



Umpire Development Plan (Rev C)

A - Objective:

The club has four key objectives:

- Having more qualified umpires at all levels within the club to allow us to spread umpire commitments across more people.
- Have the majority of players, coaches and club helpers qualified to suitable level to give them a better understanding of the games rules and be able to assist with umpiring.
- Having a clear Umpire Development Pathway to allow umpires to be developed to international level as we currently do for players and coaches.
- Create a club environment where it is generally accepted that to be part of UHC you give back in some way and umpiring being one of these ways.

B - Umpire Levels:

The club fully understands umpiring is not everyone's preference however we do feel everyone could umpire to some level. Therefore, we are keen to facilitate everyone working towards one of following levels.

Level	Can Umpire Up To	Existing Qualification	Working towards Qualification
One	Youth U10/12/14/16	None	Intro to Umpiring
Two	Youth U14/16 WDL D4 + WDG D3	Intro to Umpiring	Level 1 Theory
Three	Youth U18 WDL D1 to 3 WDG D1 to 3	Level 1	Level 1 Experienced
Four	SHU Regional	Level 1 Experienced	B Badge (NL experience required)
Five	SHU National	B Badge	A Badge (International experience required)
Six	International (EHF/FIH)	A Badge IAP development	EHF/FIH panel

IN PARTNERSHIP WITH:





C – Umpire Pathway:

All current players, coaches and club helpers would be graded as Level one to six and a personal development plan will be agreed.

Mentors would then be appointed to each person with an individual plan and timescale being agreed.

D – Focus Groups:

Below would be the key focus groups for 2019. By prioritizing these groups, we can focus on achieving a boost to umpire numbers and build the culture amongst club players that umpiring is an integral aspect of the game/club.

Group	In Group	Action	Working Towards
One	G1 & 2s	Grade all players 1 to 5 and put dev plans in place	Intro to Umpiring Level 1
Two	L1s	Grade all players 1 to 5 and put dev plans in place	Intro to Umpiring Level 1
Three	U16 Youth Dev Squads	Grade all players 1 to 5 and put dev plans in place	Intro to Umpiring

E – Development Plan Support:

Once we have individual development plans in place we would then allocate internal mentors however this would be further supported by people within each focus group being allocated matches to practice on prior to going for any tests / awards.

This would mean that a full match allocation programme is developed to allow as much practice to take place as is required before tests held.

F – Next Steps:

Once we have focus groups one to three up and running we would start to look at two further focus groups.

Focus Group Four – Level 1 umpires that could develop further to higher levels.

Focus Group Five – L2/3s, G3/4/5s and club helpers to at least get Intro to Umpiring award.

Focus Group Six – General youth section to get youth umpire award.

IN PARTNERSHIP WITH:

