

Step-by-step guide: How to integrate disability hockey into your club

February 2013



A few words from Kate Walsh

“Hockey is a fantastic game for everyone to play; Forest Flyerz, Access Sport and England Hockey are working hard to make sure that this is the case wherever you live in England. Having played in the Netherlands and seen how big disability hockey is over there I'm confident we can create the same amazing disability hockey scene in this country too. The hockey family is an inclusive one and one I'm proud to be a part of.”



Kate Walsh

*England & GB Captain,
Bronze medal Olympian*

Introduction

This guide has been written by Access Sport and Forest Flyerz, in collaboration with England Hockey (EH).

If you're anything like us you will have been inspired by the Great Britain hockey teams at the London 2012 Olympics. Hockey was voted in the top 5 most popular events at the Olympics, and rightly so; the Riverbank literally rocked every time Team GB played. Wouldn't it be great to see that passion for a hockey event at the Paralympics?

Here in England disability hockey is limited within clubs. That needn't be the case. Hockey is a sport that's easily adapted to different ability levels, so there's huge potential for hockey to become one of the leaders in disability inclusion. Our vision is that anyone who wants to play hockey can play hockey.

We want disabled children, young people and adults to have access to hockey coaching and competition. This will only become reality if we, the hockey family, make it happen. You can start up disability hockey in your club. **It's not just the Olympians who can inspire: you can also inspire a generation.**

Support for clubs

This guide is written for you: so you can start-up disability hockey at your own club.

It can be daunting to start a new project but there is support available to you. As well as this guide there are many other supporting resources, for more details visit www.englishockey.co.uk.

As with anything new, sessions will take time to build up. Starting small will give the opportunity to "learn the trade", build confidence, and prepare for the bigger numbers. As long as sessions are safe and fun and well promoted, they will grow.

"Flyerz" or "disability" hockey?

Over time we've found that people have started using the term "Flyerz hockey" instead of "disability hockey". We prefer it. Flyerz is something that people want to belong to.

So throughout this document we use the term Flyerz hockey instead of disability hockey... when you set up your sessions feel free to use the same name. Flyerz could become a really positive term for disability hockey in England.

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PHASE 1

PREPARING FOR
SESSIONS AT YOUR CLUB

1a. Evaluating your own club situation

Before starting you need to consider your own circumstances. Have you thought about these points...?

Club analysis:

- Do any of your club members have an affinity with the target group?
- Are they willing to contribute to setting up the sessions?
- Are there enough volunteers in the club or do you need to look externally?
- On what days and times is the pitch / sports hall available?
- Are your facilities disability-friendly?
- Do you need to use a different venue?

Area analysis:

- Is there another club in your area with disability hockey or who plan to start this? What are their experiences? If there's a nearby club perhaps there's an opportunity to develop a partnership.
- Are there other organizations in the area that offer activities for people with disabilities? What do they offer, what are their experiences?
- What is the community policy in respect to disability sports? What support can your local council and/or County Sports Partnership offer to the club?

Financial analysis:

- Do you have to pay for venue?
- Do you need to pay coaches or will they volunteer?
- Do you need more equipment?
- Do you have money available or do you need funding?
- Can you get sponsorship?
- Will you charge disabled participants training/membership fees?

1b. Funding

Setting up a disability section to your club should not be expensive.

These are some of the items you might need as you set up your sessions, some of this you'll have already:

- Promotional material: from £50
- Hockey balls: £100
- Hockey sticks: £300
- Ad hoc equipment: £50
- Coaching qualifications: £200-£400 (there's often funding available to heavily subsidise this cost)
- Venue hire: if you're lucky you won't need to pay for this
- Coaching costs: if you're lucky your coaches will volunteer their time

Income streams

Forest Flyerz is fortunate in that our coaches and volunteers give up their time for free, and we don't need to pay for venue. This may not be the case for you, but there are income streams that can make up for this shortfall. EH has produced a funding document as part of the Grow Your Own Club Support Documents, this is available from www.englandhockey.co.uk/GYO.

1c. Generating support in your club

It's important that you have club support for your activity so committee and other club members should be notified. This can be done by putting disability hockey on the agenda of your next meeting, or communicating with members via your usual communication channels (email, website, Facebook, newsletters, twitter etc).

Outline the benefits to your club. Good information to all members and other key people is very important to avoid uncertainties and remove prejudice. This is key to ensure that disability hockey becomes integrated into your club and not a club in itself.

If possible, establish a working group of people who are committed to setting up a disability section, and who are responsible for making it happen. Your working group can consist of a coach, someone who has experience working with special needs and/or disabilities, a parent or carer of someone with a disability. Ask anyone, as long as they're enthusiastic about the project!

Setting up a disability section will take time and resources but the benefits will outweigh this

1d. Target group

In England it is encouraged to initially set up pan-disability sessions (i.e. for people with any kind of disability), for any age group that you'd like to target. So this would be for anyone with a:

- Learning disability: where their learning disability is such that they're unable to keep up with peers in mainstream hockey
- Physical disability: who primarily due to their physical limitations cannot compete with their peers in mainstream hockey
- Sensory disability: who due to a sensory impairment such as visual impairments, are unable to compete with their peers in mainstream hockey

At Forest Flyerz members have a wide range of abilities and skill levels. The sessions were originally set up for young people aged 6-18, and we have since added a further weekly session for adults. Sessions are kept separate simply because there isn't enough space to combine them. However, with enough space and volunteers there's no reason you couldn't run sessions together.

1e. Recruiting coaches & volunteers

The main people heading up your sessions should have tons of energy, commitment and enthusiasm; whatever vibes they give off will sift through to volunteers and members, so it needs to be positive.

Lead Coach

The sessions will require a Level 2 coach to lead the activities.

Volunteers are vital.

The more volunteers you have at sessions, the more successful your club can be at adapting the sessions to allow more people to play.

Where to recruit

EH has produced a recruiting volunteer's document as part of  Grow Your Own Club Support Documents, this is available from www.englandhockey.co.uk/GYO.

Setting up a mini-committee?


It might be useful to have a few positions in the disability section of your club. Think about a coordinator, fundraiser, PR and press, administrator, parent liaison.

1f. Training and other qualifications

Currently there are limited hockey-specific disability courses in England; however coaches and volunteers can undertake some generic disability training. It will certainly help with the delivery of sessions and to instil confidence in the volunteers. There are plenty of opportunities out there for this.

- **EH training** – EH offer Inclusive Quicksticks and In2Hockey courses, these are based on the mainstream courses but are delivered with an inclusive angle by a specifically trained tutor. For more information contact your EH Relationship Manager, www.englandhockey.co.uk/ContactUs
- **Sports Coach UK** have a number of different disability focused coaching workshops including How to Coach Disabled People and resources, a summary of which can be found on their website <http://www.sportcoachuk.org/coaches/resource-bank/inclusion-and-diversity-coaching>
- **The English Federation of Disability Sport** is introducing a new course on coaching disabled people which will be delivered around the country, and will either be free or very inexpensive (www.efds.co.uk)
- **Be Inclusive and Active** – a 2 hour online training course which gives an introduction to disability inclusion in sport (Access Sport can provide free keys to access this training)
- **National Disabled People's Organisations** – specific impairment training e.g. National Deaf Children's Society run Me2: Making Activities Deaf Friendly training, and the National Autistic Society are planning to introduce a similar training course focused around autism
- **Bespoke training** – there are option to have some training from coaches from Forest Flyerz. It is not an accredited course, but could help with planning your sessions


Other qualifications:

- Great Britain Coaching Club Programme - bitesize workshops covering different age groups and topics for those involved in delivering hockey
- Sessional Coach Qualification – for those who need to deliver independent sessions
- Emergency First Aid Course
- EH Online Safeguarding and Protecting Young People in Hockey Course
(link to course <http://eh.wt-associates.co.uk>) 

1g. Safeguarding

Your club should already have a method for recruiting and retaining volunteers that adheres to EH's Proud to Protect - Safeguarding and Protecting Young People policies. If not, then you should talk to your EH Relationship Manager or email childwelfare@englandhockey.org to get advice on this.

The NSPCC report that disabled children are nearly four times more likely to be abused as non-disabled children, so ensuring that your club is a safe place for young people and vulnerable adults to attend is imperative.

In line with EH policies, it's also advisable that all coaches and volunteers have a Disclosure and Barring Service (DBS) check done (previously Criminal Records Bureau (CRB)). EH is a Registered Body with the DBS and provide a DBS service to clubs that enables them to carry out checks on people that work (in a paid or voluntary position) with young or disabled people. 

For more information on EH's DBS Service contact Dianne Ward, DBS Administrator on 01628 897500 or email dianne.ward@englandhockey.co.uk.

1h. Insurance

Check your club insurance: does it cover club members or all club activity? If you are not asking participants to become members of the club will your policy cover them?

Coach Insurance is also good practice; this will ensure your coaches are covered in any situation. For more information contact your EH Relationship Manager.

1i. Support from other organisations

In order to run sustainable hockey sessions for disabled people, you will need support from relevant local organisations. We will assume that you are already linked in with the relevant sporting organisations such as EH, your Local Authority's Sport Development Team and the County Sports Partnership in your area. This section focuses more on the organisations that are specific to disability. Organisations that have regular contact with disabled people can be vital for attracting young disabled people to your sessions.

These include:

- **Educational institutions** – schools, special schools, pupil referral units, colleges and universities. This could be those in charge of physical education or the Special Educational Needs Co-ordinators (SENCOs).
- **Council services** – local authorities will have services for disabled children and adults, this may vary in structured and what they offer. Below are some of the best places to start:
 - **Transition Teams** – offer support to disabled people aged 14-25 years making the transition from childhood to adulthood. Health is often part of their agenda and they will be able to refer young people into your clubs
 - **Respite and Residential Care Services** – provide either regular part-time care (respite) or permanent care (residential) for children and adults. Some of the providers only look after disabled children, and often have access to their own minibuses. At Forest Flyerz, we are linked with a respite centre who regularly bring young people down to the club
 - **Family Information Services** – a great way to get promotional literature out to disabled children and their parents. Hackney council sent a text message to all parents about an Access Sport club in Hackney
 - **Sport Development Team** – the officer in overall charge of disability inclusion should be able to give a breakdown of how disability services work in their council, what other inclusive sports are offered in the borough and who the influential people are
- **Other clubs** – there will most likely be some other clubs that offer inclusive or disability specific activities in your area. These can sometimes simply be regular sessions rather than an established "club", and can be activity based rather than sport based. They are an easy way to promote your activity to disabled people, and also to find out more information about the inclusive sport landscape in your area
- **NHS services** – a number of local NHS and other services for disabled people can be found by searching [here](#) using your postcode:

1j Promoting sessions: publicity and communication

Disability hockey is a very new sport in England so it will take time to gather interest and large numbers involved – but that's not to say people don't want it!

There's demand for any good sport, and hockey has the added attraction that it's a team sport, and that new members become part of a bigger club. #hockeyfamily

As well as the organisations already mentioned, other places worth contacting are:

- Local newspapers and magazines
- Own club members and contacts

- Places of worship
- Local places of business
- Care homes
- Local carers groups

Get in touch with them, explain what you're doing, and ask their advice for reaching your target group.

Don't be put off by the negative people you speak to, even most of those will at least put a poster up for you and who knows what will come from that. Be persistent and consistent, and remember that everything you do might bring someone into your hockey family.

One of our Flyerz said to us recently "if I hadn't met you I wouldn't be playing hockey" – with the happiest face you've ever seen. That's what you need to be persistent for. We met him during a weekend of delivering hockey at a local family event. It was totally worth it.

What you do is limited only by your imagination:

- Run taster sessions at schools, local groups, etc
- Invite groups to specific taster session
- Run sessions at community events
- Post flyers through doors
- Send flyers to groups, put up posters
- Run press releases/ads
- Promote using social media
- Advertise online

Every area is different, so the best thing you can do is talk to other local sports groups delivering disability sessions to find out what works for them.

Don't worry if you only have 2 or 3 people in your first few weeks. Keep persevering – you don't need huge amounts of members to run successful sessions. It may not sound like many but that's several new people per club joining the hockey family, and all the good stuff that brings with it.

Good luck! 😊



PHASE 2

PLANNING AND
DELIVERING THE SESSIONS

2a. When and where to run sessions

The most ideal time for Flyerz sessions to take place is when the club is active and peers are also training / playing.

As well as the obvious benefit that this will help integrate the sessions and members into the club, other advantages include:

- It will be easier to recruit volunteers for Flyerz sessions if they're training / playing immediately before or after your sessions
- You could save on further pitch hire fees if you share pitch space with other training sessions
- If your sessions will be aimed at young people, you could consider running your sessions at the same time as mainstream youth sessions as this offers advantages such as:
 - You may be able to recruit youth parents as volunteers
 - It's easier to integrate Flyerz members into mainstream youth training. Where possible, you should always look to integrate Flyerz members into mainstream youth
 - From the parents point of view, they have somewhere they can take their disabled and non-disabled kids at the same time

2b. Hockey game format

EH has been working on several projects within disability hockey.

Inclusive Quicksticks



Guidance on how to deliver Quicksticks in an inclusive environment, available from www.playquicksticks.co.uk.

Inclusive In2Hockey

Guidance on how to deliver In2Hockey in an inclusive environment, available from www.englandhockey.co.uk/in2hockey.

Top Sportsability

In partnership with the Youth Sport Trust hockey is now included in the TOP Sportsability resource.

They have some great resources at www.topsportsability.org (use promo code YSTINCLUSION to register an account). In particular be sure to look at **Sports Adaptations** as it has a hockey section (including Zone Hockey), and within that there are some further documents you can download and some videos worth watching.

Project Ability

In conjunction with Youth Sports Trust, EH are working to develop an inclusive zone In2Hockey competition format at secondary level and linked to the School Games. More information will be here www.youthsporttrust.org/project-ability as it becomes available

Our adaptations

In practice we've found the game that suits us most at Forest Flyerz is a version of Quicksticks, or In2Hockey with or without a goal-keeper. Then we simply add or omit rules as needed.

Some simple but effective game rules that we have adopted are:

- **Protected player:** this player can't be challenged while they receive and control the ball. Players are given this status by coaches before the game begins, and up to 2 protected players per team can be on the pitch at any one time
- **Three-goal rule:** if a team is winning by 3 goals (or more), they need to touch the ball at least 3 times in the opponents half of the pitch (without the intervention of the opponent) before they can score
- **Coaches:** in some games, a coach can be allowed onto the pitch to guide some players. Coaches must not get in the way of play

We advise that you keep the game as close to mainstream hockey as possible: start with Quicksticks or In2Hockey rules and then make adaptations only as necessary until you end up with a version of hockey that suits your group of players. The three adapted game rules mentioned above are a good starting point, and then apply any of the rules from the game formats mentioned above, as necessary. Don't be afraid to make up your own rule changes too; do whatever is necessary to ensure your players are all able to join in and are all having fun. Try different things and find what works for you. **But whatever you do, never underestimate your members and what they're capable of with a bit of patience and guidance.**

Whether you play indoors or outdoors is up to you. Match duration guidance for Quicksticks is 3 x 7-10 minutes and for In2Hockey 2 x 12-15 minutes, or whatever you think your players can manage.

2c. Getting the right equipment

Do you need to buy specialist equipment?

Yes and no! Existing hockey sticks and ball can be used (so not affording new equipment shouldn't be a reason not to get started), although adapted equipment has been developed that will make the game easier for some players. More information can be found at www.englishhockey.co.uk.

Our adaptations

Quicksticks balls will be your best all-rounder – with adapted balls as and when needed.

As a standard, use Quicksticks or In2Hockey sticks for younger members as the artwork is useful for knowing where to place hands. Some of your members will find plastic and zone hockey sticks easier to handle, so if you can afford it it's worth getting a few of each to have to hand (with matching balls too, as lighter balls will be easier to push with the lightweight sticks).

If you don't have the funding to buy new equipment, start with whatever you have and then add to your stock as and when you can. As long as you have sticks and balls, you'll be able to do something!

Finally, sometimes you might need to adapt equipment to suit a player: for example, shortening a stick, adding grips to equipment, or even strapping a hockey stick to a player's hand, wrist or wheelchair. Work with your player to work out a way that works for them.

2d. Session structure

Each coach has their own style when delivering a training session and disability hockey will be no different. Coaches will be coaching the same skills that they deliver in mainstream sessions – just adapted as needed.

As with the game format, keep your training as close to mainstream training as possible. Start with a warm-up and stretches, and finish with a cool-down.

When planning your sessions it's really important to know your players and plan a session that suits them. Key factors to consider are:

Health & safety: when a new member joins make sure you're aware of relevant medical background; you can do this by asking them (or parents/carers) to complete a medical registration form. It's important to know how much each person can do as it's more likely that your disabled members will have underlying conditions that you need to be aware of.

Members' goals: each member will have their own reasons for coming to hockey. It could be that they want to play matches; it could be that they want to do something social; it could be that their parents/carers think it'll be good for them. More often than not you'll learn this by simply getting to know the players.

Members' ability: you need to have a good understanding of each member's ability and skill level to make sure each player is challenged.

Each member's challenge will be different: for some, it could be learning new skills; for others, it could be learning match play; for others, it could be learning to hold the stick properly; for others, it could be

staying in the session for more than 5 minutes. Each of these challenges is equally important.

Your sessions should be tailored to the abilities and goals of each of your members. In general disability groups are very mixed in nature; each member's capabilities will vary widely, both on area of impairments and autonomy. Sessions should be run so that every player is challenged to reach the best of their own abilities.

Keep it Fun: fun is key.

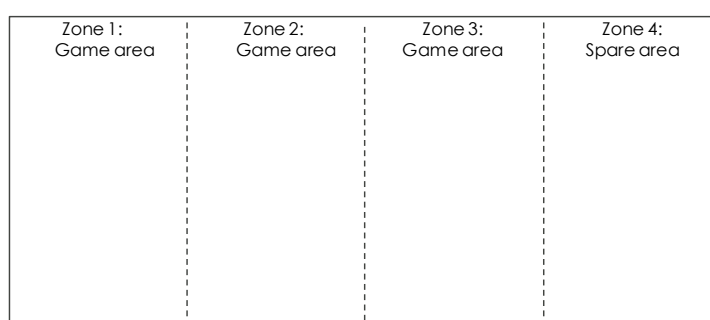
Coach to members ratio: the number of coaches and volunteers you need depends on how you plan your session, and the diversity and autonomy of your group (also, to a lesser extent, the experience of the coaches/volunteers). Some players won't need much attention, and some will need one-to-one.

EH guidance is maximum of 1:8 with a minimum of 2 adults present. At Forest Flyerz we find 1 coach/volunteer to 4 players is about average with some participants needing 1 to 1 supervision.

The session format that we use at Forest Flyerz

We've tried various session formats, the one that ticks all the above criteria and works best for us is this:

We divide our playing area into 4 zones:

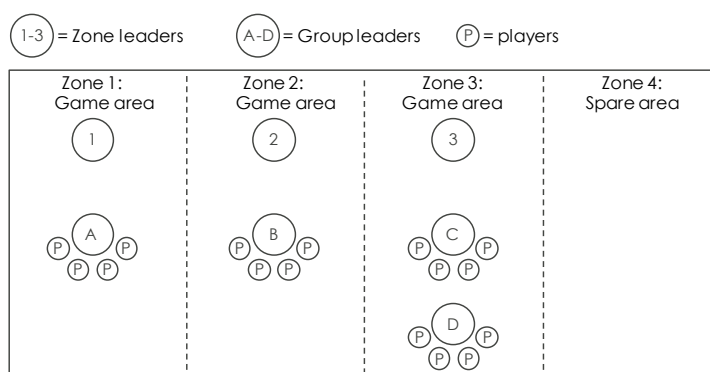


We divide our players into 3 or 4 groups with one or two groups in each game area. The "spare area" is for players who aren't comfortable joining in with the main group in that session, or for new players who turn up and need to be "caught up", or perhaps for a member who needs a little extra one-to-one attention that day. You'll find you need this for all sorts of reason.

We group our members based on ability, potential, their goals etc, so that each member can be challenged to the best of their ability within their group.

We allocate set roles to each volunteer (see illustration):

- 1-3 are "zone leaders" and they run the game (zone leaders stay in their zone throughout the session)
- A-D are "group leaders", they lead a group and move from zone to zone with their group



Extra volunteers can be allocated other important roles, such as helping a group that needs extra support, helping a new player, working one-to-one with someone in the "spare area" etc. The head coach(es) oversee the session and are free to "roam" and help within each zone, and that way get a good overview of the session.

Each group spends about 10-15 minutes in each zone before moving on.

Based on this plan, your head coach(es) would need to plan 3 games for each session. For game ideas check out Hockey Hub. England Hockey's online learning platform that is free to register for.

This structure works for us because:

- We can challenge each player to the best of their ability
- All players warm-up and cool-down together, so they still do things as a larger group

- Players feel that they're all doing the same thing
- It allows the head coach(es) the freedom to move around and change things as needed
- It's easy to adapt. If you get more or less volunteers/players than you expect, you can combine groups, have more/less zones etc
- Players can be moved around easily
- It enables us to put volunteers into roles that suit them, and each volunteer has an important role to play so we get the best out of them

Please note this is not necessarily the best format to use, this is simply the way that works best for us. **Don't be afraid to try different things: only by trial and error will you find what works best for you.**

2e. Coaching people with certain disabilities

Do you need to understand the disability of your members?

It's helpful to have a general awareness. It will help you know your members better (and will make it easier for you to accept that your session may be a bit more "hectic" than a mainstream session). However, don't get too focused on a participants disability and trying to learn the ins and outs. Be careful not to label your Flyerz members. **Impairments affect people totally differently and the best way to tailor your activities to your members' needs is to get feedback from them, their parents/carers and your other volunteers.**

When we started Forest Flyerz we didn't know much about different disabilities. We think it's helped us as we've pushed our members to do more than might have been expected from them... what's worked for us is that we know our members very well and treat them as individuals.

It's far more important to understand the person than the disability.

Some general advice is available from www.Englandhockey.co.uk

Whatever advice we or anyone gives you, adapt to suit your member. These are general guidelines only, there's never a one-size-fits-all.

2f. How to integrate members as full club members

It's important that your club considers your Flyerz members of the club, consider subsidised rates for them to join as full members.

For example, ensure Flyerz members participate in all non-hockey activities your club organizes for its members – such as club socials, quizzes, Club Day etc. Invite them to the clubhouse for refreshments. Invite them to come and support home matches.

And, where possible, include them in the running of the club: there will be voluntary / committee positions that they can carry out.

2g. Discipline in your sessions

Participants need boundaries and need to respect club rules, fellow members and coaches/volunteers. Don't be afraid to be strong with your members. That doesn't mean shouting at them but if, for instance, someone is being disruptive you can ask them to sit on the side until they're ready to rejoin the group.

A great piece of advice we were given is to make eye contact with our members when we talk to them about their bad behaviour. A lot of our members generally don't make much eye contact, and

when they're misbehaving they will go out of their way to avoid eye contact. That's a pretty good sign they know they're misbehaving! They're often less likely to continue behaving badly once you've made eye-contact: they know they're rumbled then!

One final bit of advice we can offer is to go through session rules with your members at the start of each session. Rules can be anything from keeping stick down to listening to coaches (we call them "safety rules" so it doesn't sound like rules for the sake of rules). It's also useful to print out the rules and have them handy so you can point to them during the session if you need to; members are more likely to take notice if you refer to "their rules".

As with everything else, you'll have your own methods you use, and every group will be different. You need to find your own balance between being too soft and coming down too hard. Your members will be coming along to have fun, but they still need to respect your rules for the sake of everyone's safety and enjoyment.



PHASE 3

EVALUATION AND
CONTINUATION

3a. Ensuring sessions are sustainable

Assuming other sections within your club are sustainable, run your disability section in the same way.

At Waltham Forest HC we're very lucky that we can offer youth training and disability training absolutely free. This is because we have a great partner in Walthamstow Academy who let us use their astro pitch and sports hall free for all community sessions we run, and a great team of club coaches/volunteers who give up so much of their time for free: which means we don't need to charge our participants. But your circumstances may be different and you may need to charge participants.

Hopefully you'll find partners who are as generous as ours and you won't need much funding to keep your sessions running, have a look at the section on Funding if you need some pointers.

3b. Improving sessions

Once you get into the swing of your sessions, the challenge is to keep improving them in order to keep members and possibly expand membership.

A number of items worth evaluating are:

- Do you adapt the session to the needs of the individual?
- Are the sessions flexible?
- Are you prepared to change the session if it's not working?
- Are your coaches/volunteers in the right roles?
- Do you receive regular feedback from your members and their parents / carers?
- Are you promoting to the right places? And frequently enough?
- Do you need any further specialist equipment for any of your members?
- Does your session structure and game format suit your members?
- Do you need more volunteers or coaches?
- Do you from time to time visit other sports clubs who offer similar activities to share best practices?
- Are you promoting participation within the club?
- Do you have enough volunteers?
- Do you need expert advice from a disability sports coach?
- If some of your members have stopped attending have you found out why? Encourage them to return if possible

That's all folks! Now you just need to get started!

Don't put this off. You can be set up and running sessions in no time.

Please let us know if you're intending to set up sessions as we'd love to keep in touch and create a network of clubs so we can all support each other.

APPENDIX

APPENDIX 1: Who we are

England Hockey

The Governing Body for hockey in England, able to give national advice on disability hockey and local support through Relationship Managers on setting up a disability section.

www.englandhockey.co.uk/ContactUs

info@englandhockey.co.uk

01628 897500



Patrick Hopkins, Access Sport

patrick.hopkins@accesssport.co.uk

0207 993 9883 | 07732 442 052

Access Sport is a charity dedicated to helping sports clubs to become more effective at engaging young people in sport.

I run the Disability Legacy Project which helps mainstream sports clubs become more inclusive of disabled people. Over the last year I have been working closely with Waltham Forest HC to set up Forest Flyerz, the only disability hockey group in London, and we're now looking to share the experiences that we've built up over the year.

You can find out more about Access Sport at www.accesssport.org.uk.



Pani Theodorou, Forest Flyerz

flyerz@walthamforesthc.co.uk

07985 109 002

I'm the co-ordinator of Forest Flyerz, the disability section of Waltham Forest Hockey Club.

I'm proud that our club is truly inclusive and that our Flyerz are part of our hockey family.

I believe every club would be a better place by becoming more inclusive – it's not just the members who get so much out of the sessions, but also the coaches and volunteers.

You can find out more about Forest Flyerz at www.walthamforesthc.co.uk/flyerz.

Contact us at any time. We will support you any way we can.

APPENDIX 2: Acknowledgements

Thank you to:

- England Hockey
- Rolf Martens at KNHB for supporting this project and sharing his experience with us
- Kate Walsh
- EFDS
- Everyone who gave feedback on this guide
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