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EHO New Umpiring Pathway

Effective from Sept. 2027



Our Vision for Umpiring

The current Umpiring Pathway has been in place for a very long time, and whilst small tweaks and adjustments have taken place over the years, the following issues remain:

- ✱ it is overly complicated, confusing and takes too long for umpires to progress
- ✱ plenty of people are taking the Level 1 Unassessed Umpiring Courses but large numbers don't become Level 1 Assessed
- ✱ lack of consistency and standardisation across all 8 areas and EHO Branches
- ✱ umpiring qualifications are aligned to historical governance and competition structures

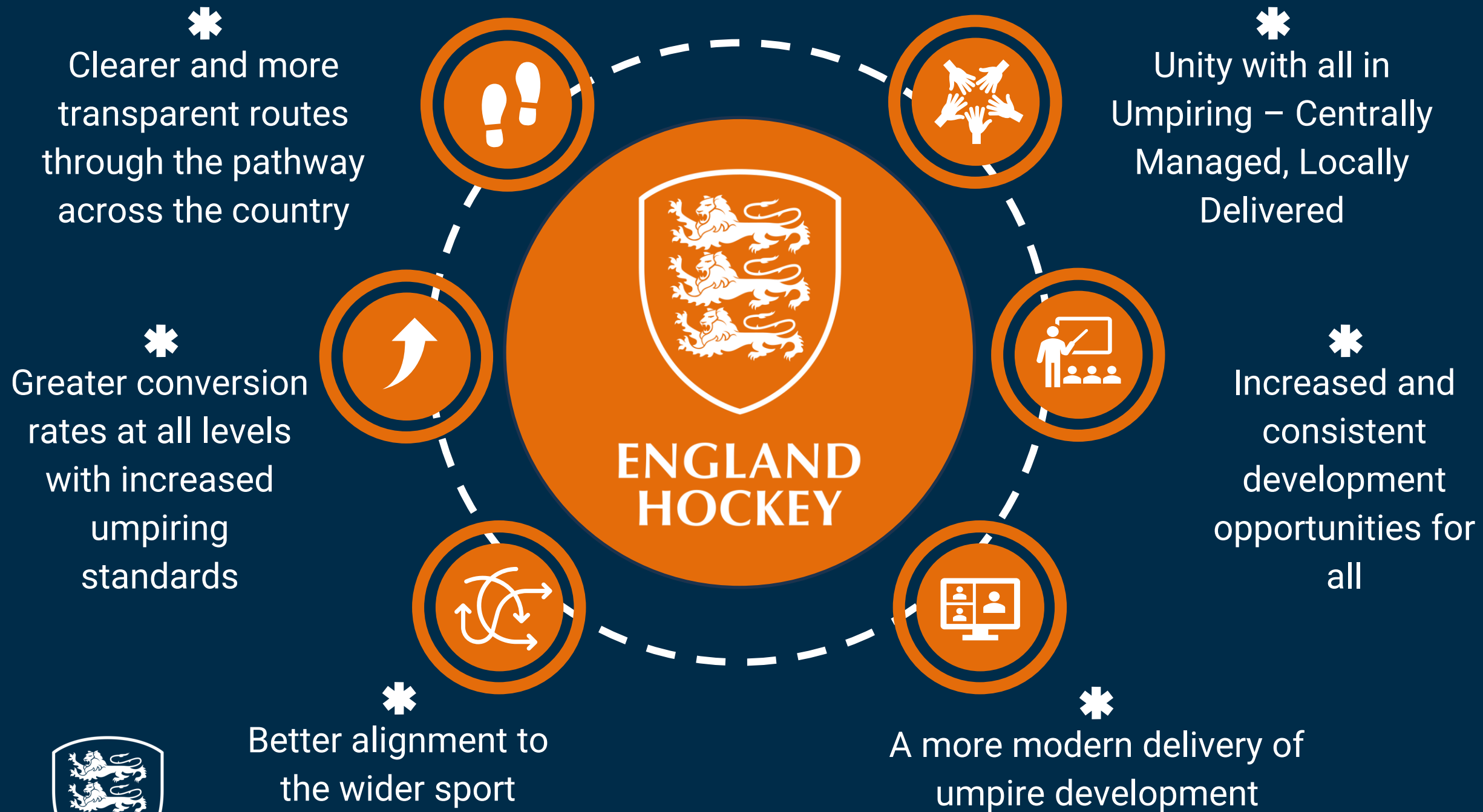
Away from umpiring the playing side has changed and evolved greatly over the years, and questions must be asked whether officiating is keeping up with evolving structures of the wider sport



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Aims & Ambitions

With changes to the umpiring pathway, we hope to achieve:



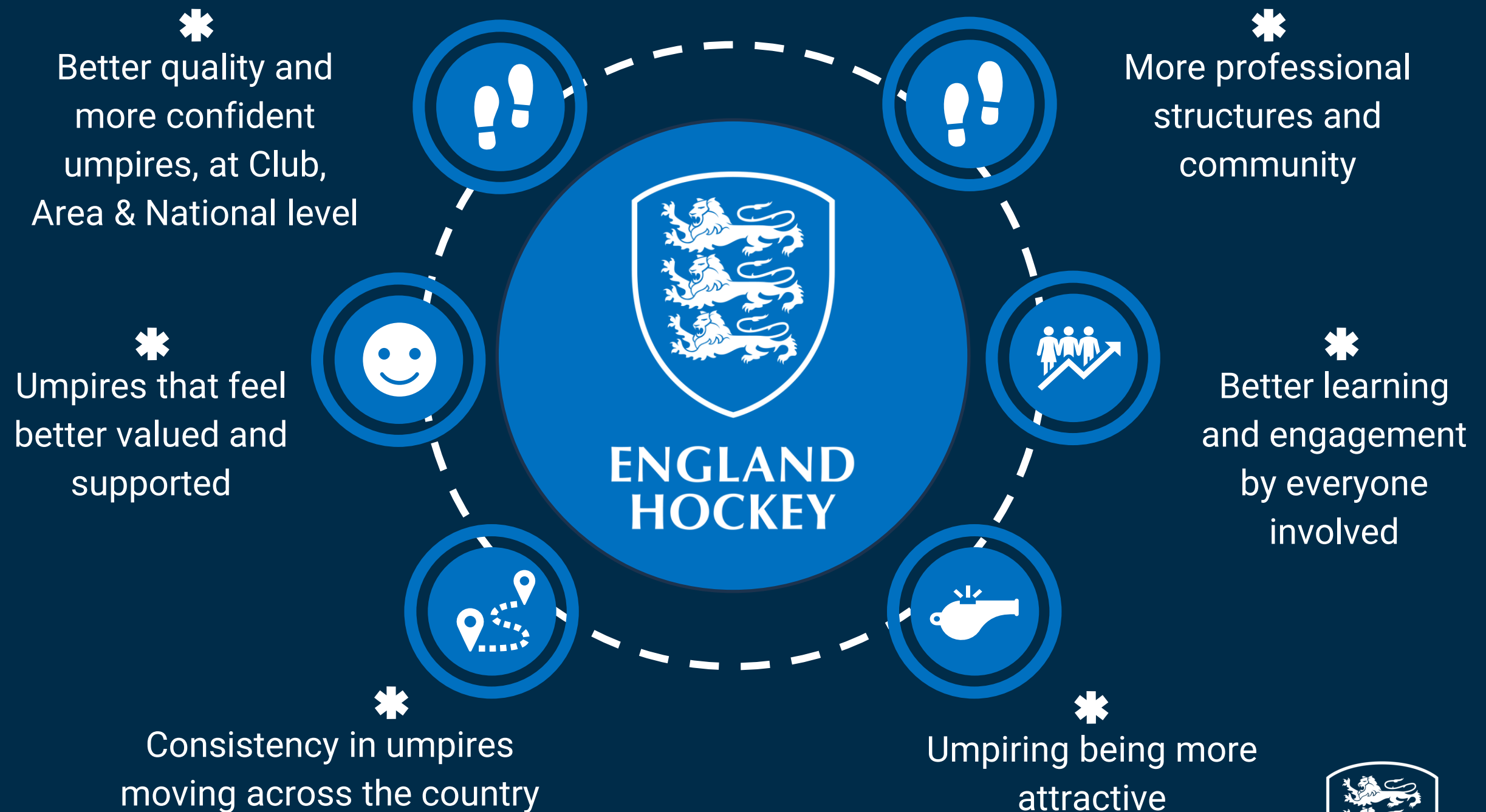
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The End Goals

With our aims in mind, the pathway changes mean we will end up with:



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Characteristics

✱ NPUA's nine Characteristics of a high performing umpire will be adopted to become the EHO Umpiring Characteristics for consistency at all levels

✱ The characteristics will be split across the new grades making them relevant for their stage of development



Accuracy of Decisions



Communication



Game Understanding

✱ All learning will be built around the focus grade characteristics

✱ Umpires may demonstrate non-focused grade characteristics which should be championed



Composure



Empathy



Poise & Presence



Fitness & Athleticism



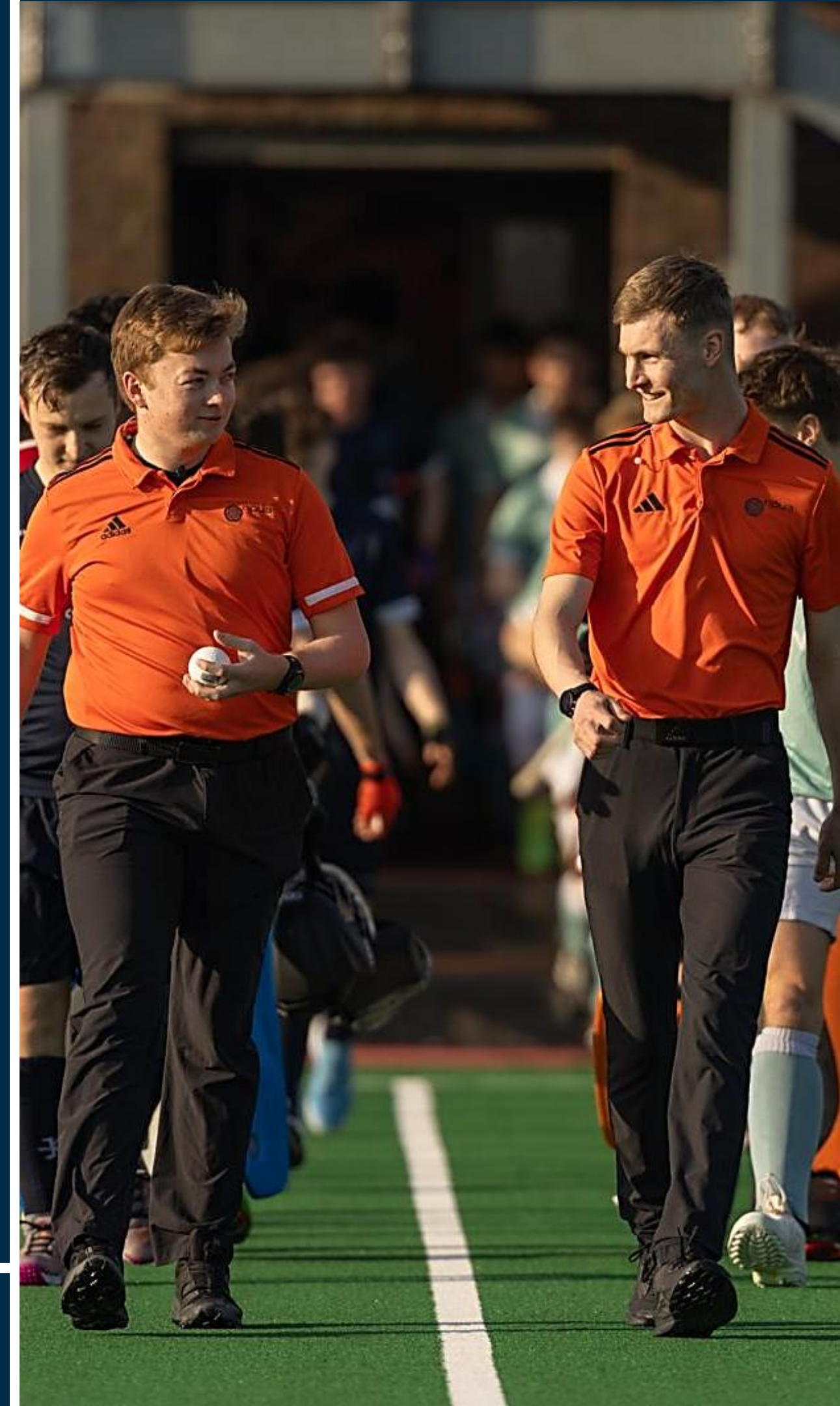
Coachability



Resilience



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The New Grades

* 5 new umpiring grades to align with adult league grades

* All grades will be centrally managed, locally delivered



* 80% of umpiring is within clubs



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* New grade maintenance requirements for quality assurance

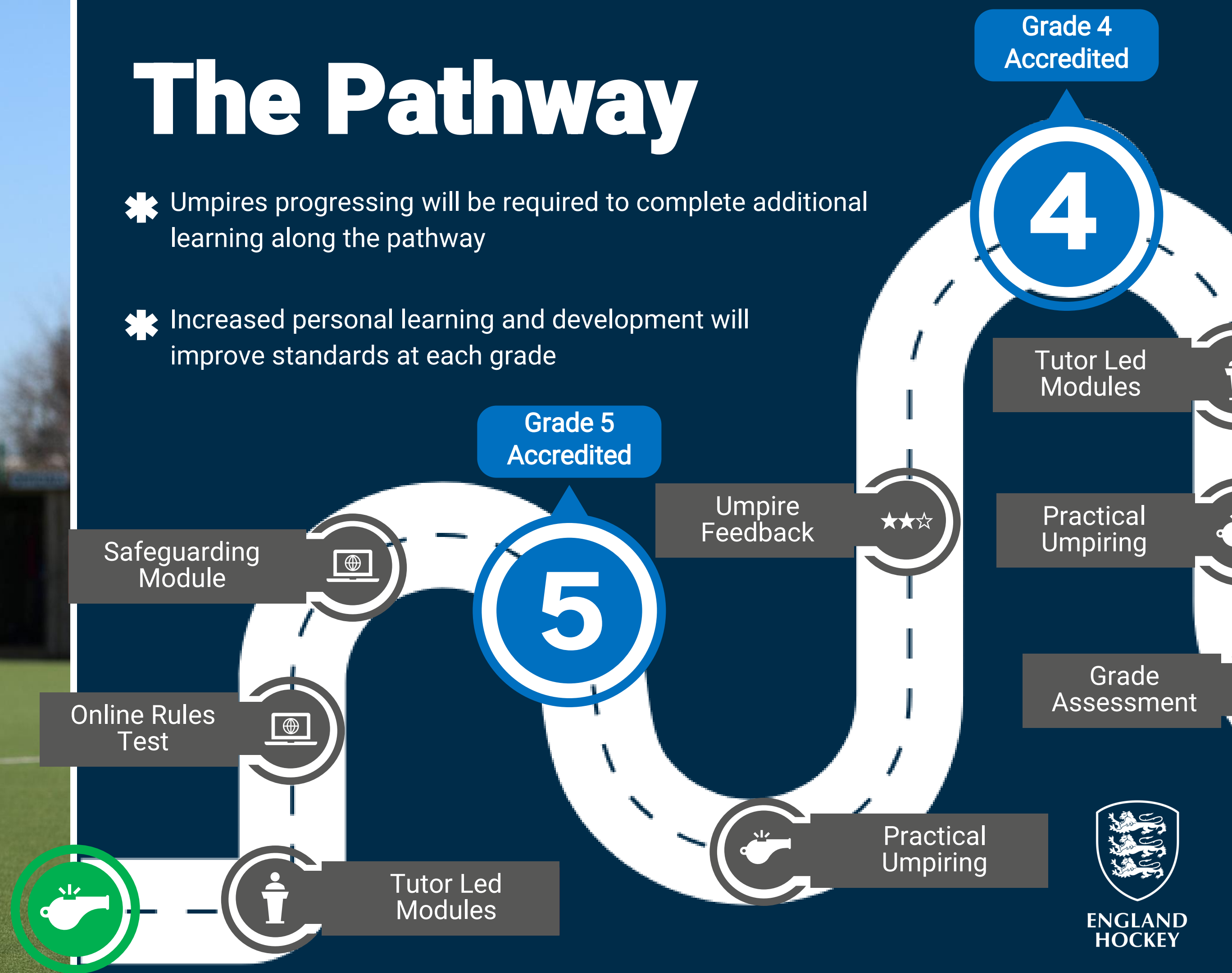
Clubs

* New and greater focus on clubs and their umpires



The Pathway

- * Umpires progressing will be required to complete additional learning along the pathway
- * Increased personal learning and development will improve standards at each grade



Grade 4
Accredited

4

Tutor Led
Modules

Practical
Umpiring

Grade
Assessment

Umpire
Feedback

★★★

Grade 5
Accredited

5

Safeguarding
Module

Laptop icon

Online Rules
Test

Laptop icon

Person at desk icon

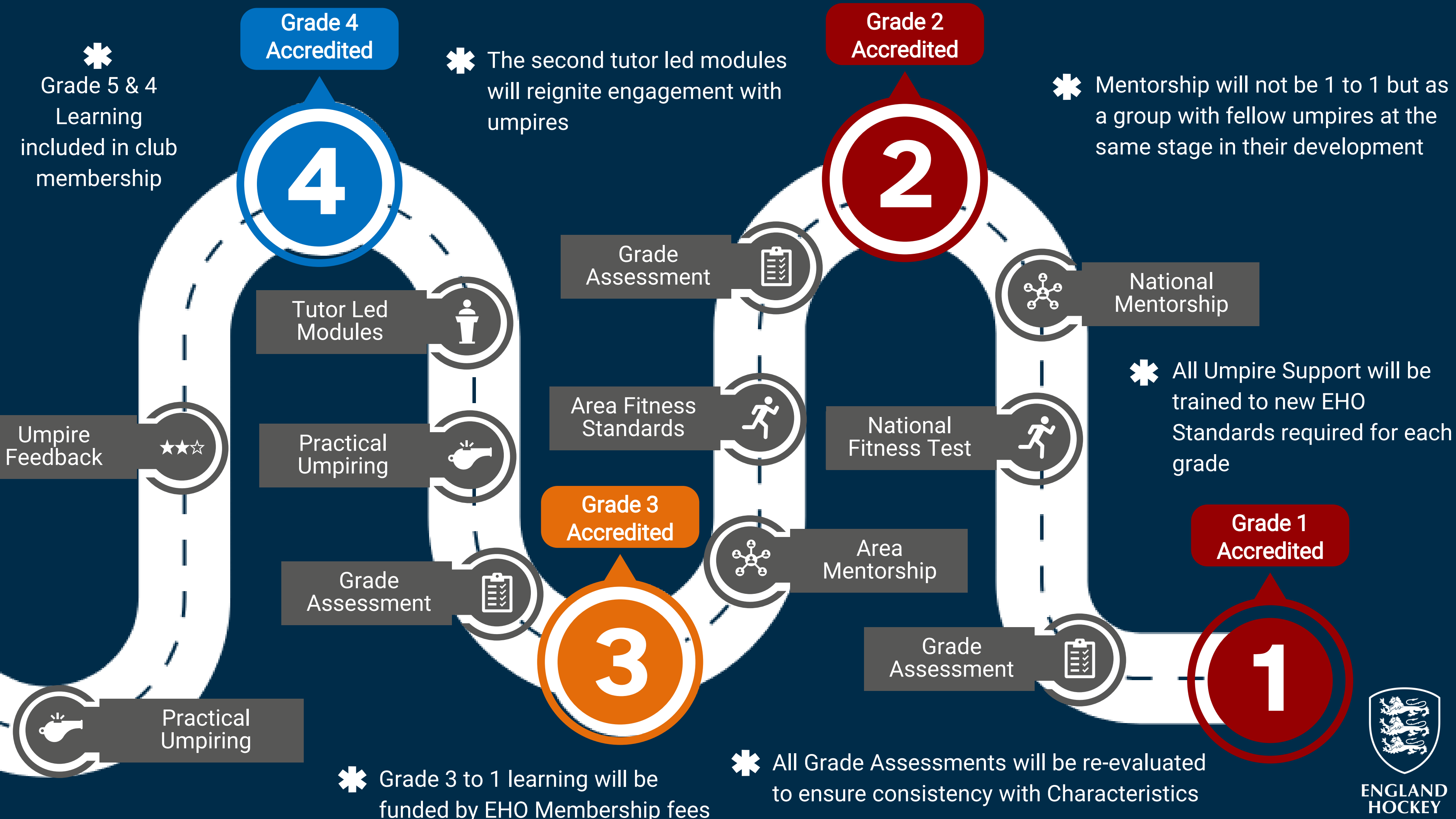
Tutor Led
Modules

Whistle icon

Practical
Umpiring



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Grade 5 Overview

5

4

3

2

1

Focus Characteristics



Accuracy of Decisions

- ✓ Being in the right place
- ✓ Applying the appropriate penalty
- ✓ Knowledge of the rules & regulations



Communication

- ✓ Verbal & non-verbal
- ✓ Managing players
- ✓ Inter-personal skills



Game Understanding

- ✓ Ability to read the game
- ✓ Understanding match temperature
- ✓ Awareness of team strategies



5

4

3

2

1

To Achieve Grade



Tutor Led Modules

The tutor led modules will all be delivered as a one 2-hour online course or an in-person course. These modules will cover Communication & Presentation, Positioning & Movement and Managing the Game Safely & Fairly



Online Rules Test

The Online Rules Test is designed to test an umpire's knowledge of the rules. Anyone wishing to umpire, will need to complete this test to show their understanding of the rules of the game



Safeguarding Module

For a safer sport, and recognising that safeguarding and protecting young people and vulnerable adults is everyone's responsibility, all umpires will need to complete the short online Safeguarding Module as part of their initial training



5

4

3

2

1

At Grade 5



Appointments

All Grade 5 hockey will be appointed to by clubs. Grade 5 accredited Umpires may officiate any Grade 5 game



Development

Clubs & Umpires will have access to EHO created development resources. Clubs will be able to implement using a local developer, or individuals will be able to develop their skills online with EHO support



Maintaining Grade

Attend Critical Rule & Guidance updates when they are released – roughly every 2 years. Umpires will also need to take part in 3 officiating activities over 3 years and maintain their EHO membership





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Grade 4 Overview

5

4

3

2

1

Focus Characteristics



Accuracy of Decisions

- ✓ Being in the right place
- ✓ Applying the appropriate penalty
- ✓ Knowledge of the rules & regulations



Communication

- ✓ Verbal & non-verbal
- ✓ Managing players
- ✓ Inter-personal skills



Game Understanding

- ✓ Ability to read the game
- ✓ Understanding match temperature
- ✓ Awareness of team strategies



5

4

3

2

1

To Achieve Grade



Practical Umpiring

Umpires will need to partake in a minimum of 5 on pitch activities to be considered for Grade 4. The on-pitch activity will need to meet the agreed set criteria



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5

4

3

2

1

At Grade 4



Appointments

All Grade 4 hockey will be appointed to by clubs. Grade 4 accredited Umpires may officiate any Grade 4 game or below



Development

Clubs & Umpires will have access to EHO created development resources. Clubs will be able to implement using a local developer, or individuals will be able to develop their skills online with EHO support



Maintaining Grade

Attend Critical Rule & Guidance updates when they are released – roughly every 2 years. Umpires will also need to take part in 5 officiating activities over 3 years and maintain their EHO membership





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Grade 3 Overview

5

4

3

2

1

Focus Characteristics



Composure

- ✓ Calmness under pressure
- ✓ Ability to shut out distractions
- ✓ Retain focus throughout the match



Empathy

- ✓ Humility
- ✓ Self belief without arrogance
- ✓ Time sensitive interactions



Poise & Presence

- ✓ Appears to have time
- ✓ Posture conveys calmness
- ✓ Comfortable in the arena



5

4

3

2

1

To Achieve Grade



Tutor Led Modules

The tutor led modules will be delivered by an authorised EHO Tutor. This re-introduces developers / training to umpires. These modules will cover “Comfortable in the Arena” and “Managing Player & Game Expectations”



Practical Umpiring

Umpires will need to complete a minimum of 5 on pitch activities at Grade 3 to be considered for Grade 3. The on-pitch activity will need to meet the agreed set criteria



Grade Assessment

Umpires will be assessed by EHO trained assessors, deployed by the Area. Assessment and pass criteria will be set by EHO / OWG



5

4

3

2

1

At Grade 3



Appointments

Grade 3 hockey will primarily be appointed by clubs. Areas may appoint where possible. Areas should also support umpires appointed by clubs. Grade 4 umpires involved in the Grade 3 Learning Programme may also officiate Grade 3 games



Development

Umpires will develop through organised activity, including Area Development Days. Areas may also appoint coaches and assessors to umpires if concerns are raised or requested by the Umpire or Club



Maintaining Grade

Umpires will need to be taking part in Grade 3 activity regularly to ensure they are up to date with grade requirements. They will also need to attend Critical Rule & Guidance updates when they are released – roughly every 2 years.





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Grade 2 Overview

5

4

3

2

1

Focus Characteristics



Fitness & Athleticism

- ✓ Looking the part
- ✓ Appearance matters
- ✓ Fitness affects cognitive capacity



Coachability

- ✓ Openness to feedback
- ✓ Self-reflection
- ✓ Personal Development



Resilience

- ✓ Desire
- ✓ Commitment
- ✓ Recovering confidence



5

4

3

2

1

To Achieve Grade



Area Mentorship

Umpires are assigned an Area mentor to develop their skills from Grade 3 to Grade 2. Mentors will be EHO trained, deployed by Areas. Grade 3 Umpires with an Area Mentor will be permitted to umpire Grade 2 fixtures



Fitness Standards

Umpires will meet the agreed fitness standards. This may not necessarily be a direct pass / fail fitness test, but they demonstrate they are “fit for purpose”. The standards will be agreed by EHO / OWG



Grade Assessment

Umpires will be assessed by EHO trained assessors, deployed by the Area. Assessment and pass criteria will be set by EHO / OWG



5

4

3

2

1

At Grade 2



Appointments

The Area will appoint neutral umpires to the top Area Division (Premier). Other Grade 2 matches may be appointed to by Areas, where this is possible, or by clubs. Club appointments, must notify the AOC who is umpiring 3 days prior to match



Development

Areas will appoint Developers to any Grade 2 match as they see appropriate – whether Area or Club appointed. All Grade 2 Umpires, experienced or aspiring, must be supported by the Area



Maintaining Grade

Umpires will need to be taking part in Grade 2 activity regularly. They will also need to maintain the fitness standards and attend CPD sessions. They must also pass any assessments as part of their development plan





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Grade 1 Overview

5

4

3

2

1

Focus Characteristics



Fitness & Athleticism

- ✓ Looking the part
- ✓ Appearance matters
- ✓ Fitness affects cognitive capacity



Coachability

- ✓ Openness to feedback
- ✓ Self-reflection
- ✓ Personal Development



Resilience

- ✓ Desire
- ✓ Commitment
- ✓ Recovering confidence



5

4

3

2

1

To Achieve Grade



Nomination / Mentorship

Umpires will be nominated into the national pathway and supported through an appropriate Area/National mentoring and development process



Fitness Standards

Umpires will meet the agreed fitness standards. The standards will be agreed by EHO & NPUA



Grade Assessment

Umpires will be assessed by EHO trained assessors, deployed by NPUA. Assessment and pass criteria will be set by EHO & NPUA



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5

4

3

2

1

At Grade 1



Appointments

NPUA will appoint umpires to all Grade 1 hockey. Where this is not possible, Areas will support with appropriate Grade 2 officials



Development

NPUA will appoint Developers to any Grade 1 match as they see appropriate



Maintaining Grade

Umpires will need to be taking part in Grade 1 activity regularly. They will also need to maintain the fitness standards and attend CPD sessions. They must also pass any assessments as part of their development plan



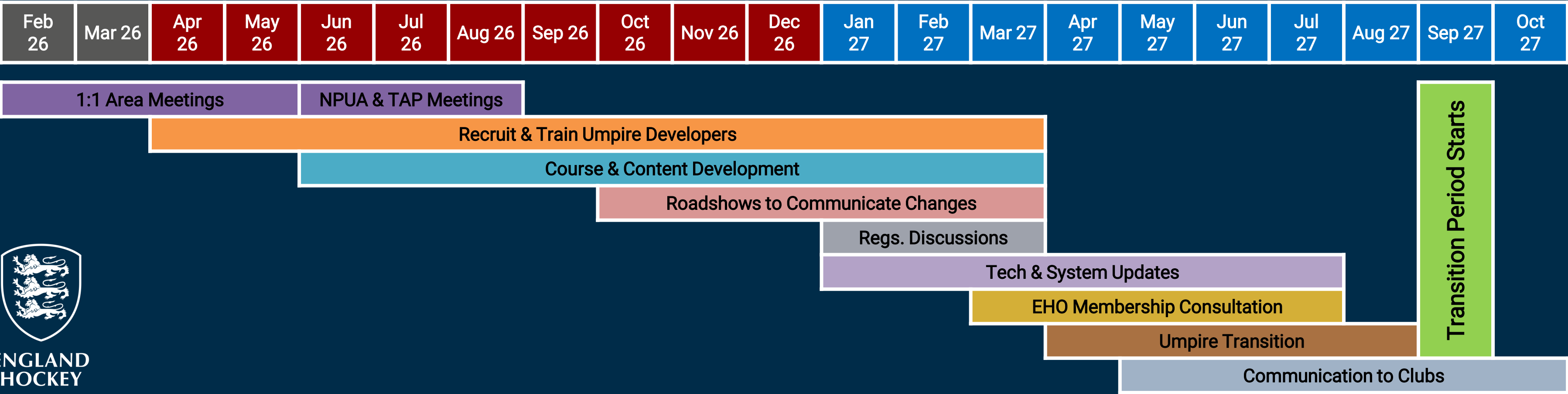


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Implementation



Implementation Timeline



Adult Leagues

- * Regulations will need to be updated to align to new pathway
- * Grade 3 and above should see higher, better trained and better educated umpires
- * By splitting Club Umpiring into 3 Grades ,will better support clubs in identifying, developing and appointing umpires to suitable hockey
- * Consideration will be needed for clubs that don't have teams in certain Grades
- * New requirements to maintain active Grade will allow better monitoring of suitable umpires and offer continued quality assurance of each grade
- * Initial potential confusion with changes will mean a transition period will be required to ensure teams / clubs are not un-fairly impacted
- * Area specific implementation plans will be drawn up with Area Officiating Committees



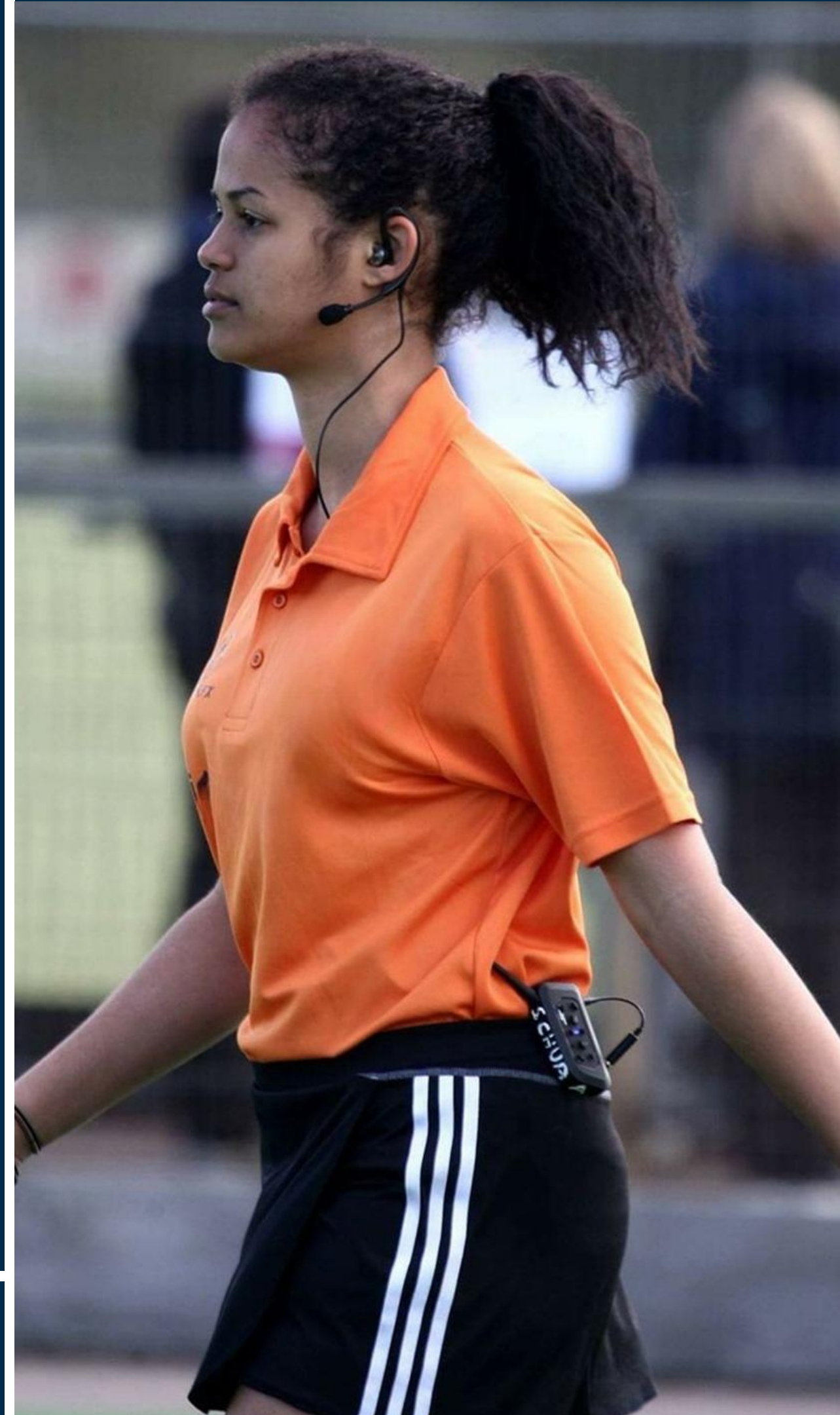
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Junior Competitions

- * Regulations will need to be updated to align to new pathway
- * Junior Competitions will need to be Graded. The Grading will differ for each competition tier, but it may also need to differ for each competition round
- * Umpiring Junior Competitions will be recognised activity for umpire progression
- * New requirements to maintain active Grade will allow better monitoring of suitable umpires and offer continued quality assurance of each grade
- * Initial potential confusion with changes will mean a transition period will be required to ensure teams / clubs are not un-fairly impacted
- * Area specific implementation plans will be drawn up with Area Officiating Committees



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Thank You!
Any further questions?