

# Marshals' Pathway: FAQ

Please read through this Frequently Asked Questions document which should answer any questions that you, as **currently graded Marshal**, may have on the new Marshals Development Pathway.

## General FAQs

### 1. What is the Marshals Development Pathway?

Event Organisers need to know that they have sufficient people with the right level of experience to run events safely. The Marshal's Development Pathway helps identify the amount of experience and training a volunteer has had within the sport and provides an easy-to-understand common framework across all disciplines. The Marshals' Development Pathway is also about helping Clubs with recruitment and retention of volunteers and is designed to provide marshals with a clear route to enter and progress through the sport, both within and across disciplines. The Marshals' Development Pathway updates and replaces the previous Marshals' Grading Scheme for Race, Speed, Kart, Stage Rally/Cross Country, and Specialist Marshals which has been in place since 2007.

### 2. What has changed since the initial proposal?

During April and May 2022, we invited feedback on the Marshals' Pathway proposal, and having analysed this feedback, we are able to confirm the following inclusions, changes, updates and clarifications:

YOU SAID	WE DID
<p><b>“The Specialist Pathway should not be merged into the Race Pathway, otherwise people are forced into doing on-track duties when they only wish to perform off-track duties such as Assembly.”</b></p>	<p>We have kept the Specialist Pathway separate from the Race Marshal Pathway and re-named it “Off Track” to better represent the duties involved. This means that, if a Marshal only wishes to carry out Off Track duties, they do not also need to complete a number of days as an On Track Marshal, and vice versa.</p>
<p><b>“The proposed renaming of the grades as “Level 1 Marshal”, etc. is meaningless and doesn't reflect the duties I am carrying out.”</b></p>	<p>Your grade (level) of registration reflects your training and experience rather than the duties you may volunteer for, however, to avoid any confusion we have kept the role titles in the new descriptions as you will see in the <a href="#">Grade Mapping</a> document.</p>
<p><b>“Flag Marshals need to be recognised with their own grade of registration.”</b></p>	<p>As above, we have kept the “Flag Marshal” role descriptor in with the relevant new grade title. This goes for the other discipline specialisms as well, such as Rally Timing and Radio.</p>

<p><b>“The number of event attendance days is too unreasonable, and I am being forced to undertake duties in areas I do not wish to marshal.”</b></p>	<p>The event attendance requirements have been adjusted and are now in alignment across the disciplines for each level of upgrade (with the exception of Rally where there are less events that take place). Adjustments have also been made to the required roles that must be undertaken, so that, for some disciplines, shadowing a role and having a knowledge of it is now accepted in place of physically carrying out the role itself. Please see the <a href="#">Interactive Marshals Pathway PDF</a> for more information.</p>
<p><b>“I don’t want to have to repeat generic training modules such as Fire Theory and Fire Practical every time I upgrade in a discipline.”</b></p>	<p>You will now be able to undertake generic modules such as Fire Theory and Fire Practical and count them towards each of your grades/disciplines, meaning that you only need to do the discipline-specific modules (and meet the event attendance criteria) to upgrade in each of the sporting disciplines.</p>
<p><b>“Marshal Registrations should be valid for a period of 12 months.”</b></p>	<p>There has been no change to the length of validity of a Marshal Registration and it will remain as an annual renewal.</p>

### **3. Which disciplines of the sport does the Marshals Pathway apply to?**

The Marshals’ Development Pathway only applies to the disciplines previously covered by the Grading Scheme, which include the following:

- Race (On Track)
- Specialist (Off Track)
- Speed (Including Sprint, Hill Climb, Drag Racing)
- Kart
- Stage Rally and Cross Country

We strongly encourage everyone that participates as a Marshal (at any level of the sport) to undertake the online Registered Marshal Accreditation Course and to register with Motorsport UK. This will entitle the individual to enhanced benefits, better prepare them for the role that they undertake and help to sustain a safe sport for everyone involved. It also ensures that we can provide our insurers with the confidence to know that all our registered Marshals have undertaken training and have sufficient experience to perform in their role.

You can find out more by visiting the Motorsport UK website:

<https://www.motorsportuk.org/volunteers/marshals/marshals-training/>

#### **4. What are the different Grades within the new Pathway?**

Each discipline includes the following grades:

- Registered Marshal (Accredited)
- Grade 1 Marshal
- Grade 2 Marshal (Experienced / Flag / Incident / Radio / Timing)
- Grade 3 Marshal (Post Chief / Incident Officer / Sector / Senior Marshal)

The Examining grade found in the current Grading Scheme will now be a role known as a Marshal Assessor. Further details can be found in the Upgrades, Assessments & Marshal Assessors section.

#### **5. What about the Event Official “grade”?**

The Event Official title is intended to recognise volunteers who perform roles which are allocated by Event Organisers, for example, Entries Secretary, Service Area Manager, Chief Marshal, etc. To be clear, the Event Official role does not sit within the Marshals’ Development Pathway; it is given in recognition of a role being performed on behalf of an Organising Club. There is no change to this registration, and if you had it before you will automatically receive it upon renewal.

#### **6. What about the Stage Commander grade in Rallying?**

The Stage Commander role remains in place. Those who wish to upgrade from a Grade 3 Rally Marshal to the Stage Commander role are required to undertake the full Motorsport UK Stage Commander training programme.

#### **7. What will my new Grade be when I renew?**

You will find the full grade mapping for each discipline [HERE](#).

If you are currently working towards an upgrade, please see Question 4 in the next section.

#### **8. If my current grade becomes Grade 2 Race, does that mean I am automatically Grade 2 for Rally, Speed and Kart?**

No, you progress through the grades separately in each discipline, so you will still need to complete the required event attendance and the discipline-specific training modules to upgrade within each of Rally, Speed and Kart. You may already have completed the multi-discipline training modules that are needed, and this is a change from the previous Grading Scheme (where you needed to repeat the multi-discipline modules for each upgrade).

#### **9. Why has training in off-track areas been included in the Speed and Kart Pathways?**

Given that the number of Marshals needed in these disciplines is lower than that of others (e.g., Race), there is a greater need for them to be multi-skilled. In turn, this will allow for easier Marshal allocations by the Chief Marshal/Event Organiser, with Marshals having a recognised minimum level of experience in all areas.

#### **10. I currently hold a Specialist (Off Track) grade; however, I do most of my marshalling at Speed events – can I migrate to a Speed grade instead?**

We recognise that many people previously marshalled in areas such as the paddock and start line on Speed Events, however the Specialist Grading Scheme was aligned with the Race discipline. All Specialist (Off Track) Marshals will be contacted directly about this and, should you wish to receive a Speed grade instead of an Off Track grade, you will be given the opportunity to move across. We also recognise that some Marshals may wish to hold a grade in both.

**11. The new Pathway says that I must do a certain number of days in different roles at an event – do I have to spend the entire day in that role?**

We want to make sure that our volunteer Marshals gain as much experience as possible from marshalling in all the different areas of an event. At a Kart or Speed meeting, where you may spend different parts of the day in different areas, completing part of a day in the area specified enables you to obtain a signature in your PRC, however you can only obtain one attendance signature per day. Furthermore, in some disciplines, you may gain knowledge by shadowing a colleague who is carrying out the role rather than fulfilling the duties yourself.

**12. In the Rally Pathway, why do I have to do either Radio or Timing before I can become a Grade 3 (Sector/Senior Stage) Marshal?**

The role of Sector or Senior Stage Marshal is one that carries a great deal of responsibility. In order to manage your team effectively, it is important to have a knowledge and understanding of the roles that they are carrying out; and this is why the requirement to spend time in these roles exists.

**13. I've been marshalling for many years, but I have never registered. Will I have to start again at the Registered Marshal grade?**

We recognise that there are a lot of volunteers within the sport who have never registered with Motorsport UK. Therefore, at the same time as launching the Marshals Development Pathway, we are pleased to announce a revised acquired rights scheme which recognises people's knowledge, skills and experience (which has been built up over many years) and provides an opportunity for them to be recognised at a more suitable grade.

To qualify for a higher grade of registration under the acquired rights scheme, you must supply the following information to Motorsport UK:

- A letter of support from a Motorsport UK Recognised Club, explaining why they are nominating you for this grade
- Evidence of training modules completed in the past 5 years
- Evidence of event attendance within your chosen discipline from the past 5 years

Acquired rights applications will be dealt with on a case-by-case basis.

**14. Are Cadet Marshals affected?**

The Cadet Marshal development pathway and application process is currently being reviewed, but their grades are not affected by this proposal.

## Happy to help

We recognise that some people may have more complicated circumstances which cannot be catered for in an FAQ which is designed to answer the most common questions.

Therefore, if you have a question or a concern that is not covered in this FAQ or the supporting documents, please get in touch using [marshals@motorsportuk.org](mailto:marshals@motorsportuk.org) and we will be happy to help.

# Upgrades, Assessments & Marshal Assessors

## 1. How do I upgrade?

The upgrade criteria for all disciplines in the Marshals' Pathway is outlined [HERE](#). The process itself has not changed. When you have obtained the necessary number of event attendance signatures for the grade/role you are seeking, together with the requisite training signatures, you need to ask for an assessment session with a Marshal Assessor (previously known as an Examining Grade Marshal). They will sign your Personal Record Card (PRC) after the session if they are satisfied you have adequately demonstrated your competence. This process will be new for Marshals wishing to upgrade in Rallying – please see Question 5 for more information.

## 2. What is a Marshal Assessor?

A Marshal Assessor is responsible for carrying out Marshal assessments in their chosen discipline and they were previously known as Examining Grade Marshals. The role of the Marshal Assessor is to *observe* candidates performing specific Motorsport UK roles, *question* and have a discussion with the candidate to ensure understanding and *assess* their abilities in the role they aspire to.

## 3. When can I upgrade?

You will see on the Marshals' Pathway document that each upgrade may only take place after a certain period has elapsed since your previous upgrade. This is to ensure that the necessary skills and knowledge are developed appropriately at each stage.

## 4. I am already working towards an upgrade – will I need to start again?

If you are currently working towards an upgrade, the signatures you have already obtained will still count and, as a reminder, training signatures from 2019 onwards, and event signatures from 2018 onwards, are valid for upgrading purposes in 2022. Should you wish to upgrade in 2023, your event attendance signatures from 2019 onwards will be valid, and training signatures from 2020 onwards – if they cover the correct topics.

As the training modules and attendance criteria will be changing in the new Pathway, any Marshal looking to upgrade using the current training and event attendance requirements must have completed their assessment by 31<sup>st</sup> December 2022, otherwise they may have to complete additional training modules, or attend further events, to meet the new requirements. If you are not sure, please contact [marshals@motorsportuk.org](mailto:marshals@motorsportuk.org) for advice.

## 5. Who can carry out my assessment?

For the Race On Track, Race Off Track, Speed and Kart disciplines there is no change to the current process in that your assessment will need to be carried out by a Marshal Assessor (formerly an Examining Grade Marshal) and you should request this via your Club / the Event Organiser.

Upgrade assessments have not previously taken place in Stage Rallying. The individual carrying out your assessment must be an approved Motorsport UK Marshal Assessor who has completed the relevant training. To ensure that everyone has access to a Marshal Assessor on Stage Rally events, we will be inviting applications from the following roles:

- **Stage Commanders** – who will be able to assess all Marshals below Stage Commander
- **Radio Controllers** – who will be able to assess Marshals upgrading to Grade 2 (Radio)
- **Timekeepers** – who will be able to assess Marshals upgrading to Grade 2 (Timing)
- **Grade 3 (Sector/Senior)** – who will be able to assess Grades lower than their own

The above persons may also provide event attendance signatures.

## **6. What is the minimum day/year requirement?**

There are minimum attendance requirements for each grade along the Pathway. To upgrade, you must have attended the minimum number of events and completed the necessary training modules.

We stress that the day requirements are a minimum. For some, the minimum number of days may be sufficient to demonstrate adequate knowledge and skills required for upgrading; for others, it may take longer. It is at the discretion of the Marshal Assessor to determine whether an individual has adequate knowledge and skills required for the upgrade they wish to obtain during their assessment(s).

The minimum number of years is how long you must hold the previous grade for before you may apply to upgrade – for example, if you received your previous upgrade on the 1<sup>st</sup> July 2022 and had to hold it for a minimum of 2 years, you could not upgrade again until 1<sup>st</sup> July 2024.

## **7. I do not want to upgrade – I am happy where I am**

No problem! All you need to do is continue to use the Personal Record Card to record the minimum event attendance signatures for your discipline each year (4 events for Race, Speed and Kart, 2 events for Rally), together with one training event signature(s) at least once every two years.

If you are registered in more than one discipline, (e.g., Race and Speed) you need only gain four event attendance signatures *in total* to keep both grades, but you must do at least one meeting each year per discipline for which you hold a grade. Only one training event signature every two years is required, no matter how many disciplines you are registered in.

## **8. I previously held an Examining Grade and wish to continue performing assessments. What do I need to do?**

Examining Grade Marshals will receive a Marshal Assessor grade upon completion of the Motorsport UK Assessor Course and will also receive a Grade 3 (Post Chief / Incident Officer / Senior / Stage Commander) Marshals registration. Details on how to complete the course, which consists of a short online learning module, will be sent directly to those currently holding an Examining Grade.

Those who no longer wish to carry out assessments will receive a Grade 3 registration in the relevant discipline upon renewal, with the exception of Rallying where they will receive the title of Stage Commander.

## **9. How do I become a Marshal Assessor?**

If you are not currently an Examining Grade Marshal but wish to be considered for the Marshal Assessor training programme, you must have been previously registered with Motorsport UK at a minimum of Grade 3 (or hold one of the Rally roles listed in Question 5) and be nominated by a Recognised Club, supplying the following information:

- A copy of your motorsport CV
- Evidence of the training modules you have undertaken in the past 5 years
- Evidence of event attendance within your chosen discipline from the past 5 years

**10. Given the changes to the upgrade requirements in each discipline, what happens to my current Personal Record Card (PRC)?**

If you are planning on upgrading before renewing your registration for 2023, you can continue to record event and training attendance in your current PRC. For 2023, temporary copies of the new PRCs will be made available to download so that you can record event and training attendance in accordance with the new Pathway upgrade requirements.

Upon approval of an upgrade application, we will send you a replacement physical PRC containing the new Pathway upgrade requirements for your chosen discipline.

In the longer term, we are planning to create a Marshals app in which signatories can record training and event attendance and leave comments for individuals. This will then link directly to our database.

You can find out more information about the upgrade requirements for each discipline within the interactive Marshals Pathway PDF

