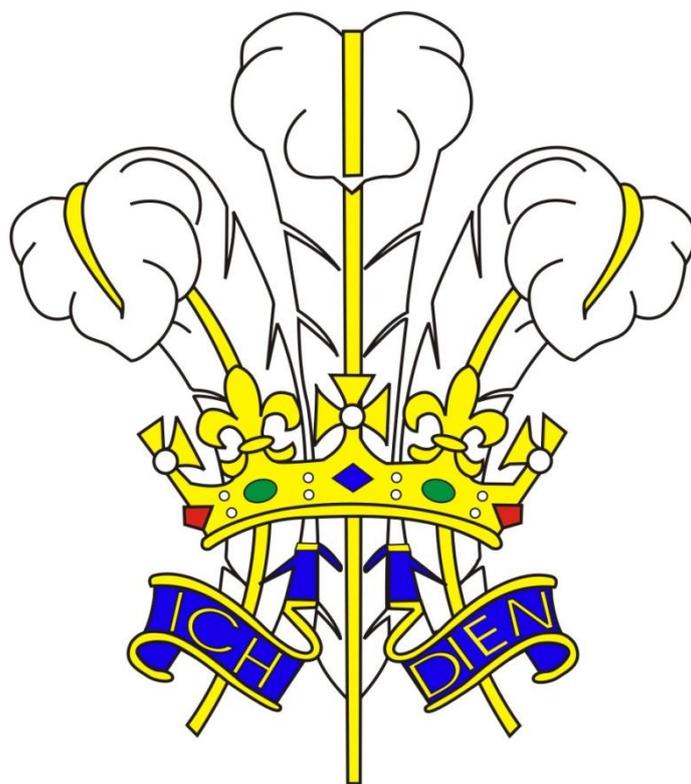


***Welsh Hockey Umpires Association***  
***Cymdeithas Dyfarnwyr Hoci Cymru***



**ANNUAL GENERAL MEETING**

**2014**

## AGENDA

1. Apologies
  
2. Minutes of last WHUA AGM (26<sup>th</sup> September 2013)
  - 2.1 Matters arising
  
3. Reports
  - 3.1 Chairman - WHUA Vision
  - 3.2 Secretary
  - 3.3 Treasurer
  - 3.4 Appointments
  - 3.5 Development
  
4. Hockey Wales Report
  
5. Election of Executive Officers

No election necessary as Chairman, Secretary and Treasurer have one more year in post.

# AGM Minutes 2013

## SPECIAL GENERAL MEETING

THURSDAY 26 SEPTEMBER 2013 7:00 for 7:30 pm

### MINUTES

Held via video conference at Sports Wales National Centre, Cardiff and Deeside Leisure Centre, North Wales

**PRESENT:** , Jen Barton, Chris Brewer, Alan Brookes, Helen Bushell – non-voting (Welsh Hockey) Mike Cleverley, Karen Evans, Chloe Guy , Pete Hardwick, Jaime Hindle, Jaime Hooper, Ann Houlston, Laura Houlston, Dave Leighton, Carolyn Llewellyn Jonathan McCall, Sheila Morrow, Anne Mullin, Kate Oultram, Gareth Price, Jane Price, Mike Riches, John Taylor, John Turton,

#### 1. WELCOME

John Turton (Interim Chairman) welcomed all to the meeting. He explained that the meeting was conducted via video link because it would save people having to drive long distances for what was anticipated as a short meeting. John congratulated three people appointed to represent Wales at the Commonwealth games, 2014. Sheila Morrow as Technical Director for Womens hockey and Will Drury and Dino Willox as umpires.

#### 2. APOLOGIES FOR ABSENCE

The following were received:- Don Adams, Mary Bainbridge, Lesley Bayne, Adrian Bennett, Lynda Bennett, Sheryl Black, John Bowers, Ian Brookfield, Julie Cook, Colin Crayford, Llinos Davies, Will Drury, Nick Fackrell, Cathy Jones, Jim Marchant, Neil Maylan, Angela Miles, William Moeran, Carolyn Moore, Grayham Passmore, Marcus Powell, Maggie Smith, Mark Staunton, Jack Steer, Linda Treharne, Dino Willox, Ian Wright,

### 3. MINUTES OF LAST MEETING (25 November 2012)

John Turton explained why the WHUA Annual General Meeting had been postponed from September last year. There were no matters arising. The Minutes were taken as correct.

### 4. FINANCIAL REPORT

As presented. A cheque for £2000 had been received yesterday for rules books. There was nothing to add.

### 5. BACKGROUND TO THE ACTIVITIES OVER THE PAST 12 MONTHS AND PROGRESS

There had been a Vote of No Confidence for the WHUA Executive 12 months ago. Since then the WHUA and Hockey Wales had consulted the North and South Districts on a way forward. A small sub group (Jaime Hindle, Gareth Price, John Turton, Helen Bushell and Carolyn Llewellyn) was formed to work on a new WHUA Constitution and general matters. The Committee wanted to simplify the Constitution but still make it suited to the needs of umpires and officials in Wales. Documents were also produced, linked to the Constitution, the WHUA Plan Of Action, Membership Policy and Appointments Policy. These were separate to make it easier if any amendments were needed. The Constitution had been circulated widely with no adverse comments.

**Any questions:-** Alan Brookes asked was there any thought of proxy voting at the AGM. John Turton said there had been, but it was decided not to as it was thought if people want to vote they should attend the meetings. The general feeling at the meeting on proxy voting was asked for and it agreed against proxy voting.

### 6. WHUA CONSTITUTION

A show of hands were asked for to approve the Constitution and this was carried. The new WHUA Constitution would now be taken to the Hockey Wales Board for approval.

### 7. ELECTION OF EXECUTIVE OFFICERS

John explained that there would only be voting for Chair, Treasurer and Secretary tonight. The Non Executive members (Coaching, Appointments and Commercial) would be voted on at the next Executive meeting.

Nominations had been received as follows:-

Chair: Jaime Hindle.

Secretary: Carolyn Llewellyn and Jamie Hooper

Treasurer: Ann Houlston

The meeting were in favour of the Chair and Treasurer nominations and a paper vote was carried out for the position of Secretary.

Carolyn was duly elected as Secretary as she had received the most votes. Jamie was thanked for standing.

## 8. MEMBERSHIP FEES

An increase to £17 per paying member was recommended and the reason for the increase was explained.

There was some debate on this subject with people for and against.

The proposed fee of £17 per member was approved and will be put in place for the season. Members can pay both WHUA and Hockey Wales fees together, to Hockey Wales, who will then forward the WHUA monies to WHUA. The new WHUA Executive will review membership fees, benefits and structure for the next Annual General meeting which is scheduled for June 2014.

Helen Bushell closed the meeting with thanks to everyone involved in the difficult work done over the last few months. John Turton was thanked for stepping into the interim chair role.

Jaime thanked the past WHUA Executive for their effort and time. It was now a good opportunity to move the organisation forward and welcomed any input. There was a need to develop umpires and officials at all levels, to make it attractive to become an umpire and to change. There were many playing umpires and there was a need to develop those as well. He was keen to look at other nations to see what they've done and compare. Also, to consult members and move forward from there.

Meeting ended 20:20.

## Chairman's Report

At the EGM in September the new look WHUA was ratified and I was elected Chair, along with Carolyn Llewellyn as Secretary and Ann Houlston as Treasurer, for a two-year term. This Executive Committee was to be supported by a representative from Hockey Wales, currently Helen Bushell, alongside a number of appointed positions - Appointments Manager, Development Manager and Commercial/Communications Manager, on an annual basis. A member from North and South Wales was also co-opted onto the Executive Committee, to provide regional representation.

In November the Executive Committee held their first meeting, with the objective of discussing candidates who applied for the for the appointed roles and drawing up a short list. We were delighted when John Taylor, Dr Karen Evans and Jamie Hooper agreed to take on the roles Appointments, Development and Commercial respectively. John is also currently being supported by Jen Barton and Alan Brookes, providing insight on the ground from both north and south.

At that first meeting I was keen to convey that I wanted the officers of the WHUA to feel empowered in their roles to make the "business as usual" decisions where they had the expertise and not feel that every aspect needed to be approved by committee. It was also important to get the membership "on side" early by providing better clarity of the membership fee structure and see if we could tick of some quick wins.

A starter pack (especially) for new members and newly qualified umpires would help create a more collective feeling amongst the membership. This pack would include a whistle, set of warning cards, a laminated membership card and potentially a branded polo shirt, along with details of insurance and discounted physio entitlement. This would help demonstrate what value members received for their fees.

The work being undertaken by Hockey Wales to understand the membership profile of hockey across Wales will also provide some vital insight on umpires. It seems we are struggling as an association to convert L1 candidates into full blown WHUA members. Because of this the Executive Committee decided (backdate to Sept 2013) for newly qualified L1s the first year of membership to the WHUA would be free, to aid conversions and get more umpires more active.

We now have over 500 qualified umpires in Wales - we need to better understand the aspirations of those umpires and work to develop them and the umpire coaches in order to grow numbers of L2s and L3s. This will form the cornerstone of Karen's development plan in the coming year.

Our strong collaboration with Hockey Wales continues and to aid communication we have worked together to improve umpiring section of the new Hockey Wales website - more member information, qualification criteria, course availability and appointment details etc. A very successful addition to the site has been the Ask the Umpire section, whereby senior umpires, umpire managers and judges have provided expert insight into some of the more bizarre occurrences in hockey matches. Site analytics show some interesting spikes in traffic for this new area of the site. This has demonstrated there is interest in building discussion between players and umpires. The aim needs to build greater consensus and mutual understanding.

We have grown the Twitter account from zero to 180 followers - both local members and more widely other umpiring groups, associations and federations - gradually raising the profile and engaging directly with hockey stakeholders and members.

I would have liked to have achieved more this year and hence there is still a huge amount to do in the forthcoming year, but we are very excited about the challenges that lie ahead.

**Jaime Hindle**  
**WHUA Chair**

## WHUA Vision

### *Defining the WHUA Vision*

#### **1.1 Why does the WHUA need a vision?**

A vision is the what and where that allows an organisation to clearly define its long-term goals and achieve success. For the WHUA, the question of where we want to be in 2, 5, 10 years and what we want to have achieved.

The strategy is then the how; the way in which we go about realising this vision and goals.

As an organisation we must have a clear vision before we can have a strategy and by having a clear vision, the strategy will follow.

#### **1.2 What is the purpose of the WHUA?**

According to our constitution, the WHUA strives to:

- improve the standard of umpiring and umpire coaching both indoor and outdoor
- appoint umpires and technical officials to matches as and when required
- provide a system of grading for umpires in partnership with Hockey Wales
- provide coaching at all levels
- protect the interests of umpires and officials

To sum this up into a clear and actionable vision statement, the WHUA exists...

*“...to provide individuals with the opportunity to enjoy umpiring and officiating to the best of their potential in a constructive and supportive environment.”*

## ***Achieving the WHUA Vision***

This is not something we can achieve overnight. Furthermore, it needs the buy-in and input from the membership as well as the Executive Committee in order to be realised. As a members association the Executive Committee welcome and need constructive contribution from our members – this is not the vision of a select few being dictated to the membership. The vision and subsequent strategy to implement should be consultative and collaborative.

## **2.1 Current membership profile**

As a starting point we have used the recent Hockey Wales Workforce Audit, concluded in February, which surveyed coaches, umpires and volunteers involved in hockey across Wales, to understand a little more about the profile, size and location of our membership. The findings revealed:

- We have over 500 qualified (or in the process of being qualified) umpires in Wales, but only 181 are active on a regular basis
- 29% of surveyed umpires have not been able to umpire as much as they would like
- Most umpire because they:
  - want to give back – 70%
  - enjoy it – 79%
  - are good at it – 45%
- There is a general lack of young umpires across all the PODs – male and female
- 47% of current active umpires felt they haven't received any support from Hockey Wales nor 35% from the WHUA.

## **2.2 What do we want to achieve?**

The Workforce Audit suggests we effectively need to double the 181 active umpires across all levels to be able to provide the number of qualified umpires our clubs need – with the bulk of the emphasis being on Level 1.

| <b>Qualification</b> | <b>Current number (surveyed)</b> | <b>Estimated requirement</b> |
|----------------------|----------------------------------|------------------------------|
| Level 1              | 120                              | 202                          |
| Level 2              | 56                               | 94                           |
| Level 3              | 4                                | 7                            |
| FIH                  | 1                                | 2                            |

We have the numbers – as an association, in conjunction with HW as the NGB, we need to engage more effectively with our umpires and provide better support to aid their development. Some suggested areas to focus on include:

- Mentoring & workshops to aid personal development planning for the next 3-5 years
- Providing good value and more accessible courses
- Making umpiring more attractive to all age groups and abilities
- Making the administration side for members more straightforward
- Focussing how we can recruit and retain more female umpires
- Focussing how we can recruit and retain more young umpires

## **2.3 Other stakeholders**

Whilst the WHUA is fundamentally an independent members association, we cannot operate in isolation. We must strive to build and maintain positive and constructive relations with our stakeholder partners if we are to be a success.

### **Hockey Wales (HW)**

As the national governing body for hockey in Wales, HW is responsible for promoting, managing and developing the sport locally and internationally. HW and the WHUA have a mutual inter-dependence and must continue to work closely in pursuing this vision.

### **North Wales Region & South Wales Region**

Officially both have been subsumed into the WHUA constitution as representative regions, providing direct access and a “voice” for those regions. Members of both regions have been co-opted onto the WHUA management team to provide representation. The regions are responsible for appointments and development domestically for L1 umpires.

### **Friends of Welsh Hockey (FoWH)**

Friends of Welsh Hockey is a charity set up to support field hockey activities within Wales. Its two main areas of operation is to run a monthly draw and to administer the fund that this draw generates. This fund will allow the charity to help develop hockey throughout Wales by supporting projects run by clubs, schools or individuals. The fund will also provide financial assistance for young people to improve their hockey experiences whether it be as a player, umpire, official or volunteer.

## **European Hockey Federation (EHF)**

The EHF is the governing body tasked to oversee the delivery of hockey across Europe. It is responsible for the competitions within which Wales' international umpires, umpires managers and officials can develop and practice on the international stage. Its responsibility is inclusive of appointing suitably qualified and experienced umpires, umpires managers and technical staff to all matches in the European Hockey Programme.

## **Umpire Development Programme (UDP)**

Furthermore, the EHF currently has an Umpire Development Programme (3 year programme) to which WHUA can annually nominate umpires between the ages of 20-30 years old to participate. The aim of the programme is to provide high-level coaching and fast-track opportunities to potential Grade 1 (Crown) umpires. The cost of this development programme is €7,500 per umpire for which WHUA/HW are responsible for half of the total cost. The WHUA and HW were not in a position to nominate anyone for UDP this season due to a lack of eligible young umpires.

## **International Hockey Federation (FIH)**

The FIH is the world level governing body of hockey. It oversees the delivery of hockey from continental level through to world championships and the Olympic Games. The FIH is responsible for the appointment of suitably qualified umpires, umpires managers and technical officers to all matches in the FIH Programme.

## **2.4 Current activities & future ideas**

There are an array of activities which need addressing/implementing and could form the activity plan underpinning our vision:

### **Current activities:**

- Improved umpiring section on HW website – Ask the Umpire
- Increased social media activity via Twitter (@WelshHociUmps – 179 followers)
- 96 new L1s trained this season (23 qualified, 73 awaiting assessment). Additional L1 and L2 courses planned to roll out across Wales
- Commonwealth Games blogs – Will Drury & Dino Willox
- New starter pack – for new members/umpires
- Umpire qualities research – what makes a good umpire?
- Umpire & Coach Development Plan

**Future ideas:**

- Formation of a national selection panel
- Members email newsletter – beginning, middle, end of each season
- Online register of active umpires (for clubs, universities, schools to access)
- Ability to administer umpiring expenses online
- Senior/experienced umpires providing mentoring & workshops
- New range of umpires clothing and merchandise
- Annual umpiring conference – with “big name” hockey speakers
- International Development Group
- Physical conditioning & fitness testing
- Radio headsets & video cameras
- Working with other Home Nations - economies of scale
- European landscape - what are our neighbours doing?
- What international events are coming up over the next 4 years?
- What domestic activity do we have every season that we can leverage - Regional leagues, England Hockey League, County, Schools, Cup competitions?

***Next steps***

The Executive Committee wants to hear what you think and how you would like to be involved...

## Secretary's Report

Since the WHUA Special General meeting on 26 September 2013, the new WHUA Executive Committee has met twice on 20 November 2013 and 9 February 2014.

The new WHUA Constitution had been agreed by Hockey Wales and would be reviewed in two years' time. A copy would be available to members on request.

Hockey Wales and WHUA were working successfully and productively together and WHUA were grateful for the help with administration given by HW.

WHUA Chair had drafted a Business Plan, setting out objectives and it was recognised that incentives had to be found to warrant the affiliation fee

It was also understood that WHUA needed to attract more tutors/coaches in order to gain more umpires of all standards.

WHUA Chair will be talking about this in more detail.

To achieve the above, Non-Executive personnel were elected as follows:-

**Appointments** – John Taylor as lead with Jen Barton, Karen Evans and Alan Brookes

**Coaching** – Karen Evans as lead with Marcus Powell (South) and Dave Leighton (North)

**Commercial** – Jamie Hooper

There is concern about the number of Level 1 umpires being qualified, but WHUA and HW have met on several occasions and tweaked the course procedure to ensure a smoother path to qualification.

Communication was also discussed and ways to improve this adopted.

WHUA were still responsible for Level 2 and 3 development. Level 2 courses had been held over the last 2 years which had been well attended. There are still some Level 2 umpires awaiting final qualification.

WHUA were working towards recruiting more technical officials and courses were being arranged.

**Carolyn Llewellyn**  
**WHUA Secretary**

## Treasurer's Report

The accounting period has changed this season to the 31<sup>st</sup> March (previously 31<sup>st</sup> August) so this balance sheet covers a seven moth period.

### Income -

The collection of membership fees has now been taken over by Hockey Wales. The figure shown below is the total up to the end of January.

The sale of rule books has given us an income of £2046.31 this season.

The total for courses is a payment received form a club who owed the fee from last season.

Domestic cup fees are relating to last season.

### Expenditure –

There is an increase in expenditure for the executive as they have met twice this season.

The miscellaneous total is made up of £56.96 for AGM refreshments and £200 for our contribution to the Umpire Competence Research.

U4E is an umpiring programme set up by the EHF to promote young umpires.

| INCOME            | 2013      | 2014      |
|-------------------|-----------|-----------|
|                   | £         | £         |
| Membership        | £3,499.00 | £2,261.00 |
| Rules Books       |           | £2,046.31 |
| Courses           | £295.00   | £720.00   |
| Hockey Wales      |           |           |
| Domestic Fees/Cup | £150.00   | £225.00   |
| Equipment         |           |           |
| Miscellaneous     | £100.00   |           |
| Executive Meals   |           |           |
| TOTAL             | £4,044.00 | £5,252.31 |

| INCOME                      | 2013      | 2014      |
|-----------------------------|-----------|-----------|
|                             | £         | £         |
| HW Affiliation for umpires  | £936.00   |           |
| International Expenses      | £3,747.66 | £1,024.53 |
| Domestic Competitions/Cup   | £227.60   |           |
| Development                 |           |           |
| Executive                   | £94.00    | £471.10   |
| North Wales                 | £191.00   |           |
| South Wales                 | £217.00   | £207.00   |
| Postage & Stationary        | £255.00   |           |
| Rule Books                  | £150.00   |           |
| Miscellaneous               | £106.56   | £256.96   |
| Insurance                   | £250.00   | £250.00   |
| U4E                         |           | £72.16    |
| HW Affiliation for the WHUA | £10.00    |           |
| TOTAL                       | £6,184.82 | £2,281.75 |

**Balance Sheet – as of 31/03/2014**

|                            |            |            |
|----------------------------|------------|------------|
| Bank Balance               | 31/08/2013 | £12,971.00 |
|                            |            |            |
| Income                     |            | £5,252.31  |
| Expenditure                |            | £2,281.75  |
|                            |            | £2,970.56  |
|                            |            |            |
| Balance in Capital Account | 31/03/2014 | £13,248.43 |
| Balance in Current Account | 31/03/2014 | £2,697.94  |

|                                 |            |
|---------------------------------|------------|
| Opening Balance Capital Account | £11,744.52 |
| Transfer to Current Account     | £500.00    |
| Transfer from Current Account   | £2,000.00  |
| Interest                        | £3.91      |
| Balance as of 31/03/2014        | £13,248.43 |

## Appointments Report

### Season 2013 / 2014

The following International Appointments have been made by the FIH / EHF over the course of the last year.

|  | Umpires  | Officials                              |
|--|--|--|
| Outdoor EHL Round 1 – Barcelona              | Will Drury (Neutral)                               | Neil Maylan (Judge)                    |
| FIH World League R4 - Argentina              | Annabelle Willox (Neutral)                         |  |
| Indoor EHF Nations Champ II - Croatia        | Will Drury (National)                              | Chris Brewer (TD)                      |
| Indoor EHF Nations Champ - Prague            | Annabelle Willox (Neutral)                         |  |
| Indoor EHF Nations Champ II - Lithuania      | Cathy Jones (National)                             |  |
| Outdoor Men's U21 4 Nations - Belfast        | Marcus Powell (Neutral)                            |  |
| Indoor EHF Clubs Challenge 1 – Prague        | Kevin Roberts (National)                           |  |
| Indoor EHF Club Champions Cup - France       | Cathy Jones (Neutral)                              |  |
| Indoor EHF Club Champions Trophy - Lithuania |  | Karen Evan (UM)                        |
| Outdoor EHF Club Champions Cup - Holland     |  | Jane Price (Judge)                     |
| Outdoor EHF Club Challenge III – Slovakia    |  | John Taylor (TO)<br>Mark Staunton (UM) |
| Outdoor EHF Club Trophy - Italy              | Jaimie Hindle (National)                           |  |
| Outdoor EHF Club Challenge III – Austria     |  | Karen Evans (UM)                       |
| Outdoor EHF Club Trophy - England            |  | Linda Treharne (TO)                    |
| Outdoor EHF Junior Championship II           |  | Ann Houlston (UM)                      |
| London Cup                                   | Laura Houlston<br>Will Drury                       |  |
| Commonwealth Games                           | Annabelle Willox (Neutral)<br>Will Drury (Neutral) | Shiela Morrow (TD)                     |

The table on the next two pages show the appointments made within Wales over the course of the last season. This is as up-to date as it can be at the time of writing.

As ever, there is not a massive pool of umpires to choose from and, when taking into account who belongs to what club it makes appointments even harder.

We have given the opportunities for a number of people to try out officiating over the course of the season and hope to see these back next year.

Welsh Hockey Umpires Association  
Cymdeithas Dyfarnwyr Hoci Cymru

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|   |   | Umpire  | Technical  |
|---|---|---|--|
| <b>Indoor Finals - Women</b>  | <b>18<sup>th</sup> January 2014</b>                                   | Marcus Powell<br>Jen Barton<br>Linda Treharne<br>Cathy Wright               | TD: Anne Mullin<br>UM: Karen Evans<br>John Turton<br>Jane Price<br>Chris Mills |
| <b>Indoor Finals - Men</b>  | <b>26<sup>th</sup> January 2014</b>                                   | Jim Marchant<br>Marcus Powell<br>Kevin Roberts<br>Mike Riches               | TD: John Taylor<br>Linda Treharne<br>John Turton<br>Chris Mills                |
| <b>Welsh Shield Semi Final</b><br>Cardiff & Met v Bridgend<br><br>Newport v Colwyn Bay  | <b>23<sup>rd</sup> Feb 2014</b>                                       | Carol Lewis<br>Abby MacAthur<br>Sian Hibbs<br>Chloe Guy                     |  |
| <b>U18 Semi Finals (Women)</b>  | <b>9<sup>th</sup> March</b>   | Joe Turner<br>Kate Oultram  |  |
| <b>2<sup>nd</sup> XI Cup Semi Final</b><br>Whitchurch Sts v Cardiff Uni   | <b>21<sup>st</sup> March</b>  | Sian Hibbs<br>Chloe Guy   |  |
| <b>Welsh Cup Semi Final</b><br>Howardian v Cardiff Met<br><br>Wrexham v Newport Gwent   | <b>23<sup>rd</sup> March</b>  | Cathy Wright<br>Chloe Guy<br>Laura Houlston<br>Kate Oultram                 |  |
| <b>2<sup>nd</sup> XI Cup Semi Final</b><br>Swansea v Howardian  | <b>12<sup>th</sup> April</b>  | Carol Lewis<br>Abby Macarthur   |  |
| <b>Challenge &amp; Trophy Semi Finals</b><br>Cardiff & Met, Whitchurch,<br>Aber Uni (Trophy)<br>Bridgend, Gwent, Swansea Uni<br>(Challenge) | <b>12<sup>th</sup> April</b><br><br>Round Robin Tournaments in<br>NHC | Jim Marchant<br>Joe Turner<br>Marcus Powell<br>Simon Comfort<br>Mike Riches | John Taylor<br>Lesley Bayne<br>Chris Brewer<br>Jane Price                      |
| <b>Senior Women v England U21</b>   | <b>25/04/14 – 19:30 @ NHC</b>   | Abby McCarthur<br>Cathy Wright  | MO: Sheila Morrow  |
| <b>Senior Women v England U21</b>   | <b>26/04/14 – 18:00 @ NHC</b>   | Carol Lewis<br>Cathy Wright   | MO: Carolyn Llewellyn  |
| <b>Senior Men Warrior Series</b>  | <b>26/04/14 – 15:00 @ NHC</b>   | Jim Marchant<br>Mike Riches   | MO: Carolyn Llewellyn  |
| <b>Senior Men Warrior Series</b>  | <b>27/04/14 – 15:30 @ NHC</b>   | Jim Marchant<br>Carol Lewis   | MO: Linda Treharne   |
| <b>Senior Women v England U21</b>   | <b>27/04/14 – 13:00 @ NHC</b>   | Jim Marchant<br>Carol Lewis   | MO: Linda Treharne   |
| <b>National Cup Finals</b>  | <b>3/5/14 @ NHC</b>   |   | TD: Linda Treharne   |
| Women's 2 <sup>nd</sup> XI  | Whitchurch Sts v Howardian  | Abby McCarthur<br>Laura Houlston  | UM: Mark Staunton  |
| Men's Challenge   | Bridgend v Gwent  | Mike Riches<br>Joe Turner   | Officials:   |
| Women's Shield  | Newport Gwent v Cardiff Met   | Kate Oultram<br>Chloe Guy   | Dave Leighton<br>Ian Wright<br>John Taylor                                     |
| <b>National Cup Finals</b>  | <b>4/5/14 @ NHC</b>   |   | Carolyn Llewellyn<br>Lesley Bayne (Sun)  |
| <b>ANNUAL GENERAL MEETING</b>   | Cardiff & Met v Whitchurch  | Jim Marchant<br>Kevin Roberts   |  |

*Welsh Hockey Umpires Association*  
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|                                 |   |   |   |
|---------------------------------|---|---|---|
| Men's Championship              | Cardiff & Met v Whitchurch                        | Marcus Powell<br>Jamie Hooper                   |   |
| Women Cup Final                 | Howardian v Newport Gwent                         | Laura Houlston<br>Carol Lewis                   |   |
| Senior Women v Canada           | <b>04/05/14 – 18:30 @ NHC</b>                     | Cathy Wright<br>Kate Oultram                    |   |
| U15 & U18 Boys                  | <b>05/05/14 – Swansea</b>                         | Joe Turner<br>Mike Riches                       |   |
| U15 & U18 Girls                 | <b>05/05/14 – Swansea</b>                         | Chloe Guy<br>Jon McCall                         |   |
| Senior Women v Canada           | <b>06/05/14 – 19:00 @ NHC</b>                     | Marcus Powell<br>Carol Lewis                    | TO: Lesley Bayne<br>Officials:<br>Carolyn Llewellyn<br>Jane Price     |
| Senior Women v Canada           | <b>07/05/14 – 15:00 @ NHC</b>                     | Jim Marchant<br>Carol Lewis                     | TO: Colin Crayford<br>Officials:<br>Carolyn Llewellyn<br>Lesley Bayne |
| Welsh Club 035<br>Championships | <b>24/05/2014 @ NHC</b>                           | Jim Marchant<br>Mike Riches                     |   |
| Wales U18 v British Colleges    | <b>24/05/2014 @NHC</b>                            | Jim Marchant<br>Mike Riches<br>Jamie Hooper     |   |
| Welsh O35's v Scotland          | <b>21 &amp; 22/6/2014</b>                         | Mike Riches<br>Marcus Powell                    | MO: Linda Treharne  |
| Ladies Vets – Home Nations      | <b>27/06/14 @ Swansea</b>                         | Carol Lewis<br>Mike Riches                      | TD: Jane Price / Anne Mullin  |
| Ladies Vets – Home Nations      | <b>28/06/14 @ Swansea</b>                         | Carol Lewis                                     | Officials:  |
| Ladies Vets – Home Nations      | <b>29/06/14 @ Swansea</b>                         | Marcus Powell<br>Cathy Wright<br>Abby McCarthur | Lesley Bayne (Fri / Sat)<br>Carolyn Llewellyn                         |
| Wales U 16's v Ireland          | <b>@ Wrexham</b>                                  | Joe Turner<br>Kevin Roberts                     |   |
| Wales Mixed v England Mixed     | <b>12/07/14 @NHC</b>                              | Stephen Cox<br>Cathy Wright                     | John Taylor<br>Jane Price   |
|                                 | <b>13/07/14 @NHC</b>                              | Cathy Wright<br>Jaimie Hindle                   | John Taylor<br>Jane Price   |
| Outdoor 4 Nations Wales         | <b>13/07/14 – 19/07/14<br/>Lake Garda (Italy)</b> | Laura Houlston                                  |   |

**John Taylor**  
**Appointments Manager**

## Development Report

Met with Richard Glynn Jones of England Hockey to discuss GBPOP and how best to move that forward. The Terms of Reference have now been agreed by the GB board and we will meeting in the near future to discuss the who, what, when and where's soon.

Attended a meeting at England hockey to discuss the GB wide agreed umpiring model and its progression as well as the differing needs, wants and understanding of the way forward

Ongoing meetings with Amanda Roberts as to how best we can get the best out of the GB wide Umpiring programme and to get the nuts and bolts of an umpiring development strategy in place

4. Further meeting to be arranged with Amanda Roberts over the summer to get things moving forward and to build the WHUA development plan

**Karen Evans**  
**Coaching Manager**

## Hockey Wales Report

The information below is a reflection of the work Hockey Wales has undertaken in the area of Umpiring and Officiating during the period 1 April 2013 to 31 March 2014.

### **Governance and Partnership**

Much work has gone into the creation of the new constitution and subsequently appointed Executive Committee. Hockey Wales is pleased to see this progress and will continue to fully support the Committee to develop the WHUAs plans for the future to ensure umpires and officials are effectively supported at all levels across Wales. Hockey Wales expects to play its part in supporting both the WHUA and delivering its relevant role in the community.

### **Level 1 Umpire Award**

- 96 x Learners attending a Level 1 Umpire Course
- 23 x Level 1 Umpires Certificated

### **Home Country Activity**

The level 1 was always designed to be GB wide and as such England have been delivering the new Level 1 since September 2013 and Scotland are currently piloting in preparation to roll out in September 2014 across Great Britain

There is an Umpiring Management Group represented by all 3 countries. This group has agreed that it will prioritise the development of CPD Workshops to support newly developed Level 1 Umpires over the writing of a GB Level 2 Award.

The current online learning platform and resource is being reviewed with a view to improving this for 2014/15

### **Umpire Competency Research**

An umpire competency survey was undertaken in partnership with England Hockey where all welsh umpires had the chance to complete this survey and contribute to the research. The data is currently being collated and analysed from this survey and will be made available shortly – this will help determine the training and support needs of umpires at

different league and competitive levels and will support the development of further qualifications and CPD opportunities to best support and develop umpires across GB

### **Umpire Coach Developers**

Currently reviewing the Umpire Coach Developer Pathway in partnership with England Hockey, Karen Evans is the Welsh Representative on this group.

### **Umpire Workforce**

5 additional assessors have been trained in North Wales to support level 1 assessments and wider mentoring support where needed.

### **Leadership Award in Umpiring**

A leadership award is being developed as part of the Sports Leaders UK framework (similar to the coaching equivalent used with the 4689 product) that will be rolled out in 2014/15. Amanda Roberts is leading this work.

### **Promotion**

We have interested in filming umpiring activity this year and enhancing the photo gallery which will enable us to better profile and promote umpiring and officiating.

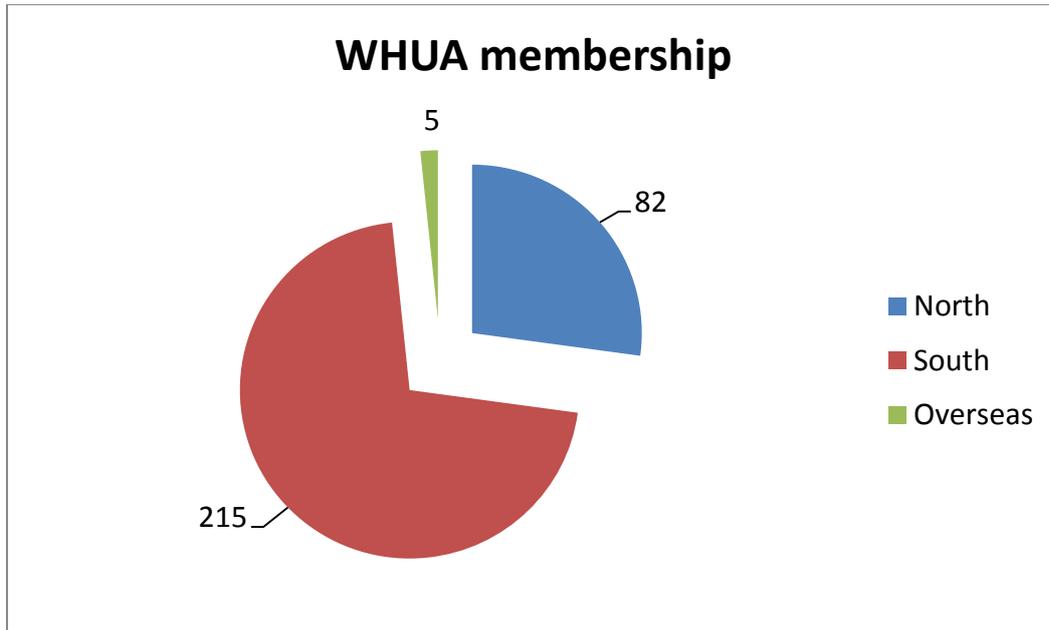
### **Website**

The new website was launched in November 2013 which includes a new section for all things umpiring -<http://hockeywales.org.uk/support/umpiring>

The launch of the website also included 'ask the umpire' which has been popular on social media and via website hits -<http://hockeywales.org.uk/support/umpiring/ask-umpire>

### **WHUA Membership**

Hockey Wales has administered the WHUA membership scheme this year which has resulted in a total of 302 members:



This is an increase of 17 members from the 2012/13 year where 285 members were registered.

**Helen Bushell**  
CEO, Hockey Wales