

# The Umpire Developer, Umpire Coach & Assessor Pathway

## August 2017



ENGLAND  
HOCKEY

**To:** HUA Chairs and Secretaries  
Tutors  
Officiating Development Committee

**From:** David Elworthy

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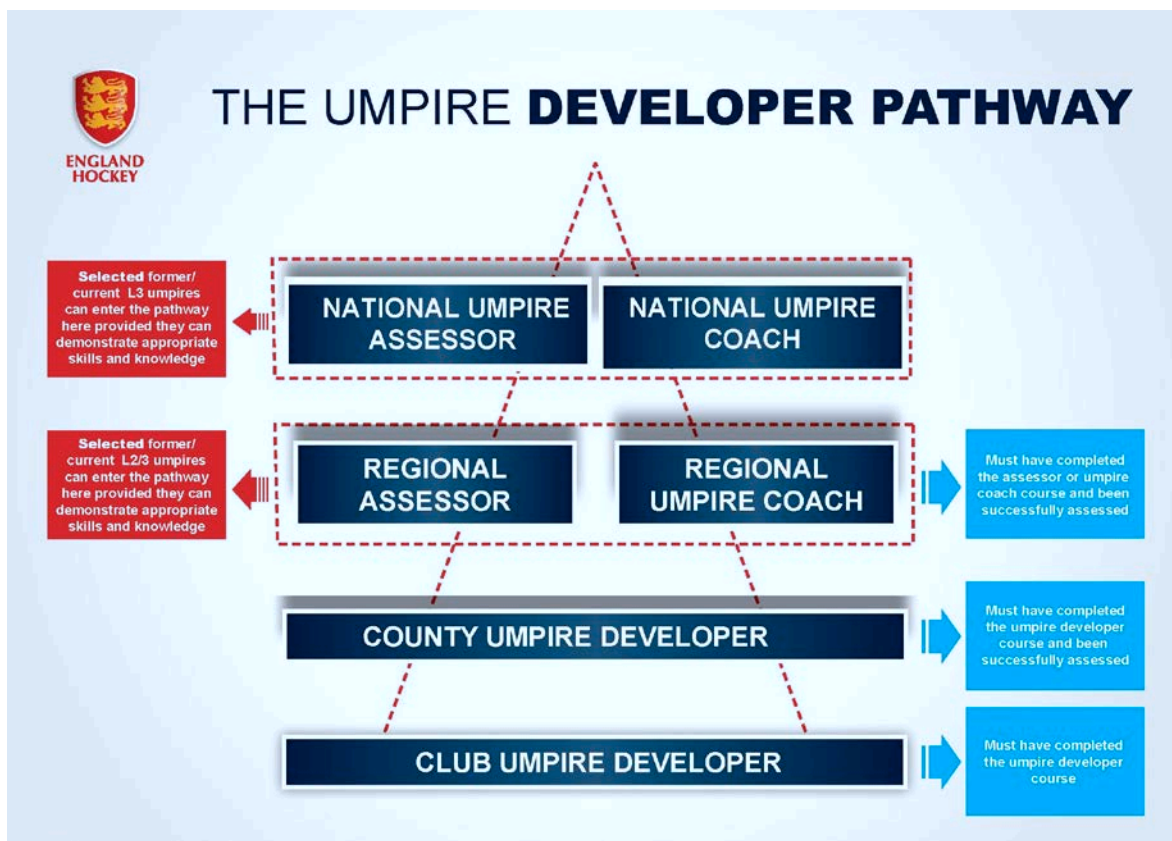
### 1. BACKGROUND AND INTRODUCTION

Over the course of the 2016/17 season, some work was undertaken to identify the essential knowledge, skills and attributes of an effective umpire assessor and coach at both regional and national level.

The intention was to use the information to help inform training resources and competency based assessment systems for individuals carrying out those roles. This information has now been added to the established pathway from 2015 in relation to the club and county umpire developer levels.

This work has now been completed and the outcomes outlined on the pages that follow. The below is to come into effect nationally from 1<sup>st</sup> September 2017.

### 2. THE PATHWAY



### 3. CLUB UMPIRE DEVELOPER

#### Role Description

A club umpire developer will help his/her club's umpires improve through providing support and feedback on their performances.

#### Becoming a Club Umpire Developer

To be accredited by England Hockey as a club umpire developer, a 'candidate' must attend the England Hockey umpire developer course. The three (3) hour course comprises 6 modules: a) pre-course [Rules test](#) b) what makes a good umpire developer c) match day responsibilities d) recognising good umpiring f) giving effective feedback and g) using the feedback form.

Anyone can attend the course and be accredited as a club umpire developer, although it is the responsibility of clubs to ensure appropriate people are then deployed in this role.

County HUAs will be responsible for the organisation and delivery of the course. England Hockey will assist with publicising the opportunities.

Alternatively, a 'candidate' can access the Club Umpire Developer training available on the [HockeyHub](#) which covers the same 6 modules as the classroom based delivery method. Details of who has undertaken this form of training will be shared with County HUAs at regular intervals.

Key information about the organisation and delivery of the course has been provided separately to HUAs.

### 4. COUNTY UMPIRE DEVELOPER

#### Role Description

A county umpire developer will work with county HUA umpires, helping them improve through observation and the provision of feedback.

#### Becoming a County Umpire Developer

To be accredited by England Hockey as a county umpire developer, a candidate must:

- a. Have attended the England Hockey umpire developer course (see above)
- b. Have been successfully assessed using the County Umpire Developer Accreditation Form (provided separately, along with guidance)
- c. Be an England Hockey accredited Level 1 Assessed umpire (or its overseas equivalent)

From 1<sup>st</sup> September 2017 existing England Hockey accredited Level 1 umpire coaches will be known as county umpire developers. It is, however, up to county HUAs as to whether they deploy them in this role.

It is the responsibility of the county HUAs to help prepare county umpire developer candidates for their final 'assessment'.

County HUAs are responsible for deciding who carries out the final 'assessment'.

### 5. REGIONAL UMPIRE COACH

#### Role Description

A regional umpire coach will work with regional (Level 2) umpires, helping them improve through support, observation and the provision of feedback. It is hoped that regional umpire coaches will work with a small group of umpires over a sustained period of time (e.g. a full season)

#### Becoming a Regional Umpire Coach

To be accredited by England Hockey as a regional umpire coach, a candidate must:

- a. Be accredited by England Hockey as a county umpire developer
- b. Have been recommended to a regional HUA as a suitable candidate

- c. Have been successfully assessed using the Regional Umpire Coach Accreditation Form (provided separately, along with guidance)
- d. Be, as a minimum, an England Hockey accredited Level 1 assessed umpire (or its overseas equivalent)

At the discretion of a regional HUA an England Hockey accredited Regional (Level 2) umpire can be invited to become a candidate regional umpire coach, without having first been accredited as a county umpire developer. That individual must, however, still be formally accredited using the Regional Umpire Coach Accreditation Form.

From 1<sup>st</sup> September 2017, existing England Hockey accredited Level 2 umpire coaches will be known as regional umpire coaches. It is, however, up to the regional HUA as to whether they are then deployed in that role.

It is the responsibility of regional HUAs to help prepare regional umpire coach candidates to be able to successfully demonstrate competence against all of the criteria on the form.

Regional HUAs are responsible for deciding who carries out the final 'assessment'.

### 6. REGIONAL UMPIRE ASSESSOR

#### Role Description

A regional umpire assessor will evaluate the performance of regional (Level 2) umpires. It is not intended that he/she should provide coaching advice.

#### Becoming a Regional Assessor

To be accredited by England Hockey as a regional assessor, a candidate must:

- a. Be accredited by England Hockey as a county umpire developer
- b. Have been recommended to a regional HUA as a suitable candidate
- c. Have been successfully assessed using the Regional Assessor Accreditation Form (provided separately, along with guidance)
- d. Be, as a minimum, an England Hockey accredited Level 1 assessed umpire (or its overseas equivalent)

At the discretion of a regional HUA an England Hockey accredited Regional (Level 2) umpire can be invited to become a candidate regional assessor, without having first been accredited as a county umpire developer. That individual must, however, still be formally accredited using the Regional Assessor Accreditation Form.

From 1<sup>st</sup> September 2017, existing Level 2 assessors will be known as regional assessors. It is, however, up to the regional HUA as to whether they are then deployed in that role.

It is the responsibility of regional HUAs to help prepare regional assessor candidates to be able to successfully demonstrate competence against all of the criteria on the form.

Regional HUAs are responsible for deciding who carries out the final 'assessment'.

### 7. NATIONAL UMPIRE COACH

#### Role Description

A national umpire coach will evaluate the performance of national (Level 3) umpires, helping them improve through support, observation and the provision of feedback. It is hoped that national umpire coaches will work with a small group of umpires over a sustained period of time (e.g. a full season).

#### Becoming a National Umpire Coach

To be accredited by England Hockey as a national umpire coach, a candidate must:

- a. Be accredited by England Hockey as a regional umpire coach
- b. Have been recommended to the NPUA as a suitable candidate
- c. Have been successfully assessed using the National Umpire Accreditation Form (provided separately, along with guidance)
- d. Be, as a minimum, an England Hockey accredited Level 2 (Regional) umpire (or its overseas equivalent)

At the discretion of the NPUA an England Hockey accredited Level 3 (National) umpire can be invited to become a candidate national umpire coach, without having first been accredited as a regional umpire coach. That individual must, however still be formally accredited using the National Umpire Coach Accreditation.

From 1<sup>st</sup> September 2017, existing England Hockey accredited Level 3 umpire coaches will be known as national umpire coaches. It is, however, up to the NPUA as to whether they are then deployed in that role.

It is the responsibility of the NPUA to help prepare national umpire coach candidates to be able to successfully demonstrate competence against all of the criteria on the form.

The NPUA is responsible for deciding who carries out the final 'assessment'.

### **8. NATIONAL UMPIRE ASSESSOR**

#### Role Description.

A national umpire assessor will evaluate the performance of national (Level 3) umpires. It is not intended that he/she should provide coaching advice.

#### Becoming a National Assessor

To be accredited by England Hockey as a national assessor, a candidate must:

- a. Be accredited by England Hockey as a regional umpire assessor
- b. Have been recommended to the NPUA as a suitable candidate
- c. Have been successfully assessed using the National Assessor Accreditation Form (provided separately, along with guidance)
- d. Be, as a minimum, an England Hockey accredited Level 2 (Regional) umpire (or its overseas equivalent)

At the discretion of the NPUA an England Hockey accredited Level 3 (National) umpire can be invited to become a candidate national assessor, without having first been accredited as a regional umpire assessor. That individual must, however, still be formally accredited using the National Assessor Accreditation form.

From 1<sup>st</sup> September 2017, existing Level 3 assessors will be known as national assessors. It is, however, up to the NPUA as to whether they are then deployed in that role.

It is the responsibility of the NPUA to help prepare national assessor candidates to be able to successfully demonstrate competence against all of the criteria on the form.

The NPUA is responsible for deciding who carries out the final 'assessment'.