

Including Disabled Archers

A practical guide for clubs

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Contents

Introduction	2
Including Disabled Archers	4
Clubs & Coaches	5
Case Study: John Stubbs	9
Tournaments	10
Case Study: Deer Park Archers	13
Further Support	14
Useful Contacts	15
Appendices	16

Introduction

Archery is an inclusive sport. The key to this success has been the ease with which disabled people can take up and progress through the sport.

Archery was one of the original events in the Paralympics and the Great Britain team has been winning medals and titles since that time.

Disabled people are half as likely to be active than non-disabled people. However, anyone can participate in archery. This makes the sport accessible. Inclusion is about enabling that participation.

The guide aims to offer support to ensure people with disabilities can participate in archery at all levels more effectively by highlighting good practice that is currently taking place within the sport.

This resource is written for the benefit of archers, club officials and tournament organisers. The guidance also supports the aim to increase participation in archery by disabled people as archers, coaches, volunteers and judges. The scenarios quoted are actual experiences of disabled archers.

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1. Including Disabled Archers

All archers are entitled to "reasonable adjustments" under the Equality Act to enable their participation. This guide looks at the potential barriers to participation and offers solutions - on a low cost or no cost basis.

The key to achieving inclusion is to plan for it at the start of any activity, not view it as bolt-on extra or worse not consider it at all.

> Disability is one of several "protected characteristics" in the Equality Act

A common theme throughout is the need to change attitudes and thinking to perceived problems.

Archery GB's definition of a disabled person is the same as the Equality Act and is as follows:

"A person that has a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to carry out normal daily activities."

Disability is one of several "protected characteristics" in the Equality Act. People with these characteristics are entitled to access services and activities from "service providers" at the same quality of experience available to everyone else. You would be acting unlawfully if you indulged in "direct discrimination", "indirect discrimination" or fail to make "reasonable adjustments". Reasonable adjustments are the changes needed to provide that equality of experience.

This guide will focus on where people with disabilities experience Archery; in Clubs and at Tournaments. It promotes best practice, which in some cases goes beyond the minimum requirement in the legislation. Archery should continue as a leader in this area and fulfil its vision for the sport.

All "service providers" have duty to make reasonable adjustments to enable the participation of disabled archers, or provide a justified explanation if unable to do so. Archery clubs are classed as "service providers".

Most "issues" are easily resolved if the right thinking is used from the start. Some advice is generic because each situation has to be judged on its merits.





2. Clubs & Coaches

An Archery Club is a "service provider". If you are an "open" club then as the name suggests you accept membership applications from anyone. If you are a "closed" club then as long as any person meets the criteria for membership then you cannot refuse their application. If you do, you could be accused of direct discrimination. There may be circumstances where membership would be impractical. If in doubt, best practice would be to outline the situation and invite the person to judge for themselves.

Attracting New Members

Archery activity can be enjoyed as an integrated activity, a disability specific activity or both.

Activities have to be marketed correctly. Since most communication is electronic these days, there is no merit in trying to cram everything onto one page of A4; especially if a visually impaired person is trying to read it!

- Forms should be in Microsoft Word and in a Sans Serif font of at least 14 point.
- PDF files don't work well with screen readers.
 For general reading and to help with dyslexia,
 "Verdana" is the recommended font.

It is good practice to outline parking, access and toilet arrangements and what support may be available.



Access & Facilities

Facilities used in archery are sometimes not ideal; old buildings, fields down the end of a track etc.

However, a person with reduced mobility may be able to work round them with some support.

As well as it making good business sense to be welcoming to a huge section of our population, there is also a legal duty to ensure sports clubs are accessible for disabled people to use. The Equality Act requires sports clubs and other providers to make reasonable adjustments to services so everyone has access, with no exemption for private clubs any more.

Often it is a common misconception that adjustments are expensive or time consuming. In

Scenario 1 – Provision of toilets

An archery club decided to improve the entrance to its toilet. It did this by laying flat slabs and leaving quite a high step. A wheelchair user who can walk using sticks, was told that he could "obviously" manage the step!

Solution: All club members need toilet facilities! If you are installing/refurbishing/hiring such facilities, then use an accessible design, such as a ramp. Everybody in the club would be able to use it. As most clubs hire their facilities, then you may need to approach the facility manager or landowner for toilet facilities. If grant aid funding is required, then often this is made available to address access issues or increased community usage.



fact, many adjustments cost nothing or a few pounds, with a little bit of thought and planning. An accessible and inclusive sports club may need a few physical adjustments to the building but more than anything it requires forward planning and continuing commitment.

Support

What support would be reasonable for a club to offer? If the skills needed are readily available then the club should offer that support.

Some examples:

 Most wheelchair users prefer to be independent. Even if it feels awkward, ask what will be the best way to make their access to the club easier – if asked, a helpful push or bringing in archery kit from the car may be all that is needed.

- Some forms of visual impairment allow an archer to move around and shoot with a tactile or standard sight. However they struggle with close-range vision. So some assistance with assembling kit and filling in a score sheet may be needed.
- Archers with reduced mobility may need help in collecting arrows.

All of the above require skills which are readily available within a club. If an archer requires specialist support, then it is unreasonable to expect a club to train someone to provide it. However, there is the option to explore outside support, allowing the archer to provide their own, or there are training opportunities if the club wishes to support archers further.

Scenario 2 - The Welcome

A wheelchair user signed up for a beginners' course. The club then said she could not do the course with the rest of the group as it might "upset" them. She ended up doing the course on a separate night on her own.

People with disabilities cannot be excluded or treated differently at such an event.

Solution:

Disabled people should not be excluded and the structure and format of the course altered. Any printed material should be in an accessible form. Collecting relevant information will allow the course to be planned effectively. Disabled people can be regarded as "Vulnerable Adults". Your club's safeguarding procedures would need to be applied appropriately to people in this category.

It is often not the message which offends, but the way it is delivered. Consider these two replies to a wheelchair user.

"We don't cater for archers in wheelchairs." OF

"Thank you for your interest in our Club.
Unfortunately our indoor facility is very old and has never been modified for access. Although we have toilet facilities, these too have never been modified. As a result we are not confident we can meet your needs. If you would like to visit us to make your own judgement, then we'd be happy to see you at one of our shooting sessions."

Which one is a justified explanation? Which one would you rather receive?



Coaches & Coaching

Warm, friendly and knowledgeable coaches are abundant in archery. However, some coaches may lack the knowledge about teaching disabled archers. As with any coaching session or have-ago, coaches will need to adapt both the activity and their communication and coaching styles to suit the needs of individuals present.

Coaches are encouraged to further their knowledge to support all archers.

- Suitable for all coaches, sportscoach UK provide a 'How to Coach Disabled People in Sport' workshop aimed to answer the commonly asked questions about disabled sports participants and shows how, with a few minor adjustments to the way you work, you can make your coaching more inclusive and effective.
- Archery GB's "Pass it on" course is held each year. This archery specific course, aimed at Level 1 and Level 2 coaches, includes practical sessions and classroom based discussion.

It is good practice to collect relevant medical information beforehand. You can then ensure that the right equipment and support is provided.

Disabled Coaches

Archery GB welcomes anyone who want to become a coach (or Judge), and the pool of coaches should reflect our membership.

This will help the sport increase the diverse nature of participants, and attract people similar to other coaches and volunteers, improve the overall quality of coaching practice, broaden the choice of coach and increase the pool of people to recruit from. It will also enhance the profile of the sport and meet our legal and moral obligations.

Reasonable adjustments can be made for the assessment of learners completing Level 1 Coaching Archery. Some adjustments may require time for preparation; therefore, Archery GB needs to be able to determine learners' particular needs and requests for the provision of reasonable adjustments at an early stage. All reasonable adjustments are required to be validated by 1st4sport Qualifications.

It is important that any request for adjustment is made through the correct procedure and as early



as possible. The learner will be required to submit a Reasonable Adjustment Request Form – available from the Archery GB website.

For further information, please refer to the '1st4sport Position Statement on Access Arrangements' guide available at www.1st4sportgualifications.com

Funding for clubs

Clubs are able to apply for grant funding should they require additional equipment or coaches. There is an array of funding available for sports clubs, some of which is disability specific. All the national sports councils have funding for grassroots projects which aim to increase participation in sport.

If you require support or advice, then contact Archery GB. Also, at a local level, County Sports Partnerships, Sports Councils and/or local authorities may be able to provide guidance and support to help clubs make reasonable adjustments.

Equipment

Most archers can shoot with standard equipment. If the club has collected the relevant medical information beforehand, it will be easier to know whether more specialist equipment is required.

Guidance on adapting equipment and requirements will be made available shortly. Local clubs and coaches may be able to offer advice or please see the contacts page for guidance.



Further Reading

Inclusive Communication - The English Federation of Disability Sport (EFDS) has produced a guide to inclusive communications. Written in partnership with Big Voice Communications, it supports providers to reach a wider audience, including more disabled people. Visit the EFDS website for more:

www.efds.co.uk/resources/case studies

Archery GB facility guides - If you are planning facility improvements, then please refer to the Archery GB Facility Strategy and Technical Guidance & Specifications, which are available from the website. Visit: www.archerygb.org/facilities

Impairment factsheets have been created by sports coach UK and the National Disability Sport Organisations to raise awareness around specific impairment groups. Participants should always be treated as individuals and not defined by their impairment. This information provides a generic information and reference point. When coaching a disabled person speak to them about their abilities and aspirations. To view the factsheets, visit www.archerygb.org/disability

Opening Doors: This is another excellent resource from the EFDS to support sports clubs to improve physical access for disabled people. It is not a detailed technical guide, but intended as a starting point. The main areas of physical access are identified and readers are signposted to further information and support. Visit the EFDS website for more information: www.efds.co.uk/resources/case_studies

Archery GB releases a funding guide every three months. This is packed with the latest advice and funding listings. Download Archery GB's Handy Guide to Funding by visiting the Archery GB website: www.archerygb.org/support/clubs/funding



Case Study

John Stubbs

On 6 November 1989, while on his way home from work, a car ran John's motorcycle off the road in a hit-and-run accident. He lost his right leg and severely damaged his left in the accident. Although the trauma was severe, being a fit and active 24-year-old saved John's life.

John underwent several amputation surgeries and later developed severe depression. John did voluntary work for a local disability group and then attended a disabled cricket taster day, which led to him playing for, and captaining, the England Disabled Cricket Team.

In 1996, John discovered archery. He did a have-a-go shooting recurve and the coach invited him to join his archery club, as he spotted John's potential. The club was not accessible and John spent a season being pushed up a hill in order to use the archery field and using a pop-a-bivy as a portable toilet.

Due to the issues with access, John joined a new club that had its own indoor range and better wheelchair access which enabled him to shoot seven days a week. After becoming classified¹, he attended his first international indoor competition in Belgium and won silver and then attended his first World Champs in 1999. Witnessing his teammate John Murray become World Champion, ignited John's drive.

In the following years, although John had less success individually, he was part of a very successful men's open compound team. John eventually became World Champion and when compound was introduced to the Paralympic programme, he could quit his job in order to become a full time archer and focus on Beijing. He also received an MBE for services to disability sport.

John worked hard and in June 2008, he was the top ranked compound man on squad and earned his ticket to Beijing at the selection shoot. As it was his first Paralympics, he was advised to go with no expectations and just enjoy the experience, which he did. So much so that he set two Paralympic records and won the gold medal.

Despite becoming disabled at age 24, John says as one door closed, another opened, although it didn't seem so at the time. He said he would have never achieved what he has done if he hadn't become disabled.

The full case study is available on the Archery GB website: www.archerygb.org/disability

the sport, and within which class. It is used for the purposes of establishing fair competition.



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¹ Para-archers are classified to compete on an international level to determine who can compete in



3. Tournaments

The Disabled archers can take part in a wide range of competitions. Good planning is the key for both archers and Tournament Organisers. **Appendix A** lists a useful planning process.

The Organising Body and the Tournament Organiser are the service providers and the responsibility to make reasonable adjustments rests with them. For record status it is mandatory to comply with Archery GB's "Tournament Organisers' Handbook" and SAP-3. Some of what follows is contained in those documents.



Participation

British and World Archery rules are different. British rules are framed for common sense interpretation and evidence is only required in cases of doubt. Classification is not needed.

Under World Archery rules a National Classification is needed to qualify for the competition. If an

archer arrives without documentation they should be allowed to shoot, but their results won't count and they are not eligible for any awards.

In both cases "reasonable adjustments" still have to be made. In general, the expectation increases with the size of the tournament and the higher the status it possesses.

Scenario 3 - Refusing entry to a disabled archer

A Tournament Organiser refused entry to two wheelchair users on the basis he already had wheelchair users in the tournament and two more would make it financially unviable.
All archers have the same right to enter a tournament.

Solution:

Plan for inclusion and use the following budgeting procedure suggestion.

Disabled archers have been charged double entry fees on the basis they "take up two spaces on the line". This is unlawful. Disciplinary action would be recommended against the club/tournament organiser.

Tournament Organisers can include disabled archers and maintain control of their income. There are other ways by which archers can be enabled to shoot apart from staying in position on the line. If you elect to leave them in position, entry procedures can be modified in the following way.

Currently, 5% of Archery GB members have an identifiable disability. So if you are running a 100 place event then you can expect five disabled archers. If you allow them to stay on the line, then budget on an entry of 95 and reserve five spaces for disabled archer. In this example a £10 entry fee goes up to £10.50.

In the tournament prospectus you should state that reserved spaces will be released to any archers if they are not taken up by the closing date for entries. You can accept extra entries from archers if they have an agent and if there is space in the general field. Your income will not be reduced by accommodating disabled archers.



Tournament Information

Tournament documentation usually consists of a prospectus and an entry form. As previously stated, forms should be in Microsoft Word and in a Sans Serif font of at least 14 point as PDF files don't work well with screen readers. It is good practice to outline the parking, access and toilet arrangements and what support is available in the pre-information.

The archer has a responsibility to provide the Tournament Organiser with all relevant information.

Appendix B is sample entry form which is free to use. In it the archer can state what they need, and informs the organiser whether they can move on and off the line and whether they intend to bring an agent. For record status shoots, some of this information is mandatory under SAP-3.

Finance

Tournaments should at least break even. Some clubs have concerns that if a wheelchair or stool based archer who stays on the line then it cuts down the amount of income, as they could have two fee-paying archers instead. You cannot deny entry on the basis of someone's disability.

Support during Shooting

The key to supporting the participation of disabled archers during shooting is for an organiser to make a proper assessment of the support he can organise by various means and making it clear in the prospectus. Support should be allocated on a first come, first served basis.

Scenario 4 - Accommodating disabled archers at tournaments

A wheelchair based archer entered a high status tournament. He informed the Tournament Organiser he used a wheelchair but then heard absolutely nothing further despite further enquiries. The only way he could participate was to hire his carer at the cost of £100 for the day.

For record status shoots it is mandatory to have tick box on the entry form to indicate wheelchair use and space for an archer to state their needs. No archer can be left facing an extra bill of this nature to compete in a tournament because of their disability.

Solution:

Plan ahead and communicate the support that is available. If you have the resources then a member of the field party can assist as they are often not committed at change of detail. The Tournament Organiser will have to determine how many/if they can be deployed in this way.

The next option is to alter the field layout. A wheelchair archer can be placed on the end of a target line, and at change of detail move sideways along the line. The alternating archer then simply steps in and shoots. By leaving gaps in the target line you can create more spaces for archers to move sideways into.

Stool based archers and VI archers are better accommodated by using a wider lane width. It is recommended that for the visual presentation of the field, wider lanes widths should be grouped together. Please see the diagrams in Appendix C.

Using these effectively relies on collecting good information so you can plan the field layout. There is a dispensation, which is sometimes used, where stool based archers have a chair one metre behind the shooting line. This is totally at the discretion of the judges and the TO. If allowed it obviously helps, but archers are reminded they must not disturb other archers who are shooting



Moving on and off the line

Archers with reduced mobility can move! It's just moving five metres across grass, with all their equipment, in a set time, is highly impractical unless there is an "adjustment". Therefore, the first possibility is use an assistant/agent. You can certainly encourage an archer to bring one, but you cannot make it a condition of entry.

Arrow collection and scoring

The obvious solution is to use an agent. Encourage archers to bring their own, but it cannot be used as an entry condition for the same reasons given earlier.

The preferred alternative relies on the goodwill generally found in archery. The form in **Appendix B**, uses a box for people to opt out of collecting arrows for others.

When arranging the target list; the TO can place archers with fellow competitors who are prepared to help. It is recommend that the disabled archer be set up to alternate on the line so there is a 3 to 1 ratio for arrow pulling. If the tournament is a two day event: then the TO could rotate the target list so people's good nature is not over-stretched.

One member of the field party can cover two archers if they are placed on adjacent bosses. There may be less help available as the field party will have other tasks during this time. However, a field party member can often double up arrow scoring and pulling with another duty.

From the discussion above you can see that a Tournament Organiser can accept any number of entries where the archer will provide the support.





Case Study

Deer Park Archers

Deer Park Archers is a family orientated club, in Gloucester. Set up in 1995 the club has gone from strength to strength and now boasts over 200 members. They were the first club to achieve all three Archery GB **on**target specialisms, have picked up numerous **on**target awards and have been nominated for various Sport and Recreation Alliance awards.

Following a number of successful have-a-go sessions specifically for disabled people, the club established an Inclusion Club, supported by a number of expert coaches, who are continually learning and developing their skills.

For those who are thinking about trying archery, they encourage them to get in touch to discuss their needs in order to ensure that the club can provide the right support and make sure the experience is a positive one. They may suggest a short have-a-go session so that coaches can understand the best way forward or a six week beginner course.

The club delivers free, open sessions every Saturday afternoon along with weekly 'have-a-gos' at venues. They have also purchased some specialist equipment to support archers.

Their annual Inclusion Shoot is one of the biggest annual record status indoor shoots in the UK. The event is open to everyone, but disabled archers are given priority.

They strive to make their club and sport accessible, inclusive and affordable and cater for archers of all abilities. They are a 'Big Community' Club and believe in success through harnessing the power of their community through partnerships and volunteers.

They have established great links with local organisations such as their County Sports
Partnership, the NHS and local schools, who all help to promote the club and communicate opportunties. The club prides itself on the quality of their coaches, their work in the community and involvement with the governing body.

For more information about the club, please visit www.deerparkarchers.co.uk

The full case study is available on the website: www.archerygb.org/disability







5. Further Support

Inclusion Hub Club

This tool has been created by the English Federation of Disability Sport to help clubs to include more disabled people in their activities. It can be used in a variety of ways within your club.

You can use it to audit your club to see how inclusive you are or as a resource to support your club's development. Perhaps use it to develop a club action plan or your general planning.

This toolkit will give you ideas, methods and resources to ensure everyone has a positive club experience. As part of your results, there are case studies and better practice examples, so you can learn from others and adapt it to suit.

Website: www.inclusion-club-hub.co.uk

Talk to Me

The English Federation of Disability Sport 'Talk to Me' resource outlines 10 principles that sports providers could follow to help make their sport or activity more appealing to disabled people.

The resource provides examples of ways in which each principle has been implemented in practice. View the full report at:

http://www.efds.co.uk/resources/research/efds research

Mapping Disability

Sport England have produced a variety of guides to help organisations engage with disabled people. These are designed to aid a wide variety of organisations, helping us all plan effective programmes by better knowing the audience.

Mapping Disability: The Facts, offers an in-depth look at the vast range of impairments experienced by people in England. It also includes comprehensive data on disability by categories such as region, gender and age

A second report <u>Engaging disabled people: the</u> <u>research</u> looks at the vital ingredients that make up successful and accessible communications – such

as the channels themselves, marketing materials and how to give people a great first experience in sport. Based entirely on what disabled people said are important to them when receiving communications.

Engaging disabled people: the guide is a list of recommendations, things to think about and ideas of good practice when reaching, engaging and communicating with disabled people.

For more information visit:
https://www.sportengland.org/our-work/disability-sport/mapping-disability/

Archery GB's Paralympic Programme

The Paralympic Podium Programme is dedicated to supporting mature, highly skilled elite archers as they aim to win medals in major competitions, such as European, World and Paralympic Championships. Archers are expected to be fulltime archers.

All current available selection policies can be found on the Archery GB website here. Entry & initial aptitude can be identified within archery (internal) or spotted prior to commencing archery (external). Both these strands are monitored by Performance. Initially the strands may be different, but they then merge and both strands move forward together.

For example: Take a beginners Course - then join a club. Improve ability and participate in external competition. Upon achieving entry level scores, apply to Performance for selection and classification.





6. Useful Contacts

Archery Organisations	
British Wheelchair Archery Association	www.british-wheelchair-archery.org.uk
British Blind Sport Archery	www.bbsarchery.org.uk
National Disability Sport Organisations (NDSOs)	
Limb Power	www.limbpower.com
British Blind Sport	www.britishblindsport.org.uk
Cerebral Palsy Sport England and Wales (CP Sport)	www.cpsport.org
Dwarf Sports Association UK (DSAUK)	www.dsauk.org
Mencap Sport	www.mencap.org.uk
Special Olympics Great Britain	www.sogb.org.uk
UK Deaf Sport	www.ukdeafsport.org.uk
WheelPower	www.wheelpower.org.uk
UK Sports Association for People with Learning Disability (UKSA)	www.uksportsassociation.org
English Federation of Disability Sport (EFDS)	www.efds.co.uk
Other Organisations	
British Paralympic Association	www.paralympics.org.uk
Parasport	www.parasport.org.uk
Disability Sports NI	www.dsni.co.uk
Scottish Disability Sport	www.scottishdisabilitysport.com
Disability Sport Wales	www.disabilitysportwales.org



Appendices

The following pages contain sample forms and notes that can be used by Tournament Organisers and clubs.

Appendix A - Planning for Inclusion at Tournaments

Appendix B - Sample Entry Form for Tournaments

Appendix C - Field Layout for Tournaments





Appendix A - Planning for Inclusion at Tournaments

- Decide how many archers you can support through your organisation. It is recommended 5% of the entry.
- How many will you allow to stay on the line? For outdoor tournaments there are methods available
 to alternate all wheelchair and stool based archers. The opportunities are more limited for indoor
 shoots.
- Budget your tournament according to the guidance stated earlier.
- In the Tournament Prospectus make it clear how many supported places are available and that they will be allocated on a first come first served basis. You can accept any number of entries where the archer will provide an agent.
- Either use the entry form in this guide or check your own contains the same information.
- After the closing date determine how many disabled archers have entered, how many are bringing agents and how many archers are prepared to collect arrows.
- Prepare the target list. It would be good practice to indicate wheelchair and stool based archers so their target partners know in advance.
- Decide which variations of the target line are needed to alternate the archers and plan the field layout accordingly.





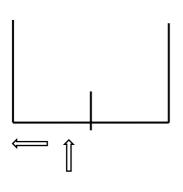
Appendix B - Sample Entry Form for Tournaments

Type Tit	:le)	RECORD S	RECORD STATUS ENTRY FORM						
Gender	Surname	Forename	Club	AGB No	Bow Style	Wheelchair Stool User?	DOB	Round Entered	
Entry Fee	Enclosed			£			<u> </u>		
DAY/SESSIC	ON ENTERED (Circle)	SAT SUN	BOTH SESSION A	SESSION B	SESSION C	(Delete/N	1odify)		
Able bodie	d archers – Please tick if yo	u are <u>NOT</u> prepared to collec	t and score arrows for disabled ar	chers					
Fmail addre	occ		Т	elenhone numher					
	RCHERS — PLEASE STATE YO	OUR NEEDS THE LINE IN THE TIME ALLOV	NED? Yes/No DO YOU INT	END TO BRING AN ASS	SISTANT/AGENT?	Yes/No			
gnature	!	Parent (If Junior)							
	INICODA AATIONI								
DDITIONAL	INFORIVIATION								
ODITIONAL	INFORMATION								



Appendix C - Field Layout for Tournaments

Wheelchair and stool based archers can be alternated by altering the field layout. All of these have been checked and are in accordance with the Rules of Shooting.

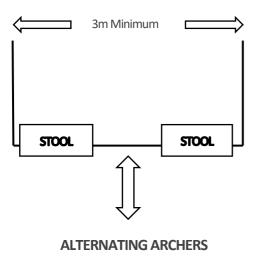


Alternating a wheelchair user. The archer moves sideways along the line and the target partner steps in to shoot. This can be used on the ends of a line of targets. See below how to create more "ends".

Indoors the archer can put their bow down to the side and move out of the way to allow access to the line.



Bosses can be arranged in blocks with a metre of space between each block. This arrangement would allow six wheelchair users to alternate with a target partner. In World Record Status shoots the number in each block should be a multiple of two or four to accommodate lane lines.



Stool users can be accommodated by using a wider lane width. If a chair is allowed behind the shooting line this arrangement is very effective.

Wider lane widths should be grouped together on the target line. Two stool users should not be on the same target unless at least one agent is present. Replace with an able bodied archer.





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Archery GB



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