# Strategy for Identifying Prospective Trainee Classifiers

## 1. Introduction and Purpose

The International Golf Federation (IGF) acknowledges that a robust, fair and athlete-centred classification system depends fundamentally on the skills, integrity, and diversity of its classifiers. In full compliance with the IPC Classification Code and the International Standard for Classification Personnel & Training (effective 1 January 2025), the IGF has developed this strategy to systematically identify, inform, and attract prospective Trainee Classifiers who can, in the future, perform classification in golf for athletes with a disability.

This strategy, which is a living document, is intended to guide the IGF's next phase of planning and implementation, and forms part of the IGF's broader classification framework to ensure the long-term sustainability, professionalism, and impartiality of golf for athletes with a disability classification globally.

## 2. Strategic Objectives

The strategy aims to identify and train individuals with the competences outlined in the IPC International Standard and IGF Classification Rules.

- The goal is to create a qualified, diverse, and globally representative pipeline of classifiers for fair and consistent classification across all impairment types.

- Additionally, transparent eligibility criteria and pathways will be defined and published to ensure compliance with Articles 2 and 5 of the International Standard.

- Enhance collaboration with National Federations, National Paralympic Committees, universities, professional associations, and medical/coaching communities.

- Ensure ethical safeguards and conflict of interest management in the identification process, as per International Standard Articles 8 and 9.

- Develop a sustainable, data-driven approach that anticipates the sport's evolving needs and secures future capacity.

## 3. Alignment with the IPC International Standard for Classification Personnel & Training

In the course of developing this strategy, the IGF has intentionally aligned its components with the IPC International Standard for Classification of Personnel & Training, which took effect on 1 January 2025. Among the primary focuses of this strategy is to meet the requirements of Article 5, which emphasises the importance of International Federations developing a clear system for identifying potential Trainee Classifiers. This way, IGF will have sufficiently trained classification staff to uphold high standards.

Additionally, the strategy addresses Articles 60.1 to 60.4 of the IGF Classification Rules, which outline the core competencies required for roles such as UHC Assessors, Medical Classifiers, Technical Classifiers, and Chief Classifiers. This allows the IGF to specifically focus our recruitment on individuals who have or are able to develop these main competencies. Lastly, the strategy also addresses the Standard's emphasis on the need for regular reviewing, monitoring, and ongoing professional development opportunities to keep our staff at the peak of their performance.

## 4. Identification Pathways and Measures

To implement our strategy, the IGF aims to create a welcoming and proactive system for identifying potential classifiers in Golf for athletes with disabilities. This plan involves building strong partnerships, reaching out directly, and engaging with people through digital platforms.

One of our primary objectives is to work closely with National Golf Federations and National Paralympic Committees. By doing so, the IGF can identify talented professionals who are already making a difference at the national or regional levels and assist them in progressing to become certified international classifiers. The IGF will engage in coordinated communication, invite nominations, and organise national workshops to ensure that the pathways for classifiers at both national and international levels are well aligned.

The IGF will also seek to connect with universities and academic institutions that offer programmes in medicine, physiotherapy, sports science, biomechanics, and similar fields. The IGF will develop guest lectures, seminars, and classifier briefings tailored for final-year students and postgraduate candidates. The IGF considers it essential to highlight how vital the classifier's role is in maintaining the integrity of the golf competitions for athletes with disabilities.

Additionally, the IGF plans to collaborate with professional associations, such as medical colleges, physiotherapy societies, and golf coaching organisations, to reach experienced professionals who meet the qualifications required by the IPC International Standard. The IGF will share articles, presentations, and host webinars to explain the classifier's role, discuss its ethical responsibilities, and outline its importance on an international level.

The IGF is also dedicated to actively participating in global events related to our mission, such as sports medicine congresses, golf coaching conferences, and Para sport forums. These opportunities will enable us to share information and engage directly with potential candidates, guiding them on the pathway to becoming classifiers.

## 5. Publishing Clear Eligibility Criteria and Pathway

To ensure transparency and clarity for the recruitment, education, training, and development of Classification Personnel, as required by Article 2.1 of the International Standard, the IGF intends to prepare a framework outlining:

- The competencies expected of prospective Trainee Classifiers, as outlined in Articles 60.1–60.4 of the IGF Classification Rules (including medical and technical knowledge, ethical conduct, proficiency in English, and interpersonal skills).

- The training and certification process, including the IGF Classifier Training Package, the training scheme delivered in collaboration with Shirley Ryan AbilityLab, supervised practice, and evaluation by Chief Classifiers.

- The conflict of interest rules and the requirement to sign and adhere to the IGF Classification Personnel Code of Conduct.

This framework will be accessible on the IGF website and distributed to national and professional partners.

## 6. Digital Engagement and Communication

As part of the implementation, the IGF will develop a dedicated classifier recruitment section on its official website. This will explain the classifier role, pathway, and competencies, and feature real stories and testimonials from current classifiers to illustrate its real-world impact.

The IGF will also create short videos and social media campaigns designed to promote the opportunity to a global audience, highlighting the professional growth, international collaboration, and athlete-centred service inherent in the role.

## 7. Ethical Standards and Conflict of Interest Management

Throughout the identification process, the IGF will apply the ethical requirements outlined in the IPC International Standard for Classification Personnel and Training.  All prospective Trainee Classifiers will be informed about the IGF Conflict of Interest Management Policy and the need to disclose actual, perceived, or potential conflicts of interest, including recent roles as athletes, coaches, or athlete support personnel, as well as the IGF's right to decline appointments where independence cannot be guaranteed.

Prospective classifiers will be required to commit to the IGF Classification Personnel Code of Conduct, which underlines neutrality, respect, confidentiality, and athlete welfare.

## 8. Data-driven Planning and Targeted Outreach

The IGF will develop internal processes to analyse data on classifier numbers, geographical distribution, impairment expertise, and diversity. This analysis will inform future outreach, ensuring that identification efforts are directed toward underrepresented regions, languages, or impairment specialisations, consistent with the IPC International Standard's call for systematic and evidence-based planning.

## 9. Evaluation and Continuous Improvement

Our strategy outlines a framework for ongoing annual reviews and enhancements. The IGF Golfers with Disabilities Committee, alongside the Head of Classification, will assess the performance of the IGF identification measures by examining key indicators. These include the number of new Trainee Classifiers identified, diversity outcomes, and the conversion rates to certification. The IGF will actively gather feedback from new trainees and their mentors, using their insights to refine our approach. This will help the IGF stay aligned with the evolving IPC standards and the changing needs of the sport.

## 10. Conclusion

This strategy outlines the IGF's approach to effectively identify, attract, and nurture future Trainee Classifiers. Our plan is fully aligned with the IPC Classification Code and the International Standard for Classification Personnel & Training, effective as of January 1, 2025. By implementing this strategy, the IGF aims to cultivate a qualified and ethical community of classifiers that represents diverse perspectives from around the globe. This commitment will ensure that we continue to deliver fair and athlete-centric classification in golf for athletes with a disability.