

UMPIRE COMPETENCY FRAMEWORK (Appendix A)

Updated: February 2026



Preparation

Preparation

 Level 6 M6 & W6	• Arrives at the venue at a suitable time to be able to undertake their role on match day. • Introduces themselves in a professional manner to key stakeholders on arrival at the venue and prior to the fixture.
 Level 5 M5 & W5	• Conducts appropriate pre-match checks to ensure the safety of the ground and players' equipment. • Is aware of any match regulations and playing conditions which are specific to the competition. • Engages with any scorers prior to the fixture.
 Level 4 M4 & W4	• Ensures that they engage with key stakeholders throughout the pre-match preparation, and as appropriate, begin to build relationships. • Has a sound and practical understanding of any match regulations and playing conditions which are specific to the competition. • Is able to deal with and rectify any pre-match issues which require the action of an umpire prior to the fixture.
 Level 3 M3 & W3	• Has strong and effective pre-match routines that through positive interactions, instil trust and confidence from key stakeholders, such as captains and club personnel. • Ensures thorough knowledge of match regulations and playing conditions. • Deals with any pre-match issues which have arisen with confidence and empathy. • Prepares thoroughly for the safety of participants and takes action to deal with any identified risks.
 Level 2 M2 & W2	• Has a sound pre-match preparation routine with colleagues, players and other stakeholders covering key elements for an effectively run match. • Assesses ground and weather conditions early and is proactive in engaging in conversations with key stakeholders. • Has a presence in attending player preparations and practice prior to the game. • Leads the toss in a positive and collaborative manner to promote positive relationships with captains and colleagues.

Decision Making

Positive & Accurate Decision Making

 Level 6 M6 & W6	• Demonstrates confidence when communicating decisions. • Communicates all routine decisions with approved and recognised signals. • Answers queries or appeals politely and with clear communication.
 Level 5 M5 & W5	• Makes judgements which are credible and generally correct. • Shows confidence and consistency when communicating decisions with approved and recognised signals.
 Level 4 M4 & W4	• Makes accurate and consistent judgements throughout the game. • Demonstrates confidence and composure when communicating decisions using recognised signals. • Has a consistent routine for communicating decisions to all key stakeholders, demonstrating a confidence and clarity when doing so.
 Level 3 M3 & W3	• Demonstrates a high level of accuracy in decision making at all times throughout the game. • Has a natural composure when communicating decisions throughout the game. • Is comfortable in maintaining a high level of accuracy when challenged with a variety of match situations, notably when under pressure. • Shows an empathy and understanding when communicating decisions which results in having a positive impact on the game. • Has appropriate engagement with participants post-decision.
 Level 2 M2 & W2	• Enhances the game by understanding the expectations of players and key stakeholders in making effective decisions. • Retains an excellent level of accuracy during critical match situations. • Appears comfortable and retains composure when presented with a variety of challenging or unusual match situations, including in both white ball and multi-day environments, if appropriate. • Has displayed a very high level of accuracy in decision making when incidents are reviewed post-match.

Match Management

Ensures a Positive and Safe Environment

 Level 6 M6 & W6	• Is able to identify conditions which are unsafe for play. • Recognises any situation which is not reasonable for safe play.
 Level 5 M5 & W5	• Takes clear and appropriate action which ensures that the safety of players is in line with Ground, Weather and Light guidance
 Level 4 M4 & W4	• Demonstrates a clear and consistent understanding of requirements in respect to Ground, Weather and Light. • Ensures communication with key stakeholders when required to make decisions which ensure a positive and safe environment. • Takes action to mitigate and reduce the risk of any factors which may constitute a danger to participants.
 Level 3 M3 & W3	• Has positive interactions with key stakeholders when managing decisions in respect to Ground, Weather and Light. • Shows confidence and a natural authority when dealing with challenging situations or scenarios and in communicating with stakeholders. • Responds appropriately and proportionately to situations with relate to the safety of players and the surroundings.
 Level 2 M2 & W2	• Shows a collaborative and engaging leadership style when dealing with colleagues, captains and ground staff. • Has a heightened awareness of expectations of what is safe and reasonable for National Counties competitions (or equivalent) and professional cricket and applies this appropriately when communicating decisions.

Match Management

Applies Laws, Playing Conditions and Regulations Appropriately

 Level 6 M6 & W6	• Makes credible judgements when required to do so in line with the Laws of the Game. • Can recognise situations where intervention is required and takes appropriate action.
 Level 5 M5 & W5	• Exhibits a sound understanding and knowledge of the Laws of the Game. • Demonstrates a level of overall competence when judging routine decisions is in line with the Laws of the Game and playing conditions.
 Level 4 M4 & W4	• Makes appropriate and proportionate decisions that have a positive impact on the match. • Applies the Laws of the Game with competence and consistency.
 Level 3 M3 & W3	• Develops the clear trust of players with an excellent application of the Laws of the Game, match regulations and playing conditions, including those within challenging situations. • Is accurate in all calculations regarding revised hours of play, DLS, and revised allocation of overs (if applicable).
 Level 2 M2 & W2	• Displays expert knowledge of the Laws of the Game and all ECB Competition Regulations and Playing Conditions across the professional game. • Is accurate and efficient in all calculations regarding revised hours of play, revised allocation of overs and powerplays (if applicable). • Displays consistent application of interpretations across National Counties competitions (or equivalent) and in the professional game.

Match Management

Effective Game & Player Management

 Level 6 M6 & W6	• Has an understanding of behaviours that are not acceptable within the game. • Recognises and takes some action to deal with behaviours that are unacceptable.
 Level 5 M5 & W5	• Recognises unacceptable behaviours and deals with these appropriately in line with expectations of the Laws of the Game. • Utilises the captain(s), if appropriate, to support when dealing with Law 41 and Law 42 scenarios.
 Level 4 M4 & W4	• Demonstrates a consistent application of Law 41 & Law 42 in situations which may occur during the game and times any interventions appropriately. • Communicates appropriately with all key stakeholders, including scorers, in any situations where Law 42 is required to be applied. • Makes appropriate notes to be able to report accurately post-match as required.
 Level 3 M3 & W3	• Is able to recognise changes in the temperature and tempo of the game and intervene proportionally and as required within the Laws of the Game. • Takes proactive or preventative measures which demonstrate a deeper understanding of the requirements of Law 41 & Law 42 which seeks to reduce or deal with poor behaviour. • Is able to de-escalate difficult and challenging scenarios during the game to the expected outcome. • Carries out appropriately any post-match procedures and report writing appropriately.
 Level 2 M2 & W2	• Displays an expert knowledge of expected player behaviour within National Counties competitions (or equivalent) and in the professional game. • Issues, or does not issue, sanctions which are proportionate and in line with the expectations of the game. • Shows a proactive and collaborative approach with colleagues in any post-match procedures and report writing.

Match Management

Demonstrates Situational Awareness and Management

 Level 6 M6 & W6	Has an awareness of game situations and how these affect the flow of the game.
 Level 5 M5 & W5	- Recognises and takes appropriate action to deal with game situations. - Is able to demonstrate techniques which help to manage the pace and flow of the game appropriately.
 Level 4 M4 & W4	Is able to anticipate changes within the game and any actions taken are seen to have a clearly positive effect.
 Level 3 M3 & W3	- Shows leadership and empathy throughout the game. - Intervenes at appropriate times in the game and evidences a range of techniques which have a clearly positive effect. - Recognises and shows awareness of when a situation requires time to be taken out of the game to consult with a colleague in order to manage an incident effectively.
 Level 2 M2 & W2	- Is proactive and collaboratively plans for or correctly addresses any issues which may arise during a game. - Can deal skilfully with pressure when intervening in difficult or challenging situations.

People Management

Manages Stakeholders Appropriately and Develops Positive Relationships

 Level 6 M6 & W6	• Conducts themselves in a competent and confident manner with all players and stakeholders throughout.
 Level 5 M5 & W5	• Seeks to build relationships with players and key stakeholders. • Has a clear understanding of the role in which developing positive relationships can influence the game.
 Level 4 M4 & W4	• Demonstrates an understanding of when to raise their profile to enhance credibility and control of the game. • Builds or has built relationships with players and key stakeholders which are clearly positive in nature. • Has techniques that seek to manage difficult or challenging participant behaviour or situations.
 Level 3 M3 & W3	• Has a manner throughout all engagements that displays professionalism and instils confidence in their ability. • Shows an ability to manage a range and variety of participants or key stakeholders, even when under pressure. • Demonstrates that they have built rapport with key stakeholders through timely interactions or interventions.
 Level 2 M2 & W2	• Displays proactive and effective relationship-building skills with professional players and staff. • Displays a range of communication styles and techniques which demonstrate an adaptiveness to maximise their impact. • Shows empathy and demonstrates rapport, both on and off the field, with colleagues for the benefit of the game.

Presence & Image

Displays Positive Body Language

 Level 6 M6 & W6	• Able to demonstrate a range of basic routines in their role as an umpire. • Undertakes key match day roles and responsibilities.
 Level 5 M5 & W5	• Has clear and consistent routines and movements, including when signalling appropriately to scorers. • Maintains a positive and calm demeanour throughout.
 Level 4 M4 & W4	• Demonstrates confidence through consistent routines. • Is able to adapt to situations in the game which present a challenge to the usual routine. • Has techniques which encourage a positive flow to the game.
 Level 3 M3 & W3	• Exhibits confidence and self-assurance through consistent routines, even when under pressure. • Demonstrates a range of techniques which help to have a positive impact on managing the flow of the game.
 Level 2 M2 & W2	• Demonstrates appropriate levels of confidence and self-assurance through all aspects of the match. • Body language is positive and remains consistent throughout the game, with no discernible evidence of changes at any stage.

Presence & Image

Communicates Effectively

 Level 6 M6 & W6	Is seen to be communicating with players to explain decisions when required to do so.
 Level 5 M5 & W5	Clearly communicates with players both on and off the field and other key stakeholders using a range of communication techniques.
 Level 4 M4 & W4	Develops a trust from key stakeholders through a range of effective verbal and non-verbal communication strategies.
 Level 3 M3 & W3	- Controls emotions and offers a reassuring presence throughout the game. - Shows skill in communicating with key stakeholders when under pressure or in challenging situations.
 Level 2 M2 & W2	- Exhibits emotional intelligence and behaviours which enhance the trust of players and stakeholders at all times. - Demonstrates a range of effective communication skills in a variety of situations.

Presence & Image

Displays Consistent Routines and Positioning

 Level 6 M6 & W6	• Demonstrates a clear understanding of where to stand throughout the game. • Demonstrates a clear understanding of when to move to appropriate positions as required during the game, such as movement to judge run out decisions.
 Level 5 M5 & W5	• Adopts appropriate and expected positions throughout the game which are considered safe and best. • Shows a willingness to move and react to game scenarios that afford the opportunity to make credible decisions.
 Level 4 M4 & W4	• Demonstrates an understanding of taking appropriate and expected positions at both the Striker's and Bowler's ends to make accurate decisions throughout the game. • Displays consistent routines throughout a match which supports consistent decision making. • Understands the importance of routines and how these aid performance.
 Level 3 M3 & W3	• Displays routines which are clearly refined and conducive to encouraging a positive pace of play. • When required, adjusts their usual positioning or movement to suit match situations or scenarios. • Maintains positive movement throughout the duration of the game. • Shows anticipatory movements which afford the best chance of being in a position to make accurate decisions.
 Level 2 M2 & W2	• Displays robust routines that are continually adjusted or refined to work under ever increasing pressures. • Moves effortlessly into credible positions at all times during the match. • Does not show or display fatigue throughout the game. • Shows dynamic movements when appropriate, and as required, to be in the optimal position to make accurate decisions.

Teamwork

Co-operates Effectively with Colleagues

 Level 6 M6 & W6	- Engages with colleagues and seeks to co-operate on the field. - Clearly communicates with a colleague the number of deliveries remaining in the over, as appropriate.
 Level 5 M5 & W5	- Engages confidently with scorers prior to and during the game, as appropriate. - Engages confidently with scorers, both prior to and during the game as appropriate. - Plays an equal and effective part in managing the game with their colleague. - Engages in developmental conversations with Developers (if applicable).
 Level 4 M4 & W4	- Works with any colleagues to have positive interactions with key stakeholders, before, during and after the game as appropriate. - Ensures that they work in conjunction with colleagues to deal with matter that may arise. - Works with their colleague to ensure an effective handover of the pitch between overs. - Makes appropriate judgements when to engage in face-to-face dialogue with a colleague.
 Level 3 M3 & W3	- Shows a range of skills in supporting colleagues, including if they are under pressure. - Engages skilfully in subtle and supportive communication with on and off-field colleagues. - Ensures that scorers and other stakeholders feel part of the team during the match and are empowered to work collaboratively. - Can utilise other methods of communication, such as walkie-talkies if required to do so.
 Level 2 M2 & W2	- Shows a collaborative leadership style with their colleagues and other key stakeholders throughout the match. - Uses a variety of techniques to enhance the team dynamic to benefit the game, including between deliveries and in critical moments during the match. - Engages proactively with all stakeholders, including with Match Managers (if applicable).