

**North West AOC
Guidance
to Umpires & Watchers
Assessment & Coaching
2025-26**

Assessment and Coaching – Setting Expectations

- This presentation is a guide of what to expect and what is to be provided by each party for Assessment and Coaching, based on the Key Characteristics of High Performing Umpires.
 - An **Assessment** is the act of making judgement about somebody, and issuing a grade
 - A basic marking system is in place and each member of a panel is assessed against the required standard
 - The view of an Assessor on the day
 - Aiming for consistency of grading by all Assessors to gauge overall ability of an umpire.
- A **Coaching** is for improving performance and developing an individual
 - Supporting and advising on the development and maintenance of skills – highlighted by the umpire pre-match
 - Enabling advice from different coaches to be added to an umpire's 'toolbox'.

What should the Umpire do when a Coach is Appointed

- Contact the coach in good time during the week prior to the match - phone call preferably (or email)
 - Confirm match day details and availability for post-match review.
 - Indicate what you want the coach to look at.
- Be self-analytical of strengths/skills and identify areas for improvement(s)
 - Plan for the coaching
 - Be available for the Post-Match Review
 - Discuss the match and performance openly with coach and colleague.
 - Identify what went well and what could have been better, and how
 - Close with a good understanding of what you are going to do in the future.
 - Initiate further discussion with coach if required, post match day.
- Work continually to improve.
- Feedback on the Coach - GMS (if available).

What should the Coach do once Appointed?

- Make contact with the umpires (email or phone) in the week prior to the match
 - It's not necessary to wait for them to call.
- Discuss what the umpires want from the coaching.
- Watch the match, and make notes from various viewpoints
 - Look for any other performance issues of impact
 - the umpire may not be aware of these or their effect on performance
 - Have brief discussion with team coaches if necessary post match.
- Give Constructive feedback in the post match review
 - Be open in questioning and to a 2-way discussion
- Produce a written report by early the following week (*input on to GMS if available*).
 - Write only about what was discussed during the review
 - Include Action Points to aid for development
 - Invite feedback on the coaching from the umpires.

What should the Umpire do when an Assessor is Appointed

- Confirm details, pre-match, with the assessor
 - Failure to do so may mean removal of the assessor
 - Review and reflect on previous performances and reports.
- Arrive in plenty of time for the match (*at least 1 Hour*)
 - Time for pre-match preparation for you, the colleague and assessor.
- Umpire as you would usually. Don't change just because the assessor is there.
- Be available for a post-match review session with the Assessor
 - Listen, engage and discuss constructively.
- Feedback on the Assessor - GMS (*if available*).
- Take on board information constructively to develop.

Keeping up to Date and Key Performance Indicators

- Keep up to date – vital for umpires and umpire support officials (advisors, coaches and assessors).
- Understand and work to encompass Key Performance Indicators (KPIs) within your umpiring, coaching and assessing.
 - Read the current Rules and follow the Rules Cycle
 - Umpire and Coach/Assessor Guidance
 - EH Hockey Hub Resources
 - Peer Discussions
 - Awareness of Umpire skills for Accuracy, Presentation and Acceptance
 - Awareness of effect of KPI's on Decision Making

[Key Characteristics for guidance](#)

Keeping up to Date with Resources

➤ Web Sites

- **FIH** - <https://www.fih.hockey/about-fih/official-documents/rules-of-hockey>
- **England Hockey** - <https://www.englandhockey.co.uk/governance/rules-and-regulations>
- **Hockey Hub** - <https://hockeyhub.englandhockey.co.uk/umpiredevelopment>
- **Download to your phone/tablet**

➤ Rules Cycle

- Based around Internationals and the Olympics
- FIH in January
- National Associations adopt at their discretion – England Hockey normally in September.