more breeds (where possible) with placings
- e) Breed and /or Breed Comparison presentations may be done at shows or seminars. These must on two or more different breeds of the JPG list with placings
- f) Breeds which cover more than one colour or pattern any presentation, where possible, should not be restricted to a single colour or pattern.
- g) Junior judges must submit written breed and breed comparison reports:
- h) A minimum of 8 written same breed comparisons with placings and award level indicated
- i) A minimum of 8 written multi breed comparisons with placings and award level indicated

- j) These are to be submitted within 7 days of the show/seminar and may be of exhibits handled in an oral presentation or from the judge's book if not used in or undertaking a presentation.
- k) A Progress in Learning form must be completed by the candidate when undertaking a presentation. The candidate must complete the all areas of the Progress in Learning form within 7 days of their presentation taking place and send to the relevant JPG secretary. Candidates are encouraged to provide written reports on the exhibits used within the presentation.
- l) An Assessors Progress in Learning form must be completed by the Full Judge assessing a candidate's presentation.

N.B. any submissions from the candidate will only be accepted as "additional" information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge's Progress in learning form submitted

- m) The Full Judge must complete the Assessors Progress in Learning within 7 days to the relevant JPG secretary. They may provide written reports on the exhibits used within the presentation within their feedback if they feel that it is appropriate.
- n) If hard copies are used these must be filled in on the day by both the candidate and Assessor Judge and submitted by the candidate to the JPG secretary within 7 days.
- o) The sum of these presentations must cover a minimum of 75% of the breeds eligible for inclusion in the Imperial or Grand class training.
- p) In the case of listed minority breeds the expectation is a minimum of 1 Oral and 1 written comparison. This should be waived if no exhibits of such a breed are forthcoming within the candidates training period.
- q) The candidate must complete the required number of presentations so that the relevant JPG can ascertain whether the candidate has reached the required standard and is ready to undertake the Final Assessment presentations required to enable application for promotion to Full Judge.
- r) Show Managers must, if asked, inform the candidate if there are exhibits of the relevant breed/s entered.
- s) Full judges must be approached at least 48 hours prior to the event at which a JJ wishes to undertake a presentation with them. It is hoped that any full judge who has agreed to supervise a presentation will, if possible and agreed by the Show Manager, have a reduction in the number of exhibits in their book.
- t) A JJ need not be contracted to judge at a show to undertake final presentations however they MUST inform show managers/seminar leaders that they wish to do a presentation and ask and confirm with the Full Judge, who must be contracted to judge at said show, that they are willing to carry out the assessment.
- u) Every effort should be made to complete any presentations prior to the show opening to the public or any Breeders or Full Judge's presentation taking place at a seminar.

9. REPORTS CRITERIA FOR JUNIOR JUDGES (JJ'S):

- a) Junior Judges must comply with the GCCF rules, as they currently stand, regarding the submission of show reports.
- b) Must submit to JPG:
- A minimum of 50 reports (the minimum expectation is 10 per individual breed and to cover as many of the colours/patterns if applicable) that cover all the breeds within the JPG group
 - Junior Judges must send a copy of any relevant show reports to the JPG Secretary within four weeks of the date of the show. This must include reports of cats within the Breed Lists judged by them in Breed classes. If not placed then a selection of no more than 3 exhibits should be reported on and reasons given for not placing them. In the case of minority breeds reports must be on all exhibits judged.
 - Minimum of 8 written same breed comparisons with placings and award level indicated
 - These must cover a minimum of two exhibits of the same breed but ideally, more with placings, unless the breed is a minority list breed.
 - Minimum of 8 written multi breed comparisons with placings and award level indicated
 - Must cover a minimum of two but ideally more breeds within the JPG list with placings
 - These to be submitted within 7 days of the show/seminar and must be of exhibits handled in an oral presentation and from their Judges Book if not undertaking a presentation.
- c) If progress at any time, is deemed unsatisfactory then the JJ must be notified of the specific concerns, and the possibility that further tutorials and presentations may be required sooner rather than later. The offer of mentorship, if they do not have a mentor, with a full judge of their choice from the JPG's preferred list must be made.

10. FINAL ASSESSMENTS CRITERIA FOR JUNIOR JUDGES (JJ'S):

These should only be taken after a competency level of 85% is recorded for all on-line assessments and all other criteria as listed within this stage have been achieved and the relevant JPG should be in a position to ascertain whether the candidate has reached the required standard and is ready to undertake final assessments prior to application for promotion.

- 2 same breed assessment presentations must be undertaken for each breed in the group.
- 2 breed comparison assessment presentations must be undertaken for each group.
- 2 Written same breed comparisons with placings and award level indicated for each breed in the group

NB Must cover a minimum of 3 exhibits of the same breed but ideally more with placings unless the breed is a minority list breed.

- Minimum of 8 written multi breed comparisons with placings and award level indicated

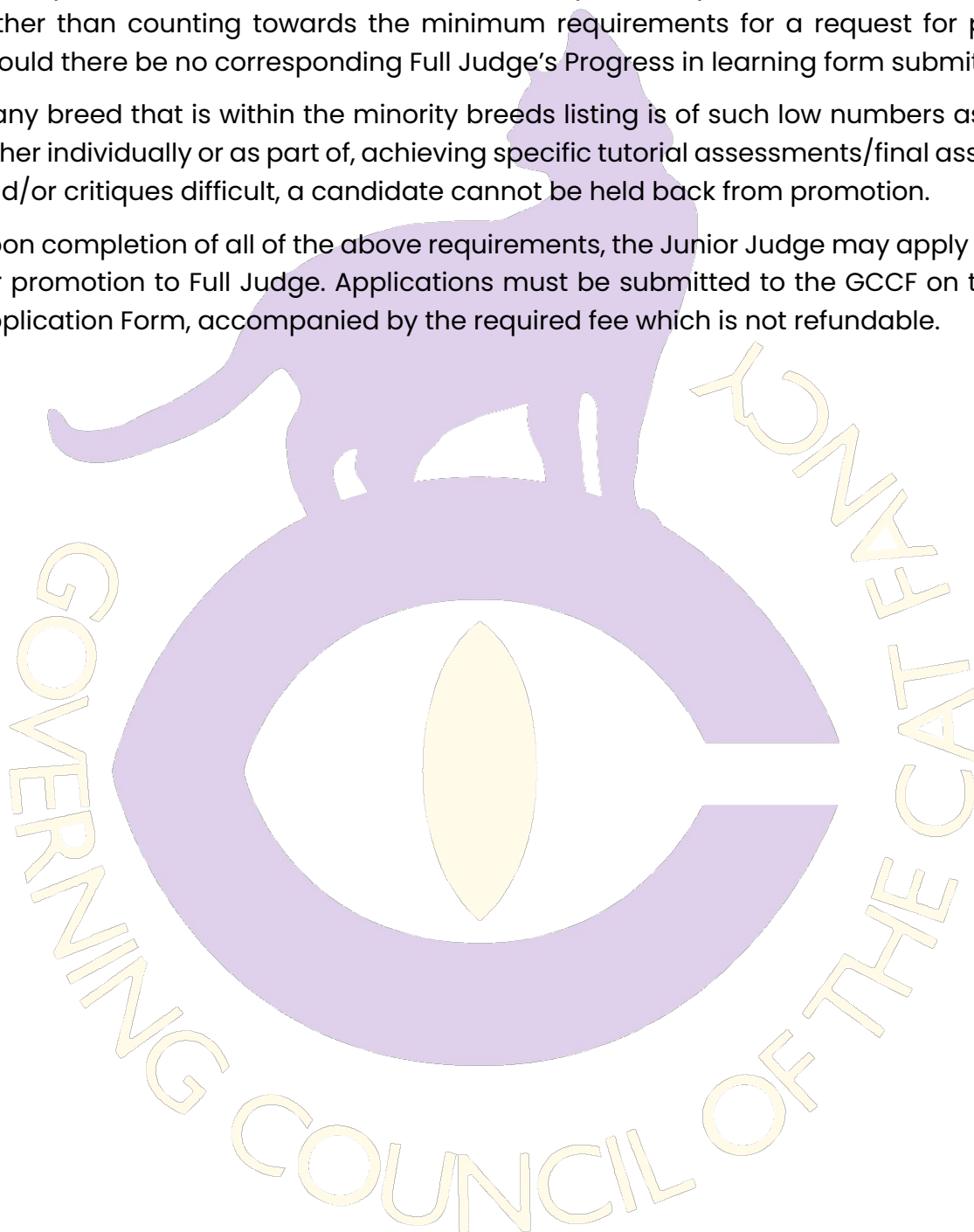
NB Must cover a minimum of 2 exhibits of the same breed but ideally more with placings unless the breed is a minority list breed

- A candidate may not seek to do a final presentation same breed or breed comparison at the same show or seminar if undertaking a tutorial assessment, same breed presentation and/or an breed comparison presentation.
- Should a JJ wish to do a final presentation, regardless of whether they are or not contracted to judge at a show, they MUST inform Show Manager/Seminar Leaders of this intention.
- Candidates MUST contact the Show Manager/Seminar Leader prior to confirming arrangements to undertake final assessments to ensure there are sufficient exhibits, especially of minority breeds, expected to be available.
- Show Managers must, if asked, inform the candidate if there are exhibits of the relevant breed/s entered and if possible, provide them with the relevant information as would be recorded in a judge's book. (breed number/age/birth date/sex)
- Full judges, who must be contracted to judge at said show, must be approached and agree to undertake at least 48 hours prior to the event at which a JJ wishes to undertake a final presentation with them.
- Every effort should be made to complete any presentations prior to the show opening to the public or any Breeders or Full Judge's presentation taking place at a seminar.
- A free choice from all full judges on the JPG preferred list is allowed although the JPG may determine that one or more of these final assessment presentations to be with specific Judges on the JPG's preferred list, in which case they must ensure there is adequate choice with at least three names provided
- If same Breed/Breed comparison final assessment presentations are performed at a show, the Full Judge will supply the candidate with a list of exhibit numbers, preferably adults and/or neuters. Where possible these must be from the judging book of either the Full Judge or the candidate; the candidate must be supplied with the date of birth/age, sex and breed number of each exhibit to be judged. The candidate must then present, place and indicate what award they would give these exhibits without prior discussion with the Full Judge concerned, or any other judge.
- If same Breed/Breed comparison final assessment presentations are performed at a seminar, the Full Judge must supply the candidate with a list of the exhibit numbers, preferably adults and/or neuters, to be judged; the candidate must be supplied with the date of birth/ age, sex and breed number of each exhibit to be judged. The candidate must ~~the~~ present place and indicate what award they would give these exhibits without prior discussion with the Full Judge and prior to any discussion of the exhibits at the seminar.

- m) Breeds which cover more than one colour or pattern any presentation, where possible, should not be restricted to a single colour or pattern.
- n) A Final assessment form must be completed by the Full Judge assessing a candidate's presentation.

N.B. any submissions from the candidate will only be accepted as "additional" information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge's Progress in learning form submitted

- o) If any breed that is within the minority breeds listing is of such low numbers as to make, either individually or as part of, achieving specific tutorial assessments/final assessments and/or critiques difficult, a candidate cannot be held back from promotion.
- p) Upon completion of all of the above requirements, the Junior Judge may apply to the JPG for promotion to Full Judge. Applications must be submitted to the GCCF on the official Application Form, accompanied by the required fee which is not refundable.



11. REINSTATEMENT AS FULL, EMERITUS OR SPECIALITY BREED JUDGE.

- a) Any Full, Emeritus or existing Speciality Breed Judge that expresses a desire to return to judging must undertake a minimum refresher period of 3 years as a Pupil Judge (Refresher) for the relevant breeds prior to any application for reinstatement as a Full, Emeritus or Specialist Breed Judge.
- b) If the Full, Emeritus or existing Speciality Breed Judge can provide evidence of having judged cats of the JPG breed List at a GCCF Championship Show or of having attended any teaching sessions, seminars, including Judges' Guild seminars etc., during the previous five years, they should send this to the relevant JPG Secretary who shall present this evidence at the next JPG meeting.
- c) Any Full or Emeritus judge who is not a Full Judge on all breeds within a JPG will be deemed as a Specialist Breed Judge for the relevant breeds they are requesting reinstatement on.
- d) Any Judge who can supply such evidence **may** be considered for a shorter period of refresher training. The minimum period of refresher training in such a case will be 2 years.
- e) The JPG Secretary will inform the GCCF Office of the name of any such Judge returning to judging to be listed as a Junior Judge (Refresher).JJ(R)
- f) Candidates must at all time adhere to the GCCF Judges Code of Conduct (add link/or downloads to Judges Guild), failure to do so may result in removal from the GCCF Judging Programme.

General Process:

- a) All applications must be sent, in the first instance, to the office with the relevant fees as according to the table (see addendum 2). All fees, which are non-refundable, are payable directly to the GCCF NOT the JPG applied for. The GCCF office will forward the application to the JPG Secretary once payments have been recorded.
- b) The relevant BAC/s will monitor the progress of the PJ(R) and provide feedback via the relevant JPG.
- c) Upon receipt by the JPG of the appropriate application form and the required fee is paid to the GCCF, the applicant will receive copies of:
- d) Tutorial Assessment certificates
- e) Veterinary Refresher Assessment form (copy to be lodged with the Guild when completed) (
- f) Application form to apply for removal of Refresher Judge status.
- g) The JPG shall seek the support and appoint Full Judges who are willing to undertake tuition, support, advice and assessment for candidates working through the stages towards full judge or Speciality Breed Judge status. The JPG will provide a published list of ideally FIFTEEN but no fewer than 10 preferred judges (relevant to the JPG the trainee is applying to upon completion of the requirements) The list may include up to one

specialist breed judge for each of the JPGs listed breeds. This list must be supplied to the candidate on application to commence refresher training.

- h) Candidates are advised to keep a record of their engagements by keeping copies of all forms and reports submitted to the JPG and must be prepared to listen to and act upon advice and guidance at all times.
- i) Candidates must expect, and learn to accept, constructive critical comment and JPG members and Full Judges must feel able to provide constructive critical comment without fear of repercussions.
- j) PJ(R) can be contracted to undertake kitten breed classes and/or Adult, kitten and neuter miscellaneous/club classes for the relevant breed.
- k) Ideally PJ(R) loading should not exceed 40 exhibits.
- l) Any Full Judge of the breeds concerned may be approached for support, advice and tuition but a Full Judge from the preferred list MUST be used for assessments.
- m) Tutorial Assessment Forms, if using hard copy, should be completed "on the day" by the Judge and candidate and returned to the JPG within 4 weeks of the engagement.
- n) Final Assessment Forms, if using hard copy, should be completed "on the day" by the Judge and candidate and returned to the JPG within 4 weeks of the engagement.
- o) PJ(R)'s should attend such Seminars as may be held by the JPG/BAC, be they face to face or virtual.
- p) In the case of a major concern being identified the relevant BAC, via the JPG, must advise and guide the candidate to enable them to move forward.
- q) PJ(R) may apply, using the relevant application form when they feel ready to be promoted, providing they have met all the specified requirements.

Criteria to be fulfilled prior to application for reinstatement.

- a) Prior to applying for reinstatement, the candidate must complete a minimum of 10 engagements at Championship shows.
- b) Judge kittens of the JPG Breed List in a minimum of 8 Breed classes
- c) At a minimum of four shows, prior to submitting the results slips to the table, the candidate shall seek to undertake a presentation tutorial with any full judge of the breed/s
- d) Parallel judge 2 certificate breed classes, for adults or neuters, the awards slip must be countersigned by a full judge of the breed.
- e) If the breed is of low numbers making 6 breed class critiques/tutorials unachievable, tutorial assessments 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.)
- f) If additional breeds, colours or patterns have been added to the JPG Breed List during the previous five years, the JPG will require the candidate to undergo a minimum of 1 Tutorial

assessment and 1 Final assessments with Judges on a list determined by the JPG, this list to include at least two more names than the number of assessments required. These assessments must include cats of the new breeds. colours or patterns. These tutorials/assessments will not count towards the minimum number required but will be considered in any discussions around the candidates overall progress.

- g) The candidate must complete a minimum of two, but no more than three, Final assessments which must be undertaken with a Full Judge on the preferred list.
- h) Serve a minimum of 12 months prior to applying for the removal of Pupil Judge (Refresher) status
- i) Candidates may seek to arrange, but should not undertake, Final Assessments until they have completed all the other requirements.
- j) Tutorial and Final assessments may be done on the same day at a double show providing they are for breeds within different JPGs
- k) A Final Assessment must not be sought on the same exhibits or with the same Full Judge as a Tutorial Assessment at the same show.

Tutorial assessments will:

- a) Will be undertaken through an oral presentation and feedback to the assessing full judge and take place at either, a show where the candidate is judging or a relevant seminar.
- b) Full Judges undertaking tutorial assessments are requested to/must ensure they submit a completed tutorial notification form in confirmation.

N.B. any submissions from the candidate will only be accepted as "additional" information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge's Progress in learning form submitted

Final Assessments:

- a) The Full Judge will supply the candidate with a list of exhibit numbers and should include, where possible adults, kittens and neuters. Candidate must be supplied with the date of birth/age, sex and breed number of each exhibit to be discussed and placed.
- b) A maximum of 8 but no less than 5 cats should be included in each Assessment. Where possible, for breeds which cover more than one colour or pattern the Assessment should not be restricted to a single colour or pattern.
- c) The candidate, prior to undertaking the verbal assessment, must write a short critique of each exhibit and record to what level they would award, list the order of placement and give to the full judge prior to the assessment commencing.
- d) The candidate must verbally fully describe the individual exhibit and stated what level of award they would give.
- e) The candidate must state how and why they would place them within a class.
- f) A neat copy of the original critiques should be supplied to the Full Judge within 7 days of the assessment. The Full Judge will then complete the Assessment Form (Form ???) and send it to the relevant JPG, together with the candidate's written critiques within 4 weeks. The Full Judge may include his/her own brief notes on some or all of these exhibits.

N.B. any submissions from the candidate will only be accepted as "additional" information rather than counting towards the minimum requirements for a request for promotion should there be no corresponding Full Judge's Progress in learning form submitted

- g) Upon completion of the above requirements, the candidate may apply for reinstatement as a Full, Emeritus or Speciality Breed Judge.
- h) If the PJ (R) be successful in their application for promotion to Full Judge status, the JPG must notify the office to ensure that such judge status will take effect immediately. The change of status will be notified on the website as an information only statement.
- i) When promotion to Full Judge is confirmed, this will be effective from the date the JPG advises the GCCF office.
- j) All candidates have a right of appeal if their application is rejected

12. PROCESSES FOR CONSIDERATION OF PROMOTION FOR REINSTATEMENT AS FULL JUDGE, SPECIALITY BREED JUDGE

- a) All applications must be sent, in the first instance, to the office with the relevant fees as according to the table (see addendum 2). All fees, which are non-refundable, are payable directly to the GCCF NOT the JPG applied for. The GCCF office will forward the application to the JPG Secretary once payments have been recorded.

- b) The application for consideration for promotion to reinstatement as Full Judge, Speciality Breed judge or Emeritus Judge will be placed on the agenda for the next full meeting of the JPG.
- c) The JPG will discuss the application and all available information before voting.
- d) The BAC may consider that a candidate requires more tuition or experience before promotion for reinstatement as Full Judge, Speciality Breed judge or Emeritus Judge. In these circumstances the JPG will defer the candidate until its requirements are satisfied.
- e) The BAC may consider that, despite the advice, guidance and tuition given throughout the training or refresher periods, a candidate has not reached the standard required for promotion or reinstatement and it is decided that he/she will not achieve that standard after more experience. In these circumstances the JPG will reject the candidate.
- f) Votes will be cast by electronic ballot. Acceptance or rejection requires a simple majority of those present and voting.
- g) In the first instance votes will be to Accept or not to Accept the candidate. If fewer than a simple majority of the votes cast are to Accept the candidate, a second ballot will be held to decide if the candidate should be Deferred or Rejected. If fewer than a simple majority of the votes cast on this second ballot are to Reject, the candidate will be Deferred.
- h) At the end of the maximum training period only the first ballot may be held. If fewer than a simple majority of the votes cast are to Accept, the candidate will be Rejected.
- **Accept:** The JPG Secretary will notify the GCCF Office of the names of those candidates nominated for appointment for reinstatement as Full, Emeritus or existing Specialist Judges, in order that they may be published on the GCCF website
 - **Defer:** The JPG will identify the factual reasons for deferment and the Secretary will notify the candidate of these.
 - **Reject:** The JPG will identify the factual reasons for rejection and the Secretary will notify the candidate of these. In the event of rejection of a candidate who has completed a refresher period as a Pupil Judge, the JPG will request that their name be placed upon the Retired List for this Breed List.
- i) The result of JPG voting will be given verbally, by the JPG Secretary, or, by agreement, by the JPG Chairman, to each candidate, within 48 hours of the meeting, provided that the candidate is contactable by telephone.
- j) Deferred and rejected candidates will be given full factual details of reasons. In all cases the decision of the JPG (together with reasons where appropriate) will be confirmed to the candidate in writing within 28 days of the meeting.
- k) Any candidate who has not been given clear reasons for deferment or rejection should write to the JPG Secretary for clarification.
- l) Any candidate who can provide proof that the information on which the decision was based was incorrect, should provide this proof to the JPG Secretary, in writing, within 14 days of receipt of the written notification, in order that the result of the decision may be

delayed to allow the additional information to be circulated to the constituent BAC's and discussed by the JPG at its next meeting.

- m) A ballot will again be taken on the candidate in question. No reapplication fee will be required.
- n) The JPG will arrange for deferred candidates to be given the opportunity to receive guidance and tuition in those areas identified as reasons for the deferral.
- o) A deferred candidate will not be allowed reapply to the next meeting of the JPG. Candidates may reapply up to a maximum of two times. Prior to each reapplication three further tutorials and two assessments will be required. The JPG may require one or more of these assessments to be from Judges on a list determined by the JPG. Any such reapplication shall be accompanied by the required fee of £25 for reinstatement, which is not refundable.
- p) A candidate who does not achieve reinstatement within the four-year training period, plus any time discounted by Council at the request of the JPG, for enforced absence from the scheme, will automatically lose Junior Judge status of those Breed Lists unless the JPG considers that there are circumstances that warrant an application by the JPG to Council for an extension of the candidate's training period for a maximum of one-year extension.
- q) Any candidate who has failed to achieve reinstatement after a maximum of five years training period, plus any time discounted by Council at the request of the JPG, for enforced absence from the scheme, will be removed from the particular JPG Breed lists within the GCCF Judging Programme.
- r) Any such candidate may, after a period of at least four years, reapply to join the GCCF Judge Training Pathway. If accepted they must then repeat the full requirements of the Scheme according to the level reapplying for.

13. APPEALS PROCESS

- a) There is a right of appeal, where any candidate believes a lack of progress has been brought about through specific action or non-action by a JPG
- b) 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).
- c) Prior to referring a dispute to the AC, the parties should make every effort to resolve the matter between themselves.
- d) The Appeals Process is not intended to be protracted, confrontational or to follow the format of the IC/DC Process and as such the JPG and Judge are not to be viewed as on opposing sides. AC may seek guidance on the interpretation of the JAS document from the Judges Appointment Scheme Review Group or Board of Directors.
- e) No fee is charged for the Appeals Process.
- f) 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.
- g) On receipt of an appeal, the AC shall inform the relevant JPG 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.
- h) 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 SJ candidate adequately, or making demands for additional training without supplying any justifiable reason, then the AC shall refer the matter to the Board, who will appoint a panel of 5 Judges who will, if necessary, complete the SJ Appellant's training and determine promotion in place of the JPG.
- i) The decision of the Panel of Judges shall be final and binding to prevent the process being protracted.

14. FULL JUDGES CONTINUAL PROFESSIONAL DEVELOPMENT

- a) It is expected that all judges will ensure they that they remain up to date with any changes within the Standard of Points for any of the breeds wherein they are Judges.
- b) it is expected that they will
 - acknowledge receipt of any updates received from either the GCCF Office or JPG Secretary
 - attend at least one relevant seminar, if scheduled, per annum. These may be either face to face or virtual.
 - All judges could be requested to undertake a breed review assessment at any time in their career.