



5 Year Development Plan 2020 to 2025





Wigan Hockey Club 5 Year Development Plan 2020 to 2025

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Appendix

- A. EGM Data
- B. Results of Club Questionnaire April 2020

Version Control

Please ensure after updating this document that the version control section below is completed and the document saved with the new Version number.

Version	Date	Updated By	Changes Made
0.1	07/04/2020	P.Parr	Document created
0.2	27/04/2020	P.Parr	Section 5 Added
0.3	01/05/2020	P.Parr	Section 6, 10 & 11 Added, Appendix B
0.4	10/05/2020	P.Parr	Section 8 Added, section 6 updated
0.5	16/05/2020	P.Parr	Section 7, 9 & 12 Added
0.6	21/05/2020	P.Parr	Ethos added
0.7			

1. Club Ethos

Wigan Hockey Club aim to provide a friendly, diverse and inclusive club who welcome all levels of ability to enjoy and develop both sporting and personal skills. WHC also strive to develop the technical ability of all player's by coaching to all levels to promote fitness, tea spirit and wellbeing to both players and volunteers.

Up the sticks.

2. Forward

Established in 1906 Wigan Hockey Club has been based at Wigan Sports Club since 1987. The club has traditionally produced top level players and coaching staff that have participated at regional and international levels. We currently have 2 Ladies Team's and 2 Men's Team's along with establishing junior teams. Whilst the current trend in the North West has been to form "Super Clubs" with the merging of local teams the club is proud to have maintained its history in the town despite the sport not being played widely in the local High Schools.

The club has excellent facilities including its own flood lit Astro turf pitch and club house and a thriving junior section which is the beating heart of the club.

Wigan Hockey Club has also held the Guinness World Record up until 2009, for the Longest Hockey Match in the world which lasted an incredible 25 hours.

As a club we are very sociable and therefore host many social events throughout the season and off season for both new and existing members.

3. Development Plan Document Objectives

Hockey in the North West has seen a decline in participation over the last 10 years whilst the committee has seen a number of local clubs cease playing over the last 5 years. In order to ensure a future for hockey in Wigan the committee are embarking on delivering this plan to ensure that there is a future for people wishing to be involved in hockey in and around the Wigan area.

This plan details the proposed actions that the club will take over the next 5 years to sustain and develop areas that are important to the members of Wigan Hockey Club. This plan has been written by the clubs committee, players, coaches, umpires and parents involved in Wigan Hockey Club. It has taken into account feedback generated from the EGM held on Thursday 5th March 2020 and a follow up Questionnaire completed by club members during April 2020. The results of both can be viewed in the Appendix of this document.

The development plan has been written in line and following guidance from Hockey England and with the views and wishes of the members of Wigan Hockey Club at its heart.

In order to effectively deliver this plan items will be delegated to various volunteers who will focus on delivering a set number of measurable targets from each section of the plan. These volunteers will form sub-committees which will be responsible for reporting to the overarching Development Committee. The sub committees will meet on a regular basis to review progress, review outstanding actions, sign off completed actions and agree and set new actions and goals.

Sub-Committee meetings will be held as a minimum quarterly with Development Committee meetings being held every 4 months.

4. SWOT analysis and Club Questionnaire

The following SWOT analysis was conducted during the EGM held at Wigan HC on Thursday 5th March 2020. It clearly indicates a number of areas that the members would like to develop.

<p><u>Strengths</u></p> <ul style="list-style-type: none"> Strong Club History Central Location within Wigan Friendly, Welcoming, Inclusive Club Club Facilities Thriving junior section High Standards set by all 	<p><u>Opportunities</u></p> <ul style="list-style-type: none"> Continual development of junior section Social, Charity and Fundraising Events School Links Media Coverage Support form Hockey England
<p><u>Weaknesses</u></p> <ul style="list-style-type: none"> Poor Communication Division between Men's/Women's sections Small pool of senior players Lack of playing opportunities Lack of awareness with the general public Availability of Umpires Training differentiation Transition of junior players to senior teams 	<p><u>Threats</u></p> <ul style="list-style-type: none"> Lack of secondary schools playing hockey in the area for Boys Limited Finance Decreasing number of senior players at the club Local teams have lower subs Lack of Level 2 / Sessional Coaches



As well as the SWOT analysis the players were asked the following questions so that the Development committee could better understand what was important to its members.

Question 1 – What is good about our club?

Question 2 – What is bad about our club?

Question 3 – What would you like to change about our club?

Question 4 – How do you think we can improve links with our local community?

Question 5 – What do you think about our club facilities?

Question 6 – What do you want to see develop at our club?

The main areas raised by the members were,

- More opportunities to play hockey
- Better communication throughout the club
- More links with local schools
- More opportunities to have social events including Fund raising and charity events
- Improvements for senior training sessions.

These issues have been taken into consideration and built into the development plan in the appropriate section for delivery. The complete list raised during the EGM can be seen in Appendix A.

In addition to the EGM and to gain a wider perspective of the club a further online survey was run during May 2020 asking the same questions. The club had 31 members submit responses. The results of this survey were also used to develop this plan and can be seen in Appendix B.

5.0 Developing the Playing Program

No	SUB HEADING	OBJECTIVES	ACTION	WHEN	WHO	BUSINESS PLAN	MARKETING PLAN	ACHIEVEMENT INDICATORS	REVIEW DATE
5.1	Team performance	To improve season performances and success in league and cup competitions and forge stronger links between Male and Female sections at the club.	To identify areas of improvement in Team performance and address these through a joint Club Coaching program. Through player education, coaching and fitness and team structure, strategy and tactics.	Year 1 & annually	Committee Coaching Coordinator Coaches Captains		Regular updates to players through coaches, captains using social media and our Club website.	To be routinely competitive in the top half of league and enter annual cup competitions. Higher attendance at Joint training sessions. An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.	Year 1 & 3
5.2	Player skills	To improve individual players' skills in support of team success.	To provide specific player feedback, during coaching sessions, post matches, monitoring and evaluating performance <i>Year 1 & 2 to focus on Player self-evaluation with support from Captains and Coaches.</i> <i>Year 3 onwards players to received target bespoke development plans at the start of the season.</i> During Year 1&2 the club will support its coaches and captains to develop a bespoke program to support players from Year 3.	Year 1 & annually	Coaching Coordinator Coaches Captains		Player Feedback. Club players pack. Annual Award presentation.	Encourage individuals to use the players profile format to develop personal skills in support of club success. Higher attendance at Club training sessions. An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.	Year 1 & 3

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5.3	Junior Competition	To provide regular matches and competition for all the clubs Junior members to enter, and consider new competitive opportunities as and when they are identified.	<p>1. To enter all Junior teams into the Local Monthly Junior Tournaments.</p> <p>2. To develop these players and where necessary look to move players up an age group.</p> <p>3. To support the creation of a Badgers team and enter a team into a local league.</p> <p><i>Year 1 & 2 to create and embed a team in the club. Local friendlies to be arranged.</i></p> <p><i>Year 3 onwards for a team to be entered into a league.</i></p> <p>4. To support Primary School Sports Programme by hosting a regional qualifying tournament at the Club.</p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p>	<p>Committee</p> <p>Coaching Coordinator</p> <p>Coaches</p> <p>Captains</p>		<p>Newsletters to parents about training times, fees, kits, matches, code of conduct, ethics etc.</p> <p>Player Feedback.</p> <p>Updates of results to club website.</p> <p>Club Notice Board.</p> <p>Annual Award presentation.</p>	<p>Teams entered into tournaments</p> <p>Players moved into older age groups if needed for player development</p> <p>At least one team entered into the Badgers League</p> <p>At least 1 boys and 1 girls team entered into the competitions</p> <p>Primary School tournament successfully hosted by the club.</p> <p>An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.</p>	<p>Year 1</p> <p>Year 1</p> <p>Year 2</p> <p>Year 1</p>
5.4	Adult Competition	To provide for all its senior members a variety of ways to play hockey at the Club including, regular matches. To also look to offer further opportunities by sending teams to regional and UK competitions.	<p>1. Men's, Ladies teams entered into Hockey Leagues.</p> <p><i>Year 1 to 4 to focus on continuing to enter 2 Men's teams and 2 Ladies team.</i></p> <p><i>Year 5 look to entering a 3rd team for both Men's and Ladies teams.</i></p> <p>2. Men's and Ladies teams entered into indoor Hockey Leagues.</p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p>	<p>Committee</p> <p>Captains</p>		<p>Fixtures live, club website, social media.</p> <p>Players Packs.</p> <p>Club Notice Board.</p> <p>Awards night.</p>	<p>Teams entered into Senior Leagues</p> <p>Teams entered into Senior Indoor Leagues</p> <p>Men's and Ladies teams entered into EHB competitions.</p> <p>3rd teams created in Men's and Ladies sections.</p> <p>An increase in positive indicators from annual player survey. Using initial</p>	<p>Year1 &4</p> <p>Year 1&2</p>



			<p><i>Year 1 – Interclub</i></p> <p><i>Year2 – Local friendlies</i></p> <p><i>Year 3 to 5 – Enter League</i></p>					2020 survey as the benchmark.	
			<p>3. Club to develop a Mixed team and enter a league and competitions</p> <p><i>Year 1 & 2 – Local Friendlies</i></p> <p><i>Year 3 – Enter League and competitions</i></p>	Year 1 & annually					Year 1 &2
			<p>4. Club to enter into other UK competitions for men’s and ladies teams.</p> <p><i>Year 1/2 – 1st XI Men’s/Ladies</i></p> <p><i>Year 3 – All Men’s/Ladies teams</i></p>	Year 1 & annually					Year 1 &2
			<p>5. Club to look into other ways to play such as “Back to Hockey”, Walking Hockey, Quick sticks</p>	Year 3					Year 3

6.0 Developing People/Volunteers

No	SUB HEADING	OBJECTIVES		WHEN	WHO	BUSINESS PLAN	MARKETING PLAN	ACHIEVEMENT INDICATORS	REVIEW DATE
6.1	Knowing Our Community	In order to build our club we need to have a full understanding of our local community and be aware of the impacts that other local sports clubs, Primary and Secondary schools strategies and activities may have on this.	<p>1. Committee to liaise with the other sports sections within Wigan Sports Club to try and ensure there are no clashes wherever possible and to foster mutual relationships.</p> <p>2. Club to be aware of all local Primary and Secondary Schools within the area and to target links with these.</p> <p><i>Year 1 – Questionnaire to be sent to all local Primary and Secondary Schools. On-line training package aimed at schools to be developed.</i></p> <p><i>Year 2 onwards – Flyers to be sent to all Local Primary and Secondary Schools to develop links with schools. Training links are uploaded onto Club Website.</i></p>	<p>Year 1</p> <p>Year 1 & annually</p> <p>Year 2 onwards</p>	<p>Committee</p> <p>Coaching Coordinator</p> <p>Coaches</p> <p>Captains</p>		<p>Website, Facebook, Twitter, Flyers, newsletters, Emails direct to schools.</p>	<p>Club training organised on best available night</p> <p>An increase in inter-section support and joint events.</p> <p>65% response to Questionnaires</p> <p>Training packages are downloaded from Club website and used in schools.</p> <p>Increase of Junior members at the club.</p>	<p>Year 1</p> <p>Year 1 & 3</p>
6.2	Involvement of young people	Increase the number of young people involved in the club as leaders, officials and volunteers	<p>1. Promote young volunteering within the club and assist/support potential candidates.</p> <p><i>Year 1 – Develop a number of opportunities with smaller commitment timescales to foster interest amongst the young members.</i></p>	<p>Year 1 & annually</p>	<p>Committee</p> <p>Coaches</p> <p>Club Captains</p>		<p>Newsletters, website and Social Media</p>	<p>Young members volunteering for a variety of opportunities</p> <p>Young players assist in coaching</p>	<p>Year 2</p>

			<p><i>Year 2 – Formulate opportunities that are available and promote these throughout the club.</i></p> <p><i>Year 3 to 5 – Continue to promote opportunities and increase the number of young people supporting the club.</i></p>						
6.3	Volunteers	Increase and retain the number of volunteers within the club and create and implement club role descriptions	<ol style="list-style-type: none"> 1. Develop a Volunteer Co-ordinator role at the club and support network. 2. Issue a questionnaire to all club members and parents to better understand how to attract and support volunteering at the club. 3. Promote opportunities for volunteering across the club using all Media channels. 4. Create a Volunteer award to be presented annually at the End of Season celebration. 5. Role descriptions for official Committee members implemented and available on club website 	<p>Year 1</p> <p>Year 1 & 3</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1</p>	<p>Committee</p> <p>Comms Team</p>	<p>Fixtures live, club website, social media. Junior Open day, one to ones with parents.</p> <p>End of season celebration AGM and Committee Meetings</p>	<p>Volunteer programme produced</p> <p>Programme accessible on club website</p> <p>Volunteer awards included in annual End of season celebration</p> <p>Role descriptions implemented</p> <p>An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.</p>	<p>Year 1</p> <p>Year 1 & 3</p> <p>Year 1 & 3</p> <p>Year 1</p> <p>Year 3</p>	
6.4	Qualified Coaches	Develop and maintain the number of qualified coaches within the club	<ol style="list-style-type: none"> 1. Appoint a Coaching Co-ordinator at the club to manage the Coaching program and support and develop our coaching talent. 2. Maintain and continue to develop a minimum of 5 Coaches for Junior Hockey. 3. Develop a minimum of 4 Coaches for Senior Hockey with a 	<p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & 3</p>	<p>Club committee</p> <p>Coaching Co-ordinator</p>	<p>Fixtures live, club website, social media. One to ones with parents.</p> <p>End of season celebration. AGM and Committee Meetings</p>	<p>Maintain a minimum of 5 Junior Coaches</p> <p>Develop 4 new Senior Coaches and have 6 by the end of Year 3.</p> <p>Levels of Junior and Senior teams improves.</p> <p>Club raises sufficient funding to appoint a Community Coach</p>	<p>Year 1</p> <p>Year 1 & 3</p> <p>Year 1 & 3</p>	

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			<p>view to moving to 6 by the end of Year 3.</p> <p>4. Look to fund a Community Coach at the club to help develop support the following,</p> <p>Development of Club Coaches and training material.</p> <p>Support development of Hockey in local Primary and Secondary schools by delivering training sessions.</p> <p>Develop the standard of hockey played across the Club.</p> <p>Focusing in Year 1 the funding routes available to the club and arranging fund raising activities.</p>	Year 2		Community Coaching grants, fund raising & Sporting Grants			Year 1 & 3
6.5	Qualified Umpires	Develop the number of qualified Umpires within the club	<p>1. Increase the number of qualified Umpires.</p> <p>2. Run an Umpires course at the Club in association with Hockey England.</p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p>	Secretary Chairman Committee		<p>Fixtures live, club website, social media. One to ones with parents.</p> <p>Awards night. AGM and Committee Meetings</p>	<p>Increase in the number of qualified umpires at the club to 4 by Year 2.</p> <p>Increase and maintain the number of qualified Umpires at the club to 6 by Year 3.</p>	<p>Year 1 & 3</p> <p>Year 1 & 3</p>

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6.6	Increase in club members - men and ladies	Club to work together to increase the number of senior members.	<p>1. Club to hold two open taster days during Summer to target increasing members.</p> <p>2. Run Walking Hockey sessions and Back to Hockey sessions at the club to attract new players.</p> <p><i>Year 1 – Run 6 week session</i></p> <p><i>Year 2 – Review success of year 1 session and plan next sessions accordingly.</i></p> <p><i>Year 3 onwards – Look to run continual sessions during the season.</i></p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p>	<p>Committee</p> <p>Volunteer Coordinator</p> <p>Coaching Coordinator</p> <p>Coaches</p> <p>Captains</p>		<p>Publicised in all media.</p>	<p>Increase in senior members.</p> <p>3rd team created for Men's and Ladies.</p>	<p>Year 1</p> <p>Year 1 & 3</p>
6.7	Retention of existing Senior Members	Club to work towards retaining its senior players.	<p>1, Club to conduct three surveys each year to understand Senior player retention better. These surveys will be conducted in December, March and July. Feedback to be used to develop the following season's retention plans.</p> <p>2, Club to monitor and plan for University leavers ensuring Junior players are available to move into senior teams.</p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p>	<p>Committee</p> <p>Coaching Coordinator</p> <p>Coaches</p> <p>Captains</p>		<p>Fixtures live, club website, social media. Open day,</p> <p>Variety of playing opportunities</p> <p>Awards night. AGM and Committee Meetings.</p>	<p>Less than 2 players leaving the club annually to play hockey at a different club.</p>	<p>Year 3</p> <p>Year 1 & 3</p>
6.8	Selection policy	Ensure fair selection policy and player pathway in place.	<p>1. Publicise Clubs selection policy and ensure Club captains adhere to it.</p> <p>2, Players to ensure they submit their availability to their captains by end of Wednesday training session.</p> <p>3, Captains to post team selection by 9pm on the Thursday prior to the game.</p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p>	<p>Committee</p> <p>Coaches</p> <p>Captains</p>		<p>Fixtures live, club website, social media.</p> <p>AGM and Committee Meetings</p>	<p>An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.</p>	<p>Year 1</p> <p>Year 1</p> <p>Year 1</p>

7.0 Policy Development

No	SUB HEADING	OBJECTIVES		WHEN	WHO	BUSINESS PLAN	MARKETING PLAN	ACHIEVEMENT INDICATORS	REVIEW DATE
7.1	Safeguarding and protecting young people	The club to offer safe, effective, inclusive and child friendly opportunities for people to play at our club.	<p>1. Club to promote and encourage all coaches, volunteers and club members to attend Safeguarding and Protecting Children Workshop.</p> <p>2. All club members with regular contact with Junior members to undertake an EH DBS Check & to keep this updated.</p> <p>3. Continue to promote the safeguarding children policy and 'Respect' Code of Ethics that the club has adopted. Notice board to be maintained with the latest information.</p> <p>4. To maintain a minimum of 1 Welfare officer for each gender.</p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p>	<p>Welfare Officer</p> <p>Committee</p>		<p>Club website, Facebook page</p> <p>Club Notice Board</p> <p>AGM and Committee Meetings</p>	<p>Courses promoted within the club and details sent to coaches</p> <p>2 x club members attending the course per year</p> <p>Members completed DBS check</p> <p>DBS checks to be renewed every 3 years</p> <p>Policies available on club website for all members and parents</p> <p>Have a minimum of 1 Welfare officer for each gender</p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p>
7.2	Members Conduct and Disciplinary Policy	To provide a fair and transparent policy of how players and members should conduct themselves and the procedure that is followed should the policy be contravened.	<p>1. Club to compile a Conduct and Disciplinary Procedure for all club members.</p> <p>2. Committee to review policy is fit for purpose.</p>	<p>Year 1</p> <p>Year 2 & annually</p>	<p>Welfare Officer</p> <p>Committee</p>		<p>Club website</p> <p>AGM and Committee Meetings</p>	<p>Policy is readily available to all club members</p> <p>An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.</p>	<p>Year 1 & annually</p>

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7.3	Data Protection Policy	Our club policy to ensure we protect our member's personal data. To ensure ongoing compliance with data protection laws.	1. Club to compile a Data Protection Policy to ensure its members personal data is protected. 2. Committee to review policy is fit for purpose.	Year 1 Year 2 & annually	Committee		Club website AGM and Committee Meetings	Policy is readily available to all club members	Year 1 & annually
7.4	Equal Opportunities Policy	Our club policy to ensure all members are treated equally. Such as player selection, coaching opportunities and selection to positions within the club.	1. Club to compile an Equal Opportunities Policy to ensure its members are all treated fairly. 2. Committee to review policy is fit for purpose.	Year 1 Year 2 & annually	Committee		Club website AGM and Committee Meetings	Policy is readily available to all club members An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.	Year 1 & annually
7.5	Captains Guidance	Guidance to provide support for Club Captains. Guidance to highlight duties of the Club Captain and what the role entails and what support is available.	1. Club to compile Club Captains Guide to ensure its Club Captains are supported in their role. 2. Committee to review policy is fit for purpose.	Year 1 Year 2 & annually	Committee		Club website AGM and Committee Meetings	Policy is readily available to all Club Captains An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.	Year 1 & annually
7.6	Club Emergency Plan	Emergency procedure to ensure the correct information can be provided to the emergency services should it need to be called upon.	1. Club to compile Emergency Procedure to ensure all information required to call upon the emergency services is readily available. 2. Committee to review policy is fit for purpose.	Year 1 Year 2 & annually	Committee Coaches Club Captains Wigan Sports Club Committee		Club website Captains Packs Coaches Packs Club Notice Board AGM and Committee Meetings	Policy is readily available to all Club Captains, Coaches and players.	Year 1 & annually

8.0 Facility & Equipment Development

No	SUB HEADING	OBJECTIVES		WHEN	WHO	BUSINESS PLAN	MARKETING PLAN	ACHIEVEMENT INDICATORS	REVIEW DATE
8.1	Use of playing facilities	Club to ensure that the jointly owned pitch is maintained and protected to maximise the pitches longevity.	<p>1. The club to work in partnership with the Deanery to maintain the pitch and infrastructure.</p> <p>2. The club to ensure there is adequate time allocated to the Hockey section for playing and training.</p> <p>3. Ample litter bins are placed around the pitch area and are emptied on a regular basis.</p> <p>4. The use of the Pitch storage area is maximised.</p> <p><i>Year 1 – Storage area is tidied and maintenance conducted. Additional storage bins are installed.</i></p> <p><i>Year 2 onwards – Area maintained.</i></p> <p>5. The camera tower is maintained and regular checks are conducted and recorded.</p> <p>6. Second set of goals required at the club.</p> <p><i>Year 1 – Retrieve Goals loaned to Abram Guest and refurbish them.</i></p>	<p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & 5</p>	<p>Committee</p> <p>Secretary</p> <p>Deanery Trust</p>			<p>User matrix completed to identify pitch needs & times</p> <p>Financial plan is agreed at Club annual general meeting</p>	<p>Year 2</p> <p>Year 2</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & 4</p>

			<p><i>Year 2 – Junior playing strips</i></p> <p>2. Purchase stock of current playing kit from clothes supplier Impression sports for resale to senior players, coaches, young players and members. To be displayed at Club house.</p>	Year 1 & annually			Facebook and website		Year 1 & annually
8.5	Club House Facilities	The Clubhouse has had major refurbishment over the past few years however these need to be reviewed on a regular basis to ensure current standard is maintained.	1. Review state of Club house on a regular basis to ensure current high level décor and facilities are maintained and report any refurbishments needed to Sports Club committee	Year 1 & Annually	Committee			High quality of Club house maintained.	Year 1 & annually
8.6	Club Equipment Stores	Develop the club stores so they are fit for purpose and to prolong the life of the equipment.	<p>1. Provide safe and fit for purpose storage area for club playing and coaching equipment.</p> <p><i>Year 1 – Refurbish existing storage area, removing old storage lockers and replace with shelving.</i></p> <p><i>Year 2 – Plan funding for additional pitch side storage container.</i></p> <p><i>Year 3 – Purchase and install pitch side storage container.</i></p>	Year 1 & annually	Committee Coaches			High quality of equipment maintained for all coaches and players.	Year 1 & annually

9.0 Finance Development

No	SUB HEADING	OBJECTIVES		WHEN	WHO	BUSINESS PLAN	MARKETING PLAN	ACHIEVEMENT INDICATORS	REVIEW DATE
9.1	Managing club finances	Effective financial management in place to ensure that clubs funds are effectively managed.	1. Appoint a Treasurer to manage the club funds and develop additional sources of income. 2. Pre-season committee meeting to be held to plan the budget for the forthcoming season.	Year 1 & annually Year 1 & annually	Committee			Sustained income for club and players Any further possible income is applied for	Year 2 Annually
9.2	Sponsorship	Create potential sponsorship opportunities and gain sponsorship deals.	1. Develop ways for people to sponsor the club such as, Match Ball Sponsors, Player Sponsors etc. and define what is available in each package. Year 1 Develop Packages Year 2 Implement and market packages. 2. Check with the Deanery Trust that Banners are allowed on the pitch surrounds.	Year 1 & annually Year 1	Treasurer		Website, Social Media, Newsletters Letters direct to local businesses. AGM.	Increased funding from business/other sources for club	Year 3
9.3	Grants and Sports Funds	Club to investigate and draw down grants to support the clubs development and growth plans.	1. Treasurer to look at grants and sports funds that the club is eligible to apply for and submit applications.	Year 1 & annually		Funding to be used to support club growth and Community Coach	Website searches, Sport England, England Hockey Club Development officer.	Increased funding generated from grants and sports funding.	Year 3

9.4	Player and members awareness of Club finances	Provide a better financial awareness amongst club players and members of how club funds are generated and spent.	1. Share incomings/ outgoings with team members in easy to use format.	Year 1 & Ongoing	Treasurer		Website, Social Media, Newsletters AGM.- Publish Mins from Meetings	Team members able to explain reason for rates and understand reasons for changes. Effective decision making at AGM and easier communications possible.	Year 2
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10.0 Developing the Club PR & Communication

No	SUB HEADING	OBJECTIVES		WHEN	WHO	BUSINES S PLAN	MARKETING PLAN	ACHIEVEMENT INDICATORS	REVIEW DATE
10.1	Media links	Build and sustain communication links with local Media.	1. Club to maintain link with Wigan Post local newspaper. Coverage to include, Weekly Match reports Junior Match and tournament reports Upcoming events.	Year 1 & annually	Committee, Match reporters Junior Co-ordinator Comms Team			Maintain the amount of coverage for the club – newspaper cuttings Increase in player attraction through media coverage.	Year 1 & 3
10.2	Club website	Build and grow a Club Website to help improve club communication and club growth.	1. Create and grow a club website. 2. Increase corporate advertising to increase club revenue. 3. Ensure club documentation is available on the web site. 4. Maintain Club Mark section on website including documentation, contacts and latest developments. 5. Include details of the Club Welfare officers and how to contact them.	Year 1 & annually Year 2 Year 1 & annually Year 1 & annually Year 1 & annually	Website Administrator Comms Team		Increase corporate advertising, and continually update items, ensure that the site is self-funded through advertising.	Website created and promoted Documentation is maintain and up to date. An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.	Year 1 & 3 Year 3 Year 1 & annually Year 1 & annually Year 1 & annually
10.3	Club Facebook page	Ensure that the Club maintains a Facebook page to help improve club communication and club growth.	1. Create and maintain a Wigan Hockey Club Facebook page	Year 1 & annually	Facebook Administrator Comms Team			Page created and promoted Page maintained	Year 1 & Annually

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			2. Create links back to other forms of media such as twitter and club website.					An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.	
10.4	Twitter	Ensure that the Club maintains a Twitter page to help improve club communication and club growth.	1. Create Twitter account.	Year 1	Comms team			Regular Tweets about the club, team results, competitions and events.	Year 1 & annually
10.5	Instagram	Ensure that the Club maintains an Instagram page to help improve club communication and club growth.	1. Create Instagram account.	Year 1	Comms team			Regular Tweets about the club, team results, competitions and events.	Year 1 & annually
10.6	Club Notice Board	Ensure that the Club maintains the Notice Boards at Wigan Sports Club to help improve communication.	1. Maintain the themes of the three notice boards namely, Junior section notice board including welfare officer's details. Club Notice board Fixture and league updates.	Year 1 & annually	Comms team			Notice boards are up to date.	Year 1
10.7	Club photography & filming	Provide regular photos and film footage of the club and its members.	1. Develop links with local colleges to sponsor a Media/Photography student. Runshaw College Winstannley College John Rigby College The Deanery Wigan & Leigh College	Year 1 & annually	Comms Team			Increase in photos and film footage for use in Media.	Year 1

11.0 Developing the Social Aspect

No	SUB HEADING	OBJECTIVES		WHEN	WHO	BUSINESS PLAN	MARKETING PLAN	ACHIEVEMENT INDICATORS	REVIEW DATE
11.1	Annual Social Events	Organise the Clubs Formal annual events.	1. End of season celebration (to include the annual club awards)	Year 1 & annually	Committee Social Committee	Self-funding	Website, e-mail, flyers, Facebook, Twitter and word of mouth	An average attendance of at least 30 people at each event.	Annually
			2. Hockey section Christmas evening	Year 1 & annually					Annually
11.2	Organise a range of in-formal Social events	Organise a range of in-formal social events which include everyone that are fun, welcoming and raise finance for the club. These events should involve as many people as possible of all ages, from every team, non-playing members and volunteers.	1. These events can be arranged throughout the year such as, Quiz Evenings Race Night Sportsman's Dinner Halloween Party	Year 1 & annually	Social Committee	Self-funding	Website, e-mail, flyers, Facebook, Twitter and word of mouth	An average attendance of at least 30 people at each event. An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.	Annually

12.0 Developing Links with our community

No	SUB HEADING	OBJECTIVES		WHEN	WHO	BUSINESS PLAN	MARKETING PLAN	ACHIEVEMENT INDICATORS	REVIEW DATE
12.1	Links with local Primary, Secondary Schools and Colleges	Increase participation within the club at Junior and Senior levels.	<p>1. Appoint a Hockey Development Officer to manage program.</p> <p>2. Run “Quick Sticks” Tournament for Wigan Primary Schools at the Club. Run each year one tournament for each of the following year groups,</p> <ul style="list-style-type: none"> • Year 3 & 4 Mixed • Year 5 & 6 Mixed. <p>3. Run Hockey Tournament for Wigan Secondary Schools at the Club. Run tournament for mixed teams.</p> <p><i>Year 1 – Plan tournament</i></p> <p><i>Year 2 – Run x1 tournament</i></p> <p><i>Year 3 onwards – Run x2 tournaments.</i></p> <p>4. Arrange regular mixed friendlies against local colleges,</p> <ul style="list-style-type: none"> • Winstannley College • Edge Hill College. <p>5. Run “Basic Hockey Coaching” courses for local Primary School teachers to try and develop more schools playing hockey.</p> <p><i>Year 1 – Develop Course</i></p>	<p>Year 1</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p> <p>Year 1 & annually</p>	<p>Education Development Officer</p> <p>Committee</p> <p>Club Coaches</p> <p>Club Players</p>		<p>Wigan School Sports officer</p> <p>Website</p> <p>Email direct to schools</p>	<p>All tournaments are successfully run.</p> <p>Increase in players attending Junior and Senior Training.</p> <p>Increase in Primary and Secondary Schools teaching Hockey.</p>	<p>Year 1</p> <p>Year 3</p> <p>Year 2</p> <p>Year 1</p> <p>Year 3</p>

Wigan HC 5 Year Development Plan 2020 to 2025

			<p><i>Year 2 – Publicise and Run one course at the club</i></p> <p><i>Year 3 onwards – Publicise and run two courses.</i></p>						
12.2	Club awareness for the local community	Raise awareness of Wigan HC with our local Community.	<p>1. Plan a number of stalls at locally run events such as Wigan 10k, Haigh Hall fun day, Community stalls in the town centre etc.</p> <p><i>Year 1 – Plan stalls for Year 2</i></p> <p><i>Year 2 Hold two events.</i></p> <p><i>Year 3 onwards Hold three events.</i></p> <p><i>Stalls could include, beat the keeper, smash the plates etc....</i></p>	Year 1 & annually	Committee Social Committee Club Players		<p>Website, e-mail, flyers, Facebook, Twitter and word of mouth</p> <p>Wigan Post</p>	<p>Positive Feedback on Club media from local community.</p> <p>An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.</p>	Year 2
12.3	Charity fund raising	Club to raise funds to support our local charities	<p>1. Club to appoint an annual charity that it will endeavour to raise monies for. Selected at AGM by members vote.</p> <p>2. Social committee to plan charity fund raising events for its club members to attend such as, Mixed Rounder's, 10 pin bowling, Quiz night and raffles.</p> <p>Year 1 – Plan x1 event</p> <p>Year 2 – Plan x2 events</p> <p>Year 3 Onwards maintain a minimum of x2 events.</p>	Year 1 & annually Year 1 & annually	Committee Social Committee Club Players		<p>Website, e-mail, flyers, Facebook, Twitter and word of mouth</p> <p>AGM</p> <p>Wigan Post</p>	<p>Monies raised and provided to selected annual local charity.</p> <p>An increase in positive indicators from annual player survey. Using initial 2020 survey as the benchmark.</p>	Year 2 Year 3

Appendix A

Members comments collected from EGM held at Wigan HC

On Thursday 5th March 2020.

The following has been transferred from the post-it notes completed on the evening by the members.

Member's questions and comments

More links/ advertisement in schools?

More events to promote the club?

Car park lighting and lines?

Club spruce up?

Coaches who aren't players?

Dugouts?

Junior coaches?

Showers?

Junior league, is there a division league? Trophies given?

Club wide view of player's positions and team formations

Home games umpires £15, away £20?

Any plans to increase number of teams?

Can there be any more regular tours?

How will training be adapted to benefit all teams?

Team transport?

Balls? **dimpled sponsorships?

Plans to integrate juniors?

Integrated training

Captains as coaches? Will that remain?

What are the plans to form closer ties and friendships between men and woman teams?

Club deadline for selection? All teams picked on same day?

Website to be linked to Wigan sports club?

Club development questions

Q1 Good-

- Friendly people
- Location- central
- Facilities
- Inclusive
- Teas
- 4 teams
- Family
- Fun
- Play good hockey
- High standards set
- Other clubs feel welcome
- Junior section
- Competitive teams
- Kit
- Everyone helpful

Q2 Bad-

- Communication (late info)
- Changing rooms
- Relations with other sports
- Need more coaches/shared responsibility
- Advertisement
- Training set-up
- Juniors don't seem willing enough to step up
- Training (plans)
- Last minute club
- 1st team favoured (training)
- Teams not supporting the teams
- Men's and women's divided
- Umpires
- Small pool of senior players

Q3 Community-

- Into schools
- Advertisements
- Media
- Family fun day
- Charity events
- Tournaments for local schools
- Coaching in schools
- Players in uniform go to day events such as park fairs and public events
- Sporting events
- Fundraising
- Voluntary work
- Signage on road
- Make It clear we have club and where
- Draw on abilities of people at clubs; players, parents

Q4 Change:

- Training
- Community set up (work in communities)
- More opportunities to play (juniors, mixed comps)
- Awareness of the club from Wigan public
- Coaches who aren't players and travel with team
- Dugouts
- Tours
- More background info
- More time between matches (for warmups)
- Developing skill sets/levels/ juniors/ ladies
- 1s and 2s join in together more
- Organisation not told in advance
- Equality
- Balls (dimple)
- More teams
- Junior fixtures
- More links with schools
- More tournaments
- Junior integrations

Q5 Club facilities:

- Changing rooms

- Sky sports
- New club house
- Another pitch
- Snooker table

Q6 Develop:

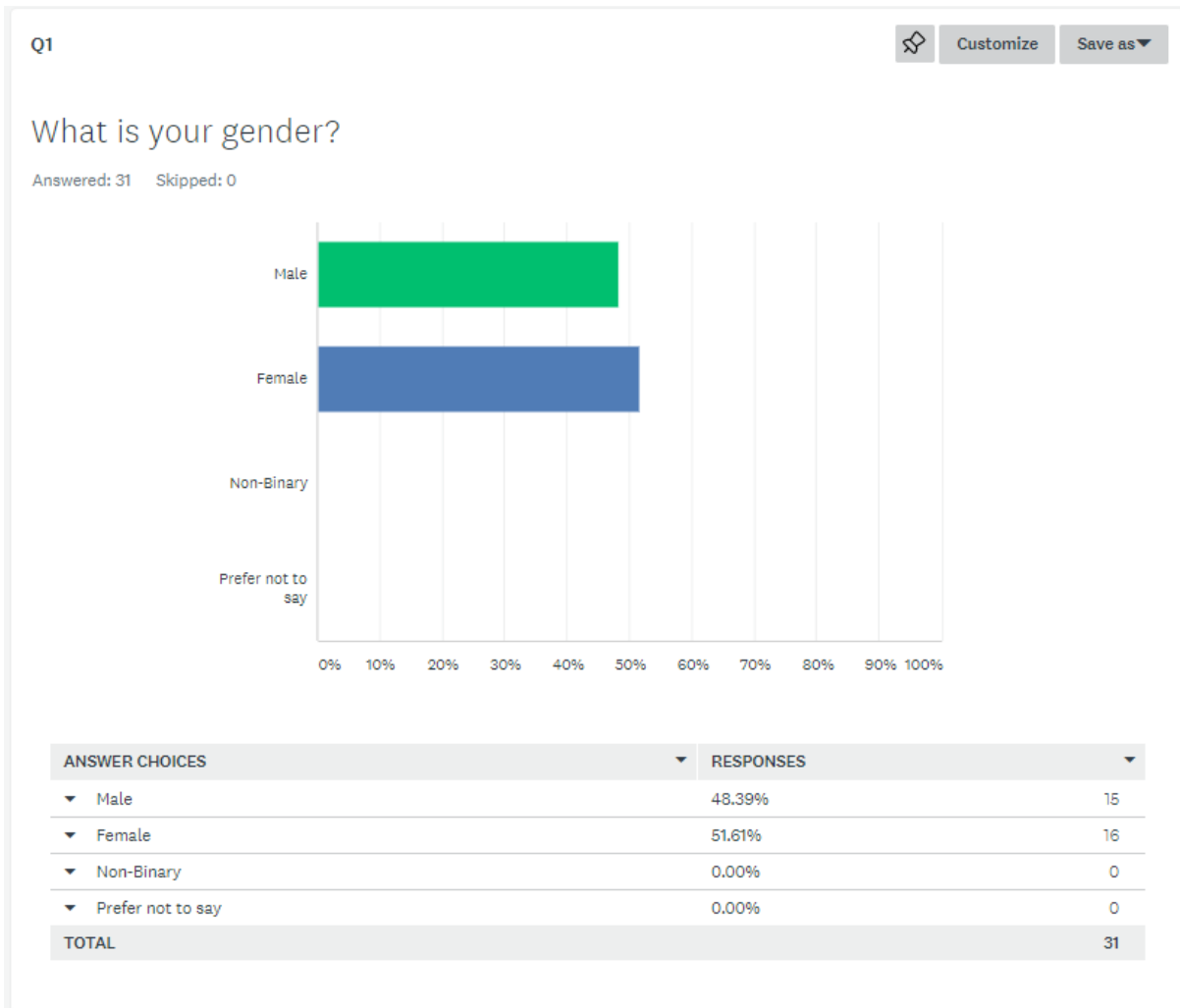
- Fluidity between juniors moving up and playing open league
- Vision- how we see all teams as part of wider club
- Pride
- Watching other teams games
- Social events
- Trained umpiring
- Use what Lancs south offer, more girls should go
- More crossover men and woman
- Club communication

Appendix B

Wigan Hockey Club - 5 year development plan 2020 to 2025

Questionnaire posted on the Club Facebook site during April 2020.

Compiled on 6th May 2020



Q2

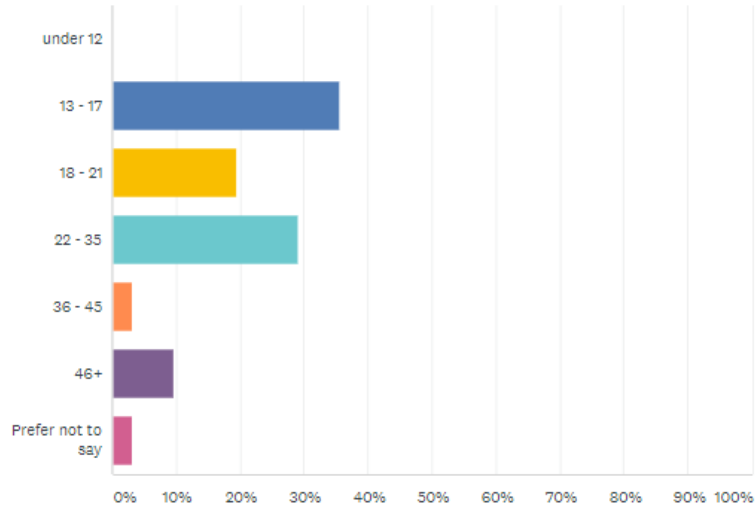


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What is your age?

Answered: 31 Skipped: 0



ANSWER CHOICES	RESPONSES	
under 12	0.00%	0
13 - 17	35.48%	11
18 - 21	19.35%	6
22 - 35	29.03%	9
36 - 45	3.23%	1
46+	9.68%	3
Prefer not to say	3.23%	1
TOTAL		31



Q3

 Save as ▾

In your opinion, what are the strengths of Wigan Hockey Club?

Answered: 31 Skipped: 0

RESPONSES (31) WORD CLOUD TAGS (0)

 Sentiments: OFF 

Apply to selected ▾ Filter by tag ▾

Search responses  

Showing 31 responses

- 1. The people that represent the club, who commit huge amounts of voluntary time. 2. A great young generation of players and coaches combined with experienced players and coaches. 3. The location of the club being on the edge of Wigan Town Centre. 4. Natural Team Leaders throughout the club. 5. A great team ethic throughout the club. 6. A club house within a short walking distance to the pitch enables the social side of the club to thrive. 7. The most socially inclusive sports club within the town.

[View respondent's answers](#) [Add tags ▾](#)

4/19/2020 3:43 PM
- Winning games

[View respondent's answers](#) [Add tags ▾](#)

4/15/2020 9:41 AM
- Friendly, welcoming. Good mix of ages and wide variety. Extended family.

[View respondent's answers](#) [Add tags ▾](#)

4/14/2020 4:31 PM
- Friendliness between teams Growing Junior Setup

[View respondent's answers](#) [Add tags ▾](#)

4/14/2020 4:18 PM
- Good food, has a social side, lots of quality and variation of teams. Always positive.

[View respondent's answers](#) [Add tags ▾](#)

4/14/2020 1:20 PM
- Friendly and welcoming atmosphere Good pitch and bar area facilities Good junior setup

[View respondent's answers](#) [Add tags ▾](#)

4/14/2020 12:12 PM
- Own pitch

[View respondent's answers](#) [Add tags ▾](#)

4/14/2020 11:24 AM
- Friendly open and inclusive club. Enjoy playing as everyone is always supportive.

[View respondent's answers](#) [Add tags ▾](#)

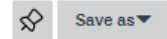
4/14/2020 10:27 AM
- Great cohesion, good training sessions

[View respondent's answers](#) [Add tags ▾](#)

<input type="checkbox"/>	Winning games 4/15/2020 9:41 AM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Friendly, welcoming. Good mix of ages and wide variety. Extended family. 4/14/2020 4:31 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Friendliness between teams Growing Junior Setup 4/14/2020 4:18 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	The amount of players wanting to play each week 4/14/2020 2:08 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Standard of hockey and club sociability 4/10/2020 10:57 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Organisation Facilities (bar the changing rooms) 4/10/2020 9:57 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Organisation of matches Friendliness Captains of each team 4/10/2020 8:05 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	The way all teams come together in times of need and success 4/10/2020 8:01 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	The strengths are that their is always effective communication from the club 4/10/2020 7:46 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Very friendly community 4/10/2020 7:40 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Community 4/10/2020 7:15 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Work well together as team mates 4/10/2020 7:13 PM	View respondent's answers	Add tags ▼

<input type="checkbox"/>	Social media, Team spirit, commitment 4/10/2020 6:57 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Friendly, positive 4/10/2020 6:18 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	The facilities and junior section 4/10/2020 6:07 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Good U13 level however there is a huge gap between that and U16 4/10/2020 4:50 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Location. Club set up 4/10/2020 3:09 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	For a small club we work together. Good group of people to be around. Getting more younger players coming through the club. We actively want the club as a section and as a whole to grow 4/10/2020 2:51 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Friendly club 4/10/2020 2:33 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Good relationship between all the means players. 4/10/2020 2:29 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	friendship laughter supportiveness quality games determination food after games 4/10/2020 2:29 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Very well organised 4/10/2020 2:21 PM	View respondent's answers	Add tags ▼

Q4



In your opinion, what are the weakness of Wigan Hockey Club?

Answered: 29 Skipped: 2

RESPONSES (29) WORD CLOUD TAGS (0)

Sentiments: OFF

Apply to selected Filter by tag

Search responses

Showing 29 responses

Ability to attract a wider talent-pool of potential or existing high performance athletes.
4/19/2020 3:43 PM [View respondent's answers](#) [Add tags](#)

Team bonding, training, captains
4/15/2020 9:41 AM [View respondent's answers](#) [Add tags](#)

Some degree to isolate players, 1s 2s women train separate. Should alternate to give development to 2s players to get stronger and play alongside 1s. Some captain decisions aren't explained, they are just done and without rationale of reason. Fully understand they don't always have to tell and entire group but when decisions are made that affect someone directly or changes they should be explained. Some division as arisen due to this. Better changing facilities and proper showers, hair dryers would be nice if finances. To then Encourage people to stay behind and socialise together after matches as this is usually what stops a lot of people who get wet and cold. Possibility of more joint things to be done like years ago. Men's and womens1s would socialise after matches, play friendlies etc.
4/14/2020 4:31 PM [View respondent's answers](#) [Add tags](#)

Training setup / regime
4/14/2020 4:18 PM [View respondent's answers](#) [Add tags](#)

North very many juniors coming through to seniors
4/14/2020 2:08 PM [View respondent's answers](#) [Add tags](#)

Junior training, coaches lack qualifications at the moment, like me. Needs to be more communication.
4/14/2020 1:20 PM [View respondent's answers](#) [Add tags](#)

Changing room facilities A divide between the mens and womens sides Lack of coaches
4/14/2020 12:12 PM [View respondent's answers](#) [Add tags](#)

<input type="checkbox"/>	Changing rooms.	4/14/2020 11:24 AM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Not enough volunteers at the club. You can see that a few are having to do everything so more volunteers please.. Also far too few older players at the club.	4/14/2020 10:27 AM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Small club numbers	4/10/2020 10:57 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Links to schools Local schools don't play hockey due to rugby league. Not much the club can do really but makes it hard to recruit new players	4/10/2020 9:57 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Planning of matches Communication within the club	4/10/2020 8:05 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	The women's first and seconds teams being very seperate from one another	4/10/2020 8:01 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	At the moment I don't believe that their are any weaknesses	4/10/2020 7:46 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Sometimes lack of communication	4/10/2020 7:40 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Lack of senior coaches Organisation	4/10/2020 7:15 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Need more get together/ events	4/10/2020 7:13 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Training, kit	4/10/2020 6:57 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Lack of players and coaches	4/10/2020 6:18 PM	View respondent's answers	Add tags ▼

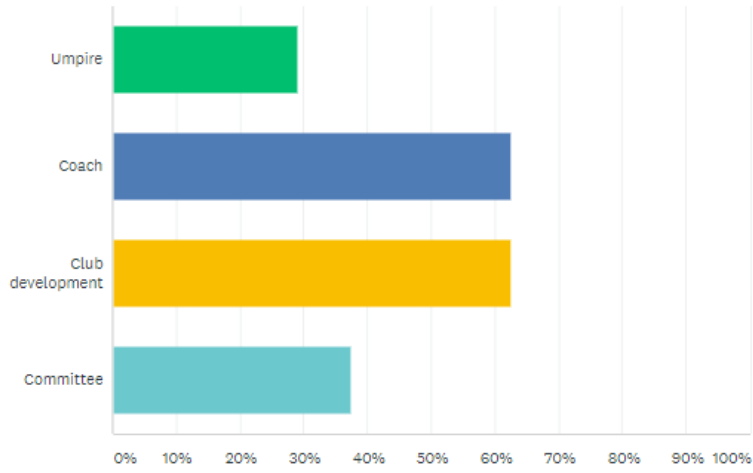
<input type="checkbox"/>	Senior players coming through, number of qualified coaches and umpires	4/10/2020 6:07 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Teams only having a quarter of the pitch to train on and not being mixed which means the players in the lesser teams are only playing with players in their ability instead of playing against better players to better their game	4/10/2020 4:50 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Week to week planning and management of team selection	4/10/2020 3:42 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Lack of 2nd team to 1st team integration, lack of social events and better communication	4/10/2020 3:33 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Training sessions need improvement	4/10/2020 3:13 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Sections of the club seem divide e.g between mens and womens sections. To a lesser extent between the teams within the sections	4/10/2020 3:09 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Tends to be the same people who help/attend meetings/offer ideas etc. Sometimes a lot of pressure on individuals, we need more buy in from players.	4/10/2020 2:51 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Clearer communication	4/10/2020 2:33 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	training men's 2 never get enough people down and end up with 3 lads from under 10 joining in with the 4/5 lads that turn up from seconds	4/10/2020 2:29 PM	View respondent's answers	Add tags ▼
<input type="checkbox"/>	Mixing between teams	4/10/2020 2:21 PM	View respondent's answers	Add tags ▼

Q5

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Would you be willing to volunteer with any of the below roles?

Answered: 24 Skipped: 7



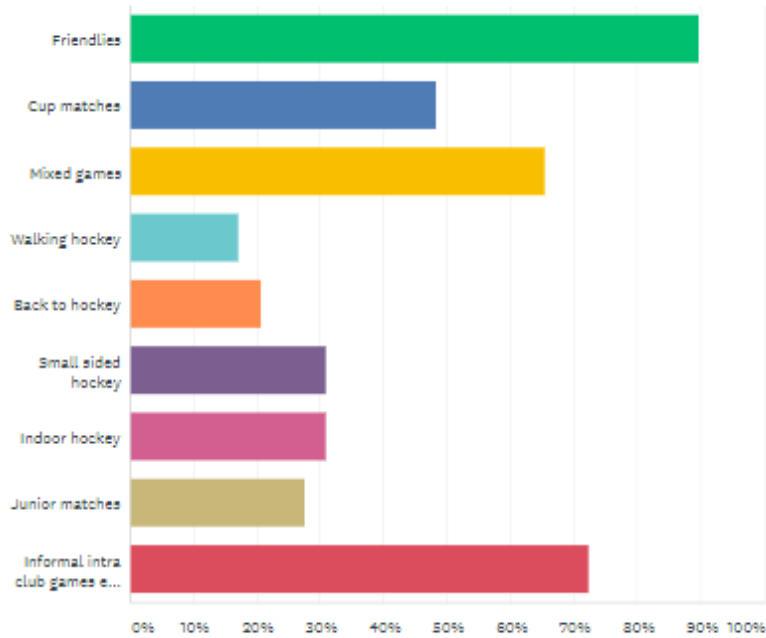
ANSWER CHOICES	RESPONSES
Umpire	29.17% 7
Coach	62.50% 15
Club development	62.50% 15
Committee	37.50% 9
Total Respondents: 24	

Q6

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Would you like Wigan Hockey club to offer more playing options such as the ones listed below? Please tick all that apply.

Answered: 29 Skipped: 2



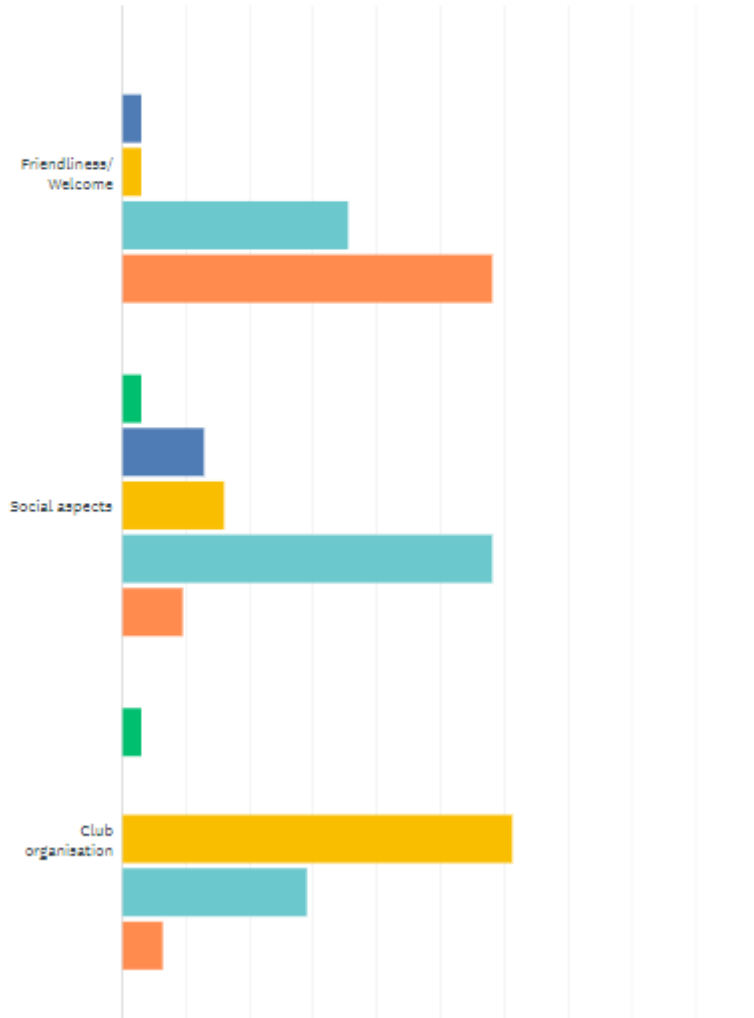
ANSWER CHOICES	RESPONSES
Friendlies	89.66% 26
Cup matches	48.28% 14
Mixed games	65.52% 19
Walking hockey	17.24% 5
Back to hockey	20.69% 6
Small sided hockey	31.03% 9
Indoor hockey	31.03% 9
Junior matches	27.59% 8
Informal intra club games e.g. charity games, game nights	72.41% 21
Total Respondents: 29	

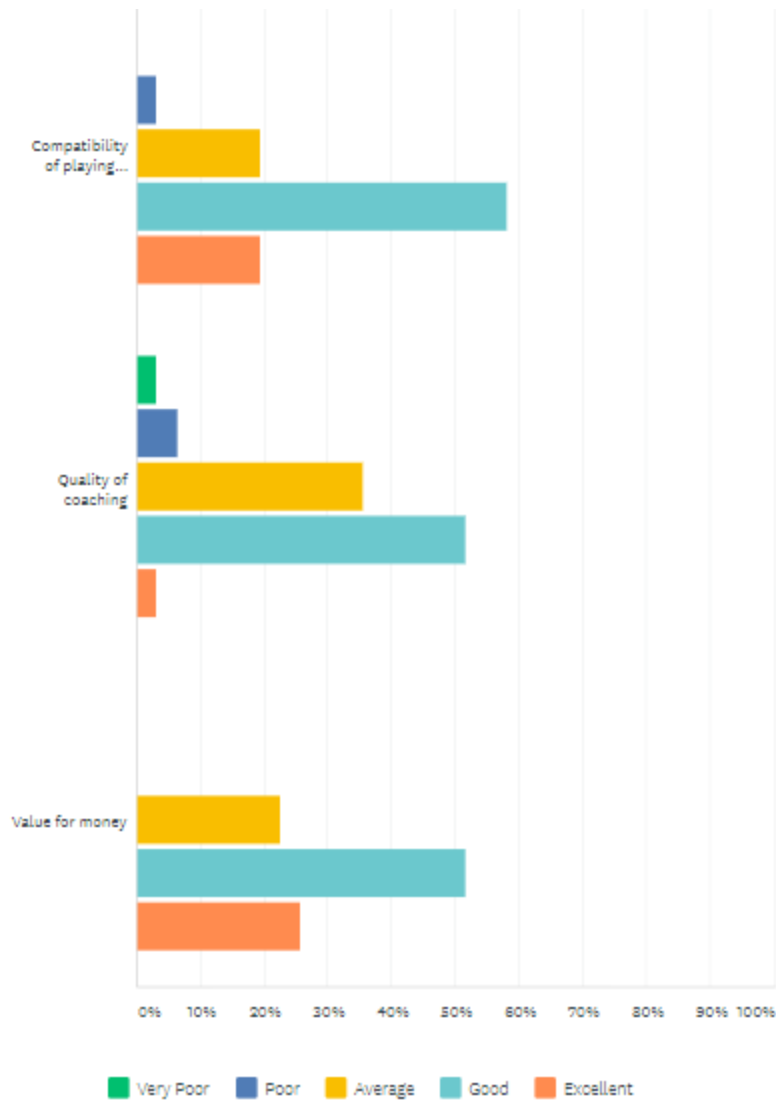
Q7

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Thinking about your personal experience at your club, how would you rate the following aspects?

Answered: 31 Skipped: 0





	VERY POOR	POOR	AVERAGE	GOOD	EXCELLENT	TOTAL	WEIGHTED AVERAGE
Friendliness/ Welcome	0.00% 0	3.23% 1	3.23% 1	35.48% 11	58.06% 18	31	4.48
Social aspects	3.23% 1	12.90% 4	16.13% 5	58.06% 18	9.68% 3	31	3.88
Club organisation	3.23% 1	0.00% 0	61.29% 19	29.03% 9	6.45% 2	31	3.38
Compatibility of playing options to fit my lifestyle	0.00% 0	3.23% 1	19.35% 6	58.06% 18	19.35% 6	31	3.94
Quality of coaching	3.23% 1	6.45% 2	35.48% 11	51.61% 16	3.23% 1	31	3.46
Value for money	0.00% 0	0.00% 0	22.58% 7	51.61% 16	25.81% 8	31	4.03

Q8

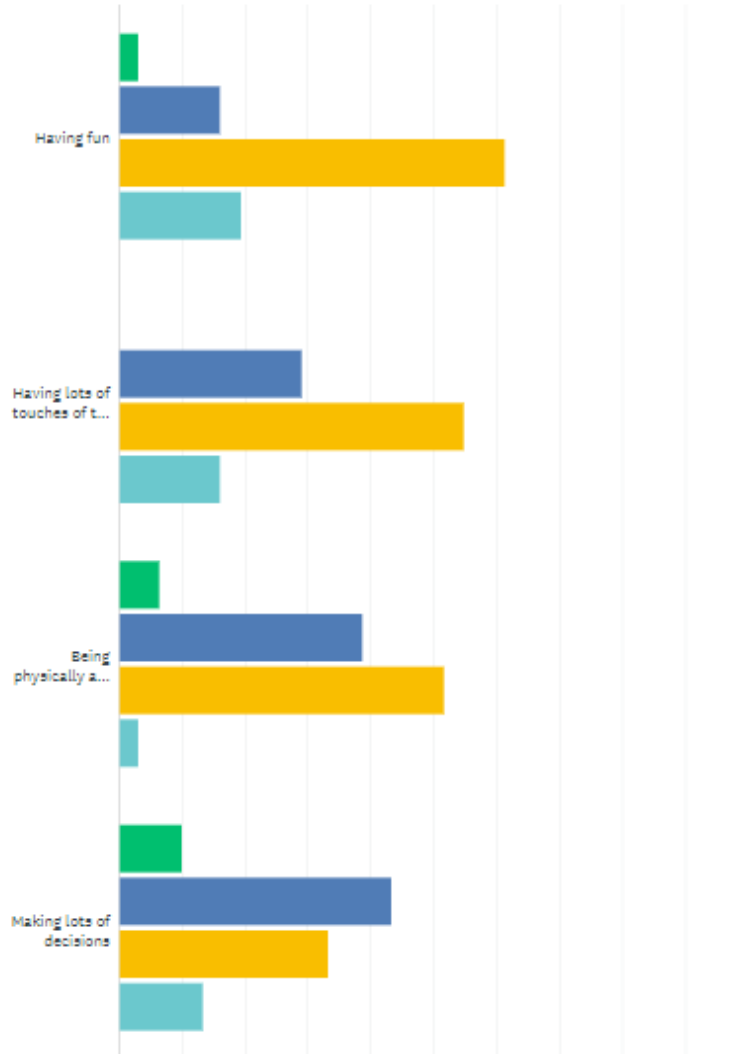


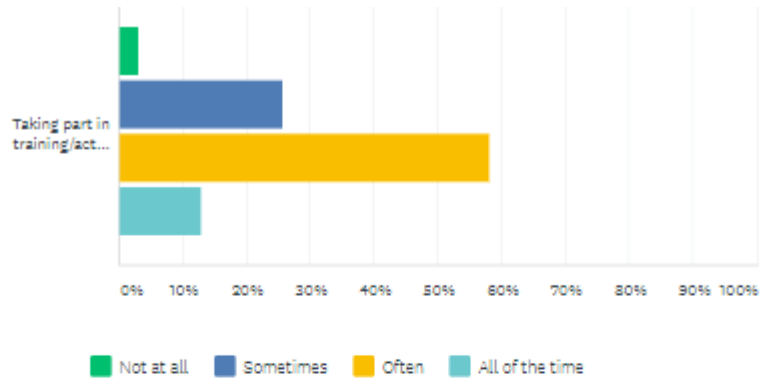
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How often in your training sessions are you?

Answered: 31 Skipped: 0





	NOT AT ALL	SOMETIMES	OFTEN	ALL OF THE TIME	TOTAL	WEIGHTED AVERAGE
Having fun	3.23% 1	16.13% 5	61.29% 19	19.35% 6	31	2.97
Having lots of touches of the ball	0.00% 0	29.03% 9	54.84% 17	16.13% 5	31	2.87
Being physically and mentally stretched	6.45% 2	38.71% 12	51.61% 16	3.23% 1	31	2.82
Making lots of decisions	10.00% 3	43.33% 13	33.33% 10	13.33% 4	30	2.60
Taking part in training/activity that looks like the game	3.23% 1	25.81% 8	58.06% 18	12.90% 4	31	2.81

Q9

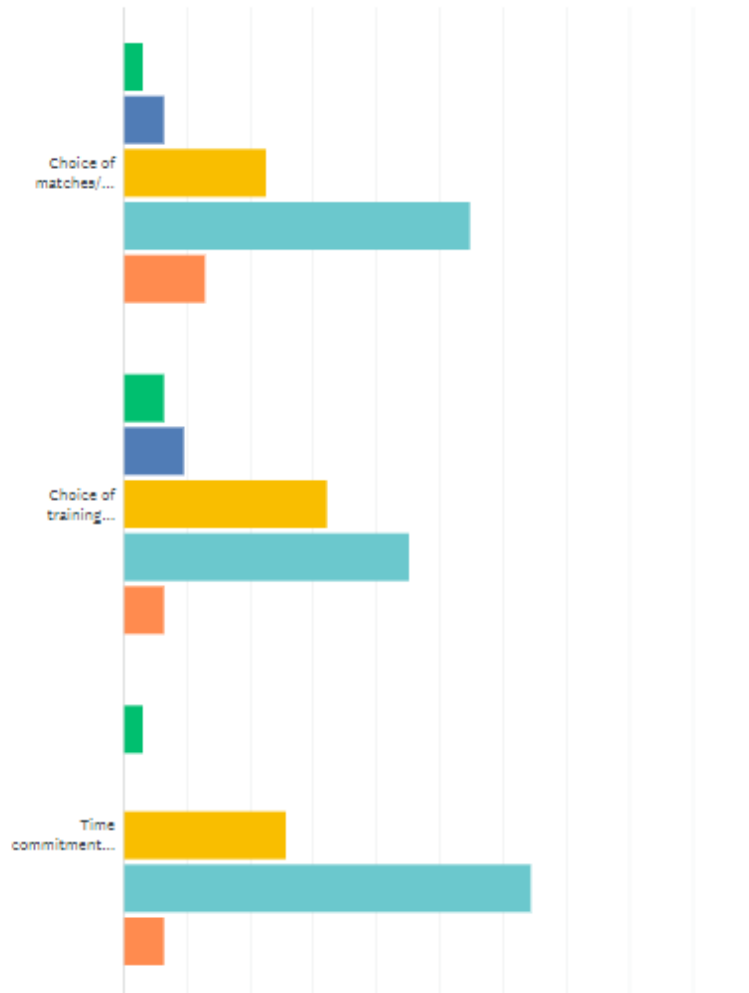


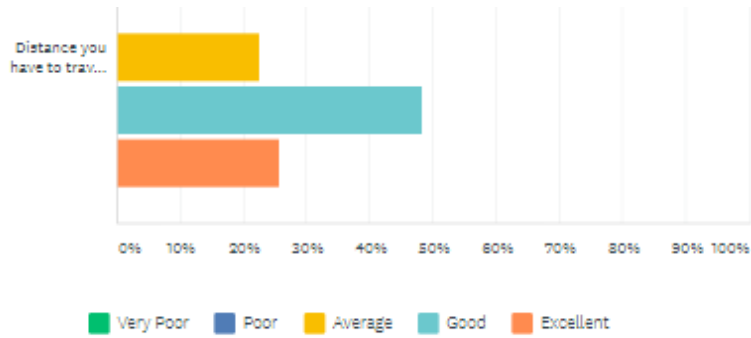
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Thinking in more depth about your hockey training and playing experience at your club how would you rate the following aspects?

Answered: 31 Skipped: 0





	VERY POOR	POOR	AVERAGE	GOOD	EXCELLENT	TOTAL
Choice of matches/ competitions offered	3.23% 1	6.45% 2	22.58% 7	54.84% 17	12.90% 4	31
Choice of training sessions offered	6.45% 2	9.68% 3	32.26% 10	45.16% 14	6.45% 2	31
Time commitment required from your club to play matches	3.23% 1	0.00% 0	25.81% 8	64.52% 20	6.45% 2	31
Distance you have to travel to play home games, training sessions etc	3.23% 1	0.00% 0	22.58% 7	48.39% 15	25.81% 8	31

Q10

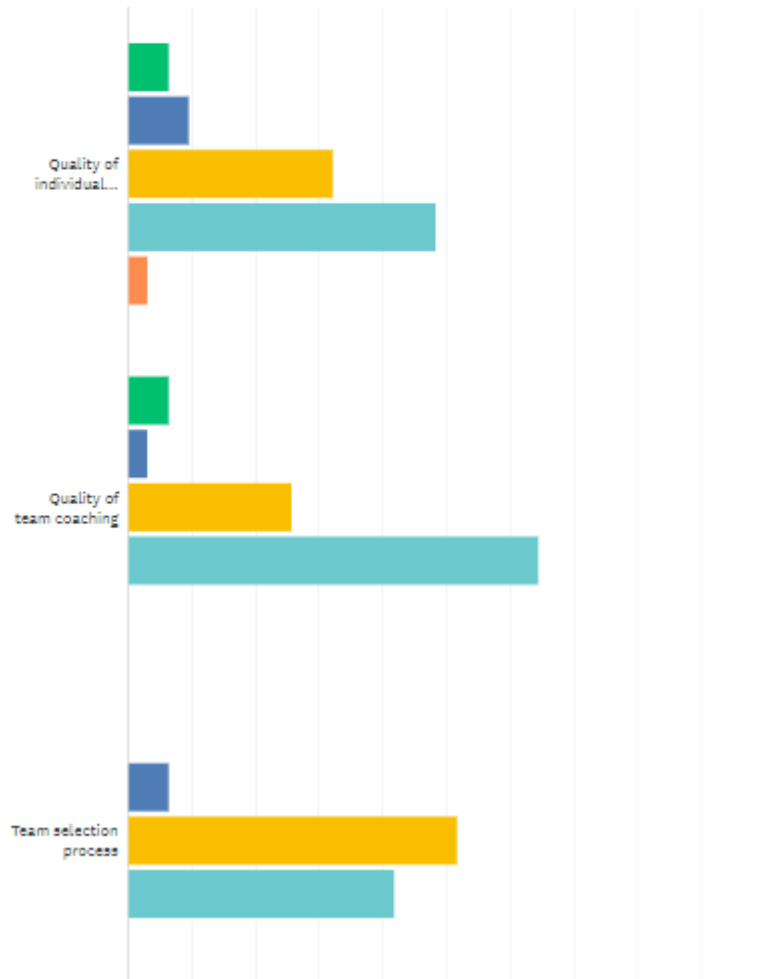


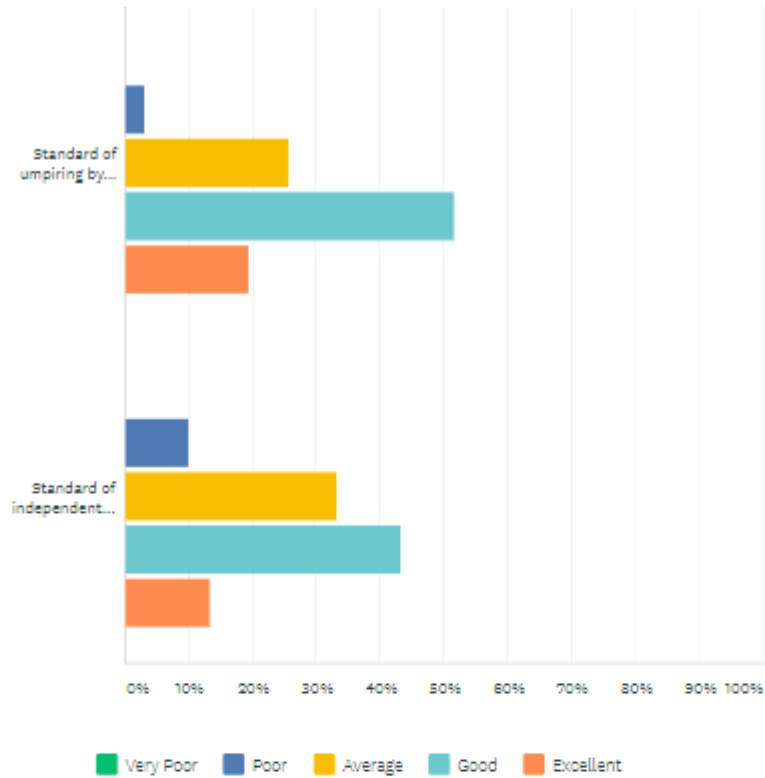
Customize

Save as ▾

Thinking in more depth about your experience of coaching, officiating and management at your club how would you rate the following aspects?

Answered: 31 Skipped: 0





	VERY POOR	POOR	AVERAGE	GOOD	EXCELLENT	TOTAL	WEIGHTED AVERAGE
Quality of individual coaching	6.45% 2	9.68% 3	32.26% 10	48.39% 16	3.23% 1	31	3.32
Quality of team coaching	6.45% 2	3.23% 1	25.81% 8	64.52% 20	0.00% 0	31	3.48
Team selection process	0.00% 0	6.45% 2	51.61% 16	41.94% 13	0.00% 0	31	3.36
Standard of umpiring by club umpires	0.00% 0	3.23% 1	25.81% 8	51.61% 16	19.35% 6	31	3.87
Standard of independent appointed umpires	0.00% 0	10.00% 3	33.33% 10	43.33% 13	13.33% 4	30	3.60