



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
and the Extraordinary Meeting held via Zoom on 18 April 2023**

1. Attendees:

Simon Gillett (Chair) (SG), Ann Hopkins (AH), Nick White (NW), Frances Block (FB – via Zoom), Richard Kirk (RK), David Ellcock (DE – via Zoom) as Chairman of Selection Strategy Committee

Meeting opened at 11:00

Zoom Extraordinary meeting: Simon Gillett (Chair) (SG), Frances Block (FB), Richard Kirk (RK), David Ellcock (DE) as Chairman of Selection Strategy Committee. Ann Hopkins (AH) provided input via email. Apologies from Nick White.

2. Apologies for Absence

Mark Everard (ME) as Chairman, NPUA Executive Committee

3. Minutes of the 2022 Meeting

Were agreed as a true representation of the meeting by those that were present.

4. Matters Arising

None

5. National Programme Performance

As with the previous season, the condensing of all indoor hockey into January presented availability challenges. With full programmes of 8 tournaments on each of the first two weekends, we only had 3 available but un-appointed umpires for the first weekend, easing a bit, to 14, for the second.

The entire Junior programme being in January added further resourcing concerns.

We were fortunate to have a total of 15 Level 3 candidates coming in via the Areas and the Indoor UK tournament.

Whilst the fitness test requirement was not imposed as rigorously as in previous years, as not using the 23 umpires without current fitness tests would have made it impossible to support the programme, no umpire was considered for promotion, or the award of a Level 3 badge, without an authorised fitness test.



Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023 and the Extraordinary Meeting held via Zoom on 18 April 2023

6. Numbers of umpires appointed

This year was exceedingly challenging in terms of availability on both the umpiring and, especially, the umpire support side.

6.1 Appointments Summary (2022 in brackets)

There were a total 194 (192) completed appointments (excluding changes for availability, injury, illness, etc):

109 (110) EHL umpire appointments

+13 (13) UM + 3 (1) AUM appointments + 11 (11) Umpire Support.

32 (29) U18/U16 Appointments

+ 6 (6) UM + 2 (4) AUM appointments + 6 (6) Umpire Support.

10 (10) Semi Finals / Finals Appointments

+ 2 (2) UMs

We managed to appoint the desired number of umpires to every tournament, although a couple were impacted by late withdrawals and one team withdrew from Women's Division 2 finals and so one umpire kindly volunteered to forgo his Sunday appointments to provide a better balance to the remainder of the umpiring team.

EHUIPC will continue to look for opportunities to appoint more umpires to each tournament when availability and appropriate grade umpires, with fitness tests, allow.

SG expressed his extreme gratitude to the rest of the committee for the extremely swift response to appointment e-mails and any other issues as they arose. Restrictions with availability, exacerbated by the complications of using GMS (again!), meant that appointments were a little later than we would have ideally liked but were published by the Tuesday of each week at the latest.

6.2. Umpire Manager Appointments

DE reported on UM appointments on behalf of Selection Strategy and thanked all those in the NPUA support team for their contribution to the indoor season. Where there is appropriate availability, two umpire support personnel to events will continue to be considered as the norm going forward.

This year was exceedingly challenging in terms of availability on both the umpiring and, especially, the umpire support side.

Umpire Support were utilised to allow us to make use of the valuable experience of the wider membership who may not have formal Indoor Umpire Support qualifications.

Next season it is proposed to hold a pre-season UM briefing over Zoom

ACTION: DE to organise prior to next season



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
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7. Super Sixes Semi-Finals and Finals @ CopperBox

	Men's	Women's
UM	Simon Gillett	Richard Kirk
AUM	Richard Kirk	Simon Gillett
Umpires	Lee Barron	Rob Jenkins
	Sean Edwards	Gemma Jones
	Nick White	Rebecca Woodcock
	Rachel Williams	Cathy Wright
Reserve	Isaac Charles	Karen Fynn
Finals Umpires	Lee Barron	Gemma Jones
	Sean Edwards	Rebecca Woodcock

8. Junior Finals

	Boys' Finals	Girls' Finals
U16 Schools	Jason Horne	James Rollins
	Kevin Roberts	Tom Cox
U18 Schools	Martin Twist	Clare Barwood
	Joe Lester	Tom Cox
U16 Clubs	Nku Davis	Helen Bennett
	Chris Pelmore	Ben Tompkins
U18 Clubs	Gregor Hofstede	Jason Horne
	Chris Pelmore	Sam Krasner

9. FIH World Cup Indoor Finals

The committee wished to express its immense pride and satisfaction that, for the first time ever, a single nation had a lock-out of the umpiring positions for the WC Final. Congratulations to Sean Edwards and Rachel Williams (as the on-pitch umpires) and to Lee Barron (as the reserve umpire).

10. The Structure of the EH Indoor Umpiring Panels

A general discussion took place as to whether the current panel structures best serve the game of Indoor Hockey from an Umpiring perspective.

It was recognised that having "gender-specific" panels is, notionally, rather limiting to the IPC's appointing process, although, in practical terms, we have been operating outside these confines for many seasons. Given the freedom of appointing we currently enjoy, it was felt there was no need to change this approach.

This further supports umpire development opportunities for those seeking advancement, Internationally: for example, all our World Cup umpires were offered the chance to officiate cross-gender games this year, and Rachel Williams was appointed to a Men's Semi-Final.

At the bottom-end of our game, pragmatically, we are unable to complete the programme without using cross-gender appointments.



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
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11. Panel Reviews - Introduction

In reviewing performance, it was noted that it is the usual practice for members not being active for a season to be moved down one panel, and for those not active for two seasons to be removed from the list. More flexibility was allowed last season due to some umpires missing appointments for Covid-related reasons, but these standards were reintroduced for 2023.

Following the EHUIPC January meeting each season, umpires with the incorrect fitness test will typically be moved to the appropriate panel.

No umpire will be considered for promotion, and candidates will not be accepted into NPUA, without the appropriate fitness test.

As per agreements in prior minutes, the selectors agreed that due to the limited opportunities in the Indoor programme, there should be a maximum of 10 umpires on the Premier Panel (for each gender), and a maximum of 4 umpires on the A* Panel (for each gender), unless the Premier Panel is low on numbers. This requirement has been relaxed for the past two seasons but will be reintroduced (as a guideline, not a rule) for the 2024 season.

It is critical therefore that umpires realise that achieving the required minimum mark for the Premier, A* or A panel is not necessarily enough to either gain, or retain, a place on any of these panels.

The selectors made a full assessment of each of the umpires from the performance reports, and feedback from the Umpires' Managers.

The selectors had also seen many umpires during the season.

The performance reviews were conducted under the Panels the umpires started this season on.



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
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11.1. Panel Performance Reviews

11.1.1 Premier Panels

No changes.

11.1.2 A Star Panel

Mason Wright remains on A* Panel.

11.1.3 A Panel

Following good performances at her Premier tournaments, Clare Barwood is promoted to the Premier Panel.

Daniel Bein, Dan Stewart and AJ Small have not umpired for a year and are moved to the B Panel.

ACTION: SG to contact NPUA Secretary re notification to EH re award of National Badges.

11.1.4 B Panel

Sophie Parker to be promoted to A* Panel following her performance at the Women's Division 1. Simon Allen*, Tom Cox, Chris Pelmore and Liz Spencer are promoted to the A Panel.

* Subject to satisfactory submission of a valid fitness test

Connor Carmody, Gerritt Farren, Matt Gough, Zak Longstaff, Andrew Pring, Neil Smith and Ed Westbrook have not umpired for a year and are moved to the Reserve Panel.

Dawn Henning-Reeman has not umpired for 2 seasons and is removed from the NPUA panels.

11.1.5 Candidates

Sam Krasner, Joe Lester, Harry Raffan, Ben Tompkins and Viv Carveth were all successful in their assessments and have been placed on the A Panel.

David Eggleton, Tim Forte, Gregor Hofstede, Tomas Holbrook, Mark McCartney, Lucy Barlow, Helen Bennett and Keith Boddy were all successful in their assessments and have been placed on the B Panel.

Max Davidson and Joshua Perry were not available for selection this season and will remain as candidates for next season.

ACTION: SG to contact the NPUA secretary re notification to EH re award of L3 indoor.

11.1.6 Reserve and Junior Lists

Nku Davis, Adam Genga, Lee McEvoy and Jim Marchant are placed back onto the B Panel.

James Carter, Harry Collinson, Brett Friskney, Jonathan Hull, Oliver Jones, Greg Wines, Peter Divall, Debbie Garner, Jane Hallett, Paul Masterson, Lou Robinson, Lia Waine and Clare White have not umpired for this season and/or last and are removed from NPUA Panels.

Other reserve umpires will be considered for reassignment to a panel subject to a relevant fitness test.



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
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11.2. Panels after review:

All umpires are listed under the Panel on which they will start the next season.

Men's Panels

Premier	A Star	A Panel	B Panel	Reserves
Lee Barron Isaac Charles Jake Charles Sean Edwards Mark Everard Matt Harrison Andy Higgins Rob Jenkins Andy Poulain Kevin Roberts Martin Twist Nick White	Mason Wright	Simon Allen* James Barnes Robert Brownbridge Mark Jarvis Sam Krasner Joe Lester Chris Pelmore Harry Raffan Campbell Reeman Pritpal Sihota Rowan Tejura Ben Tompkins Julian Warburton	Mark Anderson Daniel Bein Aaron Campbell Howard Chaplin-White Graeme Cooke Nku Davis David Eggleton Tim Forte Ben Garrod Adam Genga Gregor Hofstede Tomas Holbrook Jason Holcombe Jason Horne Neil Johnson Mike McCartney Lee McEvoy Nick Meakin Christian Phillips-Adams James Rollins Saul Shohet Dan Stewart Graham Woolcock	Connor Carmody Gerritt Farren Matt Gough Tex Lane Zak Longstaff Andrew Pring Neil Smith Ed Westbrook Candidates Max Davidson Joshua Perry

Women's Panels

Premier	A Star	A Panel	B Panel	Reserves
Clare Barwood Eric Dickinson Karen Fynn Annette Harvey Gemma Jones Abby McArthur Rachel Williams Cathy Wright Rebecca Woodcock	Sophie Parker	Viv Carveth Tom Cox Elysee Enness- Laporte Ann Hopkins Laura Seager Liz Spencer	Lucy Barlow Helen Bennett Patrick Bland Keith Boddy Angela Buckley Ruth Busse Sarah Chapman Jason Davies John Dixon Charles Hallows Jim Marchant Lucie Mulliss Mark Oldfield Steven Rice AJ Small	Terry Lees Candidates None

ACTION: NW/AH to contact all umpires who have changed panels due to performance.
SG to contact all successful Candidates



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
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12. Umpire Appointing Priorities

Following discussions based on the experiences of this season, the priority of events was reconfirmed.

EHUIPC continues to consider the many parameters required for appointing at all levels of the national programme. This includes, but is not limited to: performance, development, potential, cost, availability, gender, standard of play and location.

13. Development of Umpires & Umpire Support

13.1. Exchanges

The committee will continue to investigate Exchange opportunities for next season.

13.2. Umpire Development

An umpire development webinar was held prior to the season, which proved a success, and will likely be repeated in future seasons.

14. International Umpires

14.1. Current NPUA international umpires

Men:

2 x FIH World Cup Panel	Lee Barron (ENG), Sean Edwards (ENG)
1 x FIH Advancement	Kevin Roberts (WAL)
3 x FIH International	Isaac Charles (ENG), Jake Charles (ENG), Rachel Williams (ENG)
1 x EHF	Christian Phillips-Adams (WAL)

Women:

2 x FIH World Cup Panel	Rachel Williams (ENG), Cathy Wright (WAL)
3 x FIH Advancement	Gemma Jones (ENG), Abby MacArthur (WAL), Rebecca Woodcock (ENG)
3 x FIH International	Lena McCrae (SCO), Lia Waine (ENG)
3 x EHF	Clare Barwood (WAL), Elyssee Enness-Laporte (GRE), Chloe McCall (WAL)



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
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14.2. International Appointments 2021/22 (noting NPUA members)

The following tournaments took place (or are still scheduled to take place). Congratulations to all our members who are involved and our best wishes go out to those soon to be involved at the highest level, the Indoor World Cup.

21 to 23/1/22 Women's Indoor Championship II @ Ourense (ESP)
Umpire Managers: Paul Box-Grainger (ENG)
EHF Appointed Umpires: Gemma Jones (ENG)

11 to 13/2/22 Men's Indoor Club Cup @ Alanya (TUR)
Umpire Managers: Simon Gillett (ENG)
EHF Appointed Umpires: Sean Edwards (ENG)

11 to 13/2/22 Men's Indoor Club Challenge I @ Puconci (SLO)
Umpire Managers: Tony Kelleher (ENG)
National Umpires: Kevin Roberts (WAL)

18 to 20/2/22 Women's Indoor Club Trophy @ Alanya (TUR)
Technical Delegate: Jo Pennycook (ENG)
Umpire Managers: Jacqueline Gibbs (ENG)
National Umpires: Gemma Jones (ENG)

18 to 20/2/22 Women's Indoor Club Challenge I @ Sveti Ivan Zelina (CRO)
National Umpires: Clare Barwood (WAL)

2 to 4/12/22 Men's Indoor Championship III @ Athienou (CYP)
National Umpires: Isaac Charles (ENG)

3 to 4/12/22 Women's Indoor Championship III @ Bratislava (SVK)
Technical Delegate: Jo Pennycook (ENG)

8 to 15/8/22 Women's Indoor Asia Cup @ Bangkok (THA)
FIH Neutral Umpires: Gemma Jones (ENG)

7 to 10/12/22 Women's Indoor Championship @ Hamburg (GER)
Umpire Managers: Louise Knipe (ENG)
EHF Appointed Umpires: Gemma Jones (ENG), Abby MacArthur (WAL),
Rachel Williams (ENG)

8 to 11/12/22 Men's Indoor Championship @ Hamburg (GER)
Umpire Managers: Louise Knipe (ENG)
EHF Appointed Umpires: Sean Edwards (ENG)

13 to 15/1/23 Women's Indoor Junior Championship @ Lucerne (SUI)
Judges: Sue Row (ENG)
EHF Appointed Umpires: Abby MacArthur (WAL), Lena McCrae (SCO)

19 to 22/1/23 Men's Indoor Junior Championship @ Nymburk (CZE)
EHF Appointed Umpires: Jake Charles (ENG), Kevin Roberts (WAL)



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
and the Extraordinary Meeting held via Zoom on 18 April 2023**

5 to 11/2/23 FIH Indoor Hockey Women's World Cup South Africa 2023
FIH Appointed Umpires: Rachel Williams (ENG), Cathy Wright (WAL)

5 to 11/2/23 FIH Indoor Hockey Men's World Cup South Africa 2023
Umpire Managers: Louise Knipe (ENG)
FIH Appointed Umpires: Lee Barron (ENG), Sean Edwards (ENG)

10 to 12/2/23 Men's Indoor Club Challenge I @ Lousada (POR)
Umpire Managers: Jacqueline Gibbs (ENG)
EHF Appointed Umpires: Isaac Charles (ENG)

17 to 19/2/23 Men's Indoor Club Cup @ Alanya (TUR)
Technical Delegate: Barry Anderson (ENG)
EHF Appointed Umpires: Jake Charles (ENG)

17 to 19/2/23 Men's Indoor Club Trophy @ Mannheim (GER)
Umpire Managers: Margaret Hunnaball (ENG)

17 to 19/2/23 Women's Indoor Club Trophy @ Cambrai (FRA)
National Umpires: Clare Barwood (WAL), Gemma Jones (ENG)

17 to 19/2/23 Women's Indoor Club Challenge I @ Skierniewice (POL)
Umpire Managers: Karen Evans (WAL)

24 to 26/2/23 Women's Indoor Club Cup @ Alanya (TUR)
EHF Appointed Umpires: Lena McCrae (SCO), Rebecca Woodcock (ENG)



**Minutes of the EHUIPC Meeting Held at the Stratford Premier Inn on 28 January 2023
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15. FUTURE – 2024 Season

15.1. Regional Liaison

The EHUIPC offers its thanks to all the Area Development Leads for their support during the season.

It was agreed that the Selectors should continue to maintain liaison with the Area indoor contacts:

- Yorkshire and North East - Lee Barron
- North West - tbc
- Midlands – Colin Jones
- East – Ray Allum
- West – David Lillywhite
- South Central – Howard Chaplin-White
- South East – Julian Warburton
- London – Nku Davis

It was also recognised that the Indoor UK events are also, now, a viable route to nomination for NPUA membership, providing the standard of the UM appointments remains high.

ACTION: SG to reconfirm regional Area contacts; and then write to the Areas summarising the performance of all candidates/junior umpires in the 2023 season; to encourage further nominations in 2024 and to remind them that their contact on the EHUIPC for anything relating to candidates is the Chairman IPC.

16. AOB

Selectors' availability for consideration at next Exec meeting: Ann Hopkins has notified her intention to step down from EHUIPC. All other selectors were prepared to stand for re-election if so desired by the NPUA Executive.

17. NPUA Conference

At the 2022 NPUA Conference, the 2022 Indoor Umpire of the Year Award was presented to Gemma Jones with special mention going to Abby MacArthur.

18. Time, date and place of next meeting

It was agreed that the next meeting will be based around Indoor Finals day 2024.

The 28th January 2023 meeting closed at 13.47, with grateful thanks to Ann Hopkins for taking the minutes.