

England Hockey

Performance Umpiring Plan

2009 - 2013



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Introduction

Purpose

England Hockey has produced this document '**The England Hockey Performance Umpiring Plan**' to use as the framework that will support us and our key partners to identify, support and deliver high quality umpiring in the national programme and beyond.



Background

England Hockey strives to invest in all who volunteer as umpires, umpires managers, umpire coaches, assessors and selectors. We want a strategy that ensures that they and their activity is fully integrated and supported by all partner organisations, associations and the international governing bodies of our sport (the EHF and the FIH).

England Hockey is an organisation with a dependency on the support and expertise of partners and members, the vast majority of whom are volunteers within the sport.

Umpiring in England is administered and delivered by Hockey Umpiring Associations. These organisations are constituted and report to the local Hockey Associations. These Associations operate in most counties, in all regions and nationally.

The National Programme Umpiring Association (NPUA) is an exclusively volunteer based organisation and they report to England Hockey through the England Hockey Umpiring Committee (EHUC). The role of the NPUA is to work with England Hockey to deliver the highest possible level of umpiring, umpire coaching, umpire management, selection and assessment to all who participate in the National Programme.

In 2008, England Hockey in partnership with the NPUA began the process of developing the **England Hockey Performance Umpiring Plan**. The primary aim was to develop a framework to recruit, retain and support umpires and those involved in the management and coaching of umpires into and through the performance area of our activity, inclusive of international participation and promotion.

“There has been no English umpire appointed to an Olympic Games for 8 years”. One of our aims is to remove any chance of that statement being repeated. We aim to have English umpires appointed to every Olympic Games.

In developing this Performance Umpiring Plan, all levels and areas of umpiring (from England Hockey Level 1 through to FIH World Panel) have been considered. Deliberations included consultation and included:

- What is a ‘performance umpire’?
- Who are England Hockey’s performance umpires?
- Who are England Hockey’s potential performance umpires?
- How does an umpire progress to a performance umpire?
- Does Indoor Hockey umpiring support the development of performance in international Outdoor Hockey?
- Who are England Hockey’s performance umpire coaches?
- Who are England Hockey’s performance umpires managers?
- What support systems do we have in place for the umpires, the coaches and the umpires’ managers at the moment?
- What support systems need reviewing or need to be developed?
- Where does ‘performance’ start and where does it finish in terms of the scope of this Plan?
- What resources and opportunities are available to us?
- Who are our key partners and why are they key partners?
- What are our primary objectives and what are the objectives of the umpires, coaches, managers, selectors and assessors we are looking to support?

- How can England Hockey deliver those objectives?
- How will we measure the success of the Plan / Strategy?
- What impact will the success have?



Key Partners

National Programme Umpiring Association (NPUA)



The NPUA is an exclusively volunteer based organisation. Its role is to work strategically with England Hockey to lead and deliver all areas of umpiring related administration and umpire development in the England Hockey national programme – that is from the National Young Umpire Promising List (NYUPL) or Level 3 to International level.

The NPUA is responsible for the appointing of suitably qualified and experienced umpires and support staff (coaches, managers, assessors and selectors) to all matches and events in the national programme inclusive of national squad training and fixtures. In addition, they are tasked to make nominations to England Hockey for all EHF and some FIH international matches and events in which England or an English club is participating.

It is responsible for the recruitment and development of suitably qualified and experienced umpire coaches and umpires managers to assist in the development of their umpires. In addition, they shall support the coaches and managers providing them with appointments and opportunities to develop their expertise and provide fulfilment.

The NPUA reports to England Hockey through the England Hockey Umpiring Committee. It in turn, reports to the England Hockey Board of Directors.



Great Britain Hockey

Great Britain Hockey Ltd is the body responsible for the development and administration of hockey in Great Britain related to the Olympic Games (OG). This role includes the preparation, selection and performance of the men's and women's GB hockey squads and their participation in the OG and other relevant competitions and tournaments. Ultimately, it is the body charged with delivering Olympic success for the sport of hockey. GB Hockey delegates the responsibility for preparation, selection and performance of the men's and women's squad and their participation to a nominated home country. The current nominated country is England.

Great Britain Hockey is also responsible for the training, preparation and appropriate support of those officials who are identified as candidates for appointment to the Olympic Games. This responsibility is in conjunction with those of the NAs. These officials include umpires, umpires managers and technical officials. This responsibility rests with GB Performance Officiating Panel (GBPOP); an organisation comprising of members from each of the constituent countries (England, Scotland and Wales).



The European Hockey Federation (EHF)

The EHF is the governing body tasked to oversee the delivery of hockey across the European Continent. It is responsible for the competitions within which England's performance umpires and umpires managers can develop and practice on an international stage.

The EHF competitions responsibility is inclusive of the appointing of suitably qualified and experienced umpires, umpires managers and technical staff to all matches in the European Hockey Programme.

Additionally, the EHF currently has an Umpire Development Programme whereby National Associations can nominate two umpires of 20 -30 years to participate annually. The aim of the programme is to provide high level coaching and fast-track opportunity for potential international umpires.



The International Hockey Federation (FIH)

The FIH is the world level governing body of hockey. It oversees the delivery of hockey from continental level through to world championships and the Olympic Games.

FIH is responsible for the appointing of suitably qualified umpires, umpires managers and technical staff to all matches in the FIH Programme.

England Hockey Vision and Mission Statement

The **VISION** for England Hockey is for it to be **a dynamic, successful sport for all**.

England Hockey's **MISSION** is to **provide effective leadership and support for all to fulfil their potential**.

We do not have an additional or different Vision Statement for our Performance Umpiring Plan. Our Performance Umpiring Plan is embedded within our strategic plan.

We aim to identify, train and support all of our performance umpires to fulfil their potential and one of our primary objectives is to have **English umpires appointed to the World Cup and the Olympic Games**.



Andy Mair: appointed to the Olympic Games in Beijing in 2008. Andy is a Scottish umpire. He umpires in the England Hockey National Programme. "Now is the time for England to do everything it can to support our English umpires to the world stage. There is no better place...no bigger achievement".

Strategic Performance Objectives for Umpiring

1. Achieve international umpiring success at the highest level
2. Create a framework for long term and sustainable success
3. Make England's Umpiring Programme one of the most respected and successful in the world – delivering performance at all levels
4. Ensure that umpires, umpire coaches and umpires managers are given the best opportunity to maximise their potential
5. Share knowledge and culture to improve the standard of umpiring
6. Ensure that the communications and support structures are appropriate to delivering the key objectives

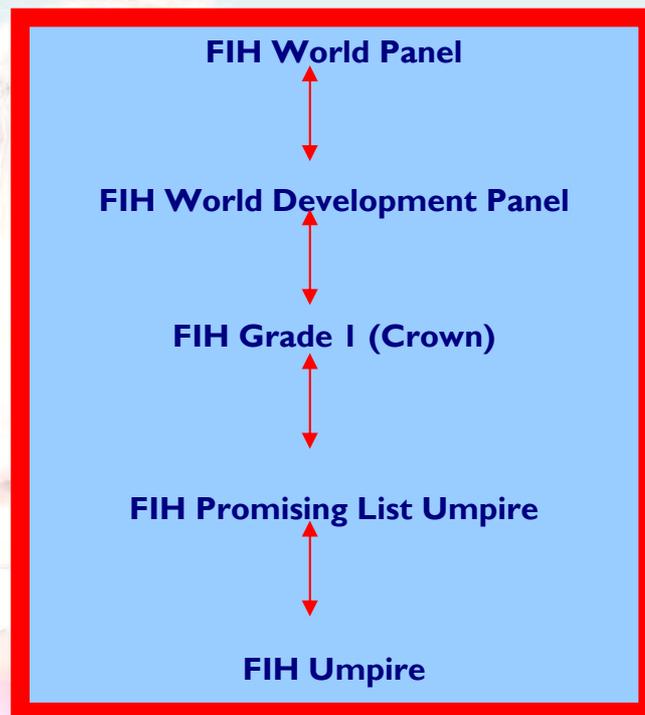
The detail...

1. Achieve international umpiring success at the highest level

There are two international accreditations for FIH Umpires. Operating within those two accreditations are three additional steps on the ladder to the Olympic Games. The accreditations are FIH Badge and FIH Grade I (commonly known as 'Crown'). The lists are the FIH Promising Umpire List, the FIH World Development Panel and the FIH World Panel (see diagram on page 9).

To qualify for world level appointments, the minimum qualification is normally that of FIH Grade I (Crown). In most cases the umpires appointed to the world cup or / and the Olympic Games will be members of the FIH World Panel.

England Hockey is currently (2008) entering a new cycle with a number of our most senior umpires retiring or unlikely to be selected for future World level tournaments. (Retirement from international competition is compulsory at 47 years).



The following four targets have therefore been agreed:

1. England to have a minimum of 2 men & 2 women accredited at FIH Grade I by 2010.
2. England to have 1 man & 1 woman on the World Development Panel or World Panel by 2011.
3. England to have 2 men & 2 women on the World Development Panel or World Panel by 2012.
4. England to have 1 woman and 1 man on the World Level Umpires Manager List by 2012.

To achieve these 4 targets, it has been agreed that in partnership with the NPUA we will introduce a more targeted approach.

Additionally and essentially, we shall introduce more opportunities for **player coaches and umpire coaches and umpires to work together** to share expertise, enhance understanding and performance and to achieve success.

The number of active international umpires needs to match the nature and quantity of the opportunities that occur. In broad terms, this means that 3 or 4 umpires of each gender would receive the majority of the senior international appointments so as to optimise their chances of international progression and success.



Nick White FIH Promising List Indoor Umpire

We will work with NPUA and our international partners (EHF and FIH) so as to ensure that ❶ we select the most suitable people and ❷ that the policy is in accordance with international expectation / requirement.

In Partnership with the NPUA England Hockey will introduce International Development Groups (IDGs)

- NPUA will identify up to 12 performance umpires to become the IDG.
- The IDG concept involves creating a Personal Development Plan with each umpire, and utilising a small group of suitably experienced coaches and mentors to coach and support those umpires providing them with qualitative and consistent guidance, resources and support. It is acknowledged that this scheme cannot be a 'one-size-fits-all', but will be individually tailored to reflect the needs and circumstances of each of the identified participants.

- GBPOP will work with each of the member associations (England, Scotland and Wales) to support IDG Umpires as shall be identified in their National Performance Plans.
- NPUA and GBPOP (and member NAs) will be required to review their IDG membership annually.
- These reviews will be in accordance with the international calendar of events.



Bi-Annual Seminar for International Umpires and Umpires Managers

From 2009 we in conjunction with the NPUA and / or GB Hockey will organise a bi-annual meeting of all international umpires and umpires managers to share good practice, exchange experiences and discuss means of achieving the highest level of international success. We will consider individual needs, event preparation, mental and physical fitness, sports science, nutrition, travelling as a tour member, match management, self evaluation and team building group activity. We will seek the assistance of the EH and GB Performance Team and colleagues from the EHF and FIH to assist us in this process.

Introduction of new library of DVDs and Support Resources

- From 2009, we in conjunction with the NPUA and GB Hockey will provide all IDG umpires with a regular supply of footage from international Nations matches. The footage (DVDs or Quick Movie format) shall be available on request and shall be in accordance with appointments received (i.e. the umpires will be asked to access / order footage involving teams that they are to officiate).
- From 2009, we will provide all umpires who umpire any national squad or team training or match with a copy of any available match footage (DVDs or Quick Movie format).
- In 2009 we will produce two promotional umpiring videos for England Hockey TV. The aim will be to stimulate wider interest and demonstrate good practice.
- In 2010, we will arrange for those umpires who umpire senior national squad matches or team training (and some U21 matches / training) to be provided with radio headsets as are used at the highest level of international competition. In the longer term it is acknowledged that this type of equipment will need to be available as standard at the highest levels in the National Programme.



- In 2010, we in conjunction with GB will arrange that all IDG umpires are trained to use video / match footage using Game Breaker software. The aim will be that they will be able to use their own match footage to better examine and evaluate their performances so as to build into more focused (personal) performance plan.

2. Create a framework for long term and sustainable success

England Hockey has an established and respected Umpiring and Umpire Coaching Awards structure. Our Awards are accessible to all people of all ages.

Alongside the Awards structure for umpires (and umpires coaches) is a structured pathway that supports, develops and appoints officials of all ages and abilities (see next page). These range from young people who complete the Foundation Umpire Award through to those who participate at the highest levels of competition nationally and internationally. Opportunities available range from participation at Junior Development and Academy Centres through to National Performances Centres (see next page) and appointments to competitions and events at all levels of the hockey programme – from club to international.



AWARDS STRUCTURE

SUPPORT PATHWAY

International Umpires

FIH

National Umpires
(Level 3)

NPUA
and NYUAG

Regional Umpires
(Level 2)

Regional HUAs
and **RYUAGs

County & Club Umpires
(Level 1)

County HUAs
& *County YUAGs

School & Club Umpires
(Foundation Award)

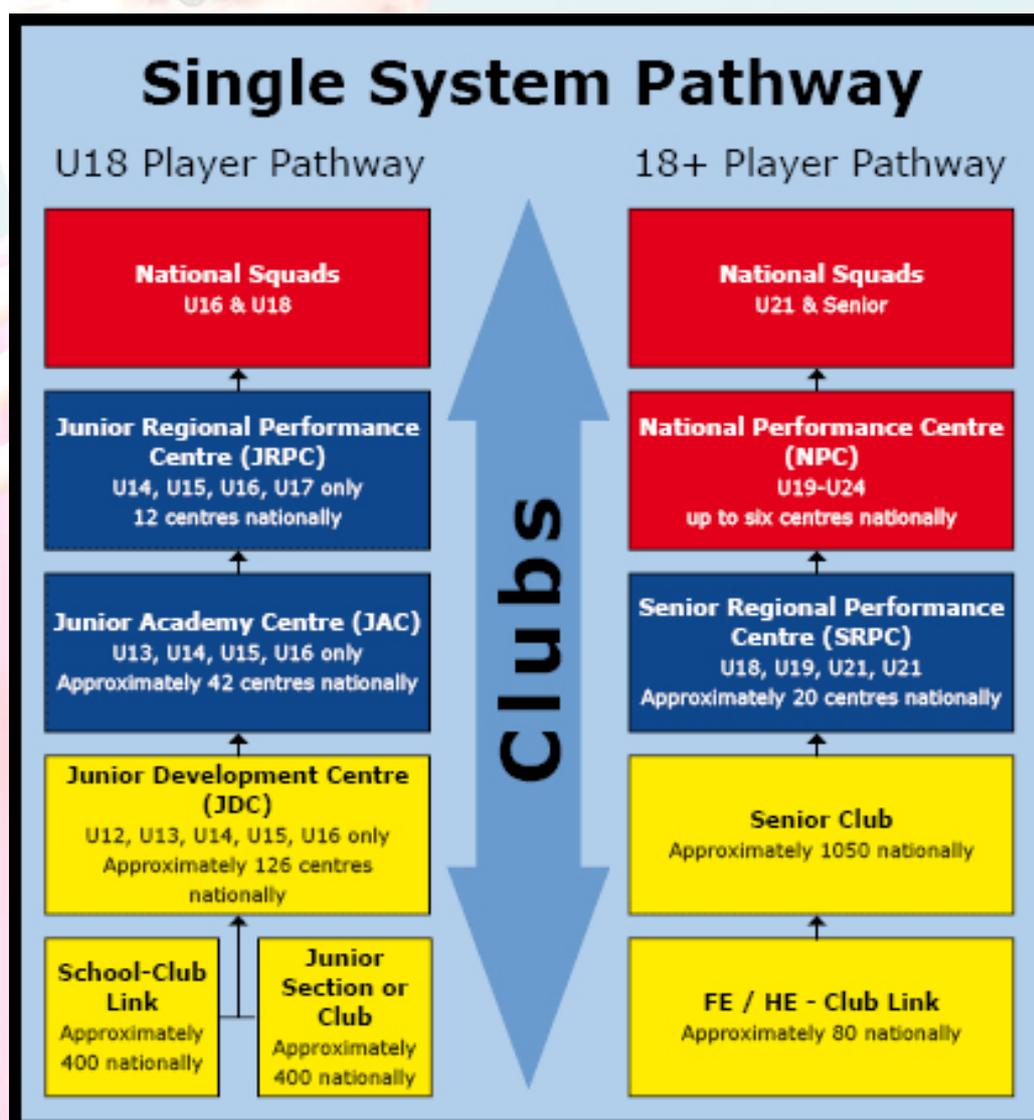
*County Young Umpire Action Groups

**Regional Young Umpire Action Groups

Full Participation at all Levels in the Single System

Our 'Single System' is the development pathway for players, coaches and umpires of all ages and abilities to reach their full potential. It is based on a set of principles that puts the participants at the centre.

From 2009 we will introduce umpires and umpire related development activity into every level of the Single System. We will aim to appoint umpires of comparable age to the players.



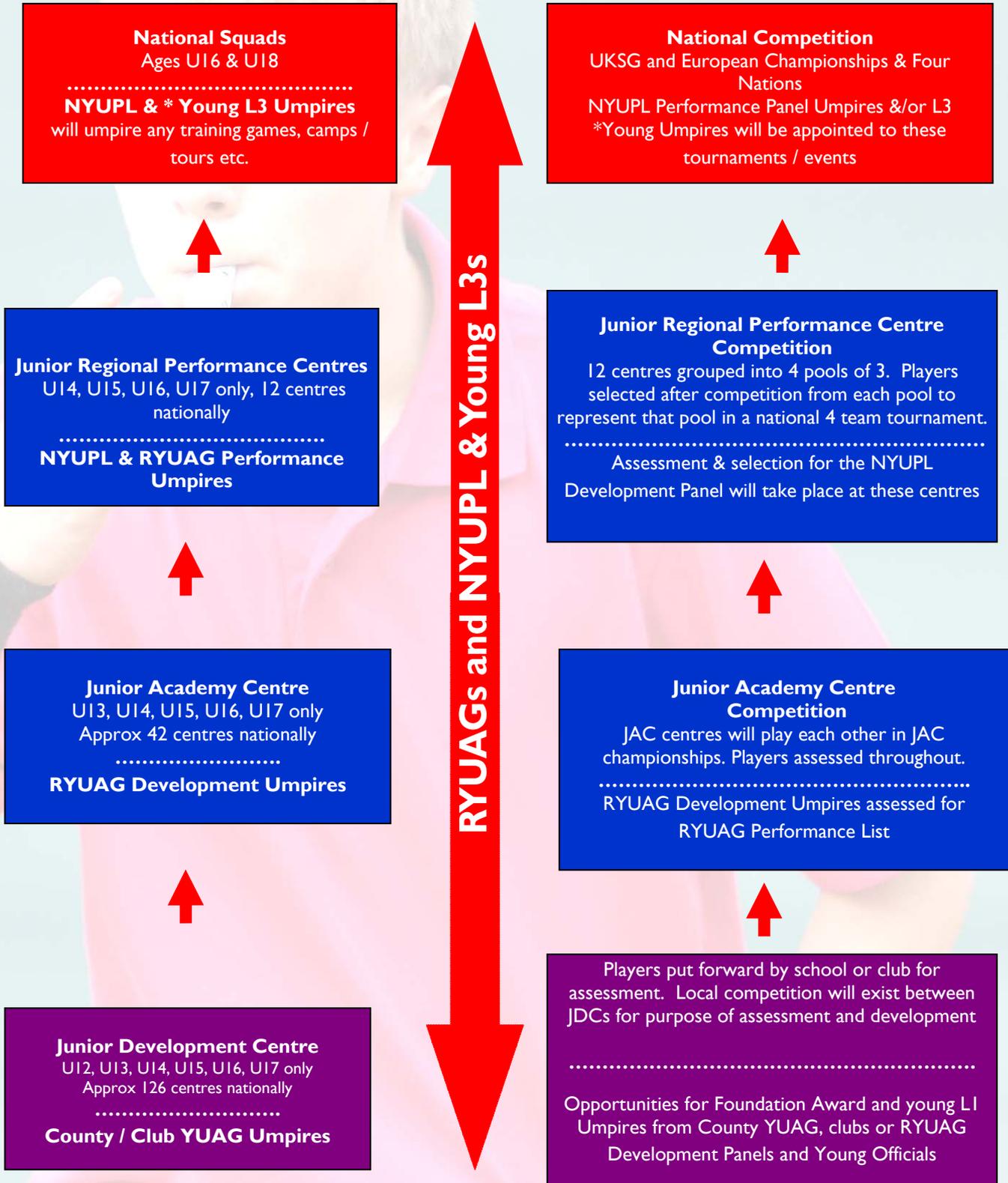
We will work with NPUA, the NYUAG and the RYUAGs to utilise the opportunities available at the Junior Development and Academy Centres (JDCs and JACs) through to Junior Regional Performance Centres (JRPCs).

We will work with NPUA to prioritise those umpires identified as the IDG for all opportunities / appointments to the National Performance Centre Programmes.

In umpiring terms the Single System Pathway will be as below.

Single System Pathway for Young Umpires and Young Officials

Competitions Pathway for Young Umpires and Young Officials



In addition, we recognise that there are other areas of umpire related activity that require enhanced investment and consideration in order to create a **framework for long term and sustainable success**.

- We will better support our existing Level 3 Umpires and Coaches who are loyal servants to the National Programme but not measured as having international potential. We will do this by building on our current development initiatives (see next page).
- We will use the expanded Indoor Umpire Awards so as to improve the pathway for our indoor umpires from club to international.
- In 2009 we will promote a higher level coaching ethic into all areas of the National Umpiring Programme. We will work to better train and educate our umpire coaches and we will invest in those who demonstrate high level commitment and ability.
- In 2010 we will train our most experienced umpire coaches and umpires managers to use the video camera, laptop and Game-Breaker software so as they can provide more valuable and better evidenced coaching and evaluation resources for umpires (particularly those on the IDG) and each other. (Additionally this knowledge will enhance selection opportunity as a UM at FIH level thereby contributing to their further development and extending their experience.)
- In 2010 in conjunction with NPUA and GB we will provide access to a sports science / sports medicine resource for our international umpires.
- From 2009 we will introduce Personal Accident Insurance protection for all English international umpires and officials (while active and on officiating duty domestically and internationally).

EHF Scholarships

- This EHF Umpire Development Scheme, introduced in 2007 is aimed principally at umpires of 20 -30 yrs. England Hockey will invest in this scheme and offer up to two places annually to our most promising younger performance umpires.
- One of the very positive outcomes of the scheme is the feasibility of fast-tracking our most talented umpires in an international environment. The scheme offers courses, seminars and tournament opportunities.

Building on Current Umpire Development Initiatives

- In partnership with the NPUA and GB we will invest in a new and broad range of development initiatives inclusive of provision of placements at domestic and international tournaments and events for targeted people. The placements will essentially be for the IDG but in some cases, coaches and umpires managers will also be given opportunities of this nature. Each will have specific objectives based upon their development planning.
- The umpires and coaches will participate as observers or mentors at **international** events in order to further their learning experience and understanding. Key to this area will be a closer and more strategic link with the EH Performance Department. It is widely acknowledged by all involved in performance umpire development that there must be a higher level of proactive support and assistance from player coaches - particularly in the area of high performance coach development.

The Tournament Experience

- This 'project' has a direct link into the development initiatives mentioned above except it is restricted to the **national** programme. We will be proactive in encouraging and supporting **all** of our national programme umpires (Level 3 and above) and umpire support staff to attend appropriate tournaments to which they have not been appointed, in order to provide a structured opportunity for further learning.



International Exchange Programmes

- In 2009 England Hockey in partnership with the NPUA and Home Country Nations (those under the auspices of GB), will provide performance umpires with opportunities to participate in major national competitions (e.g. national league championships, national invitation tournaments etc) in other European countries. In return we will issue invitations to performance umpires from those countries to participate alongside our umpires in our national programme. This exchange stimulates experience and provides invaluable access to different styles and demands. Additionally it will provide some of those umpires with access to a number of highly respected FIH coaches.

Development of Coaches and Umpires Managers

- England Hockey in partnership with the NPUA will introduce new and comprehensive training and development opportunities for all Level 3 Umpire Coaches (candidates and those who are accredited).
- We will undertake a full review of the Umpire Coach Awards in 2009 and again in 2011. This will mean that the assessment and performance measuring criteria will continually evolve in accordance with international developments and expectations. The programme will be offered to all who consistently demonstrate the potential and the commitment to further improve (at national level) and have an interest in becoming national Umpires Managers.
- From 2009 we shall introduce a requirement for all accredited umpire coaches, nationally registered umpires managers and NPUA appointed selectors and assessors to undergo an EH Enhanced CRB Check so as to satisfy all requirements within the EH Safeguarding Policy. This process will allow us to widen the number and range of people who can work with the NYUPL thereby enhancing their development opportunity.



- Our potential World level Umpires Managers will be offered participation / access to Continual Personal Development (CPD) Coach Modules.

Development of Assessors and Selectors

Assessment has an increasingly critical role to play in optimising umpire performance and ensuring that the right people are identified and progressed. From 2010 England Hockey in partnership with NPUA will provide and require all assessors who are invited or appointed to assess at national level, to attend workshops including Assessor Training. The aims of the workshops will be to

- a) Build a team to deliver consistent and appropriate messages regarding performance criteria
- b) Provide modular packages focused on the need for good communication skills and the delivery of consistent messages.

Additionally, we will provide the resource to enhance understanding of recent trends in the international arena continually to evolve best practice. This module will include presentations from world level player coaches and umpire managers.

3. Make England's Umpiring Programme one of the most respected and successful in the world – delivering performance at all levels

In order to do this, we intend to establish **closer working relationships** with our international partners (the EHF & FIH)

NOTE

In stark contrast to the player pathway, the umpiring pathway is essentially dependent upon selection (appointment to opportunity) by a third party, namely the EHF or the FIH. England as the NGB / an affiliate National Association has the right to appoint to only one men's and five women's tournaments every two years that qualify the umpire/s for upgrading.

Essentially we are therefore reliant on our international partners to appoint English umpires. In what is in any event a subjective assessment process, it is therefore **imperative** that we increase our sphere of influence with FIH and EHF.

Our plans to achieve **closer working relationships** are:

- Strategically identify, recruit, train and support suitably experienced individuals for nomination onto key international decision-making committees. This will be ongoing and nominations are sought bi-annually.
- Continue to build upon and enhance the channels of communication with EHF/FIH key personnel (volunteers and staff who have decision-making roles).

- To produce high quality, professional and sought-after resources and communications that will be recognised as valuable to all international umpires e.g. website content, DVDs etc.
- Have groups / individuals (e.g. the IDG) at international tournaments so as to be seen to be providing valuable and appropriate development and learning opportunities.

4. Ensure that umpires, umpire coaches and umpires managers are given the best opportunity to maximise their potential

Key to us achieving this objective is the **need** for our umpires and England Hockey and the NPUA, to grasp every opportunity domestically and internationally. The importance of availability (of opportunity and people) cannot be under-stated and the need to remove any barriers or misunderstandings regarding the importance of developing the umpires **alongside** the players is paramount.

To achieve this we shall:

Domestically:

Work with the NPUA to deliver a high quality communication and management service (web-based) so as all participating umpires, managers, coaches, assessors and selectors can access helpful information, reports, feedback internationally supported coaching tips.
Ensure that there are no barriers relating to cost i.e. appointing shall be based on developmental / performance opportunity rather than geography because of perceived expense.
Offer discounted / subsidised places at our annual conference / any appropriate forum for all students, unemployed or low income umpires and those on the National Young Umpire Promising List (NYUPL).
Develop and produce high quality support resources and a library of match footage (DVDs and web-TV)
Work with NPUA to provide funding and access to Safe Guarding / Child Welfare Course access for all who want to coach or have a position of influence within the organisation. Additionally, we will require all such people to have an EH Enhanced CRB Check.
Organise in conjunction with GB Hockey, a seminar delivered every other year (commencing in 2010) by the English Institute of Sport (EIS) and focusing on the sports science elements of performance e.g. psychology, fitness, nutrition etc.

Internationally:

When our national teams go on tour or participate in 'unofficial' or low key test matches / or training games overseas, we shall request the teams to take an umpire with them (one umpire per team).

We will whenever possible organise suitably internationally experienced coaches and assessors from the overseas association / organisation or from England, to be in attendance when our umpires are involved in exchange programmes and we will seek written feedback to support the assessment/s made.

We will provide all international umpires with reasonable expenses to cover their additional costs i.e. the purchase of visas, airport car-parking etc.

We will provide Personal Accident Cover for all of our international umpires and officials

We will provide funding towards Medical Insurance Cover for those umpires and officials appointed to the 2012 Olympic Games. This funding will not apply until notification and acceptance of Olympic appointment is in place and will represent a maximum period of 12 months.

5. Share knowledge and culture to improve the standard of umpiring

We see this objective as one that is important to **all** levels of umpiring in England. The provision of information and improving access to that information is a key objective within the Plan. We recognise that we must form closer and more formal links with the umpiring associations and organisations to achieve this.



Umpires of all levels can improve their understanding and subsequently their performance if they are able to access a range of resources and information. Additionally and particularly of assistance to our international umpires, is that our international partners (EHF and FIH) are also investing heavily in this area. Both have high quality, informative sites that lend a good balance of information to readers.

Websites

The England Hockey, NPUA, EHF and FIH web-sites are excellent communication tools and they allow us to provide and have access to a wide-ranging package of knowledge. We will continue to develop the umpiring related resources and information on the EH site and we will provide ongoing support funding to NPUA so as they too can build and invest in their site thereby aiming to reach a wider hockey umpiring audience, increase traffic levels and downloads etc.

Additionally, we will encourage our performance umpires, coaches and umpires managers to utilise the vast library of generic material available to improve personal performance.

Newsletters, Publications and Coaching Material

We will produce an on-line Umpiring Newsletter ('Umpiring Matters') twice annually and will invite suitably experienced umpires, coaches (player coaches and umpire coaches) to contribute. The newsletter will be published nationally.

EH News

This magazine is produced by EH and distributed to all members (clubs, organisations and individuals). We do a double page feature on umpiring in each edition. We will in 2009 introduce a new format. One section will be Umpire Development and the other Umpiring Performance.

International Exchange Programme

This Programme and the opportunities it offers us are very important. The programme inevitably exposes our umpires to new and different cultures – excellent preparation for international tournaments and tours etc.

EH International Umpiring Information Library

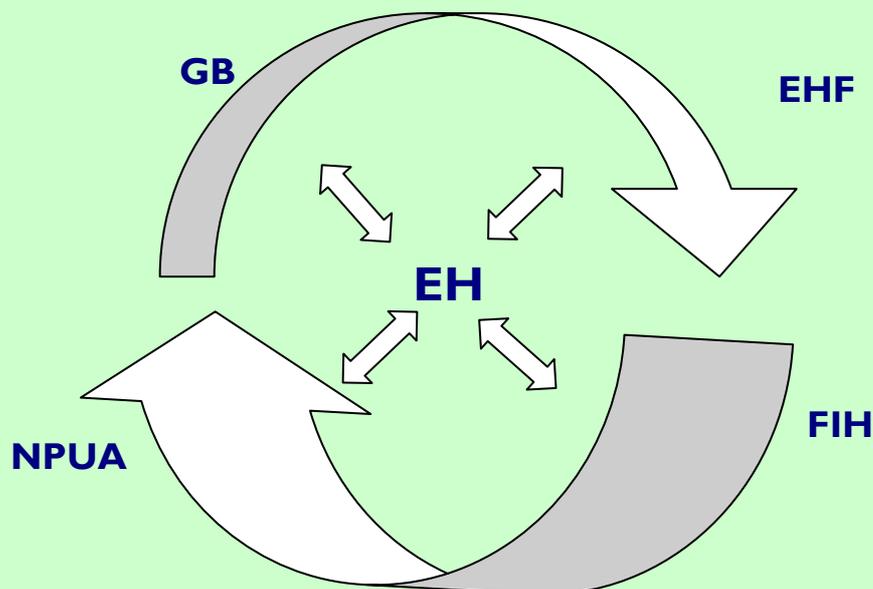
EH will work with NPUA to build a web-based library of international footage and presentations. Additionally, all of England Hockey's international representatives (committee members) shall be tasked to post a synopsis of all meetings they attend so as interested persons / groups can access that information and therefore extend their knowledge bank and use it to assist them in their planning. We see this new resource as one that will be particularly helpful to NPUA and their strategic planning.

6. Ensure that the communications and support structures are appropriate to delivering the key objectives

Some of the communication element within this objective is inevitably answered / inter-linked with Number 5 (see previous page) however the 'network' side of the process and the support structures are to be addressed as follows:

The Communications Network

EH is confident that this framework (diagram below) does facilitate this objective.



The circle represents the formal and the 'informal' communications channels / network. The 'Informal' represents the valuable network of support and information provided through volunteer representatives.

In essence, EH as the affiliated National Association (NA) is required to be 'the hub' – the recipient and the sender of all formal messages to our international partners (EHF and FIH). EH recognises that it does not have the resource or the knowledge to do this without the input and support of the volunteers from NPUA.

NPUA reports to England Hockey through the EH Umpiring Committee. NPUA is tasked by England Hockey to deliver umpiring and all that it represents to the National Programme in England (with the exception of the NYUPL activities where NPUA works with the National Young Umpiring Action Group). EH finances this delivery and the NDM and NPUA Officers work together to produce the budget on an annual basis.

The EHUC and the professional staff at EH work closely and regularly with the key volunteers from within the NPUA and EH also gives NPUA representation on the EHUC and the English Hockey League Management Committee. They (NPUA) therefore participate fully in the EH decision-making process. EH consider this essential. There is also a very good relationship between the Chair of the EHUC and the NPUA and this is measured as crucial. The EHUC Chair is also co-opted onto the England Hockey Umpire Selection Panel (EHUSP).

To summarise, NPUA is tasked to lead in umpire development and international appointing within the national programme.

GB Hockey in officiating terms is steered by the GB Performance Officiating Panel (GBPOP) – a group of volunteers and staff who report to the GB Hockey Board and work in accordance with the GBHB Operational Plan. The NDM from EH is a member of this group and in addition the English Representative on the group is a senior volunteer within the NPUA. EH consider this type of link to be essential.

GBPOP is tasked to support affiliated NAs (England, Scotland and Wales) in their efforts to provide suitable development opportunities and appropriate resources for the umpires identified as having the potential to be appointed to an Olympic Games.

The Support Structure

Programme Information Sharing and Regular Updates

EH will work more closely with the Performance Unit so as to provide **improved** levels of notice regarding appointment planning for the NPUA. Longer notice will allow a more strategic proactive approach to appointing as opposed to a last minute reactive approach that often denies the ‘right’ umpires the ‘right’ opportunities. There will be an expectation that umpiring needs will be considered alongside those of players / teams when organising international fixtures, (friendly or official).

Developing Umpires alongside the Players

The EH / GB Performance Director will advise the coaches and managers that they must recognise the importance of developing our NYUPL, Level 3 and international umpires alongside the players in all suitable training environments inclusive of one off games and tours etc.

Direct Liaison and links between GBPOP and NPUA

The EHUC and the EHUSP (see next page) shall offer an ex-officio place for the English member of GBPOP. This will facilitate a smooth flow of information and understanding. NPUA will be responsible for nominating the English GBPOP representative when re-election is required (each Olympic cycle).

Performance Reports for IDG Umpires be they produced by GBPOP or NPUA shall be accessible to both groups at all times. The NPUA website shall be developed to accommodate this.

The ‘England Hockey Umpire Selection Panel’

England Hockey is responsible for the nomination of all English umpires to international tournaments and events. Until 2008, the NPUA’s Umpire Selection Panel (NPUSP) was tasked to undertake this responsibility. From 2009 it is proposed that in an effort to improve the understanding of our international partners and our own domestic (nationally based) colleagues, NPUA shall continue to have this responsibility but shall be invited to change the name of the NPUSP to EHUSP. It is felt that this change will give a clear statement that EH and NPUA are a very strongly linked organisation.

Umpiring Costs in Competitions

In September 2009, EH shall remove all references to umpiring costs from EHL and Competition entry forms so as they are incorporated into the competition cost. This it is felt will reduce the unnecessary separation and labelling for umpiring as a cost and in the opinions of some, a burden.



“Continuous effort – not strength or intelligence is the key to unlocking potential”

Summary of Plan & Actions

1. Achieve international umpiring success at the highest level

- Introduce a more targeted approach
- Introduce Umpire Development Groups (IDGs)
- Bi-annual Conference or Seminar for International Umpires and Umpires Managers
- Introduction of new library of DVDs, web TV match footage and Support Resources

2. Create a framework for long term and sustainable success

- Full participation within the Single System
- EHF Scholarships
- Building on Current Development Initiatives
- The Tournament Experience
- International Exchange Programmes
- The development of Coaches and Umpires Managers
- The development of Assessors and Selectors

3. Make England's Umpiring Programme one of the most respected and successful in the world – delivering performance at all levels

- Combination of items listed above plus
- Develop closer relationships with EHF and FIH key personnel
 - Identifying and recruiting suitable candidates for international committees
 - Visible attendance of IDG Umpires at events (when not appointed)
 - Producing high quality resources

continued...

4. Ensure that umpires, umpire coaches and umpires managers are given the best opportunity to maximise their potential

- High quality communication and management service
- Budget so as to remove appointments according to geography
- Subsidise conference and seminar places for NYUPL Umpires
- Provision of high quality resources and DVDs of match footage (library)
- Sports Science Seminar and Workshops delivered by GB for IDG and GBPOP umpires
- Request for 1 umpire to travel with each team to overseas tour / Test Match opportunity
- Assessment and support for EH umpires involved in exchange appointments overseas
- Reasonable reimbursement of additional expenses for IDG Umpires e.g. visas, airport parking
- Personal accident insurance for all EH International Umpires and Officials.
- Medical Insurance for those umpires and officials appointed to the Olympic Games in the 12 months leading up to the Games.

5. Share knowledge and culture to improve the standard of umpiring

- Websites investment and usage
- On-line newsletters, coaching material and publications inclusive of EH News
- Umpire Exchange Programme (international)
- International Umpiring Information Library (web-based match footage, presentations & DVDs)

6. Ensure that the communications and support structures are appropriate to delivering the key objectives

- Communications Network – formal and informal
- Representation on multiple committees
- Developing Umpires alongside Players
- Improved notice of proposed national squads programmes – facilitating a proactive approach

Action Plan to Measure and Achieve Objectives

England Hockey will work closely with the officers of the NPUA to ensure that all areas of this EH Performance Umpiring Plan are delivered. We will review the Plan on an annual basis, recording achievements and actions and collating statistics and helpful information.

We will identify and record our actions and our areas of strength or weakness so as to address all elements openly and transparently. This measuring performance report will be a 'work in progress'. We will work as a team to achieve our goals.

Objective	Action	Who	Date
Achieve international umpiring success at the highest level	1. Introduce a more targeted approach	NPUA, USP, NYUAG	2009 and ongoing
	2. Introduce Umpire Development Groups (IDGs)	NPUA, USP	2009
	3. Bi-annual Conference or Seminar for International Umpires and Umpires Managers	EH and NPUA	2010 and 2012
	4. Introduction of new library of DVDs, web TV match footage and Support Resources	EH and NPUA	2009 and ongoing
Create a framework for long term and sustainable success	5. Full participation within the Single System	EH and NYUAG	2009 and ongoing
	6. EHF Scholarships	EH and NPUA	2009 and ongoing
	7. Building on Current Development Initiatives	EH, NPUA , NYUAG	2009 and ongoing
	8. The Tournament Experience	NPUA	2009 and ongoing
	9. International Exchange Programmes	NPUA	2009 and ongoing
	10. The development of Assessors and Selectors	NPUA, USP	2010
	11. The development of Coaches and Umpires Managers	EH and NPUA	2009 and ongoing

continued...

Objective	Action	Who	Date
Make England's Umpiring Programme one of the most respected and successful in the world – delivering performance at all levels	12. Combination of items I-III plus		
	- Develop closer relationships with EHF and FIH key personnel	NPUA	2009 and ongoing
	- Identifying and recruiting suitable candidates for international committees	EH	2009 and ongoing
	- Visible attendance of IDG Umpires at events (when not appointed)	NPUA, USP and NYUAG	2010 and ongoing
Ensure that umpires, umpire coaches and umpires managers are given the best opportunity to maximise their potential	- Producing high quality resources		2009 and ongoing
	13. High quality communication and management service	EH, NPUA, USP, NYUAG	
	14. Budget so as to remove appointments according to geography	NPUA	
	15. Subsidise conference and seminar places for NYUPL Umpires	EH and NPUA	
	16. Provision of quality resources & DVDs of match footage (library)	EH and NPUA	
	17. Sports Science Seminar and Workshops delivered by GB for IDG and GBPOP umpires	EH	
	18. Request for 1 umpire to travel with each team to overseas tour / Test Match opportunity	EH	
	19. Assessment and support for EH umpires involved in exchange appointments overseas	EH, NPUA and USP	
	20. Reasonable reimbursement of additional expenses for IDG Umpires e.g. visas, airport parking	EH and NPUA	2009 and ongoing

	21. Personal accident insurance for all EH International Umpires and Officials.	EH	2009 and ongoing
	22. Medical Insurance for those umpires and officials appointed to the Olympic Games in the 12 months leading up to the Games.	EH	2011
Share knowledge and culture to improve the standard of umpiring	23. Websites investment and usage	EH and NPUA	2009 and ongoing
	24. On-line newsletters, coaching material and publications inclusive of EH News	EH and NPUA	2009 and ongoing
	25. Umpire Exchange Programme (international)	NPUA	2009 and ongoing
	26. International Umpiring Information Library (web-based match footage, presentations & DVDs)	EH	2009 and ongoing
Ensure that the communications and support structures are appropriate to delivering the key objectives	27. Communications Network – formal and informal	EH and NPUA	2009 and ongoing
	28. Representation on multiple committees	EH and NPUA	2009 and ongoing
	29. Developing Umpires alongside Players	EH, NYUAG and NPUA	2009 and ongoing
	30. Improved notice of proposed national squads programmes – facilitating a proactive approach	EH	2009 and ongoing

