



Hertfordshire & Bedfordshire Hockey Umpiring Association (HBHUA)

RESPECT Campaign 2017-18

There appears to be a deterioration in the relationship between players and umpires, and an increase in the number of serious umpire abuse incidents. The HBHUA believes it is critical to the game that this trend is reversed. It is important that clubs, players, supporters, & 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. 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 expectations of both clubs and umpires - including the appropriate action that should be taken by the umpire and the HBHUA.

Expectations of the umpire:

1. They are expected normally to arrive at least 30 minutes prior to the start of the match [see note]
2. They should be dressed in clear, distinct clothing (available via the website)
3. Both umpires should spend at least 10 minutes using the Pre-match Check-list (supplied to all HBHUA umpires), discussing how they plan to umpire the game in a consistent manner [see note]
4. Umpires will have a full understanding of the rules, their accepted interpretation, and discuss that interpretation in the pre-match discussion [see note]
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. They should make themselves available after the game to discuss the match with players in an open and friendly manner [see note]
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. Please note - this does not include a respectful request for an explanation of a decision; however, this must not extend into a discussion
9. If a player / coach / team member personally insults or swears at an umpire, it should be dealt with by a Red Card. If the individual is not playing, then a player must be removed from the field of play. This is in the East League handbook, but no lesser penalty is covered. **Query in progress.**
10. They are NOT responsible for handling injuries, especially to the head, as these must be dealt with by the teams. Advice may be given and a record made if this is not taken.

[note] We recognise that these can be difficult for players/umpires who are umpiring games directly before or after their playing game. We ask them to do as much as possible.

Expectations of the players:

1. Treat umpires civilly at all times
2. Remember and respect that Umpires provide a service that allows the game of hockey to be played
3. Treat umpires with empathy - you will have a better game
4. **NEVER** question an umpire in a hostile manner
5. Captains and senior players should intervene immediately if the behaviour of their players, club members, or supporters breach acceptable levels
6. Players should invite umpires back after the game, and they should feel free to discuss the game openly in a friendly manner
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 **ALL** the participants.

HBHUA WILL TAKE STRONG ACTION IN ALL CASES OF UMPIRE ABUSE.

The link below is to the England Hockey Code of Ethics and Behaviour:

<http://www.englishockey.co.uk/page.asp?section=1805>

The link below is to the England Hockey page containing the current (December 2017) Red Card & Match Day Misconduct Offence Regulations:

<http://www.englishockey.co.uk/page.asp?section=1165§ionTitle=Discipline>

In particular, EH Regulations 6.4 & 6.7 state:

6.4 The mandatory minimum periods of suspension for the following offences shall be:

- a) where physical violence is not used, attempted or threatened. 16 days
- b) where physical violence is used, attempted or threatened to a player or any other person. 30 days
- c) where physical violence is used, attempted or threatened to an umpire or properly appointed tournament or match official. 60 days

6.7 In cases of premeditated or serious offences, substantially more severe sanction than the periods of mandatory minimum suspension prescribed in Regulation 6.4 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.

Extracts from East Hockey Handbook 2017-18

P13: Clubs are responsible for ensuring that good manners and courtesy prevail towards opposition, umpires and other officials before, during and after the game.

P14: A red card may only be issued for an offence from the start of a match up to its finish, including half-time, any breaks in play, extra time, or penalty stroke competitions. It can be issued to a player, a substitute, or a team official whether or not listed on a team-sheet, and the person receiving a red card is permanently suspended from further participation in the match. If issued to a team official or to a player who is not playing at the time, the team must withdraw a player from the field of play for the remainder of the match.

Here, HBHUA infers that if a red card can be issued to a team official or a substitute, then so can a lesser card. This is subject to confirmation by ERHA & ERHUA, who will be consulting with England Hockey.

An MMO is issued if a match umpire decides that behaviour would have led to a red card had it occurred during the match. It may only be issued on the day of a match, excluding the time from the start to the finish of the match, and it can be issued to any intended or actual participant in the match. Examples of when MMOs are issued include such things as verbal abuse to an umpire or players threatening or fighting with each other after the final whistle has gone, and aggressive or abusive incidents away from the pitch or in the pavilion after the match.

Under consideration by EH & ERHA & ERHUA. Unable to issue an MMO where the offender is made 'unavailable to personally receive' (either by themselves or assisted by another). The procedure needs to cover this situation.

P28: Rule 4.7 Abandonments and cancellations. When matches are cancelled at short notice or abandoned during play [*because of*] ... the umpires deciding that the game cannot start or continue because of weather conditions, loss of light, injury to a player, etc.

Here, HBHUA infers that "etc" includes team behaviour. This is subject to confirmation by ERHA & ERHUA, who will be consulting with England Hockey.

PROCEDURES FOR HANDLING UNACCEPTABLE LEVELS OF ABUSE

HBHUA intends to police these incidents in the two counties, and will appoint a committee member as an Umpire Discipline Administrator (UDA) to handle investigations and actions under this RESPECT campaign. The Chairman is the UDA unless otherwise specified.

Umpires must report ALL cases of abuse to the Secretary initially, as for complaints. The report will then be forwarded to the UDA.

Clubs/teams/players now know that any abuse incidents **WILL** be reported. This reporting will allow HBHUA to monitor clubs/teams and ensure that the correct course of action is taken. Incidents will be graded dependent on the level of severity. These are detailed below:

Grade 1

Not regarded as serious by the umpire, but they feel that the team/club has overstepped the expectations laid down by England Hockey and this RESPECT campaign.

Action: Report with as much detail as required. The UDA will deal with it 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 HBHUA, these are not being effectively handled by the club, HBHUA will take additional action.

Grade 2

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

Action: Report with as much detail as required. The UDA will determine whether a Disrepute Complaint is appropriate, or whether it should be handled internally within the club. If a Disrepute Complaint is issued, the UDA will guide/support the umpire through the process. If no Disrepute Complaint is issued, the club will be notified that such behaviour is unacceptable and that HBHUA will expect the club to deal with the incident in a similar manner to that of the County/Regional Disciplinary Administrator (CDA/RDA).

Grade 3

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 seek guidance from the UDA as soon as possible after the match. An MMO can only be issued on the day of the match, and only by a participating qualified official.

Action: Report **as soon as possible** 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, HBHUA will liaise with the CDA, RDA, ERHUA and, where appropriate, the League to ensure that the action taken against the club/team is consistent with the expectations of Clause 6.7 above.

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