

# Assessment – Level 1 Umpires

August 2014



ENGLAND  
HOCKEY

## Background and Introduction

- ✓ In April 2014, the England Hockey (EH) constituted Umpire Developer Group recommended that “nationally consistent criteria (be developed), against which umpire performance can be evaluated at county (Level 1) level”. This recommendation was shared with county and regional Hockey Umpire Associations (HUAs) and, at the HUA Conference in May 2014, it was agreed that the recommendation would be actioned prior to season 2014-15.

## Identifying Assessment Criteria – The Process

- ✓ In 2013, England Hockey commissioned research to identify essential/desirable qualities of umpires operating at county, regional and national conference levels. The findings have been shared with county and regional HUAs and were discussed at the May HUA Conference.
- ✓ The research identified **58** qualities, which were categorised into **10** different sections. All 58 were deemed to be important at each of the three levels, although the degree of importance varied between levels. The left hand column of **Table 1, Appendix 1** lists these qualities.
- ✓ The right hand column of **Table 1 in Appendix 1** indicates which of the qualities are covered in the Level 1 Umpire Course, either directly or indirectly. This is important as Level 1 umpires should be assessed on what they (should have) learnt on the course.
- ✓ The left hand column of **Table 2 in Appendix 2** lists those qualities covered in the new Level 1 Umpire Course. The right hand column then shows the **20** criteria against which Level 1 umpires will now be assessed. These criteria are listed within **5** sections – Preparation and Appearance, Decision Making, Communication, Management and Control and Attitude.

## The New Assessment Form

- ✓ The new assessment form can be found in **Appendix 3**. Guidance on completing it can be found in **Appendix 4**.
- ✓ The assessment form and guidance are made available as separate documents.

### Qs & As

#### 1. Who is to be assessed using this form?

Level 1 unassessed umpires (new terminology) and Level 1 candidate umpires (old terminology). In other words, umpires who have completed the EH course and who now wish/need to be assessed.

County HUAs may wish to also use the form to assess their own Level 1 umpires. Some modification of the tick boxes at the bottom of the form will be required in this case.

#### 2. Who can assess using this form?

For season 2014-15, it is up to county HUAs to determine which of their members should carry out assessments using this form.

#### 3. When should HUAs start using this form?

The form must be used from 13th September 2014.

#### 4. How does an umpire go about getting assessed?

It is the responsibility of the umpire to contact a county HUA to arrange an assessment. The county HUA may wish to charge a small fee to the umpire for carrying out the assessment.

#### 5. What happens to the form after it has been completed?

The form will be made available as a **hard copy in triplicate** and as an **electronic** version. An assessor can choose to complete the hard copy version on the day and then give one copy to the umpire and retain a copy for either him/herself or his/her HUA. The third copy must be sent by post to the Officiating and Volunteers Administrator, England Hockey, Bisham Abbey NSC, Marlow, Buckinghamshire SL7 1RR.

If an electronic copy has been completed, this should also be sent to [umpiring@englandhockey.co.uk](mailto:umpiring@englandhockey.co.uk)

Once the form (hard copy or electronic) has been received, the England Hockey database will be updated to reflect a successful assessment.

If HUAs would like to use the hard copy forms, please let [natasha.mcmorrow@englandhockey](mailto:natasha.mcmorrow@englandhockey) know to whom (and where) they should be sent.

Appendix 1

Table 1 – (Research) Identified Umpire Qualities

Personal performance indicators	L1 course content
Not allow one off mistakes to dictate future decisions	
Maintain self control during the game	✓
Enjoy the umpiring experience	✓
Maintain a stable performance under pressure	
Recover quickly from setbacks	
Identify actions following an incorrect decision	
Game knowledge and awareness	L1 course content
Know when to play advantage	✓
Treat every game umpired with respect	✓
Make accurate decisions	✓
Maintains the flow of the game	✓
Understands the importance of positioning	✓
Use preventative statements to help players	✓
Make quick decisions	✓
Communicating decisions	L1 course content
Use appropriate body language to sell a decision	✓
Make eye contact when communicating with a player	✓
Use the whistle to communicate offence severity	✓
Be aware of how your body language is interpreted	✓
Resolve conflict over decisions that are questioned	
Communicate clearly the reasons for a decision	✓
Stand by a decision when players challenge it	

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<b>Presentation</b>	<b>L1 course content</b>
Wear required clothing and have appropriate equipment	✓
Be a role model for less experienced colleagues	
Match the physical fitness levels of the players	
<b>Player knowledge and understanding</b>	<b>L1 course content</b>
Recognise and deal with player frustration	✓
Facilitate enjoyment for all players	✓
Identify the difference between dissent and confusion following a decision	
Use team and individual warnings appropriately	✓
Allow players to question but not control	✓
<b>Personal coping strategies</b>	<b>L1 course content</b>
Keep emotions in check at difficult moments	
Be honest with players when mistakes have been made	✓
Accept constructive criticism	
Cope with pressure regarding performance expectations	
Develop an umpiring style that suits your personality	
Shrug off unfair criticism	
<b>Rationalising decisions</b>	<b>L1 course content</b>
Apply umpiring principles consistently	✓
Listen to, and apply effectively, advice from umpiring colleague	✓
Make rational judgements based on information available	
Recognise decision patterns	
Have an awareness of personal feelings on decision making	
<b>Social competence</b>	<b>L1 course</b>

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	content
Relate effectively to players and coaches	
Adapt behaviour to specific game circumstances	
Use appropriate humour during the game	✓
Build rapport with an umpiring network	
<b>Teamwork</b>	<b>L1 course content</b>
Support an umpiring colleague through difficult challenges	
Ensure consistency with an umpiring colleague	✓
Work with an umpiring colleague to reach an acceptable decision	✓
Be aware of an umpiring colleague's perspective	
Liaise with an umpiring colleague at the earliest opportunity	
Observe other umpires to assist own development	
Build an umpire support network	
Build rapport with an umpire support network	
<b>Commitment to creating a positive first impression</b>	<b>L1 course content</b>
Arrive on time prior to the start of the game	✓
Present oneself in an acceptable manner	✓
Carry out relevant pre match checks	✓
Introduce yourself and build rapport with coaches	✓
Warm up pre match	
Warm up with colleagues pre match	

Appendix 2

Table 2 - Level 1 Umpire Criteria

1. Preparation and Appearance	
Original QUALITY	Amended CRITERIA
Arrive on time prior to the start of the game	1. Arrived in sufficient time to prepare properly
Present oneself in an acceptable manner	2. Was wearing the appropriate clothing
Wear required clothing and have appropriate equipment	3. Had all the necessary equipment
Carry out relevant pre match checks	4. Carried out relevant pre match checks
2. Decision making	
Original(s)	Amended
Make accurate decisions	5. Made accurate decisions
Make quick decisions	6. Made timely decisions
Know when to play advantage	7. Played effective advantage
Maintains the flow of the game	8. Helped maintain the flow of the game
3. Communication	
Original(s)	Amended
Use preventative statements to help players	9. Used preventative statements to help players not to offend
Use appropriate body language to sell a decision	10. Displayed positive body language
Make eye contact when communicating with a player	
Be aware of how your body language is interpreted	
Use the whistle to communicate offence severity	11. Communicated clearly with whistle tone the severity of offences
	12. Communicated clearly with signals the nature of decisions
	13. Communicated clearly with voice the reasons for decisions
4. Management and Control	
Original(s)	Amended

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Work with an umpiring colleague to reach an acceptable decision	14. Worked effectively with umpiring colleague
Listen to, and apply effectively, advice from umpiring colleague	
Ensure consistency with an umpiring colleague	
Recognise and deal with player frustration	15. Recognised and dealt effectively with player frustration and dissent
Allow players to question but not control	
Maintain self control during the game	
Facilitate enjoyment for all players	16. Helped the players enjoy the match
Use team and individual warnings appropriately	17. Used team and individual warnings appropriately
<b>5. Attitude</b>	
<b>Original(s)</b>	<b>Amended</b>
Be honest with players when mistakes have been made	18. Was honest with players if a mistake was made
Enjoy the umpiring experience	19. Displayed evidence of having enjoyed the umpiring experience
Relate effectively to players and coaches	20. Related effectively to captains, players and coaches
Introduce yourself and build rapport with coaches	

## Assessment – Level 1 Umpires

### Appendix 3 – Level 1 Umpire Assessment Form

<b>Name of Umpire</b>		<b>EH Number</b>	
<b>Current Grade/Level</b>			
<b>Match</b>			
<b>Date</b>			
<b>Preparation and Appearance</b>	<b>Score</b>	<b>Action Points</b>	
Arrived in sufficient time to prepare appropriately			
Was wearing the appropriate clothing			
Had all the necessary equipment			
Carried out relevant pre match checks			
<b>Decision making</b>	<b>Score</b>	<b>Action Points</b>	
Made accurate decisions			
Made timely decisions			
Played effective advantage			
Helped maintain the flow of the game			
<b>Communication</b>	<b>Score</b>	<b>Action Points</b>	
Used preventative statements to help players not to offend			
Displayed positive body language			
Communicated clearly with whistle tone the severity of offences			
Communicated clearly with signals the nature of decisions			
Communicated clearly with voice the reasons for decisions			
<b>Management and Control</b>	<b>Score</b>	<b>Action Points</b>	
Worked effectively with umpire colleague			
Recognised and dealt effectively with player frustration and dissent			
Helped the players enjoy the match			
Used team and individual warnings appropriately			
<b>Attitude</b>	<b>Score</b>	<b>Action Points</b>	
Was honest with players if a mistake was made			
Displayed evidence of having enjoyed the umpiring experience			
Related effectively and empathetically to captains, players and coaches			
<b>Total score</b>			
This umpire should be graded as Level 1 (assessed)			<input type="checkbox"/>
This umpire should remain as Level 1 (unassessed)			<input type="checkbox"/>
<b>Name of Assessor</b>		<b>HUA</b>	

### Appendix 4 – Guidance for Assessors

1. Based on performance on the match he/she is observing, assessors should identify the most appropriate number in the range (between 5 and 0) for each criterion. **Table 3** below offers suggested top and bottom end descriptors as guidance.
2. The score (0 – 5) for each criterion should be inserted in the **Score** column. The individual scores should then be added to give an overall score, which should be recorded in the **Total Score** box.
3. If a criterion is not observed (because the umpire had no opportunity to demonstrate it), a score of **3** should be awarded. In these circumstances, the assessor should highlight the number 3 in a suitable way.
4. An umpire must achieve a total score of **60** to pass the assessment and be permitted to umpire matches that require L1 assessed umpires.
5. The **Action Points** boxes should be used to note specific actions that will help the umpire improve. You should add action points only if a score of **2, 1 or 0** has been awarded. The post match debrief can be used to highlight verbally any particular strengths.
6. Under the criterion “arrived in time to prepare appropriately”, please take account of whether a pre match chat between umpiring colleagues took place.
7. Under the criteria “made accurate decisions” and “made timely decisions”, please take account of whether the umpire was appropriately positioned to be able to make ‘accurate’ and ‘timely’ decisions.

**Table 3 – Descriptors**

Criteria	Preparation and Appearance							
Arrived in sufficient time to prepare appropriately	Arrived in good time.....	5	4	3	2	1	0	.....was late
Was wearing the appropriate clothing	Smart & appropriate.....	5	4	3	2	1	0	.....untidy & inappropriate
Had all the necessary equipment	Fully equipped.....	5	4	3	2	1	0	.....no equipment
Carried out relevant pre match checks	Thorough.....	5	4	3	2	1	0	.....not completed
Criteria	Decision making							
Made accurate decisions	Highly accurate.....	5	4	3	2	1	0	.....highly inaccurate
Made timely decisions	Well timed decisions.....	5	4	3	2	1	0	.....ill timed decisions
Played effective advantage	Benefitted side in possession....	5	4	3	2	1	0	.....disadvantaged side in possession
Helped maintain the flow of the game	Helped game flow.....	5	4	3	2	1	0	.....hindered flow of game

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Criteria	Communication							
Used preventative statements to help players not to offend	Helped players avoid offending...	5	4	3	2	1	0	.....reactive
Displayed positive body language	Positive.....	5	4	3	2	1	0	.....negative
Communicated clearly..... with whistle tone	Clear & sharp	5	4	3	2	1	0	.....weak & unclear
Communicated clearly..... with signals	Strong & purposeful.....	5	4	3	2	1	0	.....weak & unclear
Communicated clearly....with voice	Clear & concise	5	4	3	2	1	0	.....inaudible and confusing
Criteria	Management and Control							
Worked effectively with umpire colleague	Helpful & influential.....	5	4	3	2	1	0	.....uncooperative & unaware
Recognised & dealt effectively with player frustration	Calm & decisive	5	4	3	2	1	0	....flustered & indecisive
Helped the players enjoy the match	Players enjoyed themselves....	5	4	3	2	1	0	.....players did not enjoy themselves
Used team and individual warnings appropriately	Appropriate and effective.....	5	4	3	2	1	0	.....untimely & ineffective
Criteria	Attitude							
Was honest with players if a mistake was made	Acknowledged errors.....	5	4	3	2	1	0	...believed he/she was always right
Displayed evidence of having enjoyed the.... experience	Obviously enjoyed the experience.....	5	4	3	2	1	0	....no evidence of having enjoyed it
Related effectively..... to captains, players and coaches	Related well to players and coaches.....	5	4	3	2	1	0	....no rapport with captains, players and coaches