



MEETING MINUTES

MEETING NAME	UMPIRING COMMITTEE	HELD AT	MILTON KEYNES
LEAD	LIZ PELLING (Chairman) JANE NOCKOLDS	NOTE TAKER	Bruce Bale
DATE	29 th May 2008	START TIME END TIME	10.30AM 5PM
PRESENT	LIZ PELLING (LP), JANE NOCKOLDS (JN), DAVID LANE (DL), DAWN BONNER (DB), JO DAVEY (JD), MARC ABRAHAM (MA), BRUCE BALE (BB), ALAN GROCOCK (AG),		

MINUTES

1. **APOLOGIES:** Andy Mair (AM), Julia Gill (JG), Karen Daffey (KD)

2. **MINUTES OF LAST MEETING (19.02.08)**

Agreed as a true record of the meeting

3. **MATTERS ARISING FROM - NOT COVERED BY AGENDA ITEMS**

1) Young Umpires

It was noted that some County/Regional leagues need to look to amend their regulations so as to permit inclusion for young umpires who are accompanied by a RYUAG approved mentor or coach. JN identified 2 leagues not permitting umpires U18 to practice anywhere at any level. RYUAGs frustrated, therefore to persuade north to permit umpires to umpire. JN has written to one county regarding this and will copy this letter to all other RYUAGs to use as a template.

ACTION:

JN to distribute a copy of the letter to all RYUAGs to assist them in this matter.

JN to advise RYUAGs to communicate with local / regional competition administrators and with Stephen Barlow.

NYUAG reported that they would like the umpires appointed to the Cup Final at the NYHF to be available to support the young umpires participating at the 2008 National Young Umpire Challenge. Andy Mair attended and was excellent, both before the match and again on the Sunday. LP has written to thank him for his attendance and support of the event.

2) Umpire Insurance

It was noted that the requirement for NPUA umpires to have civil liability insurance should be highlighted on the NPUA website, with additional clarity regarding umpire exchanges. DL confirmed that information on insurance (civil liability) was published in the Members' Area, and also as a News Item (although this may be less visible once the story is archived with the addition of recent news).

3) HUA Affiliation

Every County HUA should be affiliated to the County HA and every Regional HUA to the Regional HA. If either the HUA or the HA Constitution does not refer to their affiliation, it

should be amended as soon as possible in order for all umpiring associations / organisations to be affiliated to the NGB.

ACTION: JN to write to all HUAs on behalf of EHUC requesting that they check their constitution and that of their parent authority (the organisation they are affiliated to) so as to ensure that both clearly state affiliation.

4) Chair's Report - 5.1 EH AGM

LP attended and confirmed that very few umpiring matters were raised. Leagues expressed a request for parity in their rules regarding umpires, confirmed as a matter for Competitions.

ACTION: JN to refer this to Stephen Barlow

5.2 EH Road-shows

A member of the EHUC attended all of the road-shows (one to each). JD attended to East Road-show, and reported a mixed response to the proposals regarding the new individual membership scheme. Members from the East expressed concern about umpire development, and JD was able to provide an update on current developments and the need to communicate this more effectively (e.g. Level 2 process). JD also updated the group regarding Level 1 assessments and the current proposals being considered by EHUC.

6) NPUA Report

AM reported the current developments / appointments and activities within NPUA. JN/LP confirmed that UM appointment expenses will be paid by Competitions and have therefore been removed from the NPUA Development Budget. However, it was noted that this cost does not include any provision for AUMs for training. Outcome, EH/NPUA to share this season, next season Competitions will pay full cost for one UM per event. AM has agreed this with Competitions Dept. JN's NPUA Development Budget will provide for AUMs training and development.

ACTION: AM to inform NPUA to negotiate with EH for appointing more people (i.e. which events require more than one UM)

4. CHAIR'S REPORT

EH Competitions Surveys

Youth – LP submitted feedback from EHUC by the 11th April deadline. Recommendations were discussed by the Board last week. There will be a short statement released about the centralised calendar by the end of May (next few days) with full detail of all the decisions released by the end of June. This time frame will enable EH to meet its plan of being able to give a full seasons notice of the changes for 2009/10.

ACTION: Sally Munday will forward the statement to Strategic Chairs for circulation to committees. LP to circulate to EHUC members ahead of July meeting

Indoor – EHUC Feedback on specific indoor competitions was circulated to the EH Competitions committee for its April meeting. Decisions regarding changes to youth competitions (splitting schools and clubs) will be held off until 2009/10 to allow more time.

EHUC had identified that a separate schools competition would not be possible at this time due to insufficient umpiring resources, which EHUC is addressing through the development of a Level 1 Indoor Award. As an umpiring committee, we will also work with RYUAGS to develop indoor umpiring opportunities for young umpires to support the new competitions.

ACTION: EHUC to communicate indoor developments to RYUAGs when applicable.

The Senior Indoor Trophy for clubs knocked out of the EHL leagues in early rounds will take place in 08/09 at a two pitch venue. Two pools of 5 plus semi and final.

Code of Ethics (including Discipline / Conduct Code)

Following the February meeting, DL submitted suggestions for slight amendments in the Code. Some were adopted by the Board when they reviewed the documents at the March meeting. The intention is that the documents will be released in pure text format at the end of May / beginning of June on the EH website for people to incorporate into handbooks if they so wish.

JN noted that this highlights the importance of HUA affiliations (direct or indirect), which would enable more effective distribution of messaging to umpires and the increased potential for it to be implemented effectively. DB suggested that the email communicating the Code of Ethics should include a request to reply, confirming receipt. It was also noted that the document is very detailed, and therefore EHUC also recommends a one-page synopsis.

ACTION: Alison Hogg and JN will be discussing the dissemination process to the umpire fraternity. JN to inform AH that EHUC strongly recommends a simple guide to accompany the information, outlining key details of discipline guide, and encouraging those interested to read full report.

Admired Identity

Membership services plan was submitted at EH Board Meeting in May for approval (NB: Plans announced at Road-shows. It was noted that EHUC not seen final draft since presentation at our December meeting. JD confirmed prices, highlighting that 'Platinum' costs £120 but does not include insurance. It was also noted that no details of three tiers or their prices are available on website (JD had to enquire personally to receive these details). DL added that the level of communication and consultation was disappointing since umpires are likely to be one of the largest target groups for the scheme. LP also queried the availability of insurance for those who do not wish to become a member, an issue also raised by the Competitions Committee?

ACTION: JN to ask for further information from CJ for EHUC, including information on whether insurance will still be available without becoming a member.

Coaching Audit - Invitation for Final Tender. The Hockey Coaching Strategy Group for Great Britain (referred to as HCSGGB), is to commission consultancy services to produce a coaching audit for the England, Scotland and Wales Hockey National Governing Bodies (NGBs). This is to determine the quantity, quality and diversity of coaching in the UK for support of 2016. JN confirmed that at this time this will be for player coaches only.

Consultation Processes. Following requests for extensions to deadlines for recent consultations, the Board has agreed that in future, more lead time would be given for replies.

Strategic Planning Groups - have been established for 2009-13. JN confirmed these are staff groups, led by an executive director. EH have been split into groups reflective of experience and skills, meet regularly onsite and offsite. No volunteers are involved at this stage.

News Items – EH website has been re-launched and looks excellent. Umpiring now included as part of the Officiating section.

5. NPUA REPORT

Tabled by Andy Mair in advance of the meeting

- Feedback provided by NPUA to EH Competitions on proposed new indoor structure
- Concerns raised over new EHL structure with regard to new Conference Leagues v the current NPUA 3 / 4 Panel structure. It has been accepted that the league will settle to allow for appropriate levels of appointments, but first season appointments will initially be very difficult to judge
- Umpire Coaching DVD first phase now complete. Will be used at NPUA Conference in September 08.

- Concerns over the rising cost of petrol related to umpire travel. JN confirmed that benchmarking has taken place and the 16p rate paid by England Hockey is less than the majority of other sports. Car-sharing should be encouraged and matched with an enhanced reimbursement rate.
- It was proposed by NPUA that the EHL rate be increased to 17p. JN confirmed that although this was agreed at the EHL Management Committee, it must be approved by the England Hockey Board before being implemented. NPUA have flexibility to increase their own reimbursement rate for members.

ACTION: JN to report on England Hockey decision following proposed review in June 08.

6. GB REPORT

Tabled by Julia Gill in advance of the meeting

- JG confirmed no further meeting since last report
- GB Super League was run as a development opportunity this year for players and umpires and went very well. Umpires were selected from the Development and Academy Panels.
- Panels to be reviewed at the next meeting of GBPOP (date TBC after Olympic Games).
- Additions to panels will be reviewed in late October with NPUA nominations to be made to JG.

ACTION: JG to confirm date of next GBPOP meeting

7. MACILDOWIE FUND REPORT

- JN confirmed that there was just over £2,000 in McIlldowie Fund, prior to payment of current applications being considered.
- The fund has received 4 donations this year to date (3 anonymous, 1 public).
- The fund has approved 3 payments this season, 2 for the treatment of injury.
- The fund will need to consider a substantial application, which will arrive shortly.
- EHUC is happy to support applications thus far, aware of concerns of umpires calling on funds for injury treatment when those individuals could have had personal medical insurance in place.
- Going forward, the fund will not be used for medical treatment and EHUC strongly advises umpires to take their own policy for medical insurance but encourage EH to extend current Personal Accident Policy so as to provide for umpires taking national appointments (as it does for young umpires and staff and committee volunteers)

ACTION: JN to discuss with Ian Wilson.

- EHUC will remain mindful of individual hardships when making awards from the McIlldowie Fund.

ACTION: AM to convey to the NPUA that it should strongly advise all umpires on IDGs to take medical insurance and additionally NPUA should consider investigating a group policy.

8. BUDGET REPORT

EHUC to look at current report (income/expenditure) and make representations re (over/under) spending. Budget to be submitted end June, to be approved in July

1) Awards

- We may not achieve awards income target (currently on plan but usually quiet for next 3 months). Mailing and web-based announcement scheduled for June with summer league incentive to qualify, promoting discounts and revenue opportunity for those running courses. This was successful in 2007.
Registrations not up to budget expectations, due to slow take up of Level 2 and minimal interest in coaching. Will need to address this as a priority going forward as more and

better coaching is crucial. Feedback from some umpires has suggested that they cannot get support for L2 from their regions because they are still playing.

- EHUC noted that the shortfall income would be partially corrected if unqualified umpires were required to obtain a qualification, a requirement not yet endorsed by the Competitions Committee and therefore not approved by the Board.
ACTION: JN to ask Stephen Barlow to press this further and ascertain how he feels EHUC can get the necessary support. It was also noted that in order for the necessary levels of protection to be in place (in insurance terms) a successful assessment is required to have been undertaken – lending further credence to the need for Level 1 umpires at all levels of competition.

2) Coaching & Resources

- Funds to be invested in a new Hockey Rules OK poster.
- JN to present poster campaign at EHUC meeting in July.

3) Youth Umpire Development

- Noted that this budget includes costs of young umpires appointed to international and national events, and the subsidy of £25 per event, exclusive to the NYUPL and payable only when appointed on receipt of the appropriate claim form.
- LP highlighted that this subsidy should be retained and potentially increased to ensure that young umpires can afford to tournaments and still umpiring.
- EHUC to recommend that the subsidy for multi-day events be increased to £30.
ACTION: JN to amend claim form for introduction on 1st September 08

4) NPUA

- NPUA's proposed Development Budget was submitted to the EHUC and distributed to members for discussion.
- JN commented on the budget for selectors/assessors currently active in the NPUA, and asked if the current number was better suited to delivering coaching and assessment for umpires. DL confirmed that the current panel was able to deliver 252 'watchings' per season, equivalent to 4 per umpire. The NPUA reviewed its selector/assessor structure in February and confirmed that the current number remained necessary, given the size of hockey's national programme.

It was noted however that NPUA are to review this further.

- Coach/Selector pairings have also been instigated for consistency, since this is more cost effective than a meeting(s) for the entire panel at one location.
- NPUA recommended not increasing the Appointments Bursary by more than 3% at this time. If the NPUA wishes to pay a greater bursary, this should be sourced from NPUA funds. EHUC requested information for the time spent on the website making appointments and time spent on the telephone, so that EHUC can assess any future increase if this supporting information is provided and justifies the increase.
- It was noted that the level of responsibility placed on Colin Barthorpe for appointments is very high, and recommended that he should have an assistant to 'learn' the role.
- EHUC recommended that the resource development budget should be funded in the future by the sale of resources produced to date.
ACTION: JN / LP to meet with NPUA and discuss in more detail.

9. STRATEGY

MORE YOUNG PEOPLE

a) RYUAG Survey

MA was thanked for collating the feedback from all regions. It was noted that some are operating more effectively than others. Next steps agreed as:

- Assisting RYUAGs with mentoring opportunities
- Educating and assisting counties to deliver to RYUAGs
- Ensuring support from Boards / Management Committees to support young umpiring
- Sharing best practices between the regions
- Agreeing 'basic' and 'gold' standards for RYUAGs (to be shared with CYUAGs)
- Confirming the pathway from County – Region – National
- NYUAG to share their objectives with RYUAGs

ACTIONS: MA to update presentation based on EHUC comments and distribute.

EHUC to forward presentation to all the regions, thanking them for their feedback, along with supporting comments and recommendations for their consideration.

EHUC to share pathway plan and objectives of NYUAG with RYUAGs.

RYUAGs to share contacts to communicate with each other in advance of a meeting.

Networking meeting to be arranged between all five regions at Cannock (30 Oct - 2 Nov) around the U15/U17 County Championships, supported by workshops run on each of the four days. Information to be communicated immediately along with the thanks and presentation confirming the meeting, with further details to be sent through shortly.

Thanks expressed to MA for producing an excellent presentation representing the national picture as it is in May 2008. DL also expressed his thanks on behalf of the South to EH for their excellent support, through JN and Louise Riddle (South DO). This was seconded by AG on behalf of the Midlands RYUAG.

b) National Hockey Foundation

NHF is considering how its funds can be used (on application) to support youth development projects. Applications via the Secretary, The National Hockey Foundation Ltd, 9 Hamlet Green, Northampton, NN5 7AR

ACTION: JN to write to all RYUAGs advising them of this opportunity.

JN to send further information on Sports-Match and other fund sources to RYUAGs

c) Foundation Umpire Award

It was noted that this Award was originally known as the PUA and was essentially based around mini hockey. From 1st September 2008 the FUA will change and will become exclusive to small-sided games (Quick sticks and Mini Hockey) and be for young umpires only. Those achieving the award are predominantly young leaders (75%) and independently run courses (25%).

It was agreed that this may negate the need for a separate Young Umpire Award (YUA).

Following discussion it was agreed that there should be only one award prior to the Level I and that it should be exclusively focused on young people and young people's hockey.

ACTION: The FUA will therefore be phased out in the next few months and the scope of YUA will extend. JN to publish this information to the website and to RYUAGs and Regional Offices.

- Level I is now confirmed as the first award for 11-a-side hockey
- JN confirmed that Hockey Rules OK! will also be used to promote YUA, including a 'Top Trumps' style card game, to promote and learn the rules etc.
- Hockey Rules OK! characters would be available for use by RYUAGs, but ONLY to promote young umpire activity such as YUA.

d) Young Umpire Fund

LP promoted establishment of fund to exclusively assist young umpires. One person would need to be responsible for how the account is funded, managed, distributed and targeted.

ACTION: ALL to consider how such a fund could be established. To be added as agenda item for July

d) HiPACs

The first HiPACs are to take place on 13-15 June at Lilleshall (Boys) and 11-13 July at Bisham Abbey (Girls). Four young umpires have been appointed to each event, to be mentored by BB (Boys) and Frances Block (Girls)

ACTION: BB to feedback at July meeting.

THRIVING CLUB INFRASTRUCTRE

a) New Indoor Awards.

DL presented outline for new indoor L1 & L2 awards plus Indoor Course PowerPoint for tutors. Thanks were again expressed to Rob Jenkins and James O'Hara for their pre-work in preparing the papers for EHUC consideration.

- Content of the presentation will evolve as courses begin
- Presentation will take 30-40 mins, but 2 hours should be allowed in total to include discussion and questions
- LP highlighted that course could be supported by NPUA Indoor DVD
- Envisage course being delivered at an indoor event, before games the tournament commences, followed by watching and potentially umpiring some games.
- JN confirmed presentation would go on to EH format
- Transfer cost from 1 September – 31 October of £5
- Cost from 1 November 2008 of £10
- Applicants for L1 Indoor must already have qualified as Level 1 Outdoor
- Successful applicants will have an indoor accreditation added to the database

ACTION: JN to put course onto EH PowerPoint background

LP to update registration forms for L1 and L2, and L1/2 transfer form

LP expressed thanks again to DL for all his hard work.

DL thanked BB for feedback as non-indoor umpire on identifying rule differences and comparisons with outdoor hockey.

b) Level 1 Umpiring Award

EHUC now satisfied that proposal is in place.

Announcement to be linked to YUA and Indoor Awards

Target to have new L1 exam paper ready for 1 January to incorporate new rules

JN confirmed two volunteers in place to draft new exam paper and will meet with them both after Olympic Games in order to meet 1 January deadline

ACTION: JN to refer to 9 iii) g), h) and i) from previous minutes to complete this process. JN to draft press release for EHUC review at July meeting

INTERNATIONAL SUCCESS

EH Performance Plan

JN confirmed that the final draft of this document is not yet ready. In late June it will be in place and sent to NPUA, GBPOP and other contributors.

ACTION: JN to consider feasibility of final document going to the Board in September / October.

It was noted that GB is viewed as the preferred body to deliver resource for performance. GB player performance also affects opportunities for and performance of umpires, including appointments.

DL added that we also need to make clear to NPUA that performance measures differ from just international. Potential objective for EHUC to implement performance plan for entire hockey umpiring structure, including pathway, etc

ACTION: JN to update status of performance plan to NPUA at the next selection meeting.

JN highlighted a problem finding good pictures, since the majority show umpires in controversial decisions. It was agreed that images should also be of English umpires only.

ACTION: BB to search for suitable photographs

HUA AFFILIATION

The EH Board did not support the proposal submitted by the EHUC requesting their support for HUAs to choose their affiliation route i.e. directly to EH or indirectly through their county or region. The Board asked that the EHUC to address 3 questions prior to the proposal being considered further. The questions have been answered and EHUC now await the response of the Board.

The EHUC are extremely disappointed that the proposals and supporting documentation submitted to the Board were not accepted at the meeting in January – meaning that the proposal could not go to the 2008 AGM.

EHUC feel that as with all other NGBs of sport, EH has a duty to ensure that all participants in hockey have equal access to all the guidelines and codes of conduct, and particularly, are subject to those codes, rules and guidelines.

EHUC's primary concern is that currently we have many umpires operating in this country who are not in any way subject to any of the rules, guidelines, and codes of conduct or constitution of the NGB. Umpires at the grassroots believe, in the majority, that they are operating within the codes and are protected by them.

9. Correspondence

1. Donation to the MacIldowie fund gratefully received from Hampshire HUA.
2. EHUC referred document from Chairman NPUSP to NYUAG as it relates entirely to young umpire appointments and NYUAG oversees all young umpire activity.

10. AOB

AG raised a question from MRHUA regarding its ability to raise re umpiring fees for EH knock-out competitions, currently set at £35 per match. EHUC stated that this is a competitions issue and should be referred to the Competitions Department. Competitions Committee will circulate a proposal to all the regional associations for an increase to £40 per match. The EHUC will be presented with this proposal for approval at its July meeting.

EHUC has been pleased to receive unanimous positive responses from those young umpires who were appointed to the National Hockey Youth Festival.

11. DATES OF FUTURE MEETINGS:

Sunday, 20 th July 2008	–	Bisham Abbey
Wednesday, 15 th October 2008	–	Milton Keynes

Tuesday, 9th December 2008 – Milton Keynes

The meeting closed at 5:00pm with thanks to the Chair and the Note Taker.