

## **FEP information on judges and criteria for choosing judges**

- The FEP as a pan-European organisation by default has a strong diversity of members in terms of gender, sexual orientation and ethnicity, as judges, on the board, staff and organisers, and respects national diversities and cultures.
- National Associations submit the names of their members who they would like to represent them as judges at qualifications/awards/competitions and the Chairpersons chose from those nominated photographers to be their judges.
- Associations have to bear the expense of supporting judges whose names they submit as potential judges for qualifications and they are not all are always available, so there are occasions where a potentially excellent judge is not supported by their association.
- National Associations are only going to submit the names of their best photographers who have achieved the QEP and MQEP qualifications and who they think will uphold their own Associations' high standards and reputation as judges for FEP.
- With so many national photographic associations from the large pool of European countries who are members of FEP we have a diverse and large pool of judges to choose from.
- FEP selects its judges on merit alone and their ability to communicate with their fellow judges when analysing both constructively and negatively other professional photographers' submissions.
- The FEP judging selectors are fully aware of the amount of time, expense and effort that goes into producing a panel for judging and cannot in all honesty expose FEP candidates to poor judging techniques by judges included in a panel as a concession to political correctness (if they do not meet our high standards) and at the same time announce the judging was fair and accurate.
- Judges have no idea of the gender, ethnicity, sexual orientation or country of origin of a candidate and only make judgements on the photographic portfolio/evidence they see in front of them.

- For awards and competitions, some judges are selected on experience/merit in a certain specialty/category, some judges may ask not to judge a particular category if they feel uncomfortable what they have been asked to judge, as they feel it would be unfair to the candidate.
- Judges who are invited back are seen as fair, authoritative and unbiased as excellent photographic international judges, their selection has nothing to do with gender, ethnicity or sexual orientation, it is based on what is best for the candidates who submit photographs for judging.
- All FEP submissions are anonymously judged, so awards/qualifications are gained purely on merit.
- The FEP does have a group of excellent male and female judges who are well established and respected by their colleagues. They are good judges in their own right and have earned the right to be in the judging room.
- The FEP Awards/competitions are slightly different, as judges are chosen by the Chairman from FEP photographers who have not entered the competition but are nominated by their association. This narrows down the number of photographers available and willing to carry out this onerous task