



**H.B.H.U.A.**

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# RESPECT Campaign

Regrettably there appears to be deterioration in the relationship between players and umpires and a worrying increase in the number of serious umpire abuse incidents. We believe it is critical for the health of our game that this trend is reversed. It is important that the clubs, players, supporters and umpires recognise their responsibilities in this process. We appreciate that clubs do not condone umpire abuse, however critically very little is done to stop it occurring in the first place and this trend must be reversed. Umpires also have their role to play as inconsistency, lack of rule knowledge and belligerence can inflame situations. Therefore we have detailed below the expectation of both clubs and umpires including the appropriate action that should be taken by the umpire and the County Hockey Umpire Associations.

## **Expectations of the umpire:**

- 1) They are expected normally to arrive at least 15 minutes before the game is due to start.\*
- 2) They should be dressed in clear distinct clothing (available via the website).
- 3) The 2 umpires should spend at least 10 minutes, using the Pre-Match Check List (supplied to all HBHUA umpires in the preseason pack), discussing how they plan to umpire the game in a consistent manner.\*
- 4) Umpires will have a full understanding of the rules, their accepted interpretation and discuss the interpretation with their umpiring colleague in the pre-match chat.\*
- 5) They have the right to be treated civilly at all times, before, during and after the match, but Respect is enhanced by performance.
- 6) They should umpire with empathy.
- 7) Umpires should make themselves available after the game to discuss the game with players in an open and friendly manner.\*
- 8) During the game hostile questioning of an umpiring decision **must** result in the issuing of a green, yellow or red card as the situation demands by the umpire. This does not include a respectful request for decision explanation; however this must not extend into a discussion.
- 9) If a player/coach/team member personally insults/swears at you then it should be dealt with by a Red Card and if the individual is not playing, then a player must be removed.

\* *We recognise that these can be difficult for player/umpires umpiring games directly before or after their playing game. We ask them to accommodate as much as possible.*

### **Expectations of the Players:**

- 1) They will treat umpires civilly at all times.
- 2) Umpires provide a service that allows hockey to be played, this should be respected.
- 3) Treat umpires with empathy; you will have a better a game.
- 4) They should **NEVER** question an umpire in a hostile manner.
- 5) Captains and senior players should intervene immediately the behaviour of their players, club members and supporters breaches acceptable levels.
- 6) Players should invite umpires back after the game and they should be free to discuss the game openly.
- 7) Talk to umpires before and after the game, they are not ogres ...they like to feel welcome!

If the above guidelines are adhered to then everyone should be able to enjoy their game of hockey. Please help us to help you and ensure that hockey is enjoyed by everyone.

### **THE HBHUA WILL TAKE ACTION IN ALL CASES OF UMPIRE ABUSE**

In the following pages you will find the England Code of Ethics and Behaviour, the HBHUA process for the handling of unacceptable behaviour and a reminder on the Red Card and MMO process. Please read them fully so that you are aware of the procedure being followed.

Yours in hockey

H.B.H.U.A. Committee

## **England Hockey Code of Ethics and Behaviour (“EHCEB”)**

*All Individuals involved in hockey will, at all times:*

***Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.***

***Respect umpires, officials, coaches, players and spectators.***

These principles are embedded in the basic principles of hockey and the HBHUA have put procedures into place to handle incidents where these principles are not adhered to:

The EHCEB and the HBHUA regards the clubs as collectively responsible for the behaviour of their players, members and supporters. Unacceptable abusive behaviour by an individual against an umpire will be dealt with by the Red Card and Match Day Misconduct Offence Regulations (“MMO”). These clearly state under Clause 6.6 in the Sanctions section:

*6.6 In cases of premeditated or serious offences, substantially more severe sanction than the periods of mandatory minimum suspension prescribed in Regulation 6.3 (minimum 16 days) should be imposed. **In particular**, but not exclusively, **personal insults to an umpire or match official**, the use of a stick, punching or kicking and /or group violence **should be severely penalised**.*

This clause is unequivocal and the HBHUA expects the County Disciplinary Administrator (“CDA”) to ensure this clause is implemented and will expect a **minimum** of 30 day suspension in cases of umpire abuse for the first offence and **significantly more for a repeat offence**.

The Guidance Notes for Pitch side Conduct on P18 of the East Hockey Handbook 2009-2010 and repeated on the East League website clearly states:

***Clubs are responsible for ensuring that good manners and courtesy prevail towards opposition, umpires and other officials before, during and after the game.***

This is also unequivocal, so when a player(s)/supporter(s) is/are abusive **the Club are responsible**. Whilst the club are probably unable to prevent an incident initially occurring they are fully responsible for ensuring it terminates immediately. If the team captain, senior players and other club members fail to intervene and prevent/stop the abuse happening the club/team are equally culpable as the transgressor(s). In these cases the HBHUA will look to the CDA/League to punish the team/club to the same severity as covered under Clause 6.6 above. Dependant on the circumstances **the HBHUA will not hesitate**, through the CDA, to make a Disrepute Complaint against the club/team.

## **Procedures for handling unacceptable levels of abuse.**

The HBHUA intends to police these incidents within Hertfordshire and Bedfordshire and will appoint a committee member as an Umpire Discipline Administrator to handle investigations and actions under this RESPECT Campaign (“UDA”). Rob Youngs will be the HBHUA’s first Umpire Discipline Administrator and all incidents of umpire abuse must be reported to Rob ([rob.youngs.hbhua@btinternet.com](mailto:rob.youngs.hbhua@btinternet.com) 0208 907 7546 (H) 07802 250750 (M)).

**Umpires are required to report ALL cases of abuse to the UDA.** Clubs/Teams/Players now know that any abuse incidents **will** be reported. The reporting will allow the HBHUA will monitor the clubs/teams and ensure the correct action is taken. Incidents will be categorised (Graded) dependant on the level of severity and are detailed below:

### **Grade I.**

Not regarded as serious by the umpire, but they feel the team/club overstepped the expectations laid down in the EHCEB and this RESPECT Campaign.

#### **Action:**

Notify the UDA with as much detail as required. The UDA will handle as they see fit with the likely action being to record it, inform the club and monitor the club for future incidents. If there are repeat offences and in the opinion of the HBHUA these are not being effectively handled by the club, the HBHUA will take additional action.

### **Grade II.**

Regarded as serious by the umpire, they are made to feel uncomfortable and not welcome. The umpire has not issued a Red Card or MMO, but wants to seek advice on what action to take.

#### **Action:**

Notify the UDA with as much detail as required. The UDA will determine whether a MMO is appropriate or it should be handled by the club. If a MMO is to be issued, the UDA will guide/support the umpire through the process. If no MMO is issued the club will be notified that the behaviour is unacceptable and the HBHUA will expect the club to deal with the incident in a similar manner that the CDA would.

### **Grade III.**

Regarded as very serious by the umpire, they are treated with unacceptable levels of abuse in a hostile manner before, during or after a match. The umpire feels threatened, uncomfortable and not welcome. The umpire should issue either a Red Card(s) or MMO(s) as required and can seek guidance from the UDA as soon as possible after the match.

#### **Action:**

Notify the UDA ASAP with as much detail as possible. The UDA will guide/support the umpire through the process, making representations to the Club/CDA/RDA/League as appropriate. In addition to the Red Card and MMO for the individual(s), where the club/team have failed to control their members the HBHUA will liaise with the CDA, ERHUA and where appropriate the League to ensure the action taken against the club/team is consistent with the expectations of Clause 6.6 of the EHCEB.

## **A reminder on the appropriate use of the Red Card and MMO.**

### ***RED CARD***

*A Red Card may only be issued in respect of an offence or other misconduct committed during a match. A match shall be deemed to be all that time between the commencement of a game of hockey and its completion, and shall include any extra time played and/or any penalty stroke competition, the half-time interval and any other interval between the aforementioned phases of the match. A Red Card may be issued to any person participating in the match, including players on the pitch, substitutes and team officials (managers, coaches, physiotherapists and doctors who are part of a team's squad) whether or not a formal team sheet has been submitted.*

*A Red Card Offence is a breach of the rules of hockey or other misconduct for which any person is permanently suspended by an umpire from further participation in the match (whether or not, for whatever reason acceptable to the relevant Disciplinary Body, a Red Card is actually shown). In addition to the sanctions hereinafter provided for in these Regulations, where a Red Card is issued to a team official or a player who at the time the Red Card is issued is not playing in the match, the offending team is required to withdraw a player from the field of play and the offending team shall thereafter play for the remainder of the match with one fewer player.*

### ***MMO***

*An MMO is committed when at any time during the day of a match, but excluding the time from the start to the end of the match, a person due to participate or who has participated in the match misconducts himself in such a way that one of the match umpires decides (a) would have warranted the issue of a Red Card had such misconduct occurred during the match, and (b) is to be reported as an MMO, and the umpire so informs the offender on the day of the match.*

- *As soon as reasonably practicable after the umpire has decided to report an MMO the umpire shall inform the offender that the offender's misconduct is to be reported as an MMO. In so far as is reasonably possible, the umpire shall also inform a representative of the affiliated body for which the offender is to participate or has participated on the day of the relevant match that the offender's misconduct is to be reported as an MMO.*
- *A non-registered umpire is not entitled to report an MMO but, in the event of an unregistered umpire being of the opinion that there has been misconduct that ought to be reported as an MMO, the umpire may, subject to the Disrepute Offence Regulations, make a Disrepute Complaint in respect of such misconduct.*