

Section 3

Ideas to help Recruit, Retain and Develop Umpires

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Introduction

With the support of the FIH and their Continental Federation (CF) every National Association (NA) should be able to organise umpiring projects and events at National, regional and local levels.

We are sure that each NA will have creative people who can design and organise sustainable projects, as well as unforgettable events for their existing and potential umpires.

To assist you we have listed below “30 ideas to celebrate the WorldHockey Umpiring Boost”. Introduction & practice, Training, Knowledge, Mentoring, Exchange, Pathways, Image building, Fair play and Rewards programs are all included in this list.

Please adapt the ideas to your situation and have fun!

— Knowledge —

Hockey Rules OK

- Aim: Getting to know the rules
- Target Group: Youth – U11
- Location: At school, in club, at home
- Programme: Series of 3 magazines, with fact sheets on the rules, questions and answers and teaching cards
- Needed: Magazines, mentors (coach, teacher, parents) to check on the progress and discuss the different rules
- Support: Hockey England “Rules OK” magazines can be downloaded from the WHUB section of the FIH website: www.worldhockey.org

EXAMPLE HOCKEY RULES OK MAGAZINE

1. Introduction Hockey Rules OK Magazine Number 1

Introduction

Welcome to Number One of HOCKEY RULES OK! There are three magazines in the HOCKEY RULES OK! series and they are all available to you from your school or hockey club. Ask your teacher or coach to give you your next magazine when you are ready.

The HOCKEY RULES OK! Magazine series is designed to teach you more about the rules of hockey in an enjoyable way. At the beginning of each magazine is a Fact Sheet section and this is followed by a series of questions relating to play, the rules of hockey and hockey umpiring.

Once you have read the fact sheet, you will be ready to answer the questions and when you have completed them all, you can do your own marking with the assistance of the Answer Page at the back of the magazine.

The next stage of HOCKEY RULES OK! is Magazine Number Two and when that is finished, you progress on to the final one in the series.....Number Three.

2. Hockey Rules OK Example Questions and Answers

Umpires and Umpiring

What does this signal mean? Is it a free hit, a penalty corner or is it a hit-out?

Answer: _____

Describe the signal the umpire makes when awarding a penalty corner.

Answer: _____



3. Example Hockey Rules OK Teaching Cards

Card 4 - High Sticks



You must not play the ball when it is above shoulder height, unless you are defending a shot on goal

Umpiring
Signal



Website Q & As

- Aim: Website Forum, where top umpires answer the questions of visitors
- Target Group: Players and umpires at all levels
- Location: Website
- Programme: Programme: Q & As time on certain days (to be announced upfront)
- Needed: Top umpires willing to answer the questions; (optionally: webmaster to screen the questions)

Example questions

- When did you start umpiring, and why?
- When did you become an international umpire?
- Number of international caps?
- Favourite umpiring venue, and why?
- Favourite tournament, and why?
- Any pre-match habits or superstitions?
- Umpiring hero?
- Rule change that has most improved the game?
- Rule to change to improve the game further?
- Umpiring aims/ambitions?
- Add (appropriate) visitors questions!

Quiz Nite/s

- Aim: Testing knowledge of the rules and umpiring in a fun and competitive way
- Target Group: People of all ages, involved in playing and umpiring
- Location: Club, school
- Programme: Create several teams (e.g. junior team, members team, experts team) who compete against each other

- Needed: Questions, quiz leader, jury, teams

Example questions for club & regional umpires

1. You have awarded a penalty stroke. Both players are ready and you blow your whistle for the stroke to be taken. The GK moves from the goal line before the attacker has touched the ball. When the attacker takes the stroke, the GK makes a save. What is your decision?
2. It is a penalty corner. The ball is injected and the attacker at the top of the circle brings it straight back into the "D" and hits the ball at the goal. The ball travels over the goalkeeper and into the goal, having struck nothing else on its way in. The ball hits the net at the back of the goal just above the backboard. What is your decision?
3. An attacker strikes the ball towards the goal. A defender, standing just outside the post, plays the ball with their stick above the shoulder and deflects the ball over the back line. What do you give?
4. You have awarded a penalty stroke. While you are waiting for the two players to get ready for the stroke, the attacker takes the stroke before the whistle is blown, and the ball goes into the back of the net. What do you give?
5. The attacker is running in at the goal, gets into the "D", and shoots. The ball is lifted into the air, about 1m off the ground, and flies into the goal, having come no closer than 1m from any player. What is your decision?
6. It is a penalty corner. The ball is injected and the attacker at the top of the circle brings it straight back into the "D" and flicks the ball at the goal. The ball travels over the goalkeeper and into the goal, having struck nothing else on its way in. The ball hits the net at the back of the goal in the top left hand corner. What is your decision?
7. An attacker is running at a defender with the ball, and the defender moves in for the tackle, low to the ground, with hands wrapped firmly around the stick. As the defender makes the tackle, the ball comes off his/her hand, but he/she takes the ball away and continues to play. What is your decision?
8. At a penalty stroke, you have blown your whistle, and the attacker decides to take a run up before striking the ball. Is this ok?
9. You are in the middle of a match and the game is in full flow, with one team in the "D" about to shoot. Suddenly a dog runs onto the pitch from the back line and into the middle of the circle. What do you do?
10. You arrive at a hockey pitch, and discover that there are no corner flags to be placed on each corner of the pitch. What would be your decision?
11. You are in a very intense period of play where one team has had all the pressure, and one attacker from that team shoots at the goal. As it is being struck, the ball falls apart into many different pieces. Most of the ball ends up in the back of the goal, but there are some pieces lying around inside the "D" and outside the goal around the back line. What would your decision be?
12. In a quick manoeuvre, a defender from one team, who is inside his/her own circle, plays a long aerial ball to one of his/her attackers, who is in the attacking circle. The player takes the ball down inside the circle, shoots and scores. The GK is standing there bewildered, expecting you to blow your whistle for a foul. What do you do?
13. At a penalty corner, the attacker strikes the ball at the goal. The ball hits the GK's upper leg pad and goes into the goal, hitting the net about half way up the goal. What is your decision?
14. The ball is in the "D" which you are in control of. There is some intricate play, and this eventually leads to a goal. The defenders are all protesting that the ball has hit the attackers foot...every single one of them is complaining. What would you do?
15. It is two minutes until half time. One of the players on the pitch is heavily bleeding at the knees, and his/her team have no substitutes. What would your decision be?

Answers

1. The penalty stroke should be retaken – new rules 2004.
2. Difficult one huh! If the ball was rising, then the chances are that it crossed the line below or at the height of the backboard. If the ball was dipping, then chances are it crossed above the height of the backboard. This is what is supposed to come from the discussions.
3. Long corner. As long as the defender is close to the post and deflects the ball accidentally, then a long corner is the best decision.
4. 15m hit out. The attacker has broken the rules.
5. Goal! No danger was caused to any player if it didn't get closer than 1m.
6. Goal. NB: First hit at goal at a PC must cross at or below the height of the backboard.
7. Play on. The hand is part of the stick in this case.
8. No, this is not ok. The rules state that the attacker must start within playing distance of the ball.
9. Stop the game. Get the dog away from the pitch – locate its owner if applicable to get it put on a lead. Restart with a bully 15m from the back line level with where the ball was at the time of the stoppage.
10. No major problems...most umpires would just continue the match without corner flags present.
11. Bully 15m from the back line level with the centre of the goal. The whole of the ball must cross the line for a goal to be scored, and since this has not happened, a goal should not be awarded.
12. Goal! The ball can now be deliberately lifted over distance into the "D" and as long as there are no defenders nearby, a goal is the correct decision.
13. You need to judge again for yourself if the ball would have hit below the backboard if it had not struck the goalkeeper's pads. If not, then no goal. If the ball would have crossed below the backboard, then it will be a goal. Another close call!
14. Look up to your colleague for help...and go and discuss the situation with your colleague if necessary. If he has seen the offence, then you can give the free hit to the defence. If neither of you have seen the offence, then it is very difficult to change your mind, and so you must stick to your original decision of a goal.
15. No matter how long until half time, or how many substitutes a team has, any player who has a bleeding wound **MUST** be asked to leave the field of play until the wound is covered and the blood is cleaned up.

Umpiring Forum/Debate

- **Aim:** Show the importance of umpiring and to make umpires more inclusive in the game
- **Target group:** Players, coaches, umpires, officials from other sports
- **Location:** Central location, event
- **Programme:** Debate around a variety of game and umpire aspects. Optionally: have (4 or 5 small) role plays in which the umpire is asked to take a decision; use actors or players to play the role of the player
- **Needed:** Meeting room, moderator, coaches, players, umpires, (optionally) actors

Example forum/debate topics

• UMPIRE WIRING

Used now at all major WorldHockey Tournaments and in some National Leagues, should it be extended for use in all top National Competitions and other International Tournaments? Should the reserve umpire be wired to advise the on pitch umpires of off the ball incidents and/or assist with other decisions?

• THIRD UMPIRE AT WORLDHOCKEY TOURNAMENTS

Cricket and rugby already use this. Football is considering it. Should hockey introduce it, is it likely to be helpful or might it slow the game down if the third umpire has to be consulted?

• PENALTY CORNER RULE

There are worries about the safety aspects of the current penalty corner rule, especially where the drag flick is concerned. Defending players are now starting to wear additional protective equipment. Should the rule remain as it is? Or does it need changing, or abolishing altogether? Does the recent FIH penalty corner directive make them safer or does this give teams with a drag flicker an even greater advantage?

• DO UMPIRES AND PLAYERS UNDERSTAND EACH OTHER?

It is often suggested that umpires do not understand what players are trying to do. It is also suggested that players often do not understand what the umpires are trying to do. What can be done to help improve the umpire/player relationship?

• WHAT CAN HOCKEY LEARN FROM OTHER SPORTS, AND VICE VERSA?

Can hockey learn from other sports mistakes? Can other sports learn from hockey's mistakes? As an example, consider the respect that is given to rugby referees by players and spectators, and then compare it to the lack of respect shown to football referees. Where does hockey fit into this scenario?

• DO WE HAVE TOO MANY RULES CHANGES?

Do we have the Rules altered too often? Do we need a period of stability with no changes? Should we adopt either a 2 or 4 year cycle, based around either the World Cup and/or the Olympics like other sports do?

• CONSISTENCY OF RULES INTERPRETATIONS

Football referees are always being accused of being inflexible and refereeing by the book. Hockey umpires have far more decision-making flexibility, but are often termed inconsistent in their rules interpretations. How can we achieve a balance that is acceptable to both players and umpires?

• SHOTS AND GOALS

What can be done to make hockey more understandable to the spectator or television viewer? Do we need to worry about it – who understands the rugby laws anyway? What can be done to improve hockey and encourage more open, attacking play? Is there too much emphasis on scoring goals at penalty corners, rather than in open play? Should we consider three points for scoring a field goal and one point for a penalty corner goal?

Top tips by top umpires

- Aim: To make umpiring a more inclusive part of the game and to increase rules and umpiring knowledge
- Target group: Players, coaches and umpires at all levels
- Location: Website, magazine, newsletter
- Programme: Each time new tips by new umpires
- Needed: Editor, website/magazine, top umpires

Example (article from World Hockey Online (WHO), March 2004, www.WorldHockey.org)

With two Olympic qualifying tournaments coming up, umpires are set to play a crucial role. Former Olympic and World Cup umpire Gill Clarke provides some useful tips.

• 5 THINGS AN UMPIRE SHOULD ALWAYS DO AND CONSIDER UP TO AND DURING A TOURNAMENT

1. Prepare thoroughly, both physically and mentally and get match fit – the game continues to get faster, more professional and technically sophisticated, umpires must be ready to meet these challenges; during the tournament it will be crucial to focus on your match appointments and prepare mentally for each game –all are important. This will involve planning when/where you meet with your colleague to discuss your controlling of the game and making transport arrangements. Have a contingency plan in case the transport gets delayed and / or lost! Think about the teams involved and their styles of play. Your preparation will also include planning what and when you eat/drink - get a good night sleep beforehand, allow plenty of time for relaxation and mental rehearsal / visualisation – have strategies in place to deal with your nerves. Think positively; remember the things you did well in your last match. At the pitch 'soak up the atmosphere' – the crowd, the noise, the playing conditions. As the time gets nearer make sure that you allow plenty of time and space for yourself to focus on the match. After the match reflect on what went well, what you need to re-examine and / or improve.
2. Understand the game and what coaches and players are trying to do and appreciate what's at stake for them;
3. Let the game flow - know when not to blow, be courageous, intervene as little as possible;
4. Sort out what is trivial and what really matters;
5. Umpire within the spirit of the game not the letter of the law – don't be pedantic.

• 5 THINGS AN UMPIRE SHOULD NEVER DO

1. Assume things - e.g. the noise of sticks clashing – this may not be a foul, allow the players to tackle, etc.;
2. Look for fouls - umpire the game in front of you;
3. Loose your cool and over react to situations – retain your sense of justice and fairness - remember the players are the thing;
4. Be too hasty – take some time, wait and see / be prepared to gamble – try not to disrupt the flow of the game;
5. Be inconsistent in decision making – especially with regard to penalty corners.

— Fair Play —

Fair play programme

- Aim: To create greater understanding of the importance of fair play
- Target group: Players, parents, coaches, umpires
- Location: Club, school
- Programme: Discuss what fair play is in the club or at school, write about good practice of fair play in the club/school magazine, include fair play in the education of coaches and umpires
- Needed: Fair play guidelines, examples of good practice

Example: fair play programme for children 7-11

On the WHUB section of the FIH website you will find the complete fair play programme for children in the age group 7-11. It discusses several themes of fair play (how to be a good host, how to be a good guest, how to look after your equipment, how to behave towards the coach & umpire, etc.) and contains exercises for the young players to fill out or discuss.

How Fair Do You Play?

Introduction

Hockey is a fun and enjoyable sport and it needs to stay that way. We all have to contribute, both on and off the pitch, to ensure that our sport continues to be fun. Our teams, our coaches and everyone involved in hockey has a responsibility for this. The umpires officiate games because they enjoy it. Our opponents also want to enjoy the game. We need to look after our own equipment, and that of our club, school and our opponents. All these things are part of FAIR PLAY. In the next exercises YOU can express how you can make hockey an even fairer game, so that it continues to be the fun and friendly game we all enjoy!

Theme 1: How is your sportsmanship?

All teams who play in competitions and leagues, play to win. This is only natural, because the reason you train and play games is to try to win. This is not a problem provided that it is done fairly – not only on but also off the field. If we forget this then we have no friends, no opponents and no game to enjoy.

Task: Ask your parents or coach to give a few short examples of:

1. fair play, on the field
2. fair play, off the field
3. unfair play, on the field
4. unfair play, off the field

The other themes, including pictures, are described in the booklet which has been provided by the KNHB and may be downloaded from the WHUB section of the FIH website.

— Introduction and Practice for Young Umpires —

Playing & Umpiring Festival

- Aim: Introduction to and/or practice of umpiring during a fun day or weekend
- Target group: (Potential) young umpires, 8-14 years and 14+
- Location: Central location
- Programme: Workshop in the morning, small side games where umpires can practice their skills in the afternoon.
Example workshops:
 1. For 8-13 year olds: Rules OK, Rules Quiz and/or Fair Play Programme (see previous pages)
 2. For beginner umpires 14+: Kick off workshop: to give some umpiring tips and to show that umpiring is fun!
 3. For the more experienced umpires 14+: Challenge workshop: discussing challenging umpire situations
- Needed: Workshop conductor, mentors to guide umpires during small games, young players to compete in the small games

"I am a hockey person" – taking your turn to whistle in a small size games tournament

- Aim: Introduction to and/or practice of umpiring during a small size game tournament
- Target group: (Potential) young umpires, 8-13 and 14+ year old
- Location: Central location
- Programme: Tournament where players will be introduced to umpiring. Each team has 1 player "too many" and players take turns at umpiring.
- Theme: The theme can be "I am a hockey person" and "we are all an important part of the same game". The idea of this is to encourage young players to see themselves as a total hockey person, taking up umpiring and doing more than just playing!
- Needed: Coordinator to do the briefing on rules at this tournament and to show that umpiring is fun, mentors to guide and encourage umpires during small games, players to compete in the small games
- Rules: Mini Hockey Rules

Young Players & Umpires' Camp

- Aim: Introduction to and/or practice of umpiring during a mini hockey & young umpires' (summer) camp
- Target group: (Potential) young umpires, 13-18 year old
- Location: Central location in the region
- Programme: Mini Hockey Camp (players 8-13). Added into/onto this camp is the opportunity for (potential and/or existing) young club- and school umpires in the age group 13-18 to officiate the mini games (with mentor), to follow basic umpiring workshops, to watch an umpiring video, to join the quiz night, to listen to the story of a top umpire or (inter)national young umpire talking about his/her career, to compete for umpire of the camp award, etc

- Needed: Organization committee to set up the mini hockey camp, youth players, mentors to guide the umpires (1 mentor for 5 young umpires) and to organise the umpire activities

How to attract more young people to umpiring?

In June and July 2004, the FIH Youth Panel interviewed 63 young male and female umpires from all over the world in the 14-23 years old age group and asked them what made them taking up umpiring, who influenced their decision to become an umpire, what their role models are in umpiring, how umpiring could be made more attractive to young people, what can be done to maintain young umpires, what support they need and what tips they would give to new young umpires.

Below you will find the responses, which can help you in your promotion of umpiring amongst young people.

• YOUNG UMPIRING QUESTIONNAIRE – SUMMARY OF RESPONSES (63)

1. What made you take up umpiring?

- Enjoyment
- To learn the rules
- Links through coaching
- School/club requests
- Control
- Extra dimension to hockey involvement – another point of view
- Duke of Edinburgh Award
- Giving back to hockey
- Injury

2. Who influenced your decision to become an umpire?

- Youth Games staff
- Family
- Club Members
- Coach
- Local Umpires Officers/National Umpires Officers
- Bad umpires...the thought that one could be better than them!

3. Who are your role models in your umpiring?

- Senior umpires/umpire coaches
- International Umpires
- Family members
- Young umpire mentors

4. How could umpiring be made more attractive to young people?

- Young Umpire events
- Promotion and publicity about events
- Learn about umpiring earlier in playing career
- Free kit
- Payment of a match fee
- Provide a starter pack
- Promote umpiring in schools
- Players should treat them with greater respect
- Awards for Players' Umpire of the Tournament
- Good support structure
- Stop women from having to wear skirts

5. *In what ways could umpiring courses be better suited to young people?*

- Young people to run the courses
- Make courses more accessible
- Wider advertising of courses
- Less wordy courses...lighter on the theory side
- Use of more media...video or computer especially

6. *What can be done to keep young umpires umpiring once they have begun?*

- Appoint mentors
- More opportunities at higher levels
- Clearer pathways
- Weekend “fun” umpiring courses/camps held more often
- Feedback on performances and ways to improve
- Better communication i.e. young people’s newsletters etc

7. *What kind of help/support guidance is required for young umpires? Is there too much at the moment (too many people trying to tell you too many things) or is there too little?*

- More feedback is better...always looking to improve and move onwards
- Use more experienced YOUNGER umpires rather than “oldies”
- Appoint mentors
- Many opinions can be confusing more often than helpful

8. *If there was such a thing as a “young umpires starter pack” what items would you include?*

- Whistle
- Cards
- Rules Book/Guide to Umpiring
- Stopwatch
- Contact details for local umpire coaches
- Dates for opportunities to watch high level hockey and thus high level umpires
- Umpiring shirt
- Umpiring/International Video/DVD
- Discount subscription to fitness centre

9. *What would be your top tips to a young person who is new to umpiring?*

- Umpire how you would like to be umpired
- Just go out and do your best
- Give it a try...it can’t do any harm!
- Be confident!
- Go with your instincts
- Relax
- Enjoy
- Have fun!
- Umpire for the players, not yourself

— Umpire Training —

Umpire Courses

1. Young Player Umpire Accreditation

- Aim: To learn about the rules with the emphasis on fun and fair play, to understand the role of the umpire and then progress to umpire Mini Hockey games
 - Target group: Young players and existing and potential young umpires, aged 8-13
 - Location: Central location
 - Programme: Based upon classroom tuition, practical demonstrations, an examination paper and a practical assessment on a game of mini or 11-a-side hockey
 - Needed: Organizer, course conductor
- See Section 1 of the Handbook

2. Starter Umpire Accreditation

- Aim: To learn about the rules of the game and some basic umpiring skills, prior to becoming involved in competitive hockey
 - Target group: Students (aged 14 years and up), inexperienced club players, school teachers and parents/helpers involved in either mini or 11 a side hockey
 - Location: Central location
 - Programme: Based upon classroom tuition, an examination paper and a short practical assessment on a game of mini or 11 a side hockey
 - Needed: Organiser, course conductor
- See Section 1 of the Handbook

3. Level 1 Umpire Accreditation Course

- Aim: To learn the basics of umpiring competitive hockey
 - Target group: Potential umpires in local leagues and club games/events
 - Location: Central location
 - Programme: Based upon classroom tuition, a number of practice games, an examination paper and a practical assessment on an 11-a-side game
 - Needed: Organiser, course conductor
- See Section 1 of the Handbook

4. Level 2 Umpire Accreditation Course

- Aim: To prepare umpires who officiate at the top levels of the regional programmes to become eligible for assessment in the national programme
 - Target group: Potential umpires at area/province/state (regional) standard, who are active level one umpires and who have passed the relevant fitness test
 - Location: Central location
 - Programme: Based upon assessment in a game or games in regional programmes, leagues, finals or other games considered to be of the required standard
 - Needed: Organiser, course conductor
- See Section 1 of the Handbook

5. Level 3 Umpire Accreditation Course

- Aim: To prepare umpires to be able to officiate at the very top level of the national programme and eventually to become eligible for selection for nomination to international appointments
- Target group: Potential umpires officiating in a national programme or national league, who are active level two umpires and who have passed the relevant fitness and any other umpiring tests
- Location: Central location
- Programme: Based upon assessment in a game or games in the national programme or other games considered to be of the required standard
- Needed: Organiser, course conductor

See Section 1 of the Handbook

Umpire Training Centres

1. Centres for umpires' development

- Aim: To train people in umpiring
- Target group: Starting, enthusiastic umpires
- Location: Central location, preferably around a tournament (in order to assist with practical work)
- Programme: (Group) coaching sessions – see example below
- Needed: Organiser, umpiring coach as mentor/facilitator

Example Programme

Start: Get together. The umpire coach and the umpires introduce themselves.

Split the group in sub groups or work with the whole group (depending on the size of the group) on the following subjects:

1. *Theoretical*

- Umpire preparation and assessment: What does an umpire have to do off the pitch before and after a match? (plan travel and time of arrival at the pitch, arrangements with their colleague, check and pack own equipment, pre-match talk, check the pitch and formalities, post-match assessment...)
- Positioning: Where to position yourself to enable you to see the ball clearly at all times, during open play and at set pieces?
- How to control the game without giving cards? (Whistling, signalling, body language, gestures, facial expressions ...)
- Penalty options (Match penalties: free hit, 10m progression, penalty corner, penalty stroke; personal penalties...)

2. *Practical*

Whilst watching a match the group has to consider a variety of topics based around the theoretical discussions.

- Meet and discuss the results, based upon match observations
- Meet with the match umpires to discuss the match and to ask questions.

2. Centres for umpires' excellence

- Aim: To train people in umpiring
- Target group: Talented umpires
- Location: Central location, preferably around a tournament (in order to assist with practical work)
- Programme: Individual coaching sessions for talented umpires
- Needed: Organiser, umpiring coach or top umpire mentor/facilitator

Example programmes:

1. Get together with a fitness trainer and work on fitness and / or learn about fitness for umpires.
2. Get together with a psychologist and work on your mental preparation and / or learn about mental skills for umpires.
3. Get together with your mentor and visit a match. Discuss afterwards the results with the mentor and / or the match umpires.
4. Get together with your mentor and umpire a match. Discuss afterwards with the mentor, colleague and / or players.
5. Get together with someone who can advise you concerning how to balance the requirements of your professional and umpiring career.
6. Get together with the person who is responsible for umpiring in your country/NA. Plan and structure your umpire career.

— Mentoring —

Umpiring Buddy (mentoring) system

- Aim: Good coordination of umpires and umpiring training
- Target group: All people involved in umpiring within a club / school / region
- Location: Club / school / region
- Programme: Appointment of an “Umpiring Buddy”, who mentors umpires and provides training. Various options:
 1. Be your own buddy, by self assessment and education through staying after games to talk to players, coaches and umpires, rather than just going home
 2. Buddy = player or coach from the game you umpire (this enhances the appreciation of the game by the umpire, who now starts to understand the player/coach)
 3. Buddy = senior club umpire, who is appointed as umpire coach to assist all club umpires
 4. Umpiring cells at a local or regional level; senior umpire or umpire coach is allocated 4 or 5 umpires to look after
 5. One to one mentoring at regional or national level
- Needed: Job description, allowance (or volunteers job)

Example of an Umpiring Buddy job description

The Umpire's Buddy is someone who an umpire can look to for advice, someone who can give the umpire tips on how to improve their umpiring, and someone who can help the umpire to try and achieve their umpiring goals. The Buddy will be able to help the umpire to try to overcome hurdles in their progression pathway, and enable an umpire to have someone who they can turn to for guidance and assistance during that part of their umpiring career.

An umpire would usually benefit from a Buddy who has umpired or is umpiring at a level to which they aspire, because they are then able to offer relevant advice which will help in trying to achieve their goals.

In return, the Buddy is able to gain umpire coaching experience, which may assist in progressing their own umpire coaching career. It also helps the Buddy to see umpiring from a different point of view, and may even be able to give them some ideas as to how to improve their own umpiring.

THE KEY RESPONSIBILITIES

- To be someone who the umpire can turn to, a first point of contact, when they need help or advice
- To give help and tips to help the umpire to improve their performance
- To help the umpire overcome difficult patches in their umpiring career
- To advise the umpire who else they can contact for further assistance within the umpiring world.

— Exchange —School – Club links

- Aim: To provide information on (new) rules to the schools, to interest school players/umpires in club hockey
- Target group: School players and teachers
- Location: Schools around the club
- Programme:
 - a. club umpire to give a rules or basic umpiring lesson at schools in the area
 - b. school players/teachers to try out umpiring at a club session or tournament
- Needed: Club umpire who will visit the schools, club events as try out sessions for school teachers/players

Suggested programme

Elements can be selected from the “Young Player Umpire Accreditation” programme, “Hockey Rules OK” and the “Starter Umpire Course”

Umpiring twinning

- Aim: Gaining experience across regions and countries to enable exposure to different playing and umpiring styles
- Target group: Schools, club, regions, countries
- Location: Variable
- Programme: Exchange of knowledge and people
- Needed: Twinning partner: NA to provide national opportunities. For assistance with international exchanges countries/umpires can send their twinning request to the WHUB section of the FIH website.

Internet chat

- Aim: To exchange thoughts and ideas with each other
- Target group: Umpires of all levels
- Location: Website
- Programme: Chat room, where umpires can exchange information. Webmaster to screen the conversations is recommended. Option: specific hours for certain umpire levels.
- Needed: Chat room on website, webmaster

— Pathways —

Young umpire passport / certificate

- Aim: To provide umpiring pathways for young players / umpires
- Target group: Young players / umpires
- Location: Club / school
- Programme: Stamp of (successful) participation in passport after each attendance in an umpiring training event or programme
(Example 1: Festival – stamp 1; Summer camp – stamp 2; Level 1 course – stamp 3. Example 2: Successfully participate Hockey Rules OK – stamp 1; Young Player Umpire Accreditation – stamp 2; Starter Umpire Accreditation – stamp 3).
Alternatively certificates 1-3
- Needed: Mentors, passports/stamps or certificates

Development model / template

See Section 1 in this Handbook

— Development Xtras —

Action shot competition

- Aim: To create an umpiring picture gallery on the website, to award prizes for the best action shots of umpires and to make people aware that umpiring is a job full of action!
- Target group: All hockey people
- Location: All locations where umpires officiate a game
- Programme: Prize competition: who takes the best umpire action shot (example: “spot the ball”, “what is your decision?”, etc.). categories U18 and U65
- Needed: Website, communication of prize competition, jury, prizes

National Poster Competition

- Aim: To create a National Umpiring Art Gallery
- Target group: Youth, categories U11 and U18
- Location: Posters can be designed at home, at school or in the club; Art Gallery in NA office, NOC building, at (inter) national event?
- Programme: National competition: who designs the best poster? Categories U11 and U18. Alternative: design a pin, a postcard, video
- Needed: Instructions & criteria

Rules of the last Century

- Aim: To have fun, playing with the rules (and outfits?) from ... years ago
- Target group: Players, umpires, coaches, supporters
- Location: Club / school
- Programme: Print the rules of the last century (go as far back as you want!) and play a tournament with these rules. Each team brings 1 or 2 umpires. Prize for the most beautiful last century outfits!
- Needed: Rules, players, umpires

Example: History of Rules: you can download this from the WHUB section of the FIH website. Go back to whatever time period you like and play with the rules at that time!

Mini Umpiring Olympics

- Aim: To have fun by competing in a mini Olympics, with the whistle as central focus
- Target group: Young players up to 11 years old, (potential) umpires
- Location: Club / school
- Programme: Circuit with duties: who can whistle the nicest song? Who can run the track between two umpiring signs faster? (For more stations see example below)
- Needed: Organisation, scorers per station

Example programme

A group exists of 4 - 5 young umpires. All of them have their own whistle (if possible). They go from station to station in a circuit where they have to fulfil the following tasks:

1. Blow your whistle:
 - a. Who can whistle the nicest song?
 - b. Who can blow the whistle the longest?
 - c. Who can reach the highest tone?
 - d. Who can reach the lowest tone?
 - e. Who can run the track between two umpiring signs the most number of times within 1 minute?
2. Who can reach level 4,5,6 of the beep (umpire?) test
3. Who can run the " U " (of umpiring) fastest? Start with running forward the " I ", side steps lowest part of the U" and backwards the " I "
4. Who knows the answer of these umpiring questions (what to do when a player...)
5. Signal please! What signal do you use in the following situation...

Each station has a scorer, who gives points to each individual or team. A time controller gives the start and finish times. The umpire (group) with the most points is the winner!

— Image Building —

Umpiring in playing coaching courses

- Aim: To create more understanding for umpiring and umpires amongst coaches
- Target group: Coaches
- Location: Coaching course location
- Programme: Invite a top umpire as guest speaker, organise an umpire-coach debate (see heading “Knowledge), show a video with difficult umpiring situations
- Needed: Coaching course, top umpire, moderator debate, video

Why take up umpiring?

- Aim: To show readers why umpiring is fun
- Target group: (potential) umpires, coaches, players
- Location: Brochures, club magazine, national magazine, newsletters, etc.
- Programme: Write about careers of top umpires and young umpires and their ambitions
- Needed: Interviews, action shots, editor, magazines, newsletters

The FIH Youth Panel interviewed 63 young male and female umpires from all over the world in the age group 14-23 and asked them what made them taking up umpiring, who influenced their decision to become an umpire, what their role models are in umpiring, how umpiring could be made more attractive to young people, what can be done to maintain young umpires, what support they need and what tips they would give to new young umpires.

In the ideas section “Introduction and Practice for Young Umpires” you will find the responses, which can help you in your promotion of umpiring amongst young people.

Change the picture!

- Aim: To change the image of umpiring into a youthful, useful, happy activity
- Target group: (Potential) umpires, coaches, players
- Location: Brochures, club magazine, national magazine, newsletters, etc.
- Programme: Show action pictures of smiling, young umpires (on the move)
- Needed: Pictures, photographer, editor

— Say Thanks! —Thank you “UmParty”

- Aim: To reward umpires for investing time and energy in the game
- Target group: Active umpires
- Location: Club / school / regional / national
- Programme: Social event with speeches to thank the umpires. Hand out certificates to all active umpires
- Needed: Organisers, venue, speeches, present (like free game visits)

Example Thank You certificate: can be downloaded from the WHUB section of the FIH website.

Awards

- Aim: To reward umpires for investing time and energy in the game
- Target group: Active umpires
- Location: Club / school / regional / national
- Programme: Vote for the best/most active/most promising umpire or umpire coach
- Needed: Jury (e.g. players?), awards, awards ceremony

Umpires tournament

- Aim: To thank active umpires and to help keep them involved
- Location: Club / school / regional / national
- Programme: Recreational tournament, played and umpired by the active umpires
- Extra: Fun competitions can be added, such as the “longest whistle” and the “most beautiful song”, whistled by an umpire
- Target group: Active umpires
- Needed: Tournament organisation

Family umpiring tournament

- Aim: To thank active umpires (and their families) with a fun family event
- Target group: Umpires and their families
- Location: Club / school / regional location
- Programme: Umpires and their families build (mixed) family teams. All team members have to umpire during the tournament (with the support of experienced umpires)
- Optional: “Umpires on Stage”: in between matches the umpires design a performance which they have to show at the end of the tournament
- Needed: Tournament organisation, experienced umpires

Umpire of the Month Competition

- Aim: To thank and acknowledge active umpires and to build respect for umpires amongst young players, youth hockey organizers and coaches
- Target group: Junior hockey players, junior hockey organizers, active umpires
- Location: Regional or National competition Clubs / schools.
- Programme: Leaflet which can be filled out by junior players, organizers or coaches. Front part of the leaflet “does this sound like your umpire”? Back part, upper half: thank you letter for the umpire. Lower half: section to enter the Umpire of the Month Competition
- Needed: Leaflet, distribution, jury

Example “Thanks Umpire” leaflet (designed by New Zealand Hockey Federation – NZHF)

• FRONT PAGE:

Does this sound like your umpire?

Treats everyone equally and fairly

Has a friendly, welcoming and caring nature

Apppearance & attitude – dresses like an umpire and is a good role model

NZHF accreditation – attends recognised umpiring courses and implements latest info

Knows sport health issues – Sunsmart, Smokefree, safety equipment

Strives to perform in a professional manner

Understands the game and allows players to use their skill

Makes the game safe by eliminating dangerous play

Performs to the best of their ability and is willing to learn

Is open to providing and receiving positive and constructive feedback

Relaxed and calm – enjoys the game

Eliminates any verbal, physical or emotional abuse

If your umpire has the attributes listed above, take the opportunity to say “Thanks Umpire” and present them with the letter overleaf in recognition of their commitment to having a positive impact on young participants.

• REVERSE

Dear Umpire,

Umpiring can often be a thankless task.
Your efforts are recognised and appreciated.

As an umpire you play an important role by providing opportunities for people to achieve sporting and personal potential. We couldn't play the game of hockey without you.

Space for personal message

Thanks Umpire!

Enter in the "Umpire of the Month" competition and acknowledge your umpire!
Enter as many times as you like and there is a new umpire selected each month.
Simply send the section below to:

Name coordinator: _____

Name association: _____

Address association: _____

Or email: email address association: _____

Name of Umpire: _____

Club / School / Regional Association: _____

Why your umpire is so great: _____

Nominator: _____

Signed: _____