

London Hockey Officiating Annual General Meeting

28th April 2023



**LONDON
HOCKEY**

LONDON HOCKEY
OFFICIATING

Agenda



Your Committee



Lead Updates



London Initiatives



Awards



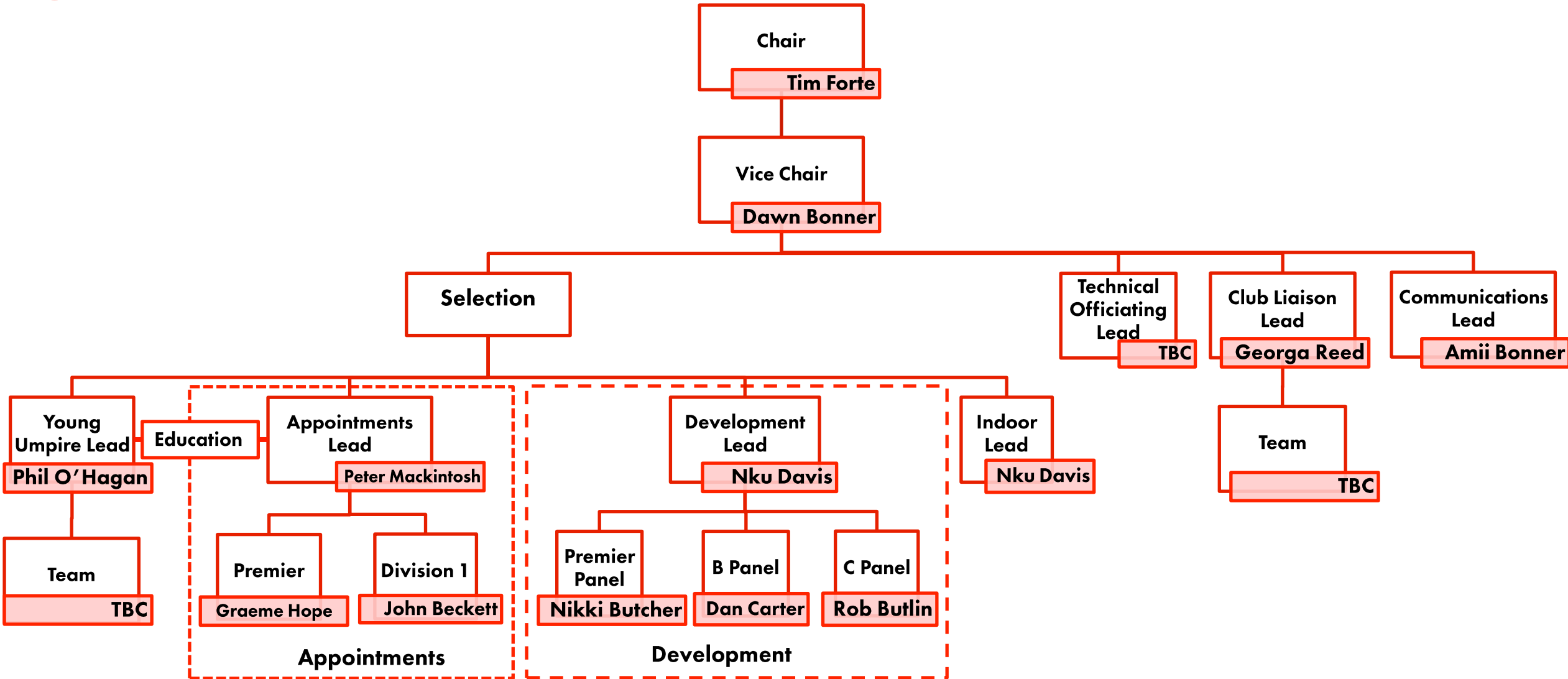
Questions



Your Committee



Your Committee





Lead Updates



Appointments Lead – Peter Mackintosh

Statistics

- So far this season as the London area we have made 1,052 umpiring outdoor appointments (21/22: 1269). Expected final appointments for season 1292.
- We appointed 877 umpires (21/22: 988) to London Premier or London Division 1 games out of a possible 1056 appointments.
- We appointed 50 support personnel (21/22: 67) were appointed

Summary

We expect umpiring-outdoor appointments for 2022/23 to be higher than 21/22 after Juniors and Masters appointments in April, May and June. Drop in league appointments due to more umpires at National League level, umpires moving areas, illness and injury to some of our more regular members. Although we had umpires stopping this was filled by new umpires taking appointments over the season. Support appointments dropped with Julie Ferrett and Dawn Bonner both taking more National League appointments however due to Nku's work we increased the number of support personnel available and in the second half of the season more support was appointed.

Next Season

- We will be actively recruiting more members from clubs and are aiming to increase our pool with earlier publishing of appointments.
- Team structure is changing - Graeme Hope (will be Deputy and responsible for Prem & Education) / John Beckett (responsible for Division 1 and Cup, Junior and Masters fixtures). I (Peter) will still be responsible for drop outs, strategic overview, GMS data and all other appointments/aspects. We would like to thank Dan Carter, Keith Boddy and Gary Smith for all their work over the last two season



Development Lead – Nku Davis

Summary

- Provided 8 Regional Reserves as support to NPUA
- Completed and published working Panel System
- 7 Level 2 Umpire Support Awards.
- 4 Indoor Level 3 Umpires, 10 Outdoor Level 3 Umpires

Thank you and look forward:

Many thanks to everyone who committed to making the London Area a success, especially those of you who have committed to being umpire support. We look forward to the new season being a model of umpire support and quality control for the entire country

To make this possible we are asking all of our Level 3 Umpires and Level 2 and above Umpire Support to make themselves exclusively available every one in 6 weeks for umpiring/mentorship/support of the Area. We thank you in advance for your continued commitment and support of excellence.

Finally HUGE congratulations to all who have been promoted this season – keep up the GREAT WORK!

Level 2 Umpire Support Awards

- Neil Smith
- Ian Blackaller
- Ian Dinwiddy
- AJ Smal
- Rob Butlin
- Dan Carter
- Richard Bishop-Laggett

2022/23 Level 3 Umpires

<u>Outdoor</u> (W)	<ul style="list-style-type: none"> • Graeme Hope • Andy Parker • Mark Anderson • Katherine Abbie • Lucy Barlow
<u>Outdoor</u> (M)	<ul style="list-style-type: none"> • John Beckett • Dan Carter • Rodrigo Rivadeneira • Elliot Baker • Harry Raffan
<u>Indoor</u>	<ul style="list-style-type: none"> • Keith Boddy • Tim Forte • Lucy Barlow • Harry Raffan

2023/24 NPDP Nominations

- Phil O'Hagan
- Stephen Mason



Technical Officiating – Stephen Mason

Summary

This year has provided similar successes and challenges to last year, with some added complexities in my own life. London members have been appointed to National, European and FIH events in a variety of roles. Challenges I have faced have been echoed by colleagues in my role across the country: Recruitment of officials, technology challenges and engagement with clubs.

This Season:

I have met with the other TO leads and EH Technical Appointments Panel (TAP) throughout the year, we have discussed how to improve recruitment and retention of officials. There is a shortage of TOs across the country and this is especially true in London, the number of club appointed MOs to games in London appears to be higher than elsewhere in the country. Knowing who is officiating at these matches would give a list of people that could be more formally trained and then be available to be appointed to National League matches.

We provided officials to the minis (U10, U12) finals at Lee Valley.

Next Season

Looking towards next season, we will be contacting all the London Area EHL clubs by way of introduction to the new ones and to any new contacts. We are hoping to run at least two Match Official training/recruitment events one in preseason. It is most likely that conference clubs will need to provide their own MO to league games – this is an issue in the London Area especially due to the number of clubs we have at this level.



Club Liaison Lead – Georga Reed

Summary

- ❑ Overall a positive season as the Area adjusts to the new structure, leagues settle and return to total normality
- ❑ Clubs rated their overall experience and engagement with London Hockey Officiating on average a 3 out of 5
- ❑ Positive feedback included expressions of gratitude to the volunteer committee, enjoyment of the Women in Hockey Officiating Network, Club Umpire Development Days and appreciation of appointed officials
- ❑ Areas for improvement centred around supporting smaller clubs, inconsistent communications and standard of club umpiring both from a structure and quality perspective

Small Clubs

- ❑ Multiple small clubs in London are struggling with sourcing umpires on a weekly basis
- ❑ Proposing a monthly drop in with these clubs to facilitate resourcing sharing

Communications

- ❑ Work is underway to ensure clubs have active members with correct GMS privileges
- ❑ Additional reconciliation to take place at the start of next season
- ❑ Regular half season engagement calls with clubs to continue

Club Umpire Recruitment

- ❑ Development of Club Umpiring best practice scheduled over summer
- ❑ Best practice to define an ideal support structure in clubs. Considering role holders, responsibilities and initiatives to raise profile of umpiring at club level
- ❑ The Women in Hockey Officiating network will continue being a London Lead initiative and remain accessible for all women in England

Club Feedback: "I would like to thank everyone who has umpired or assisted in the organisation of umpiring this season. Giving up your time allows us all to be able to play and have fun on a Saturday so thank you for doing a largely thankless job!"



London Initiatives



Club Umpire Development Days – Nku Davis

Umpires

- CUDD Level 1 watchings were a great success with only 2 candidates not meeting the required competencies, as a bonus this also allowed our coaches to get some much desired coachings done with Club umpires
- CUDD Level 2 watchings while not as successful in terms of quantity, was a massive success in terms of positive interactions not only with the umpires who now have had coachings and an action plan to get them to Level 2 but we have also seen these umpires migrate towards taking neutral appointments.

2022/23 Season

- 2 Level 2 Umpire Awards - 10 Club watchings
- 12 Level 1 Umpire Awards - 14 Club watchings
- 7 Level 2 Umpire Support Awards

Umpire Support

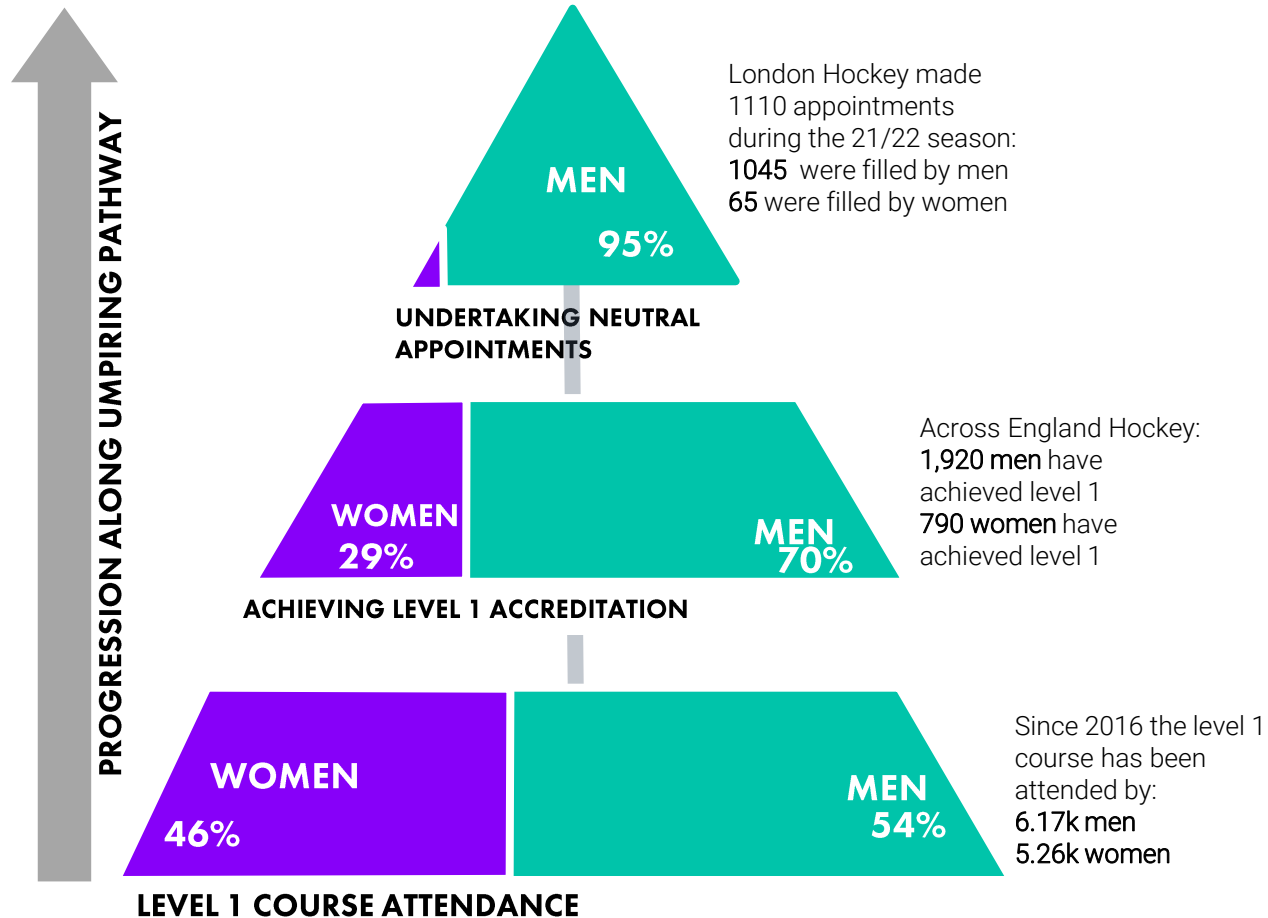
- London has been able to Award 4 new Level 2 Umpire Coaches which will massively increase our ability to drive development next season.
- London has been able to Award 3 new Level 2 Umpire Assessors which will not only increase our ability to drive development but to manage quality control to ensure our clubs are getting the best umpiring they can.

2023/24 Season

- Introduction of Area lead Umpire Developer Courses
- Open Umpire Workshops at CUDDs
- London Umpires Video Rules Library
- London Umpire Support Stash



Women in Hockey Officiating Network – Georga Reed



Background

Through work undertaken by the London Officiating Committee it has been identified that there is a vast gender disparity in the population of officials undertaking neutral appointments

20 out of the 45 people registered for the Women in Officiating Network in 2022 raised sexism, umpiring men and abuse as challenges.

Vision

Equity for men and women in officiating. Achieved through equipping women with the skills and confidence, building respect throughout the sport and providing adequate support by embedding the Network.

Actions

- Creation of a whatsapp group to provide immediate support where needed
- Workshop attended by 20+ women ranging from unassessed Level 1 to International officials
- Initiative featured as part of International Women's month by England Hockey on all social channels
- Next season further workshops to be held alongside the introduction of a mentor structure



Umpire Protection – Tim Forte

Whether you are an umpire, umpire support, match or technical official, you are all a vital part of the team that allows hockey to be played up and down the country, and, for our purposes, within the London Area.

We recognise that out there we are at the “sharp end”, occasionally the very sharp end, and sometimes have to deal with angry players, coaches, spectators and the like. More than that, unfortunately, we may have to cope with abuse, verbal or worse – angry, hateful or even alleging bias and the like.

The London Officiating Team is here for all of us. We have started an initiative to protect every single one of us and ensure that we can enjoy our sport and our Saturday, untrammelled by abuse from anyone. Our Area Directors have immediately supported this initiative and given it their full backing, for which we are very grateful. David Lloyd Williams, Area Vice-Chair, is overseeing the online form for reporting and helping wherever he can.

I have already cited two clubs for Disrepute Offences following their egregious abuse of umpires across weekends and across teams. Each of these related to Club Umpires, rather than Appointed Umpires, and the Clubs have been sanctioned by England Hockey and advised as to their future conduct.

In addition, I have written to several other clubs where the abuse / misconduct was more of a one-off or not so egregious (both for appointed and club umpires) and those clubs have all apologised and undertaken to work to eradicate the culture of abuse that has crept into our sport from football - “this is not soccer!”.

We will carry this initiative forward into the new season and hope that it may be adopted by the other Areas as well. So please, can I urge you to let me know personally (and immediately) of any such issues you face or have faced in a game you have umpired or officiated at in London. If you have any complaints relating to the conduct of either team or its support staff or spectators, please drop me an email to officiating@london.hockey and give me some details. We can then discuss what if anything to do about it. Whatever the situation warrants, whatever you (within reason) want to do about it, I, on behalf of the London Officiating team, will take it forward and action it for (or with) you. I will deal with it in as much confidence as you request, and I undertake to put your needs first as far as I reasonably can in dealing with this.

Do not be shy in coming forward, even if you feel it was not a major incident, there may well be a pattern emerging that I will need to grapple with, in order to protect the next officials in line... especially umpires who are young, new or just less confident or experienced.



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**Thank you to all of our members for all your
hard work and dedication over the last
season**

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