

# PLAY ON!



VOLUME I

NATIONAL UMPIRING MAGAZINE

SPRING 2003

**Welcome** to **PLAY ON!** England Hockey's first edition of the new electronic magazine for umpires, umpire managers, coaches and all who whistle hockey.

The purpose of the magazine is to keep you informed by offering a variety of articles including national umpiring news, Rules changes and interpretations, quality tips and advice from experts around the hockey world, updates on our youth schemes, the Awards, performance, coaching and modern developments throughout the game.

To register for your **free** copy, see page 4.

**PLAY ON!** has been developed as a long term project. England Hockey will seek contributions from around the country and from all levels of umpiring and umpire coaching.

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## COACHING CORNER



In this first edition of **Play On!** 'Coaching Corner' is going to take a look at flair...

### **Flair...is it an over-rated commodity?**

Some of you may have heard this little line before. If you haven't, perhaps you have at least *thought* it.

Just how important to the game is an umpire with flair? How important to umpiring is an umpire with flair? Is a player with flair important...or a coach? What is flair anyway?

Ask a hundred different people - get a hundred different answers?

**Ric Charlesworth**, confirmed as Australia's most successful and innovative coach has plenty to say on this question. Ric led the 'Hockeyroos' world beating team to consecutive gold medals in two Olympic Games - Atlanta in '96 and Sydney in 2000. His views are educated and balanced and, essentially, they will apply to anyone undertaking any of the three key roles in the game...players, umpires and coaches.

To quote Ric "It seems an Australian credo to admire the brilliant and the spectacular rather than the solid, unobtrusive, simple and effective approach. Being slipshod is overlooked if we have panache. Thorough and clinical are considered boring".

He goes on "My view is that if we considered the matter soberly we'd choose methodical efficiency over flashy inconsistency.

Whatever the sport, whatever the context, many of us are attracted to flair. Perhaps it is the allure of getting something for nothing that is attractive -'I did well in my exams but I didn't study.' 'It's just natural ability.' These are the attitudes that abound in school and in the workplace, yet mostly life and sport is not like that.

All of the elite performers in our sport have natural ability and it is usually the utilization of that ability to the fullest that distinguishes the truly outstanding performers".

He doesn't stop there. "Flair can be defined in a number of ways," he says. " In the sense that it encapsulates our talent or feel for any particular activity, it's fine. However, it is more often used to describe the spectacular, unusual or downright outrageous pieces of a performance or a game, or indeed the style of a performer whether they are effective or not."

"Brilliant performance is usually just practiced skill, well executed, rather than some extravagant spontaneous streak of genius. Unfortunately many make the mistake of chasing the extravagant and spectacular to the detriment of their core game. It's a very common occurrence and the person who does it, is often distracted, erratic and inefficient".

**So there we have it.** Coaches, umpire managers...do you agree with this man, measured by most as a genius coach? When coaching, how do you approach an **umpire** who has genuine flair? If they have high quality consistent decision-making skills, do you ignore it, (make no mention of it) or, if the skills are less evident...? Do you address it head-on? Ask the umpire how long he's been in the theatre? Ask if they've ever seen themselves on video...subtle little lines like that? Do you ever ask the umpire to consider how the players receive and read that 'flair' and do you (as the coach) evaluate the performance through their eyes also?

We would like to extend this article in the next Edition and we are interested to hear from you. If you would like to contribute, please e-mail us ...flair counts...doesn't it?

**Ric Charlesworth's book "The Coach" is published by Pan Macmillan Australia.**

**For more information go to**

**[www.panmacmillan.com.au](http://www.panmacmillan.com.au)**

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# ★ Young umpires flying high! ★



## **Challenge team of 2002**

"They just keep getting stronger and stronger."

No one can underestimate the benefits of investing in our young people. Hockey is seen as a leader when it comes to young officials and we continue to impress not only our international partners (the European Hockey Federation and the FIH) but also the other governing bodies of sport in this country.

When the Young Umpire Challenge was first introduced in 1995, there were twelve young umpires taking part and only one of them had an umpiring accreditation representing the senior game...the Level 1 Umpiring Award.

Now, six hockey seasons later, looking back at the original twelve, the facts bring a smile to all of our faces...

- Five are umpiring at Level 3 turning out each week in the EHL.
- One is umpiring in the Scottish National League.
- Three are Level 2 umpires and progressing towards the EHL.
- The remaining three are Level 1 umpires who play and umpire regularly.

The 2002 Young Umpire of the Year - **Jon Howell** from the South spoke of his allegiance to the Young Umpires team by declaring them "the best hockey team in England."

Jon travels to Barcelona in July to represent England's umpires in the European Nations U16 Boys Championship Finals.

Another umpire going into the international arena again this year is **Raminder Dhandra**. 'Mindy' although young in years is hugely experienced now and has whistled more than 20 internationals involving young people - including the European Youth Nations Finals in 2002 and the British Universities Finals.

Mindy like two of his friends from that "team of 95" is also qualified as an umpire coach (Level 2) and...on top of that, he even sits on the England Hockey Umpiring Group as the Youth Rep. and is on the FIH Youth Panel!!!

**Look out for the new stars coming through...**



## **Tyson Nunneley from Oxfordshire**

Tyson is a young man with a talent for umpiring. He has flair and he is a good decision-maker!

## **And what about the GIRLS!**



## **Mai-Po Wan from Berkshire**

Keep an eye open for **Mai- Po Wan** (Winnie Wan to her friends!) and look out for her friend **Hannah Sanders** from Leicestershire. They're both serious about making it to the top of the umpiring ladder and we are doing everything we can to help them embrace their potential.

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## Interested in coaching young umpires...



Introduce yourself to us here at England Hockey. We need to know who you are, what level of experience you have in coaching terms and in working with young people, where you live and who we can contact to support your application. For more information e-mail [jane.nockolds@englishhockey.org](mailto:jane.nockolds@englishhockey.org)

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Register for **PLAY ON!** now - just 3 easy steps and have it delivered direct to your PC

1. e-mail [jane.nockolds@englishhockey.org](mailto:jane.nockolds@englishhockey.org)
2. Title your e-mail " Application to join the **PLAY ON!** directory"
3. If you change your e-mail address, write and tell us!

Paper copies are also available - charged at £2.00 per copy inclusive of postage. To order a paper copy, write to Development Services Administrator, England Hockey, Silbury Boulevard, Milton Keynes MK9 1HA

# Quiz time!

1. Can a field player use a different stick for a penalty corner?
2. What is the difference between a penalty corner and a short corner?
3. Where no substitute goalkeeper is available, the field player replacing the goalkeeper **must wear**
  - a)
  - b)
4. Players are permitted to "drag flick" the ball at a penalty corner. Are they permitted to do the same at a penalty stroke?
5. Are temporarily suspended players permitted to join their team at half-time?
6. In outdoor hockey, if there is an offence before an awarded penalty has been taken, the umpire can progress the penalty up to **10 metres** up the pitch? What is the distance in indoor hockey?
7. Players are permitted although not recommended to wear baseball style caps while playing hockey - but there is a 'condition' applied (for the purpose of safety). What is it?
8. There are 3 recognised "levels" in international umpiring. What are they?
9. What is the maximum number of players (per team) permitted on the pitch at any one time in Mini Hockey?
10. The EHL Register of Umpires was replaced by an umpiring Award of a new name in September 2002. What is it?

*If you answered all 10 questions correctly, (see page 7) you really need to take charge and write the 10 we want to challenge us for the May edition!*

**Send them in now!**

# STATEMENT

## Mandatory Experimental Rules

In December 2002 the Management Board considered the two Mandatory Experimental Rules that apply to all international hockey from January 1<sup>st</sup> 2003 and decided that these should not be introduced in the domestic game until September 2003. This is the approach that has been adopted with rule changes in the past and allows for the orderly introduction of such changes. Feedback was that this was generally well received by clubs who welcomed this clear position.

Whilst there was virtually no direct adverse feedback direct to England Hockey we were advised by the World Class team that some players particularly those participating in competitions in Europe this year would prefer immediate introduction.

The England Hockey management team together with Mike Hamilton from the World Class team therefore reviewed the situation with the Management Committee. After careful review it was decided not to change the original decision i.e. England Hockey will not introduce the Mandatory Experiments until 1<sup>st</sup> September 2003.

Principle factors behind this decision were as follows:

- England Hockey has a responsibility to all the hockey membership and must be seen to operate equitably.
- The principles, concerns & risks of delaying the introduction to the start of the new season were seriously considered by all consulted.
- It is believed that that international athletes could cope at training camps without detriment to the outcome of forthcoming tournaments. The potential danger to defenders of injuries if insufficiently prepared also needs to be taken into account. Australia and Netherlands have already reported a rise in injuries, which will continue until coaches and players have had an appropriate time to consider the potential that the change imposes.

- Umpires who umpire across the leagues also need time and training to accommodate the implications in implementation of the change. A period of education is required.
- A consultation has taken place with EHL umpires, & the EHL Committee. Few expressed strong views on the subject.
- Introducing the rule to the EHL or the Premier Division only as suggested by some would create a two tier system within the sport in England creating scenarios where teams would be playing different Rules for the remaining season – national competitions, play-offs, school players involved in the EHL, umpires enforcing different Rules on different days. The risk of confusion is immense. The benefits of any change would only be for those few clubs (four) in European competitions.
- No formal complaints (i.e. in writing) had been received from any club.
- Only two phone calls had been received at the offices in Milton Keynes.
- Holland has introduced the change as from 1 January, and they have not been overwhelmingly well received by their membership – England Hockey does not wish to replicate a similar pattern. It must be noted that the Netherlands has approximately 60 clubs and no school sport so communication is therefore much simpler. Germany and Spain are also making the change but they have longer to implement the change with proper communication and education as their outdoor programmes only resume in March/April.

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**Unsure as to what the  
Mandatory Experimental Rules are?  
SEE OUR WEB-SITE**

**And don't forget...they don't apply to  
hockey in England until  
1<sup>st</sup> September 2003.**

# PERFORMANCE

Two areas to this section...one being news and the other a 'Performance' related article. Let's start with the news.

## GB UMPIRES team announced.

### HIGH PERFORMANCE GROUP (A)

(Those on the FIH World Panel or World Development Panel and who have a realistic chance of selection for Olympic Games 2004)

Hamish Jamson (ENG)  
Jean Duncan (ECO)  
David Leiper (ECO)  
Steve Brooks (ENG)  
Jane Nockolds (ENG)  
Steve Graham (GAL)

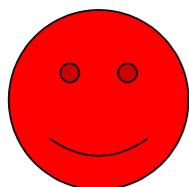
### GB - DEVELOPMENT GROUP (B)

Those on the FIH World Panel or World Development Panel and who have a realistic chance of selection to the World Cup in 2006 or Olympic Games in 2008.

Alison Hill (ENG)  
Ged Curran (ECO)  
Andy Mair (ECO)  
Nick Lockhart (ENG)  
Heather Smith (ENG)  
Dawn Henning (ENG)

Congratulations to all named and good luck with your efforts to move a step closer to the Olympic Games.

**NEWS FLASH!** Congratulations to Steve Brooks, Dawn Henning and Louise Knipe - all whistling at the Indoor World Cup this week...see them live on Eurosport!



## FEATURE ARTICLE

The Performance article in this edition is focused on an area that is close to all of our hearts. It doesn't matter if we are club umpires or internationals. It is based around some of the work undertaken by Terry Orlick. Terry is a leader in the field of sports psychology. He is the author of many books including the quite excellent 'Embracing Your Potential' published by Human Kinetics - see [www.humankinetics.com](http://www.humankinetics.com)

So...the topic..."Recovering from a disappointing performance".

No umpire can honestly hold up his hand and say "I have never been emotionally challenged while umpiring", or "Ohh, it's not a problem for me, I just ignore it!"

All of us at some stage will have been exposed to something distressing on the pitch. Perhaps we got stressed because we knew we are making too many mistakes on that particular day and we couldn't "snap ourselves out of it" or perhaps we aren't making mistakes but every blasted player on the pitch seemed to think we were!

Umpiring is an emotionally demanding challenge. It can leave you feeling drained (regardless of whether things have gone well or not) or it can leave you feeling exhilarated and appreciated...

But we don't umpire to 'be appreciated' do we? We do it because, it's challenging, we enjoy it and we want to contribute positively to our sport.

So...when it all collapses around us, how do we pick up the pieces, pick up ourselves, rub ourselves down and start again as they say? What are the best strategies to recover effectively and improve performance following that 'dreadful experience?' (continued on page 7)

Please visit the Hockey England Website for information, chat, downloads and much more.

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One of the best things to do, before you get yourself bogged down in disappointment or confusion, is to **rationally consider everything**. If you fell short of your goals, ask yourself these questions:

- Did I actually try to achieve my goals?
- Where my goals realistic given the situation?
- Did I prepare well?
- Did I focus on the task as well as I can?
- Was the outcome within or outside my control?
- Is that outcome now within or outside my control?
- Are there lessons that I can extract from this experience that might help me now or in the future?
- How can I act on those lessons?

When we pursue worthy goals, the important thing is that we open ourselves to everything possible that might help us achieve those goals. If we didn't reach them for whatever reason, it's not a cause to be down on ourselves. We didn't try to cause problems and we didn't try to make mistakes...

- Take the time to reflect - give yourself some respect
- Think about the good things you did - the positive contribution you made
- Try and put yourself outside of yourself and look in with another's eyes - be the goalkeeper looking at you. What do you see? Do you look confident? Are you mobile? Are you **a part** of the game as opposed to **apart** from the game? Are you smiling or do you look angry? Are you relaxed or do you look nervous and tense?
- Try and talk to the players and the coaches, be approachable and ready to listen to them
- Let them know that you can use every experience you have (good or bad).

Now go and find / do whatever makes you feel better. Maybe it's to listen to music, maybe to go the pub or to grin at yourself and go march off home to mow stripes in the lawn.

You've asked yourself the questions, you've given yourself honest answers, perhaps it's time to do something for you now and know that it's over and you will be back for more!

## Quiz time! (ANSWERS)

1. Yes
2. Penalty Corner is the correct term in 2003, short corner was replaced by PC.
3. A shirt of a different colour and a helmet.
4. No
5. Yes
6. 5 metres
7. Soft peak
8. FIH, FIH Class 1, World Panel
9. 7
10. Level 3 Umpire Award

## What is she saying?

E-mail your suggestion to [jane.nockolds@englishhockey.org](mailto:jane.nockolds@englishhockey.org)



Title it "PLAY IT! Caption Quiz" and we will send the best offering a very worthwhile prize.

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## Coming in the next edition of Play On!

- Building your Confidence
- Introducing the new UM Manual
- What role - the new Umpiring Committee
- Fast tracking Promising Umpires
- Umpire Recruitment & Retention
- Your letters
- The Mandatory Experimental Rules - what difference will they make?
- Caption time...who'll be the next 'victim'?

# Code of Conduct for Umpires

This excellent new publication has brought hockey umpiring into line with coaching and officiating in other sports. Thank you to the England Hockey Umpiring Group who have worked hard to produce this resource.

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## Section A: Principles of the Code of Ethics and Conduct

England Hockey expects all umpires to conform to ethical standards in a number of areas. These areas are clearly laid out in this document and it is imperative that all umpires read and understand this Code before umpiring a game of hockey.

## Section B: Introduction

England Hockey has a duty to its members to provide guidelines within which hockey umpires work. It is important that the expected standards of ethical behaviour in umpiring are widely publicised and maintained. It is essential that those using the services of hockey umpires are also informed of the Code of Ethics and Conduct.

The role of the umpire within the sport is a very important one. The umpire is any person who controls and applies the Rules to a game of hockey; they are the sole judges of fair play. Umpires are usually people who are linked to a school or a club and have attained a recognised level of competence within the England Hockey Umpire Awards Structure. Schoolteachers, players, students and parents also umpire.

## Section C: Personal Standards

### The base line on which all umpires should set their standard

- Personal appearance and presentation is of great importance when umpiring. Umpires should consistently project a favourable image of umpires and umpiring to colleagues, players, officials, parents, spectators and the general public.

In addition to this the umpire should:

- Be punctual
  - Wear clothing appropriate to the match
  - Never umpire under the influence of alcohol or drugs under any circumstances
  - Avoid using profanities
- Umpires should have confidence in and maintain their integrity. They should umpire the game: in an unbiased, honest manner regardless of the reactions of players, coaches, spectators; time remaining; score, previous decisions, or any other potential source of influence.
  - Respect other umpires and their decision-making.
  - Take responsibility for their own continuous development, making the most of opportunities offered to them through England Hockey, their associations or other education agencies.

An umpire shall not:

- Engage in any conduct that is prejudicial to the interests of the game of hockey.
- Make any public comment or media statement that is detrimental to the game of hockey in general.
- Disclose or comment on any alleged breach of this Code or the England Hockey Code of Discipline.

## Section D: Competency

### Level of competency and the umpires' ability to apply the Rules and deal with situations.

- Qualified umpires should be able to provide proof of qualification and level of competency as defined by the England Hockey Awards Structure.
- Umpires should demonstrate a thorough and complete

understanding of the Rules and regulations governing hockey and their application.

- Recognise the importance of and seek to achieve consistency in all aspects of umpiring.
- Endeavour to ensure that the spirit of the game is maintained.

## Section E: Relationships

### How the umpire interacts with players, coaches and other umpires.

Umpires should:

- Set and maintain an atmosphere for the enjoyment of the game.
- Show respect to their colleague, players and the game - whatever the level.
- Foster regular and effective communication with colleagues, coaches, and players.
- Make decisions with quiet confidence, never with arrogance.
- Ensure that on or off the pitch their behaviour is consistent with the principles of good sportsmanship.
- Encourage and assist in the development of other umpires.

## Section F: Safety

- Umpires have a responsibility to make sure that they provide a safe environment in which players can properly display their hockey skills.
- It is recommended that umpires carry out their duties in keeping with the regular and approved practices adopted and published by England Hockey.
- It is strongly recommended that umpires arrange adequate insurance (civil liability and personal injury) to cover their umpiring.

## Section G: Equity

- Umpires shall respect the rights of every human being they work with, and treat all as equals. This must be regardless of age, ethnic origin, gender, religion, sexual orientation, cultural background or political affiliation.
- Umpires should try to ensure that anyone umpiring under their supervision is equitable in their behaviour.

## Section H: Complaints Procedure

Anyone wishing to make a complaint about any person acting in the capacity of hockey umpire within the context of this Code must follow the set procedure.

- Submit a report in writing to England Hockey who may delegate responsibility for dealing with the complaint to the appropriate Umpires' Association.
- If the complaint involves a minor (a person under the age of 16) the complainer must include the confirmed age of the person involved.
- On receipt of a complaint, procedural guidelines will be issued to all parties by England Hockey or the delegated authority.

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**And finally...** If this magazine is going to be the success that we want it to be, we **NEED** you to contribute.

We will include a letters page, we will report your news and we will take pleasure in publishing your ideas, your tips and your recommendations.

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