



# Lichfield Hockey Club 5 Year Development Plan 2016/20

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## ***Introduction***

This action plan is a detailed plan of Lichfield Hockey Club's proposed actions for the next five years.

It is written in line with the overarching Development Strategy and Recruitment Plan for Lichfield Hockey Club in mind and aims to give specific and measureable targets for the club to achieve each season to move the club towards the ultimate aims of the Development Strategy.

It is likely that aspects of this plan will be delegated to various committee members or sub-committees who will take ownership for their actions and who will report back progress at subsequent meetings. For example, entertainments will be taken up by the entertainments group; the junior committee will take up junior actions, etc.

This action plan will be reviewed at each relevant committee meeting to assess progress and to review specific actions as they are completed and to agree new actions and set criteria.

## ***Club Development and Recruitment Plan***

### **The position today: November 2016**

The club has the number of members shown in the tables below. This has come about from an extensive coaching programme for members and within schools. At the moment the club is coaching in primary and secondary schools locally and this has produced an extensive group within the Junior Section who have coaching both on Sunday mornings and specialist coaching on Monday evenings. The club has taken on board Quicksticks and coaches this in Junior Schools as well as holding Quicksticks tournaments and mini-hockey tournaments for Junior Schools for both A and B teams from these. The club also runs the Staffordshire Hockey Cup entries for local Secondary Schools as well as the Lichfield District Cup involving all of the local secondary schools.

The club runs teams at Under 8s (mixed teams), Under 10s, 12s, 14s, 16s and 18s with both girls' and boys' teams entering England Hockey Competitions at all of these levels as well as friendlies against other Midlands teams and our own tournaments. Within the senior club we have one men's team in the national league and six men's teams in the Midlands League with an additional four badgers' sides. On the ladies sides the 1<sup>st</sup> team and 2<sup>nd</sup> team are in the Midlands league and then the next four teams play in the Staffordshire league with an occasional female badgers' team as well.

The club has been instrumental in the setting up of the South East Staffordshire Junior Development Centre which trains on the Lichfield pitch. This has proved very popular and has been fully booked at Under 13, 14, 15, 16 and 17 age groups for both boys and girls. Lichfield has also provided coaching facilities for the Girls and Boys Staffordshire Junior Academy Centres with many of the coaches from Lichfield as well. Coaches from Lichfield HC also take part in coaching and managing JRPC groups.

The club also runs a veteran's side in a Monday night league; the club entered the England Hockey Cup with the men's 1<sup>st</sup> team, Ladies' 2<sup>nd</sup> team and a veterans' team. The club also entered the Midlands indoor league this year gaining promotion.

The club has an extensive programme of DBS checks whereby an individual within the club is qualified to check members documents before sending off the filled in forms to England Hockey, all coaches have been DBS checked and there is a programme to ensure that all captains and volunteers have an up to date check over the next twelve months with then have a rolling programme to maintain that status.

The club has a policy of encouraging members to become qualified hockey coaches by paying either some or all of the cost of this qualification in exchange for a period of coaching within the club this has meant that we have a large number of qualified coaches keen to see the youngsters' progress.

Each year the club has run a level 1 umpires course for between 10 and 20 players to gain this qualification, this has led to the club having a large number of qualified umpires and some of these have gone on to umpire at higher levels. The club is now encouraging members to become umpire coaches to mentor and assess the new umpires.

During the winter the present pitch is used every day of the week and for at least six hours most days, in the summer the club runs five sides in Midlands or Staffordshire summer leagues and also runs its own summer league for those players who would not otherwise get a game. The club has also run a weekly summer tournament for Under 14 girls involving local clubs and extended coaching sessions in most school holidays. The club also runs "Back to Hockey" courses for adults returning to the sport.

Our Development Plan is to ensure that this level of activity is maintained and that any increases in activity can be sustained. Ideas for future:-

- Increasing the number of teams playing each Saturday.
- Giving more people the opportunity to play.
- Holding specialist coaching for the players that have already reached a high level of competence.
- A coaching session for returning players, especially aimed at parents.
- To introduce a group of paid coaches available during the day and after school to coach at the club pupils both in lessons and after school

## ***I Developing the Playing Programme***

<b>No</b>	<b>SUB HEADING</b>	<b>OBJECTIVES</b>	<b>WHEN</b>	<b>WHO</b>	<b>RESOURCE</b>	<b>ACHIEVEMENT INDICATORS</b>	<b>REVIEW</b>
1.1	Junior Section	e.g., enter U14, U16, U18 Boys and Girls teams into the EH Cup	Every year	Dave Willenbruch administrator	£50 per team	Teams enter competition and achieve third round or better in competition	Post competition to decide whether to enter next year
1.2	Encourage more youngsters to take part in Sunday morning training	Under 8, 10 and 12 train on Sunday morning and 14 & 16 teams Monday evenings	September - May	All junior coaches	Cost of pitch already in budget	Increase in numbers for Junior Section by 10% per annum	May each year
1.3	Organise training for youngsters during holiday periods	For girls and boys of all age groups	Summer holiday, October holiday February and Easter	Committee	Cost of pitch and coaches	Training exist	May each year
1.4	Partnerships with local schools	Form partnerships with local primary schools	By September of each year	Dave Willenbruch	Coaches + sign in clubhouse with partnerships	2016-20 8 schools	At the end of the hockey season
		Form partnerships with local secondary schools				2016-17 2 schools 2017-20 3 schools	
1.5	To start an Under 8 and 10 league to occur on Sundays	2016-7 to invite other schools/clubs to tournaments 2 or 3 times during the season.	On Sundays when less occurring on pitch	Junior coaches	Cost of pitch to be paid by teams entering	Tournaments/leagues occurring	At the end of the hockey season
	To start a school league for Under 12 & 14 age groups	2017 -20 to increase number of tournaments for a variety of age groups	On Tuesday or Wednesdays 4.00 till 5.00pm	Staff in schools and club coaches	Cost to be provided by Junior Section		
1.6	To run Back to Hockey sessions	To advertise locally and nationally, a course open to both genders and all ages	At least once in each season	Coaches as agreed by the committee	Cost of the pitch paid for by participants	Increased number of players, particularly 20 – 35 year olds	At the end of the hockey season

No	SUB HEADING	OBJECTIVES	WHEN	WHO	RESOURCE	ACHIEVEMENT INDICATORS	REVIEW
1.7 LEAGUE SIDES	1 <sup>st</sup> Team Ladies	Reach a higher standard of hockey	By 2017	Coaches	Committee support	Promotion to National League	Apr
		Increase frequency of training	When second pitch installed		Second pitch	Train twice a week	Apr
		Filming of home games for analysis	2016-17 season	Cameraman	Cameras	Analysis improves results and standard of hockey	Monthly
		Regular player reviews to aid development of players through teams	Monthly	Coaches/ captains	Coaches/ Captain		Monthly
		Consistency of playing system including PCs for top teams	2016-17 season	Coaches/ captains	Coaches		Dec / Apr
		Take part in indoor hockey over the season gap	Dec 16/Jan17	Coach Squad	Training location	Improvement in skills and fitness	Dec
	2 <sup>nd</sup> Team Ladies	Develop players (particularly juniors) for progression to L1 team and to become regular L2 players from L3 team	2016-17 season	Coaches/ Captain	Coaches/ Captain	Progression of players from L3 – L2- L1	Selection Meetings / Apr
		Maintain Top 3 finish				League Position	Apr
		Player performance reviews				Individual areas of strength and weakness highlighted regularly.	Monthly
	3 <sup>rd</sup> Team Ladies	Develop players for progression to L2	2016-17 season	Coaches/ senior captains	Captain/ Coaches/ Players	More junior players progress into 1st/2nd teams	Monthly
		Prepare for Top 3 finish by encouraging regular attendance at training				Higher standard of skills and play	
		Player performance reviews				Regularly highlight players areas of strength and weakness	
		Develop players for progression to L2					
	4 <sup>th</sup> Team Ladies	Maintain position in League division 2	2016-17 season	team	Training	Final Position	End of year
	5 <sup>th</sup> Team Ladies	Maintain improved position in Div 3, after finishing 2nd last season.	2016-17 season	Whole team	Coaching team	Mid-table finish	Monthly
		Develop more stable team, new youngsters coming up, experienced players to progress to L4					
	6 <sup>th</sup> Team Ladies	Bring more junior players (13+) into the team and transition them into ladies hockey to progress to L5 and onwards	2016-17 season	Captain/ coaches	Senior players, coaches	Higher standard of skills and play Number of 13+ playing regularly Finishing position in division	At the end of each stage of the season Monthly
Finish in top half of the league by improved playing standard Bring more junior players (13+) into the team and transition them into ladies hockey to progress to L5 and onwards		2016-17 season	Captain/ coaches	Senior players, coaches	Higher standard of skills and play Number of 13+ playing regularly	At the end of each stage of the season	
1 <sup>st</sup> Team Men	Maintain position in National League	2016-17	Coach and Captain	Training time, coach, players cost	National League Status	End of season	
2 <sup>nd</sup> Team Men	To maintain league position	2016-17	Team	Training Tuesday	Still in league at end of season	End of year	
3 <sup>rd</sup> Team Men	Inclusive training sessions with 1 <sup>st</sup> and	2016-17	1st, 2nd, 3rd,	Selection Meetings	To have at least three junior players	Monthly review	

		2 <sup>nd</sup> team. Youth development and rotation policy with 2 <sup>nd</sup> team to provide experience and confidence to junior players.		4th team captains, coaches and managers		gain 2nd team experience through the 2015-16 season and be regular 2nd team players in 2016-17 season	
		Improve communication between and accessibility to 1 <sup>st</sup> team players for developing youth players.					
	4 <sup>th</sup> Team Men	To maintain league position and finish in top half of league - to support the development of a group of 3 Under 15 players through mentoring by senior team members	2016-2017	Team - senior team members	Training Thursday	League table Progression of players to M3 and above	End of year
	5 <sup>th</sup> Team Men	To win promotion	2016-17	Team	Training Wednesday 1 <sup>st</sup> choice of players from NW and SW	1 <sup>st</sup> or 2 <sup>nd</sup> place in league at end of season	End of year
	6 <sup>th</sup> Team Men	To maintain league position	2016-17	Team	Training	Still in league at end of season	End of year
	7 <sup>th</sup> Team Men	Gain respectable final league position	April 2017	Team	Training	More wins than losses	Mid Season / End Season
		Introduce Badgers to league hockey		Capt and Badgers Capt	Selection Meetings Training	At least 5 Badgers playing for SW regularly	End season-Apr
		Develop players for higher teams		Capt and 5/4 Cpts	Selection Meetings	At least 2 players playing at 4 or above	End season-Apr
	8 <sup>th</sup> XI Men	Provide youngsters with opportunities to play competitive hockey in a friendly environment.	2016-17	Committee + Badger captain	Pitch time + fixtures	Team has sufficient fixtures	Annually
	9 <sup>th</sup> & 10 <sup>th</sup> Team Men	Enter team into Badgers	2017-18	Committee + Badger captain	Pitch time + fixtures	Team in Badgers	Annually
	11 <sup>th</sup> XI Men	Provide youngsters with opportunities to play competitive hockey in a friendly environment	2017-19	Committee + Badger captain	Pitch time + fixtures	Team has sufficient fixtures	Annually
	12 <sup>th</sup> XI Men	Provide youngsters with opportunities to play competitive hockey in a friendly environment	2017-19	Committee + Badger captain	Pitch time + fixtures	Team has sufficient fixtures	Annually
Veterans	Men's Vets	Broaden database of players Fulfill every fixture Enter at least 1 age group in EH Cup	2016-17	Captain	Players	End of season review of players and fixtures fulfilled	Annually
	Mixed Vets	Broaden database of players Fulfill every fixture Increase number of fixtures	2016-17	Captain	Players	End of season review of players and fixtures fulfilled	Annually

2 Developing People/Volunteers

No	SUB HEADING	OBJECTIVES	WHEN	WHO	RESOURCE	ACHIEVEMENT INDICATORS	REVIEW
Volunteers	Coaches	To have enough identified coaches for each section of the club	At the start of, and throughout, each season	Club Committee Playing & Coaching Sub-Committee	Time to identify and recruit coaches Finance	Each section to know who their coach is Coaches to attend training sessions and games	Annually
		Each club coach to upskill	Throughout season	Club coaches	Cost of course	Upskilling occurs e.g. recognized qualification, attendance at course	
		To increase the number of qualified coaches.	Each year	Club players & volunteers	Cost of course Recruitment of coaches	Increased number of coaches occurs to accommodate increased number of players	
	Welfare & Safeguarding	To have a safe club environment for children and vulnerable adults	Throughout season	Club Committee	Welfare Officers Cost (if any) of DBS check	All coaches, captains and volunteers involved with junior coaches to be checked	Annually at start of the season and whenever necessary
		To develop skills of welfare officers to	Check on a 2 year cycle	Club Committee Welfare officers	Time Cost of course	Welfare officers identified, publicized and appropriately trained (eg "Time to Listen" courses)	Annually at start of season
		All coaches, captains and volunteers involved with junior coaches to be DBS checked	At the beginning of the season and subsequently when necessary as the need arises	People concerned and Dave Willenbruch	Costs met by the relevant candidates	Full list of checks held by Welfare Officer	On a three year cycle
	Food & Drink	To provide healthy refreshments	Annually	Club committee	Cost of training	Nil/low complaints Hygiene certificate(s) Confidence in the provision	Annually
	Umpires	To encourage more players to take up umpiring	Autumn each year	Playing & Coaching Sub-Committee	Time to identify and recruit potential umpires	20 new umpires identified each season (less than 1 per team) Young/new umpires to officiate at mini tournaments	Annually Annually Annually
To encourage young umpires to engage with the National Young Umpires programme		Coaches and captains		Cost of course	5 new young umpires each season		

	Develop our umpires		Club Committee Umpires/volunteers	<a href="http://umpiring.englandhockey.co.uk/">http://umpiring.englandhockey.co.uk/</a> Our own umpiring programmes Mentors from our own umpires Cost of course(s)	15 new people completing our own course 25 people self-certifying having completed England Hockey website 10 mentors 75% of Level 1 umpires progress to Level 2	
First Aiders	Each team to have at least one member with appropriate, up to date First Aid training	Annually	Volunteers, players, captains	First Aid courses: St. John's Ambulance Costs jointly met by club and participants	Five new or updated qualifications each year	Keep records of qualifications with dates to ensure that updates take place as and when necessary
Captains	To reward captains and encourage others to be available to captain.	Pre-season meeting and general encouragement throughout	Chairman & Committee	Nil	Captains available for all teams.	Annually
Captains as Committee members	To ensure that captains know what is expected and what is available for them.	Pre-season meeting and general encouragement throughout	Chairman & Committee	Nil	Captains available for all teams. Committee is considered by all to be essential and a privilege to serve.	Annually Annually
	To reward players and encourage others to be available to administer the club.	General encouragement throughout	Chairman & Committee	Nil		
Committee members Team managers	To ensure that players know what is expected and what is available for them.	General encouragement throughout	Chairman & Committee	Nil Training	Committee is considered by all to be essential and a privilege to serve. Number of teams with managers increases	Annually Annually
	Individual team managers for Men's and Ladies' league teams An additional manager for each section in each year until all teams have a manager available	In September each year.				
Reward and Recognition	To ensure that those contributing to the club are recognized and acknowledged	Annually at the end of the season	Committee and sub-committee	Time - coordination Finance	An internal award for those "going the extra mile" At least one member every season is nominated for a national award	Annually



### 3 Policy Development

No	SUB HEADING	OBJECTIVES	WHEN	WHO	RESOURCE	ACHIEVEMENT INDICATORS	REVIEW
3.1	Equity	Up to date	17/11/2016				June 2017
3.2	Membership form	Up to date	17/11/2016	HJ	Club database and playing list	Complete list of members and their membership forms	Sept 2016
3.3	Welfare	Up to date	17/11/2016				June 2017
3.4	Safeguarding & Protecting Policy	Up to date	17/11/2016				June 2017
3.5	Ethics	Up to date	17/11/2016				June 2017
3.6	ClubsFirst	Reapply	17/11/2016	DW	Club data	Achieve a further three years of Clubs First qualification	2017
3.7	Health and Safety	Up to date	17/11/2016	DW	Normal Operating Procedures and Emergency Action Plan. Risk assessments		Annually
3.8	Concussion	Up to date	17/11/2016	TS	EH recommendations		Annually

### 4 Facility & Equipment Development

No	SUB HEADING	OBJECTIVES	WHEN	WHO	RESOURCE	ACHIEVEMENT INDICATORS	REVIEW
4.1	New pitch	See attachment	09/2018	Committee	See separate paper	New pitch achieved	June 2017
4.2	Club House	Refurbishment of kitchen	12/2014	JMC	JMC Funds	Clubhouse fit for purpose.	June 2014
4.3		Refurbishment bar area	08/2018	JMC			July 2016
4.3	Improvement to artificial pitch	Increased height to fence behind goals. This to increase safety around the pitch and to reduce the loss of balls	09/2014	Committee	Sheepwash Farm	Reduced loss of hockey balls in all training and match situations.	June 2014
4.4	Access to present artificial pitch	Installation of lighting from clubhouse to pitch	10/2017	Committee	JMC funding	Walking to the playing area safer for all. Practice areas for other sports can be varied	June 2016
4.5	Coaching and playing kit	To standardise a uniform set of kit throughout the club teams agreed by committee	09/2015	Committee	Publicise training and playing kit throughout the club	Majority of club kitted out	Dec 2015
4.6	Current pitch	Maintain accumulating sinking fund for refurbishment for carpet replacement	Summer 2022	Committee	£10,000	New surface installed	Sep 2022
		Annual service and maintenance	Summer 2016	Committee	£2,000	Pitch in good working order	Summer 2016
		Refurbishment of goals	Summer 2015	DW + TS	£800	Goals cleaned, serviced, re-carpeted and new nets	Summer 2016
		Lighting maintained in full working order	Summer 2016	DW + Electrician	£2000	All lights working	Summer 2016

## 5 Finance Development

No	SUB HEADING	OBJECTIVES	WHEN	WHO	RESOURCE	ACHIEVEMENT INDICATORS	REVIEW
5.1	Adverts around pitch	Ensure that 30 adverts are around the pitch these on a 5 year contract. First year £200 then £100 for each subsequent year	10/2016	Sub-committee	Advertisers	£3000 extra revenue per year	Committee June 2016
5.2	Fundraising	Raffle and entertainments during the season, bar is well used by players from all teams	09/2016	FR & E Sub-committee	Raffle prizes Box of chocolates, wine	Club gains £50 per week extra funds. Possible £1000	Committee June 2015
5.3	Marketing	Reports in local newspapers, website well used by all	Weekly	Marketing Director	Local newspapers	Local people get to value the club higher	Committee June 2015
5.4	Subscription collection	All annual subscriptions collected by end of September. Weekly payments collected efficiently.	11/ 2016	TS + Captains	New system and incentives for paying	Increased % payment and less stress	Committee October 2014
5.5	CASC	Make Gift Aid claims under CASC status	Dec/June	TS	Costs of set-up: £250	Increased donations and income	June 2015
5.6	Insurance	Renew Perkins Slade public liability insurance Encourage umpires to take out individual EH Gold membership for personal liability	Sep Annually	MS + TS	£1,100	Premiums paid	Annually
5.7	Sponsorship	Individual and club sponsorship	Sep 2016	FR & E Sub-committee	Publicity. leaflets, personal calls	£10,000	Annually

## 6 Developing the Club PR & Communication

No	SUB HEADING	OBJECTIVES	WHEN	WHO	RESOURCE	ACHIEVEMENT INDICATORS	REVIEW
6.1	Parents & Players	Communication improves Reports in local newspapers every week, use of webpage, tweets and emails	Through season	Publicity director & web manager	Keeping website up to date Weekly Club emails	Better communication and club has higher profile	Committee June 2015
6.2	Vice Presidents	Increase number of Vice-Presidents by 20 at annual subscription of £25 per annum.	From September 2016	President	Vice Presidents day	Larger Vice-presidents group using clubhouse. Increased income by £500.	Committee June 2017
6.3	Videeing of games and skills	To ensure & improve videeing of all ability games. Provide a library of skills videos on the club website.	From September 2015	Publicity director & webpage director	Videeing equipment and video area on website.	Improved website and increased number of hits	Committee June 2015
6.4	Public	Reports in local newspapers every week	Every week	Publicity director	Prize for best team reports.	Better communication and club has higher profile	Committee October 2014
6.5	Website	New website	Jan 2017	Committee & web designer	£500	New website up and running Increased use and hits	Sept 2016

**7 Developing links with other key players**

No	SUB HEADING	OBJECTIVES	WHEN	WHO	RESOURCE	ACHIEVEMENT INDICATORS	REVIEW
7.1	Improve relations between teams and sections	Continue beginning and end of season mixed age and gender in-club 7-a-side tournaments	All season	SH + DW +club coaches	None	Junior players progressing to higher teams	Twice yearly
		Encourage senior players to attend junior training sessions as mentors and coaches				Low ratio coaching	
		Matches between returning students and club members at each holiday				Matches twice a year	
7.2	CSP & LAs County School Partnerships and Local Authority	To negotiate with Staffordshire for satellite clubs/schools partnerships between Lichfield Hockey Club and local schools	All season	DW	See appendix	Club gains more players from these links and more players go onto other clubs locally to play hockey. Club has higher profile locally.	Committee June 2015
7.3	County and Regional Player pathways	Involvement in the Single System	All season	Coaches	Coach qualifications	Club has higher profile locally.	Committee
7.4	CSL Club School Links	Arrange Junior School Tournaments, both 7-a-side hockey & Quicksticks & Senior school leagues to occur on club pitch.	All season	DW +	Quick sticks and a lot of coaching hours	Club gains more players from these links and more players go onto other clubs locally to play hockey.	Committee
7.5	England Hockey, Regional Associations and Counties	To attend Midlands Schools & Youth meetings + MRHA meetings + Staffs Hockey Development meetings	All season	MS + DW + TH	None needed	Better communication	Committee

**8 Membership Statistics**

These figures to be taken in October of the year

		2015	2016	2017	2018	2019	2020
Participants	Female	226	260	284			
	Male	224	251	275			
5-10	Female	58	51	56			
	Male	37	38	39			
11-13	Female	49	45	59			
	Male	44	41	41			
14-16	Female	41	48	49			
	Male	41	48	56			
17-18	Female	14	25	21			
	Male	15	21	21			
19-21	Female	7	9	14			
	Male	16	17	18			
22-25	Female	10	11	10			
	Male	17	12	19			
26-35	Female	17	25	25			
	Male	13	18	21			
35-45	Female	16	26	29			
	Male	12	16	18			
45+	Female	14	20	21			
	Male	29	40	42			

9 Teams Statistics

		2015	2016	2017	2018	2019	2020
Saturday Seniors	Female	6	6	6	6	7	7
	Male	7	7	7	7	7	8
Saturday Badgers	Female	1	1	1	1	1	1
	Male	4	4	5	5	5	5
Mid-week Veterans	Female	1	1	1	1	1	1
	Male	1	1	1	1	1	1
Sunday Under 10s	Female	2	2	2	2	2	2
	Male	2	2	2	2	2	2
Sunday Under 12s	Female	1	1	1	1	1	1
	Male	1	1	1	1	1	1
Sunday Under 14s	Female	1	2	2	2	2	2
	Male	1	2	2	2	2	2
Sunday Under 16s	Female	1	1	1	1	1	1
	Male	1	1	1	1	1	1
Sunday Under 18s	Female	1	1	1	1	1	1
	Male	1	1	1	1	1	1
Sunday Under 21s	Female	0	0	0	0	0	0
	Male	0	0	0	0	0	0
	Female	16	16	16	16	17	17
	Male	18	18	19	19	19	19
<b>TOTAL</b>		<b>34</b>	<b>36</b>	<b>37</b>	<b>37</b>	<b>38</b>	<b>38</b>

**10 Umpires and Volunteers Statistics**

		2015	2016	2017	2018	2019	2020
Participants	Female	41	42	43	44	44	44
	Male	52	57	59	60	60	60
Under 6	Female	0	0	0	0	0	0
	Male	0	0	0	0	0	0
6 - Under 8s	Female	0	0	0	0	0	0
	Male	0	0	0	0	0	0
8 - Under 10s	Female	0	0	0	0	0	0
	Male	0	0	0	0	0	0
10 - Under 12s	Female	0	0	0	0	0	0
	Male	0	0	0	0	0	0
12 - Under 14s	Female	1	1	1	1	1	1
	Male	1	1	1	1	1	1
14 - Under 16s	Female	2	2	2	2	2	2
	Male	2	2	2	2	2	2
16 - Under 18s	Female	5	6	6	6	6	6
	Male	8	8	8	8	8	8
18 - Under 20s	Female	9	9	9	9	9	9
	Male	6	7	7	7	7	7
20 - Under 30s	Female	5	6	6	6	6	6
	Male	9	9	9	9	9	9
30 - Under 50s	Female	8	8	8	8	8	8
	Male	13	13	14	14	14	14
Over 50s	Female	11	11	11	11	11	11
	Male	13	13	14	15	15	15