



The Equality Standard
A Framework for Sport

NEWS

Edition 78 September 2011

Equality in Sport
A monthly e-news publication

Welcome

Hello and welcome to the 78th newsletter. We will return next month to introducing the newsletter with thoughts on how organisations can become more equitable, but there are some announcements with fairly tight deadlines to include here in this edition.

The opportunity to apply for tickets to the 2012 Paralympic Games closes at 6 pm on 26 September and this can be done via [2012 Paralympics](#).

The Ageing Better Together conference will take place on 10 October at Wembley Stadium. Addressing key issues facing national governing bodies of sport and the fitness industry, this event will define how to make sport and physical activity more relevant for an increasingly ageing population. Led by Age UK and the Sport and Recreation Alliance and featuring high profile keynote speakers and supporters, it will provide examples of best practice and funding pathways. To view the full programme and to book, visit [Ageing Better Together](#).

The Discrimination Law Association (DLA) is running a conference “Equality Act – One Year On”. It will take place on 17 October in London. The DLA say: “This is THE essential conference for anyone working with and/or interested in developments in equality law” and there will be a range of keynote speakers, breakout sessions and network opportunities. For more information, including being able to register, visit [DLA](#).

Consultation on the specific Public Sector Equality Duty Revised Draft Regulations for Scotland is now open and closes on 25 November. It is expected that the outcome of the consultation will be published and draft Regulations laid before the Scottish Parliament early in 2012. To find out more and to participate in the consultation, click on [Public Sector Equality Duty](#).

Please forward this newsletter to anyone you think may be interested, or get them to contact Roger Clifton at roger@vagaassociates.com if they would like a copy sent directly to them. The deadline for material for the next edition is Friday 21 October.

This edition contains features on:

- An update on the work of the FA
- A request from SkillsActive for your views
- More Golfing opportunities for women and girls
- Reports on a number of events
- Tennis opportunities for all
- A variety of general information of interest and new resources of use
- Achievements
- Calendar of forthcoming events.

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VAGA

FA seeks to engage a range of underrepresented groups

Our thanks to The Football Association's (FA) Equality Manager, Funke Awoderu, for providing the update below on the range of work they are doing.

Brent school hosts futsal referee course for Asian and Muslim women

The FA's newly formed Referee Diversity Action Group will pursue a number of key objectives over the next year, ranging from implementing strategies to recruit, select and retain referees from diverse backgrounds, to undertaking and marketing projects across [County Football Associations](#) that demonstrate good practice in equality of opportunities in refereeing.

The group ran a positive action futsal referee training course on 23 July 2011 at Preston Manor High School in Brent, London, aimed mainly at Asian and Muslim women. The small-sided game is a popular choice amongst Asian and Muslim women, and it was through the work of the Referee Diversity Action Group that the need to recruit more futsal referees was identified to support the development of the game.

18 women attended the training course that was tutored and facilitated by Ms Lorraine Deschamps, who holds a level 5 referee qualification. The course was supported by Middlesex County Football Association. The Muslim Women's Sports Foundation also played a key role in identifying participants to attend the course. All the women successfully passed the basic futsal referee course.

Faith in Football

The FA held an inaugural meeting of the Faith In Football Working Group at Wembley Stadium in June this year, to strengthen its links with diverse faith groups involved in football.

The Group, chaired by Alex Goldberg from the Faiths Forum for London and the European Centre for Jewish Leadership, met to agree a set of principles by which the Group would work together; and use the power of football to break down barriers between people of different religious denominations. The meeting was attended by Alison Vaughan (Kick it Out), Butch Fazal (FA Race Equality Advisory Group Member), Majid Lavji and Lee Owen (Asia Europe), Sukhvinder Cheema, Rimla Akhter (Muslim Women Sports Foundation and FA REAG member), Rabbi Zevi Sanders (Southport Hebrew Congregation and Manager Crumpsall FC), Aisling Cohn (Three Faith Forums) and Abdal Ahmed (Osmani Trust) and a representative of the Metropolitan Police Safe Neighbourhood Teams.

Over the next 12 months, the Group will look to set up a number of tournaments and competitions across the country at high profile stadiums, raising good practice around Faith in Football as part of The FA's Get Into Football campaign. The Group will work closely with Kick it Out as part of the Kick it Out Weeks of Action campaign in October 2011, holding education sessions at Wembley stadium.

Increasing Asian participation in Football

In June this year, The FA set up a Working Group to look at increasing Asian participation in football and more on this initiative can be found at [Asians in football](#). Seven key areas emerged from the inaugural meeting of the group:

1. To tackle the glass ceiling some Asian players face when attempting to make the transition from semi-professional to professional football.
2. Identifying Asian talent early, focusing on the U7 to U12 age groups.
3. Building on and consolidating parental support through the player pathway to development centres and academies.
4. Developing sustainability of projects aimed at increasing participation in the Asian community.
5. Making facilities more accessible.
6. Improving the sharing of information between stakeholders.
7. Strengthening links with professional clubs and Asian football networks, and signposting opportunities for Asian players here and abroad.

We are currently proposing to hold a series of sub-working groups to agree actions to develop the work going forward:

- Asian player pathway glass ceiling between Semi-Pro and Pro football – Nov 10 2011
- Making the most of opportunities abroad - November 10th 2011
- Sustainability of projects aimed at Asians in football - February 9th 2012
- Making facilities more accessible - February 9th 2012
- Improving communications between stakeholders in Asian football - March 29th 2012
- Parental support - March 29th 2012

If you would like to attend these sessions, or know more about any of the FA's work covered in this article, please contact Jonathan Mills, FA Equality Coordinator, jonathan.mills@thefa.com.

Talking sport – have your say

Our thanks to Patrick Knock, Development Officer at SkillsActive, for providing the information below.

“Modern languages prepare you for modern life. As the world gets smaller, there’s never been a better opportunity to get into languages. Getting to grips with a new language can be great fun, and you learn so much about other people and what makes them tick.” – Gary Lineker

SkillsActive, the sector skills council for active leisure, learning and well being, is conducting a survey into the need for increased foreign language, cultural and communications skills in the sporting world, as part of its new Talking Sport project.

With the increased globalisation of sport – both on a professional and amateur level – the need for athletes, players, officials, coaches, instructors and administrators to communicate effectively and accurately has never been more important. Whether that means learning a foreign language or brushing up on communication skills, both verbal and non-verbal, SkillsActive would like to explore the possibility of providing tailored learning resources through Talking Sport.

Patrick Knock explains: “We know from our work with those within the sporting industry that a love of sport is something that brings people together regardless of nationality or ethnic background, but we also know that this in turn can create communication problems.

What we'd like to achieve through our new Talking Sport project is to firstly identify communications issues across a range of sports during a consultation period, and secondly devise a range of learning programmes to tackle these issues and give people the tools to improve their language skills. To help us fully understand the scope of resources needed we are urging both individuals and organisations to complete our short on-line questionnaire."

As part of an initial exploration into the project, SkillsActive gathered preliminary feedback from a range of sports partners such as UK Sport International, Premier League, Arsenal in the Community, Active Communities, Fight for Peace and Cricket 4 Change. This identified a gap in contextualised training for languages as well as highlighting the importance of cultural skills and non-verbal communication methods.

The Talking Sport project follows on from a SkillsActive programme run last year linked to the FIFA 2010 World Cup, where football fans were invited to access interactive training materials to raise awareness of and improve their literacy and numeracy skills.

To take part and register your views, visit either: [Organisation questionnaire](#) or [Individual questionnaire](#).

EWGA grants bring women and girls into Golf

Our thanks to Joel Graham-Blake, National Inclusion and Diversity Officer at the English Women's Golf Association, for the article below.

Over 3,000 women and girls were encouraged to take up golf in 2010 thanks to a grant from the English Women's Golf Association (EWGA). The EWGA Women & Girls Grant was made available to all 32 County Golf Partnerships (CGPs) and also to the ladies' county associations which are not involved in a partnership. Their activities, designed to encourage new golfers to start and stay in the game, attracted an average of 102 women and girls in each county. Of these, 59 per cent were girls and 41 per cent women.

The scheme, which is continuing in 2011, targets a priority group in golf and addresses a trend in declining club membership among women and girls. The 2010 Golf Club Membership Questionnaire showed that clubs reported a 30 per cent reduction in girls' membership and a 46 per cent reduction for ladies over a two-year period between 2008 and 2010. The EWGA funding means the CGPs can be more confident and imaginative in their local golf provision, supported by EWGA/English Golf Union (EGU) development officers, PGA professional coaches and the Golf Foundation in reaching the wider community and schools to find new players.

Commenting on the success of the 2010 scheme, Simon Wood, County Development Officer for Cornwall CGP, said: "The Women & Girls Grant has been very beneficial in getting more women and girls into golf. Our coaching was very successful with 151 women and girls taking part – and over half were interested in follow up sessions." Sean Hammill, County Development Officer for Staffordshire CGP, said he was encouraged by the number of girls they recruited: "We were able to recruit 91 girls who took part in a programme of eight lessons with PGA professional coaches and 50 per cent are continuing with coaching. Coaches are continuing to recruit more girls now on the back of this programme, so real momentum has been created which needs to be sustained in 2011."

For the 2011 scheme, all 32 CGPs are expected to offer programmes to recruit and retain more women and girls as part of the England Golf Partnership's focus on increasing adult participation.

The EWGA Women & Girls Grant is an initiative jointly provided by the EWGA and EGU in support of the EWGA's strategy to 'Drive Women's Golf', and forms part of the England Golf Partnership's 'Whole Sport Plan' for golf and vision to 'Grow the Game'.

For further information, please contact Joel on 0121 456 2088 (office), 07800 555 985 (mobile) or via email at: joel@englishwomensgolf.org.

A round up of events

A number of events, mentioned in previous editions of this newsletter, have recently taken place and below is a brief round up of these. Our thanks to the following people who have supplied information for this piece: Paul Whitten (Disability Sport Northern Ireland), Emma Gazzelloni (Youth Sport Trust) and Sarah Whittle (HR Media Ltd).

CPISRA Boccia World Cup – 18-27 August

Great Britain finished 4th out of 32 countries that competed in the Cerebral Palsy International Sports and Recreation Association (CPISRA) Boccia World cup in Northern Ireland last month. All news and results can be found on the official event Website at [Boccia](#).

UK School Games – 1-4 September

1,600 young people took part in the UK School Games in Sheffield at the beginning of the month. Lots of information and results, including news of World records, can be found on the official event Website at [UKSG 2011](#).

These Games, the sixth to be held, will be the last in this format, as a new structure for competitive school sport has now been launched. The School Games is the Government's key strategy for creating a meaningful sporting legacy from the 2012 Olympic and Paralympic Games. They will involve all young people in years 3 to 13, of all abilities and backgrounds. The structure incorporates four levels of competitive school sport:

- Level 1: Intra-school competition, culminating in a School Games day
- Level 2: Regular inter-school competition between schools at a local level
- Level 3: Annual county/area culmination of inter-school competitions – School Games Festivals
- Level 4: National multi-sport event (replacing the UK School Games) and taking place at the Olympic Park next May.

The Website fully launches for this event on 1 January next year, but you can already find out more and register at [UKSG 2012](#).

British Open Para Table Tennis Championships – 14-17 September

The GB Para table tennis players secured nine medals at the British Open Para Table Tennis Championships– an important international tournament that attracted world class competitors from 44 nations. The British Open took place at the English Institute of Sport, Sheffield (EISS), from September 14 – 17. This is the venue where both the non-disabled and disabled GB table tennis squads are training in the run-up to the London 2012 games.

Gold medals went to Class 3 players, Sara Head and Jane Campbell, in the team event, and to Robert Davies who beat friend and training partner Paul Davies in an all-British singles men's Class 1 final.

Barnsley-born Sue Gilroy MBE won silver in the Class 4 team event after being paired up with Korean player Ji-Nam Jung, and earlier in the week Sue bagged bronze in the singles event. Sue said: "It was a really close match. We were ahead at one point and should have won that game. This could have turned the match around. I played better later in the games, early on I didn't play so well. It's been a fantastic event. Let's hope they have another one here next year."

Will Bayley picked up two bronze medals – one in the Class 7 singles and one in the team event with GB team-mate Paul Karabardak. Another two bronze medals were picked up for GB, one by young duo Aaron McKibbin and Ross Wilson in the Class 8 team event and the other by Scott Robertson, who paired up with Norwegian player Tommy Urhaug.

Having attracted more than 340 disabled table tennis players to the city, the British Open was a rare opportunity for the GB athletes to compete in an international tournament on home soil, and the players were pleased to have the support of a home crowd. Sue said: "It's fantastic being here and having family and friend's support. It lifts you. It's a really good venue, there's no where better in the world and I have travelled all over. The facilities here are world class both for able-bodied and disabled athletes." Gold medalist Robert Davies added: "EISS is a good venue. The facilities are amazing, as good as any world championship's. It's good to have the competition in Sheffield."

The British Open was supported by UK Sport, the British Table Tennis Association for People with Disabilities, Para ITTF, Sheffield City Council, the English Table Tennis Association, Sheffield International Venues, Butterfly, Konica Minolta, MLS and HR Media. To find out more, including a full set of results, go to [British Open](#).

Let's make a racket about our success

Our thanks to Dale Park, Equality and Diversity Manager at the Lawn Tennis Association, for the article below. In fairness to Dale, it needs to be said that he isn't responsible for the headline!!

The Lawn Tennis Association (LTA) continues to develop and diversify its tennis offers to ensure the sport is accessible, open and inclusive to all. An essential element to growing participation is to remove the barriers that may prevent people from playing tennis.

The LTA's allplay campaign, AEGON Parks Tennis programmes, AEGON Schools Tennis programme and outreach work with charities such as StreetGames and Brighton and Hove Pride are a few of the ways the LTA is helping more people play and enjoy tennis.

allplay

Since allplay launched in June, thousands of people across the UK have joined in, picked up their rackets and started to play tennis. The online home of the campaign, www.allplaytennis.com, has helped allplayers find local courts and people to play with. Over the summer, allplay has also been promoting tennis at alternative events and locations, such as National Family Week, Olympic Live sites and Brighton and Hove Pride.

As a proud sponsor of Brighton and Hove Pride, the LTA offered [free cardio tennis](#) to the local community who were attending the festivities. Cardio tennis is focused on having fun in a social environment and uses up-tempo music and a series of tennis drill and games to deliver a great cardio work out. Dale Park, Equality and Diversity Manager at the LTA said: "In three hours we had over 100 people of all ages, genders, abilities, ethnicities and sexualities on court hitting tennis balls to loud upbeat music. The atmosphere was amazing and it was great to see everyone enjoying themselves which really shows that tennis is fun, modern and accessible to everyone."

AEGON Parks Tennis Programme

The AEGON Parks Tennis programme aims to deliver high-quality affordable tennis to the whole community. To date there are 174 tennis venues nationwide that have been awarded Beacon status. The long term goal is to have an AEGON Parks Tennis site acting as a centre of excellence in each of the local authority areas in Britain. To make the grade and earn a prestigious Beacon plaque, tennis venues have to meet strict criteria aimed at getting more people hooked on tennis and growing the sport at all levels. Beacon sites must offer users an element of free tennis and a pay-and-play option, as well as a membership scheme. It must be based on a park site or a local authority tennis facility and to guarantee the sites quality it must be registered as an official LTA [Place to Play](#).

AEGON Schools Tennis Programme

In May Deputy Prime Minister Nick Clegg handed out the 10,000th free tennis pack to St Catherine's Primary School. The AEGON Schools Tennis programme, established in 2009, is organised by the Tennis Foundation and the LTA and is committed to providing free equipment, training and resources to teachers up and down the country. Mr Clegg said: "tennis is a healthy sport for all ages and all parts of the community, and it's good to see a national governing body that is investing in school sport and recognises that sport plays a crucial part in a child's education."

In the two years since the programme was set up, more than one and a half million children have had the opportunity to play tennis in the schools where equipment has been provided free of charge, over 16, 700 teachers have received special AEGON Schools Tennis training and tennis is now offered in around 80 percent of all schools in England.

StreetGames

In spring 2011, the LTA saw an opportunity to attract more young people to tennis by providing a programme of fun, informal versions of the sport. Working with StreetGames, an award-winning national charity, tennis has been brought to the doorstep of young people living in disadvantaged communities.

The LTA delivered five StreetGames Tennis Workshops to StreetGames project leaders and multi-sports coaches in London, Birmingham, Manchester and Sunderland. The workshop was an informal introduction to the game, using [Tennis Freestyle](#) and [Touchtennis](#) to demonstrate various techniques to help deliver the sport to a mixed-ability group, within limited facilities by coaches and leaders with little technical knowledge. David Hudgell from Bristol City Council attended one of the workshops and said: "It was very useful to see tennis delivered in an alternative way. We liked that it can be play-based rather than just concentrating on techniques – using less formal coaching techniques means it can be delivered by a variety of people."

Since running the session, existing projects have introduced tennis as a weekly activity, with some already creating links with their local club and park sites, offering opportunities for those children that are really keen to get more involved. The LTA aims to build on this success and continue to work with StreetGames to support the promotion and delivery of tennis UK-wide.

For further information, please contact Dale on 020 8487 7164 (office), 07957 959 026 (mobile) or via email at: dale.park@lta.org.uk.

A selection of general information of interest

This section contains a variety of information that may be of interest as well as useful new resources.

Kick It Out's *One Game, One Community* weeks of action

Kick It Out's *One Game, One Community* weeks of action will take place from 13-31 October 2011. The initiative has been lengthened by a week this season to include more activities as grass roots football prepares to join the professional game, as well as teams and leagues across the continent, for a united stand against any discrimination taking root within the sport. The weeks of action will see a number of thought leadership seminars, football tournaments and fan and community led activity during October. Professional clubs will be making their own contribution by holding match day events. The period remains one of the most highly visible community and social inclusion campaigns in sport. For up-to-date information, including how you can get involved, click on [OGOC](#).

New recruit for South Yorkshire Sport

South Yorkshire Sport's newest recruit, Michelle Dent, is on a mission to show people that sporting dreams can become a reality whatever their background, ability or culture.

Michelle, aged 27, is the new Partnership Development Officer for Equity at South Yorkshire Sport, one of 49 County Sports Partnerships in England. Her new role will be to increase the awareness of sport and benefits of recreational activities among underrepresented groups, clubs and individuals in areas that typically have low participation rates. One of her main aims will be to research and explore the barriers preventing minority communities in South Yorkshire from taking part in sport and to identify ways the County Sports Partnership can promote greater community cohesion through sport.

Michelle says: “This is a new post for South Yorkshire Sport and I will be working with the core team here and our key partner organisations to develop the partnership and our main sporting projects, such as Playground to Podium. I have a broad remit, but my main goals are to promote sport to minority groups, such as women and girls, ethnic communities and disabled people, and to increase participation in areas that have little sporting activity. With the Olympic and Paralympic Games approaching, I think it’s a great opportunity for South Yorkshire Sport to show people that their sporting dreams can become a reality and we will be here to point them in the right direction. I think my new position will be rewarding because I will be able to show people that they can achieve their sporting goals whatever their background with a can-do attitude.”

The amateur netball player previously worked for the Federation of Disability Sport Organisation where she was the South Yorkshire Disability Development Officer for two and a half years. She will be working with South Yorkshire Sport’s partner organisations including: Sporting Equals, the Women’s Sport and Fitness Foundation, the Federation of Disability Sports Organisations and the English Federation of Disability Sport.

For further information about equity work in South Yorkshire, please contact Michelle Dent on 0114 223 5680 (office), 07795 305 728 (mobile) or via email at: michelle.dent@sysport.co.uk.

EHRC inquiry into disability-related harassment report

'Hidden in plain sight' is the final report of the Equality and Human Rights (EHRC) inquiry into disability-related harassment. The report uncovers that harassment is a commonplace experience for disabled people, but a culture of disbelief and systemic institutional failures are preventing it from being tackled effectively. As well as reporting on the extent of harassment, the report includes case studies and makes recommendations to public authorities to help them deal with the problems uncovered. To access the report (there are specific versions for Scotland and Wales too), visit [EHRC](#).

Sported mentor support helps Cornish Powerchair football club obtain funds

Through ongoing one-to-one business support and a grant of £1,500, Sported have successfully helped Celtic Storm (Cornwall Powerchair Football Club) secure all the funding to deliver their £48,000 3 year club development plan. Sported mentor, Alan Watson, helped the club volunteers produce the development plan. It outlines the clubs vision for increasing participation and support for volunteers and the funding will support them to develop more playing and training opportunities for disabled young people, provide transport to national league matches, and coach education for volunteers at the club. Julian Wills, formerly the National equity Manager with the British Triathlon Federation and now the Sported Regional Manager South West said: “Alan Watson has done a brilliant job supporting the club to access the funding and in developing their business plan. He has worked closely with the enthusiastic team of volunteers at Celtic Storm, and all their hard work has really paid off.”

For more information about the club, go to [Celtic Storm](#) and to find out more about Sported, a charity offering capacity building support and funding to voluntary and community sector projects which run activities for young people aged 11-25 in the UK, visit [Sported](#).

First Professional Football Player to sign up to the Government 'CHARTER'.

Efe Sodje, Bury and Nigerian defender, has become the first professional football player to sign up to the Governments, 'Charter for action against homophobia and transphobia in sport'. Efe is well aware "how tough things will be for the next professional player in football from the UK to 'come out' as they continue their playing career, believing the fans homophobia would be difficult to deal with, but thinks that from a professional game perspective, the player would be accepted within a dressing room environment and that team mates would be supportive.

Most top companies missed deadline for women on boards commitment

Just 8 of the top 100 UK companies have formally announced that they will meet a target of having women occupy a quarter of board places by 2015, according to research carried out by law firm Pinsent Masons. The research also found that, despite a further 12 companies having already reached that 2015 target, they have not actually made any future commitment to maintain these levels. An additional 32 companies have between 15% and 25% female directors and the average female representation on the boards of the top 100 companies is now 14.3%. Norway achieved a 40% female representation target in 2009 and Spain, France and Sweden have discussed or implemented similar provisions. EU Justice Commissioner, Viviane Reding, has also asked all companies to pledge to have at least 30% female board members by 2015 and 40% by 2020.

Government initiative for transparency on gender equality

The Government has launched the 'Think, Act, Report' initiative, aimed at improving transparency on gender equality issues in the private and voluntary sector. Launching the initiative on 14 September, the Home Secretary and Minister for Women and Equalities, Theresa May, announced that leading UK companies Tesco, BT and law firm Eversheds had signed-up to the government's new framework for voluntary equality reporting, 'Think, Act, Report'. More information can be found at [Announcement](#), [the report framework](#) and [transcript of speech given at the launch by Theresa May](#).

8th LGBT History Month UK pre-launch

This event will be held at The Oval in London on 21 November and, for the second year running, will focus on sport. It will feature training sessions, workshops, exhibitions and displays and a range of keynote speakers, including Sports Minister Hugh Robertson. Keep looking at the [LGBT History Month](#) website for further information as it is announced.

Guidance on collecting information on gender identity

The Gender Identity Research and Education Society (GIREs) has published guidance for public authorities on collecting information on gender identity. This can be viewed at [Guidance](#).

Could the 2012 Paralympics erase the word 'disability'?

Read what Sir Philip Craven, President of the International Paralympic Committee, thinks of the "D" word and what the aspirations are for him and others from the Paralympics next year by clicking on [BBC news](#).

Scottish Social attitudes survey

The Scottish Government has published the key findings from a module of the Scottish Social Attitudes Survey 2010 looking at attitudes towards discrimination and positive action in Scotland and these can be viewed at [Attitudes survey](#).

Achievements

The following organisations currently have assessment reports being verified, with a result due by the end of September.

Foundation level

- Amateur Boxing Scotland
- Dancesport Scotland
- London County Football Association.

Intermediate level

- British Cycling
- National Association of Karate and Martial Art Schools (NAKMAS)

Calendar of forthcoming events

Dates for your diary include:

- 1 Oct Working Together conference, Edinburgh
- 10 Oct Ageing Better Together conference, London
- 13-31 Oct One Game One Community weeks of action throughout the UK
- 17 Oct Equality Act – One Year On conference, London
- 17 Nov BHFNC annual conference, Nottingham
- 21 Nov LGBT History Month UK pre-launch, London
- 3-4 Dec Goalball Paralympic test event, Handball arena
- 3-10 March 2012 Swimming Paralympic test event, London Aquatics Centre
- 2-6 May Wheelchair Tennis Paralympic test event, Eaton Manor
- 4-6 May Archery Paralympic test event, Woolwich
- 5-7 May Boccia Paralympic test event, Basketball Arena
- 8 May Athletics Paralympic test event, Olympic Stadium
- 25-29 June National School Sport Week, throughout the UK
- 27 Jul-12 Aug Olympic Games, Various UK venues
- 29 Aug-9 Sept Paralympic Games, Various UK venues.

How to Get the Most Out of this Newsletter

Hopefully you have enjoyed the variety of information in this newsletter. You can contribute! Do give us some information about your governing body, home country, sporting organisation or project. Our schedule is:

Production Date	Deadline for Contributions
31 October	21 October
28 November	18 November
19 December	9 December

Please e-mail any contributions or comments to roger@vagaassociates.com.