



**ENGLAND
HOCKEY**

ENGLAND HOCKEY UMPIRING A VISION FOR UMPIRING

Locally Delivered and Nationally Led

ENGLAND HOCKEY UMPIRING

VISION:

A unified, inclusive, umpiring community in England, nationally led, with local delivery, to enable umpiring to flourish at every level of our game.

MISSION:

To create opportunities for ALL, to share best practice and innovative ideas in order to support umpires at ALL levels of the game and to establish a unified & consistent approach to umpiring in England.

WHERE ARE WE NOW?

Structure Servicing the Game

- 37 x different Associations (HUAs) currently servicing the 'Umpiring Pathway' at all levels of the game, but with limited structure/reporting lines and lots of duplication
- Umpiring has limited overall profile/identity nationally
- Each Association's constitution and purpose within the game is different
- Some excellent examples of good practice currently exist. However, there is limited sharing of best practice for the benefit of umpiring
- Limited/no knowledge of the huge number of umpires operating within clubs (approx. 82%) and, therefore, no ability to support them in their development
- Inconsistent membership offer for umpires across the country





WHERE ARE WE NOW?

Structure Servicing the Progression Pathways

- Inconsistent picture of County HUAs servicing the development of umpiring within Clubs
- An unclear/over-complicated career pathway for umpires with ambition to progress, often taking an unnecessarily long time to move between County / Region / NPUA
- Many “Club Umpires” have the desire to improve their umpiring; however, their leisure time is not suited to taking weekly neutral appointments
- Inconsistent approach to the development of Umpire Support, from Club Umpire Developers to Elite level

AMBITIONS



To make umpiring an attractive proposition



To provide a pathway whereby individuals can continue to play as well as umpire at their desired level



To include umpiring education to all youth players for the enhancement of the game



To provide appropriate levels of support, encouragement and practical assistance to every umpire, enabling them to fulfil their potential



To have a World Class recruitment and ongoing education process for our Umpires & Umpire Support individuals



To consistently have our top performers achieving at the highest levels, being appointed to Hockey World Cups, Olympic Games and Commonwealth Games

OBJECTIVES

Through a unified organisation for umpiring in England:



To work with the wider game to align umpire grades and standards with league tiers and rules.



To develop high quality, easy to access, development resources for umpiring at all levels.



To provide a consistent approach to umpire & “umpire support” recruitment, development, progression and support across all levels of the game.



To create a transparent, easily navigable career pathway for umpires, which is structured to enable all to perform to their full potential.



To use technology effectively to streamline processes, free up volunteer time and benefit from economies of scale.



To support umpiring at ALL levels through a direct membership offer, encompassing all umpires and including a club offer.

PRINCIPLES OF GOVERNANCE

- A structure that is Nationally Led, Locally Delivered
- Has a strong working relationship with England Hockey to provide the best economies of scale for products and services
- A Membership Organisation that is accountable to its members and the game it serves
- Volunteer led, with individuals possessing a wide range of skills for the benefit of its membership
- To get the best talent involved to produce high quality educational material that can be used at all levels of the game for its members
- To remove duplication of efforts that currently exist in some areas of the country



WHAT COULD THIS MEAN FOR ME: COUNTY HUA

A local presence is crucial in the recruitment and support of umpiring. A new structure would allow the following:

- Continuity of local delivery and having input into national policies and delivery materials produced through the new structure
- The establishment of a stronger working relationship with local governance structures, to enhance umpiring opportunities for members while maintaining a local presence
- Removal of duplication for some administrative tasks, freeing up volunteer time to focus on supporting umpires
- Continuation of, and ability to build on, existing positive relationships, to enhance the experience for members at club level
- Improved continuity in the umpire progression pathway for umpires

WHAT COULD THIS MEAN FOR ME: A CLUB UMPIRE?

A local presence is crucial in the recruitment and support of umpiring. A new structure would allow the following:

- The feeling of belonging to the "Umpiring Family", without having to undertake neutral appointments
- Easier access to quality development material to enhance your, and the players' experience
- A transparent, easily navigable, umpiring pathway which allows you to fulfil your potential, with no barriers to progression, and the ability to maintain beneficial relationships with local umpiring support individuals
- With a consistent approach to League rules across the country, the facility to undertake more matches of a standard appropriate to your umpiring level/ability
- Access to locally based individuals for advice and guidance, and more development opportunities in your umpiring



PRIORITES

To bring umpiring together at ALL levels, by:



Consulting with existing HUAs, umpires and officials from all levels



Reviewing current offer to all umpires and officials to establish areas to develop



Establishing the role of local volunteers with a view to removing duplication of administration time and to focus on delivery of support to umpires.



Completing the consultation for the rules and regulations of the leagues



Recruitment of volunteers into areas where workforce needs are not met



WHAT COULD SUCCESS LOOK
LIKE IN 10 YEARS TIME?



Removed duplication of administrative time and effort, to focus more on the delivery of supporting umpires at all levels.



An increase in appreciation of umpires among players and coaches at all levels of the game.



An increase in umpires regularly undertaking matches at all levels.



A pathway that is flexible in approach to enable all umpires to fulfil their potential.



An increase in the recruitment and retention of Umpires across the country.



More appointments of umpires & officials to the elite level, with regular representation within the FIH Pro League, Hockey World Cups and Olympic Games.

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