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Umpire Developer Pathway

Effective from Sept. 2027



Background Information

- * With the changes to the England Hockey Umpiring Pathway, it is also necessary to update the Umpire Developer structures to ensure they both align
- * The changes to Umpire Development will allow for greater consistency and standardisation across all 8 areas and EHO Branches which will be crucial in ensuring the quality and integrity of the Umpiring Grades
- * With the new structures, we will be able to introduce centrally managed and delivered training for Developers, allowing them to be locally deployed at all Grades
- * The changes to the Umpire Developer structures will help achieve the end goals of the new Umpiring Pathway including:
 - ✓ Better quality and more confident umpires at Club, Area & National Level
 - ✓ Consistency in umpires moving across the country
 - ✓ Better learning and engagement by everyone involved
 - ✓ More professional structures and community



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Developer Characteristics



NPUA's Characteristics for Umpire Support will be adopted to become the EHO Characteristics to establish consistency across all levels



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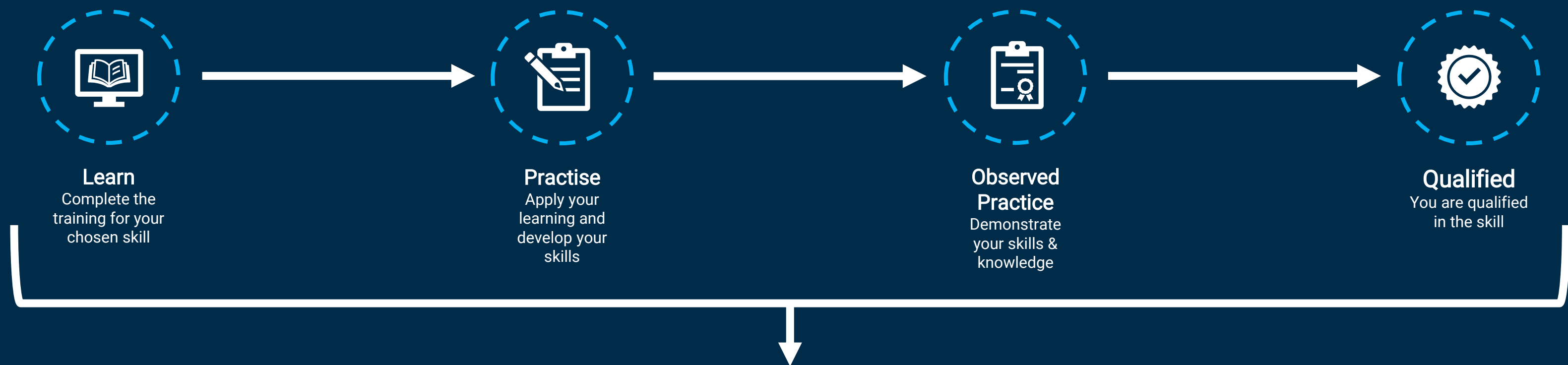
Developer Grades & Skills

- * Umpire Developers will have to complete “Technical Training” at each Grade. Technical Training includes what Umpiring Characteristics and Hockey specific skills are being looked at
- * The initial Grade 3 Technical Training will also include the Coach Skill Module
- * If Umpire Developers wish to undertake a different role, they need to complete Skill Training. This only needs to be done once.
- * Once skill training is completed, Developers will be able to operate at the Grade for which they have had Technical Training
- * Umpire Developers will receive CPD training that is relevant to their Technical Grade and Skill to ensure quality standards are maintained
- * All training will be done centrally via EHO to ensure consistency across the country

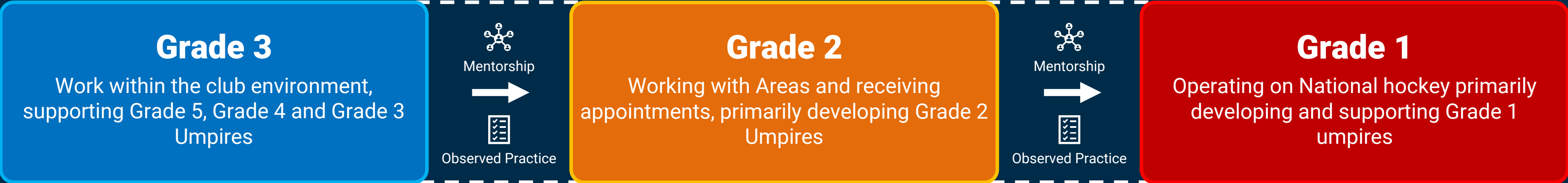


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Developer Pathway



Operate at the level of your hockey grade



✱ People already operating at the hockey grade e.g. as an umpire, will be able to move into that same level as a Developer

✱ If people are not already operating at the level and wish to move upwards, they would need to have mentorship and observed practice by the higher level

Developer Skills Training



✱ All Developers will have to complete the core training. This will only have to be completed once

✱ Developers then complete the e-learning skill training for each skill they wish to undertake

✱ The final step will be observed practice for that developer to be signed off with their new skill



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Developer Grades Overview

Grade 3 Developer

* Grade 3 Developers primarily operate within club environments, supporting the recruitment, development and retention of Grade 5, Grade 4 and Grade 3 umpires



Coach

Develops Grade 5, Grade 4 and Grade 3 umpires within the club environment through observation, coaching conversations and constructive feedback, encouraging officials to reflect on their game

Tutor

Delivers the Core Skills Umpire Course, introducing new officials to the fundamentals of umpiring

Mentor

A Grade 3 Umpire Mentor helps officials within their club set goals, overcome challenges and develop their confidence and potential

Assessor

Assesses the performance of Grade 3 umpires, and those working towards Grade 3, against the England Hockey Umpiring Pathway. Provides objective, evidence-based evaluations to confirm readiness for qualification

Manager

Coordinates and supports the officiating workforce within clubs or local sub area competitions

Grade 2 Developer

* Grade 2 Umpire Developers primarily operate within Areas playing a key role in identifying talent and preparing officials for higher levels of officiating



Coach

Accelerates the development of Grade 3, Grade 2 and aspiring Grade 1 umpires, using observation questioning and constructive feedback across Grade 2 competitions helping officials refine advanced umpiring skills



Assessor

Assesses the performance of Grade 3, Grade 2 and aspiring Grade 1 umpires providing evidence-based evaluations that help shape progression decisions. Also able to complete competency checks for Grade 3 Developers



Tutor

Delivers advanced umpire and developer education, preparing officials to coach and develop others



Mentor

A Grade 2 Umpire Mentor helps officials navigate progression, prepare for higher levels of officiating and achieve their long-term development goals



Manager

Leads and coordinates the umpire workforce across Area appointed competitions

Grade 1 Developer

* Grade 1 Developers operate within the national performance environment, supporting the development of Grade 2 and Grade 1 umpires and umpire developers



Coach

Supports the development of Grade 2 and Grade 1 umpires, including those officiating within the national performance pathway. A Grade 1 Umpire Coach delivers high-performance coaching preparing officials for highest levels of officiating



Assessor

Assesses the performance of Grade 2 and Grade 1 umpires within the national performance environment. May also assess the competency of Umpire Developers progressing through the Umpire Developer Pathway



Tutor

Leads national learning programmes, developing tutors and ensures consistency across England Hockey education



Mentor

Provides long-term mentoring for high-performance officials, supporting performance, progression and personal umpire development



Manager

Leads the management and development of nationally appointed officials at national competitions and programmes



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Developer Skills Overview



Coach – Overview



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Purpose: Help umpires improve performance through observation, feedback, reflection and structured coaching



Role Description

Supports the development, performance and progression of umpires within the England Hockey Umpiring Pathway.

The role focuses on improving technical knowledge, game management, decision-making and confidence through observation, feedback and structured coaching interventions, aligned with England Hockey values and performance standards



Role Insight

- ✓ Trained by EHO
- ✓ Deployed by Areas / NPUA
- ✓ Works with umpires within their qualified grade(s)
- ✓ CPD to main consistency & quality



In Practice

- Observe an umpire during a match
- Hold post-match coaching conversation
- Complete an umpire feedback report
- Agree development goals and an action plan for next match



Coach – Characteristics



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Purpose: Help umpires improve performance through observation, feedback, reflection and structured coaching



Observer

Observes performance objectively, identifying patterns, strengths and opportunities for development. Uses a strong understanding of the Rules of Hockey, current interpretations and game management to analyse performance



Communicator

Builds trust through clear, constructive and effective communication. Actively listens, asks insightful questions and adapts their style to encourage reflection, promote learning and support meaningful coaching conversations



Motivator

Creates a positive learning environment that encourages ownership, reflection and continuous improvement. Challenges and supports officials appropriately, helping them identify solutions, build confidence and achieve agreed goals



Integrity

Acts with honesty, professionalism and impartiality in every interaction. Maintains confidentiality, produces timely and objective reports and consistently demonstrates the values and behaviours expected of an EH Umpire Developer



Growth Mindset

Takes ownership of personal development by actively seeking feedback, reflecting on practice and embracing continuous learning. Remains current with changes to the game, coaching practice and England Hockey guidance



Coach – Skill



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Purpose: Help umpires improve performance through observation, feedback, reflection and structured coaching

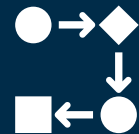


To Achieve

Complete the “Foundations of Umpire Development” tutor-led modules, together with the required Safeguarding and EDI Training

Once the Developer Core training has been completed, successfully complete the Coach Skill E-Learning

Following training, gain practical experience by coaching on matches before completing an observed practice assessment within two years



Grade Progression

Coaches may progress through the grades as their technical knowledge, experience and coaching competence develop. To progress, register interest with EHO who will then assign a mentor to support development



With the Skill

Coach officials within the grade(s) for which they are qualified, providing feedback and coaching conversations following each match. Complete feedback reports where required and work with relevant appointing bodies to support the development of the umpiring workforce



Maintaining Skill

To maintain the Coach Skill, complete England Hockey Coach CPD at least once every three years to ensure coaching practice remains current and consistent. Coaches must also maintain the required safeguarding training and any other mandatory learning set by EHO



Assessor – Overview



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Purpose: Help ensure officials meet the required performance standards through constructive evaluation



Role Description

Supports the qualification, progression and performance of umpires within the England Hockey Umpiring Pathway.

The role focuses on objectively evaluating umpire performance against the England Hockey Officiating criteria, providing evidence-based feedback that helps qualification progression and development while maintaining consistent national standards



Role Insight

- ✓ Trained by EHO
- ✓ Deployed by Areas / NPUA
- ✓ Works with umpires within their qualified grade(s)
- ✓ CPD to maintain consistency & quality



In Practice

- Observe an umpire during a match
- Assess performance against pathway criteria
- Complete an umpire feedback report
- Recommend qualification, progression or further development



Assessor – Characteristics



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Purpose: Help ensure officials meet the required performance standards through constructive evaluation



Performance Assessment

Evaluates umpire performance objectively against the England Hockey Umpiring Pathway, applying assessment criteria consistently and using evidence gathered. Makes balanced impartial judgements that support national standards



Communicator

Communicates assessment outcomes clearly, professionally and respectfully. Explains decisions using objective evidence, ensuring officials understand how conclusions have been reached and what is required to progress



Observer

Observes performance accurately throughout the match, recognising key incidents, identifying performance trends and distinguishing between isolated events and consistent behaviours. Demonstrates excellent understanding of the game



Integrity

Acts with honesty, professionalism and impartiality in every interaction. Maintains confidentiality, produces timely and objective reports and consistently demonstrates the values and behaviours expected of an England Hockey Developer



Growth Mindset

Takes ownership of personal development by actively seeking feedback, reflecting on practice and embracing continuous learning. Remains current with changes to the game, assessment practice and England Hockey guidance



Assessor – Skill



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Purpose: Help ensure officials meet the required performance standards through constructive evaluation

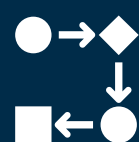


To Achieve

Complete the Foundations of Umpire Development tutor-led modules, together with the required Safeguarding and EDI Training

Once the Developer Core training has been completed, successfully complete the Assessor Skill E-Learning

Following training, gain practical experience by completing supported assessments before an observed practice assessment within two years



Grade Progression

Assessors may progress through the grades as their technical knowledge, experience and competency develop. To progress, register interest with EHO. A mentor will be assigned to support development before a competency check



With the Skill

Assess officials within the grade(s) for which they are qualified by observing performance, evaluating against the pathway and completing evidence-based reports. Provide clear recommendations regarding qualification, progression or further development while supporting consistency across officiating



Maintaining Skill

To maintain the Assessor Skill, complete the England Hockey Assessor CPD at least once every three years to ensure assessment practice remains current, objective and consistent. Assessors must also maintain the required safeguarding training and other mandatory learning set by EHO



Tutor – Overview



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Purpose: Develop the knowledge and skills of umpires and developers through engaging inclusive and effective learning



Role Description

Supports the education and development of umpires and umpire developers within the England Hockey Officiating Pathway.

The role focuses on planning, facilitating and evaluating high-quality learning experiences that develop knowledge, practical skills and understanding. Tutors create positive learning environments that encourage participation, discussion and confidence



Role Insight

- ✓ Trained by EHO
- ✓ Delivers EHO learning programmes
- ✓ Works with umpires and umpire developers
- ✓ CPD to main consistency & quality



In Practice

- Deliver tutor-led learning modules – both online and in person
- Facilitate group discussion and practical activities
- Support learners throughout the course
- Evaluate course learning and provide developmental feedback



Tutor – Characteristics



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Purpose: Develop the knowledge and skills of umpires and developers through engaging inclusive and effective learning



Relationship Builder

Creates positive, inclusive and supportive learning environments where learners feel welcomed and respected. Builds trust quickly, establishes rapport and is often the first point of contact for officials on their development journey



Communicator

Communicates clearly, confidently and inclusively, adapting delivery to meet the needs of different learners. Encourages discussion, asks thought-provoking questions and creates opportunities for learners to share experiences and deepen understanding



Passionate Advocate

Champions umpiring and umpire development with enthusiasm, professionalism and pride. Creates engaging learning experiences that inspire confidence, encourage participation and promote the values of officiating



Integrity

Acts with honesty, professionalism and respect in every learning environment. Delivers education consistently, treats all learners fairly, maintains confidentiality and demonstrates the values and behaviours expected of an EH Developer



Growth Mindset

Takes ownership of personal development by actively seeking feedback, reflecting on practice and embracing continuous learning. Remains current with changes to the game, educational practice and England Hockey guidance

Tutor – Skill



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Purpose: Develop the knowledge and skills of umpires and developers through engaging inclusive and effective learning

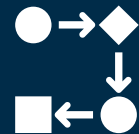


To Achieve

Complete the Foundations of Umpire Development tutor-led modules, together with the required Safeguarding and EDI Training

Once the Developer Core training has been completed, successfully complete the Tutor Skill E-Learning and Course training for what you will deliver

Following training, co-deliver learning alongside experienced tutors before successfully completing an observed practice check within two years



Grade Progression

Tutors may progress through the grades as their technical knowledge, tutoring experience and facilitation skills develop. To progress, register interest with England Hockey. A mentor will support your development before a competency assessment



With the Skill

Deliver England Hockey learning programmes appropriate to their qualified grade, creating engaging and inclusive learning environment that develop knowledge, confidence and practical skills. Support learners throughout their development, facilitate discussions and practical activities



Maintaining Skill

To maintain the Tutor Skill, complete the England Hockey Tutor CPD at least once every year to ensure learning remains engaging, current and consistent. Tutors must also maintain the required safeguarding training and other mandatory learning necessary for their courses as set by EHO



Mentor – Overview



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Purpose: Support the long-term performance development of umpires through trusted relationships and guidance



Role Description

Supports the long-term development and progression of umpires within the England Hockey Umpiring Pathway.

The role focuses on building trusted relationships that encourage reflection, confidence and personal growth. Mentors provide ongoing support, guidance and challenge, helping officials achieve their development goals while navigating progression



Role Insight

- ✓ Trained by EHO
- ✓ Deployed by Areas / NPUA
- ✓ Supports officials over an extended period
- ✓ CPD to main consistency & quality



In Practice

- Build a trusted mentoring relationship
- Agree long-term development goals
- Hold regular mentoring conversations
- Support progression through the umpiring pathway



Mentor – Characteristics



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Purpose: Support the long-term personal and performance development of umpires through trusted relationships and guidance



Relationship Builder

Develops trusted, supportive and professional relationships that encourage openness, honesty and reflection. Creates an environment where officials feel valued, challenged and confident to discuss successes, concerns and needs



Motivator

Encourages officials to take ownership of their development by building confidence, recognising progress and maintaining motivation through both successes and challenges. Inspires long-term commitment to continuous improvement and progression



Performance Assessment

Understands an official's performance from feedback by coaches & assessors, recognising strengths, development needs and progress over time. Uses this understanding to guide meaningful discussions and achieve long-term development goals



Integrity

Acts with honesty, professionalism and respect in every mentoring relationship. Maintains confidentiality, establishes appropriate boundaries and consistently demonstrates the values and behaviours expected of EH Developers



Growth Mindset

Takes ownership of personal development by actively seeking feedback, reflecting on mentoring practice and embracing continuous learning. Remains current with changes to the game, mentoring practice and England Hockey guidance



Mentor – Skill



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Purpose: Support the long-term personal and performance development of umpires through trusted relationships and guidance

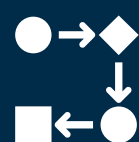


To Achieve

Complete the Foundations of Umpire Development tutor-led modules, together with the required Safeguarding and EDI Training

Once the Developer Core Training has been completed, successfully complete the Mentor Skill E-Learning and Advanced Safeguarding training

Following training, work alongside an experienced Mentor before successfully completing an observed practice assessment within two years



Grade Progression

Mentors may progress through the grades as their technical knowledge, mentoring experience and competency develop. To progress, register interest with England Hockey. A mentor will support your development before a competency assessment



With the Skill

Provide ongoing mentoring to officials within their qualified grade(s) supporting their personal and performance development over an extended period. Help officials reflect on their experiences, overcome challenges and identify development opportunities to achieve long-term goals



Maintaining Skill

To maintain the Mentor Skill, complete the England Hockey Mentor CPD at least once every three years to ensure mentoring is current, effective and consistent. Mentors must also maintain the required safeguarding training and other mandatory learning necessary set by EHO



Manager – Overview



Purpose: Lead, support and coordinate the umpiring workforce at events, creating a positive environment for officials



Role Description

Supports the successful delivery of hockey events by leading and managing the appointed umpiring team.

The role focuses on planning, coordinating and supporting officials before, during and after an event. Managers oversee appointments, welfare, communication and performance ensuring officials are prepared, supported and able to perform



Role Insight

- ✓ Trained by EHO
- ✓ Deployed by Areas / NPUA
- ✓ Lead the appointed umpiring team at events
- ✓ CPD to main consistency & quality



In Practice

- Coordinate and brief the umpiring team
- Support officials throughout the event
- Monitor performance and welfare of the team
- Lead post-event reviews and feedback



Manager – Characteristics



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Purpose: Lead, support and coordinate the umpiring workforce at events, creating a positive environment for officials



Relationship Builder

Builds positive, professional relationships across the umpiring team, event workforce and competition organisers. Creates an inclusive environment where officials feel supported, valued and able to perform at their best



Communicator

Communicates clearly, confidently and professionally before, during and after events. Shares information effectively, manages expectations, resolves issues constructively and ensures all officials remain informed throughout the events



Performance Assessment

Monitors the performance and wellbeing of the umpiring team throughout the event, recognising strengths, identifying support needs and making informed decisions that contribute to successful event delivery. Uses observations to provide feedback



Integrity

Acts with honesty, professionalism and respect in every interaction. Makes fair and consistent decisions, maintains confidentiality where appropriate and demonstrates the values and behaviours expected of an EH Developer



Growth Mindset

Takes ownership of personal development by actively seeking feedback, reflecting on mentoring practice and embracing continuous learning. Remains current with changes to the game, event management and England Hockey guidance



Manager – Skill



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Purpose: Lead, support and coordinate the umpiring workforce at events, creating a positive environment for officials

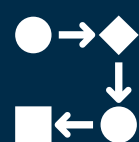


To Achieve

Complete the Foundations of Umpire Development tutor-led modules, together with the required Safeguarding and EDI Training

Once the Developer Core Training has been completed, successfully complete the Manager Skill E-Learning and Advanced Safeguarding training

Following training, support an experienced Umpire Manager before successfully completing observed practice check within two years



Grade Progression

Managers may progress through grades as their technical knowledge, management experience and competency develop. To progress, register interest with England Hockey. A mentor will support development before a competency assessment



With the Skill

Lead and support the appointed umpiring team at events appropriate to their qualified grade, ensuring officials are prepared, supported and able to perform effectively. Coordinate communication, manage welfare, oversee operational delivery and provide leadership that contributes to a positive event



Maintaining Skill

To maintain the Manager Skill, complete the England Hockey Manager CPD at least once every three years to ensure current, effective and consistent management. Must also maintain the required safeguarding training and other mandatory learning necessary set by EHO

Summary



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Every Umpire Developer plays a different role in supporting officials. Together, these five skills ensure umpires receive high-quality education, assessment, coaching, mentoring and leadership throughout their officiating journey

	Coach	Improve performance through observation, feedback and reflection	One off observations / match	
	Assessor	Evaluate performance against EHO criteria and support progression	Formal assessments & progression	
	Tutor	Develop knowledge, skills and confidence through structured learning	Courses, workshops & learning environments	
	Mentor	Support long-term performance and personal development	Regular meetings / continued support	
	Manager	Lead, coordinate and support the appointed umpiring team at an event	Event management & workforce leadership	



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Thank You!
Any questions?