



Annual Report

2018

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Chairman's Report

Professor John Coyne CBE



As an organisation and as a community of paddlers we have enjoyed an enormously successful year of progress as we have worked together to give meaning to the Strategic Plan we launched just two years ago. We have remained focused on the objectives and targets that we set out together and the developments this year have begun to demonstrate very clearly the benefits we collectively enjoy from delivery of those plans.

The body of this report will clearly articulate in detail the achievements of the year so I shall not dwell in any detail here but I do believe that a number of milestones are worth remarking upon from the outset.

Membership has continued to grow steadily and the number and range of commercial partners has extended in parallel. We have benefited enormously from a spirit of partnership enabling us to be both inclusive and capable of working at pace. The re-launch of The Paddler, incorporating Canoe Focus and the work on Paddlepoints, illustrates this approach perfectly though it has been a characteristic across the piece.

Our athletes had another incredible year in international competition and their results are captured in this report. Collectively they won more than 100 medals at European and World level across all of the disciplines in 2018. Special mention is perhaps reserved for our seven World Champions across five disciplines in 2018; Lizzie Broughton K1 5000, Charlotte Henshaw KL2 200, Emma Wiggs VL2 200 and the men's canoe polo u21 team. The women's C1 and men's K1 slalom teams claimed gold, as did the GB women's rafting team in the Head 2 Head.

The year has seen much emphasis on recognising that we are not just a sport or a recreation but a movement: a collective of individuals, groups, clubs and families united by a love for the outdoors, a sense of adventure, appreciation of nature and a concern for the environment. These characteristics are core to the values and beliefs of so many of our members, our friends and supporters. It is shared equally whether you are a member of the competitive elite or an occasional recreation paddler.

It has been particularly pleasing to see the way this has manifested itself this year in the work on Access and the launch of our Charter, which took place in November in the Houses of Parliament where we are garnering cross party support for extending the right for paddlers to have access to the network of rivers and waterways across England. In doing so we may emulate the success in Scotland and support colleagues in Wales and Northern Ireland on the same issue.

I have been delighted also to see the exceptional commitment across our community to not simply campaign on plastic pollution, the abuse of our rivers and coastline and the degradation that follows but for the pro-activity shown in the hundreds of organised 'clean ups' that have taken place this year. Our members have taken ownership of the problem and are doing their best to find a solution.

Our community has pulled together and, as an organisation, we have been committed to being efficient and effective in our use of resources to meet our ambitions. The staffing structure has evolved to meet future challenges and we have invested in staff accordingly but our colleagues have had very full agendas and worked very hard for us. Our relaunch of Go Paddling and the website developments are illustrations of staff excellence and commitment.

Within our predominantly volunteer led committee structure we have seen great progress in putting development plans in place, re-shaping constitutions and revising the whole structure.

We have managed finances carefully so that once again we have a positive balance at year end and have accommodated some unexpected expenses and a heavy competitive year within budget.

Overall, it has been a busy, productive and massively satisfying year. It has been a year that has generated some challenges and difficulties too but these have been faced head on with a clear commitment to listen, learn, take responsibility and improve. The Board has worked exceedingly assiduously and well in ensuring that we keep our focus and deliver on our promises. I would like to take this opportunity to formally and publicly thank our Board members, our community of volunteers and all our staff for their exceptional contribution to our progress. To our President and our CEO I owe a personal thank you for their support and commitment this year.

A year of real and massive progress but I believe that the best is yet to come!

Professor John Coyne CBE



Chair, British Canoeing

President's Report

Ivan Lawler MBE



2018 has been a year of significant progress in many areas.

In the final paragraph of this piece last year I commented that there was a much more positive drive to get more access to water for us to paddle.

We have come a long way since then, the launch of the Access and Environment Charter at the Houses of Parliament this summer was the highlight of the year for me and many others. It still only marks the beginning of a long journey but our statement is clear and unequivocal. Now the groundwork has been laid, it is up to us all as members to get behind the team and mobilise our respective MPs to help them finish the job.

Closely allied to this campaign is the tremendous push paddlers have made around the country to become the environmental guardians of the rivers, clean ups locally and an alliance with Surfers against Sewage on a national scale are just the headline activities and we should all be proud to represent British Canoeing in these endeavours.

I have found myself more embedded in my own disciplines this year than last, and for that I apologise, time, it seems, has not been my friend. However even a quick glance at results across disciplines shows that we remain competitive in most and continue to win medals at every level. The year has not been without its challenges though, and there has been a lot of behind the scenes work done to keep our Olympic funding on track. Going forward we are under no illusions that a step up is required in some areas.

It was particularly pleasing to see that both of our New Year's Honours recipients were from specialisations that do not typically get the attention they deserve. Both Claire O'Hara and Ray Goodwin have represented their respective disciplines for many years at the highest level and have been rightfully rewarded, we should all take pride in their achievements and the recognition they have received.

At the grassroots, the new Talent Club Partnership programme has done what so many clubs and coaches have been crying out for many years. Spreading the influence of performance funding into the talent bed and production venues for our future champions, the clubs themselves. This is a brave project but one that has long been needed. Many of the top end clubs involved have already seen a positive influence from this initiative.

Visiting, as I do, both the British Canoeing offices and local clubs staffed by volunteers, it is impossible not to be impressed with the volume of work that goes on behind the scenes in both areas. It is a shame the two worlds often work invisibly to the other. Be assured though from what I am able to see volumes of work are being done that will benefit us all in the future. British Canoeing are pushing hard to meet the demands of the ambitious “Stronger Together” master plan and the clubs are inspiring and enthusing new generations of paddlers.

Therefore I would like to express the gratitude of the members to both the staff and the volunteers without whom many of us would not be able to enjoy our paddling pleasures.

I, in turn, remain grateful to the members for giving me this very privileged role and will continue to try to represent them and their interests at every opportunity.

Ivan Lawler, MBE



President, British Canoeing



Chief Executive's Report

David Joy



During 2018 we made some further pleasing progress towards the 11 ambitions and 67 targets set out within Stronger Together (2017-2021). This is fully reported within this Annual Report and the Annual Review of 2018-19.

2018 was a year of significant change. We revised our membership categories, invested in an improved membership platform and reintroduced Canoe Focus as a printed magazine within The Paddler. Our membership numbers increased again to just under 37,000 and member satisfaction rates improved considerably with 72% of members satisfied with membership services compared to 59% in 2017. This trend was also reflected in an improvement in member satisfaction about general communications, with 64% of members being satisfied or very satisfied compared to 56% in 2017.

As part of our commitment to review all of our coaching and leadership qualifications by 2021, we launched the new Paddlesport Leader and Instructor Awards and also completed the review of the Star Awards. The new Personal Performance Awards were launched in January 2019.

Our elearning platform for coaches was well received and more than 30,000 modules were completed during the year.

We continued to develop and promote canoe trails and with 165 now published on the website, we have already exceeded the target of 150 we set for 2021.

We launched our Access Charter - Clear Access, Clear Waters in November. This has responded to member demands and clearly sets out the position of British Canoeing on the rights of navigation on inland waterways. We will be working hard over the next two years to bring about amendments to legislations which make clear the right to paddle on rivers in England and Wales.

The slalom and paracanoe teams topped the medal tables at the World Championships in 2018 and British athletes enjoyed remarkable success, winning 105 European and World medals across all of the disciplines during the year.

We further improved our governance during the year. We retained our compliance with the UK Code of Sports Governance and the Advanced Safeguarding Standard. The four National Associations signed a new UK agreement which sets out the respective roles and responsibilities and funding arrangements between the parties. During the year we also established a new subsidiary company - British Canoeing Events, to bring greater support and scrutiny to our growing international events programme. In 2018 we also completed a review of the committee structure within British Canoeing and each of the committees completed a review of their terms of reference.

I am pleased to be able to take this opportunity to record my thanks to the staff, the Board and the many volunteers within clubs and committees at regional and national levels, for such an amazing job and for working so well together to deliver so many opportunities for people to pursue their passion for paddling. The collective effort and contribution was outstanding and resulted in the many positive developments which are recorded within this Annual Report.

Of course the year wasn't without its challenges, but the big picture remains positive and we are still on track to achieve the majority of the ambitions within Stronger Together by 2021 and to creating a better future for all within British Canoeing.

David Joy



Chief Executive Officer, British Canoeing

British Canoeing Board Report

Composition of the Board

Professor John Coyne CBE	Chair (Independent)
Richard Boreham	Vice Chair (Senior Independent)
Stephen Craig	Canoe Association of Northern Ireland Director
David Wakeling*	Canoe Wales Director
Steve Linksted	Scottish Canoe Association Director
Clare Dallaway	English Forum Director
Dee Paterson	English Forum Director
Greg Smale**	English Forum Director
James Fry	Independent Director
Mark Bache*	Independent Director
Bronagh Kennedy	Independent Director
David Joy	British Canoeing CEO

Ivan Lawler as President attends the Board Meetings as an observer in a non voting capacity.

* David Wakeling and Mark Bache were formally appointed at the 2018 Annual General Meeting in March 2018.

** Greg Smale was re-appointed for a further four year term at the 2018 Annual General Meeting in March 2018.

David Belbin, former Vice Chair and Independent Director served on the Board from 1st January 2018 to 24th March 2018.

The Board met five times in 2018.

27 January 2018, London

Attendance 91% Apologies: James Fry

Summary of Key Decisions:

Auditor presented results of the external audit. The statutory accounts for 2017 were formally approved. Presentation was given by the Head of Membership and the Head of Digital in relation to the launch of new database and membership categories.

The Board agreed a Talent Club Partnership scheme to develop a new model for the talent programme working in partnership with key clubs and approved the release of the £120,000 retained funds to support this project over the next three years.

Progress reports were given on the plans to launch Access Charter, GDPR and on the negotiation of the UK Agreement.

25 March 2018, Nottingham

Attendance 83% Apologies: Steve Linksted, Greg Smale

Summary of Key Decisions:

The Head of Coaching and Qualifications gave a presentation on the Coach Award providers and plans to update the Personal Performance Awards.

Further reports were provided on progress with the Access Charter, the Discipline Committees Plans and the Volunteering Action Plan and the 2018 Annual Plan.

The Board noted that UK Sport had increased funding to the Paralympic Programme to support the Va'a discipline.

17 June 2018, Nottingham

Attendance 100%

Summary of Key Decisions:

Head of Coaching and Qualifications presented a report on significant developments within the Coaching Strategy - Personal Performance Awards and Paddlesport Leader Awards. Head of Strategy and Development presented a report on Safety including statistics of incidents. Further reports on Membership and Clubs and Centre affiliations were also noted.

The Board noted that a £198,000 grant from Backing the Best, would be received for Paralympic talent development investment.

The Board received a report of findings following a review of British Canoeing's Case Management procedures and the Safeguarding and Dispute Resolution & Disciplinary policies and processes and subsequently agreed to put an action plan in place to address the findings.

23 September 2018, Nottingham

Attendance 83% Apologies: James Fry, Greg Smale

Summary of Key Decisions:

The NSPCC Child Protection in Sport Unit delivered Safeguarding Training to the Board members in attendance.

The Performance Director attended and gave a presentation outlining successes for the Slalom and Paralympic programmes and highlighting the results of the UK Sport Culture Health Check. There were very positive results across all three programmes showing considerable improvement since the previous year.

The Board agreed to establish a new company specifically to run British Canoeing Events.

The Board agreed the values for the organisation following a detailed and encompassing consultation with stakeholders.

The Board approved the Access Charter and noted the launch date of 28th November 2018.

The Board approved the final draft of the UK Agreement.

2 December 2018, Nottingham

Attendance 91% Apologies: Bronagh Kennedy

Summary of Key Decisions:

Following confirmation of funding support from UK Sport, the Board approved that British Canoeing would submit a bid to host the 2023 World Slalom Championships.

The Board noted that British Canoeing Events had been established as a wholly owned subsidiary of British Canoeing.

The Board considered and approved the budget for 2018/2019.

The Board noted the progress made in 2018 against the Annual Plan (73.5% completed) and also approved the 2019 Annual Plan.

The Board noted the successes of the Slalom Programme and some of the developments for the Sprint Programme.

The Head of Governance and Compliance provided the annual safeguarding report which also provided statistics of cases and DBS checks carried out over the year. The Board noted the report and that training, education and more support for the coaching workforce around safeguarding processes would be a key focus area in 2019.

A full summary of all Board Meetings can be found on the British Canoeing website.



Governance & Risk Committee Report

James Fry	Chair and Independent Director
Richard Boreham	Independent Director
Stephen Craig	Director Nominated by Canoe Association Northern Ireland
In attendance:	
David Joy	CEO
Urvasi Naidoo	Head of Governance and Compliance

The Committee met six times in 2018: in January, February, March, May, September and November.
Attendance 100%

The key areas of work completed by the Committee during 2018 included Article changes as proposed and accepted at the 2018 AGM. Revised policies including the whistleblowing policy, eligibility policy, code of conduct for parents, code of conduct for coaches and safeguarding procedures. Risk Register and review and oversight of all legal, safeguarding, disputes and disciplinary cases. GDPR compliance documents and UK Agreement negotiation.

HR & Remunerations Committee Report

Bronagh Kennedy	Chair and Independent Director
Clare Dallaway	Director nominated by English Forum
In Attendance:	
David Joy	CEO
Lisa Bryant	Head of HR

The Committee has met three times in 2018. Attendance 100%

The key areas of work completed by the Committee during 2018 included the pay and grading review, which was finalised and a salary banding system was introduced to allocate all staff roles to a pay band. To accompany this, a pay policy was introduced which set out how pay will be managed in the future. The Committee looked at employee benefits, particularly in the areas of holidays and employee volunteering. The Committee also started to consider our people development strategy and have revised some key HR policies.

Finance & Audit Committee Report

Mark Bache*	Chair and Independent Director
Dee Paterson	Director nominated by English Forum
Craig Wagstaff	Independent Co Opted Member
In attendance:	
David Joy	CEO
Susan Hicks	Head of Finance

The Committee has met three times in 2018. Attendance is 77% - Apologies Dee Paterson.

* David Belbin acted as Chair until the 2018 AGM when Mark Bache was appointed and David Belbin resigned.

The key areas of work completed by the Committee during 2018 included resolving the changes in the treatment of VAT, HMRC undertook a VAT inspection in April 2018 and full agreement and settlement was reached. The Committee commissioned an external review of the Internal Controls of the financial processes and procedures with UHY Hacker Young Accountants which was completed in September 2018. UHY Hacker Young concluded that British Canoeing has robust and appropriate financial controls in place.

Nominations Committee Report

Professor John Coyne CBE	Chair
Richard Boreham	Independent Director
Clare Dallaway	Director Nominated by English Forum
James Fry	Independent Director
In attendance	
David Joy	CEO
Urvasi Naidoo	Head of Governance and Compliance

The Committee met once in 2018 in October. Attendance is 100%

The key areas of work completed by the Committee during 2018 included the Skills Matrix updated and approved, Succession Plan updated and approved, forthcoming Board vacancies considered, Board Training Plan noted, Board Self Evaluation noted, Report against Diversity Action Plan 2017/18 noted. Diversity Statement updated. Diversity Action Plan 2018/19 approved, Conflicts of interest of Directors noted and made available to all Directors. Annual Governance Statement prepared. Appraisals of all Board Directors noted.

Financial Report

2017/2018 has been a successful year for British Canoeing in a number of areas and this has been reflected in the results, with a surplus of £36,281 recorded for the financial year ended 31st October 2018.

This was achieved against a number of challenges including a reduction in overall income compared with the previous year as a result of a reduced grant award from Sport England for the 2017-2021 funding cycle.

Membership numbers increased in the year to 36,233 following the launch of four new membership categories in April 2018. This growth delivered increased membership subscriptions from both individuals and affiliated clubs. Following the hot summer, we saw unparalleled levels of membership income in August with the highest membership number ever recorded.

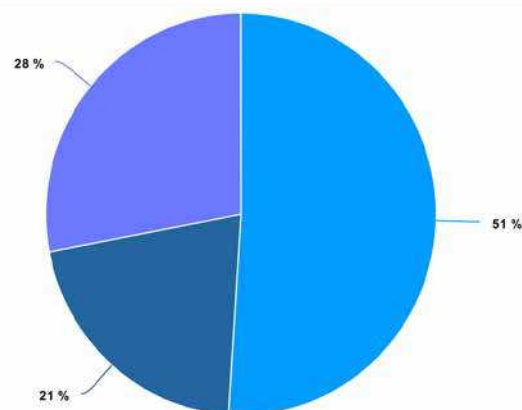
Other income, including competition entries and coaching awards and qualifications, remained strong in the year and investment in business development saw increased focus on the delivery of commercial income for the international events.

The growing costs of International competition and the impact of revised VAT treatment, which was announced last year, compounded pressure on the overheads of the organisation. However, expenditure is continually reviewed and aligned to the delivery of the Stronger Together strategy, and as a consequence spend on access, governance, and safeguarding have all increased in the year.

The financial priority continues to be the delivery of the ambitions of the strategy, whilst building strong reserves to provide adequate and sustainable resources for the future development and delivery of the sport.

Annual Accounts 2017/2018

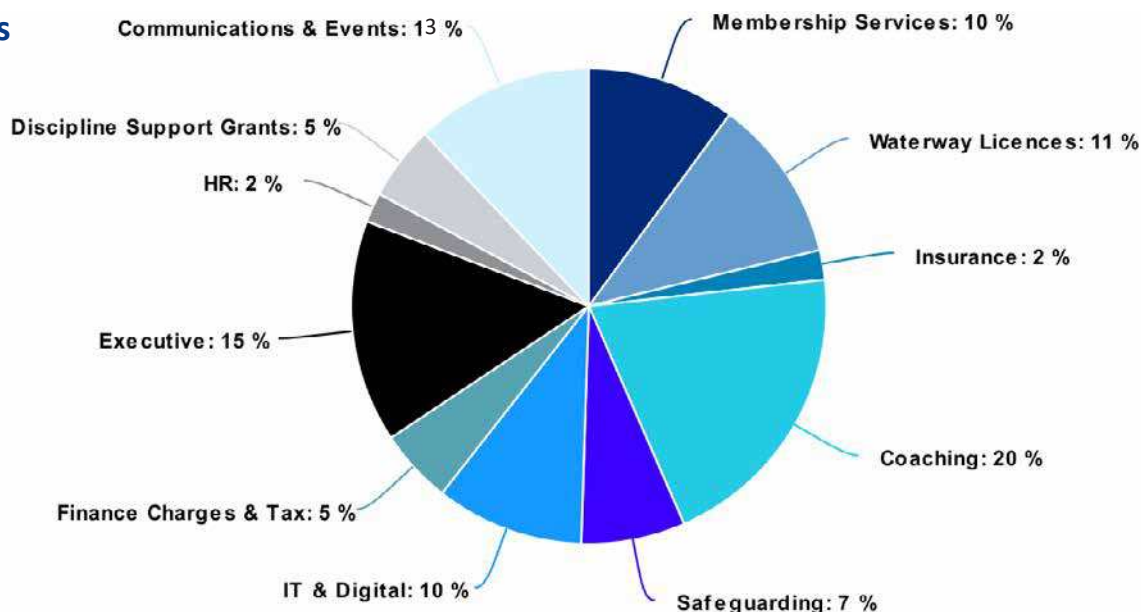
Profit and Loss Account	2018	2017
Income	9,173,691	9,549,914
Expenditure	(9,140,281)	(9,539,929)
Operating Profit / (Loss)	33,410	9,985
Interest Receivable & similar income	9,673	2,849
Taxation on ordinary activities	(6,802)	(10,627)
Profit / (Loss) on activities after interest and tax	36,281	2,207



Balance Sheet	2018	2017
Fixed Assets	1,232,838	1,409,801
Current Assets	3,871,799	3,722,937
Current Liabilities	(3,594,527)	(3,574,106)
Long-term Liabilities	(709,801)	(794,604)
Net Assets	800,309	764,028
Profit and Loss Account	682,237	641,845
Other Reserves	118,072	122,183
Capital and Reserves	800,309	764,028

Income	2018	2017
UK Sport	51%	49%
Sport England	21%	27%
Membership Clubs & Competitions	28%	25%

Running Costs



Governance Update

British Canoeing is fully committed to ensuring good governance throughout the organisation. The Board acknowledges that it has a responsibility to ensure there are robust systems in place, not just because it is a mandatory requirement of our funders UK Sport and Sport England, but because it is in accord with our strategic plan – “Stronger Together”.

In the interests of increased transparency we produce an Annual Governance Statement which outlines to our members and stakeholders the progress made during 2018 in maintaining and improving our governance performance.

1. Introduction

This statement reports publicly on the extent to which British Canoeing is in compliance with Tier 3 of A Code for Sports Governance (“Code”). This Annual Governance Statement is prepared as part of the Code requirements and our duties to our members and stakeholders more generally.

2. Structure

“Organisations shall have a clear and appropriate governance structure, led by a Board which is collectively responsible for the long-term success of the organisation and exclusively vested with power to lead it. The Board shall be properly constituted and shall operate effectively.”

The governance structure of the organisation is provided within this Annual Report.

Full details of the Board Members, including a profile and confirmation of their current term of office, is available on our website. This annual report also details attendance at the Board meetings and outlines key achievements during the year.

Full details of the Committees of the Board, their composition, and their terms of reference is available on our website. This annual report also details attendance at the Committee meetings and outlines key achievements during the year.

In September 2018, the Governance Policy was updated to make it clearer what powers are delegated to the Board Committees and to make it clearer that the Vice Chair is the Senior Independent Director.

3. People

“Organisations shall recruit and engage people with appropriate diversity, independence, skills, experience and knowledge to take effective decisions that further the organisation’s goals.”

In 2017, a recruitment process commenced to find a successor for David Belbin who was due to retire after the March 2018 AGM. Following an open and transparent recruitment process, Mark Bache was formally appointed at the AGM in March 2018.

Following the change in Board composition, Richard Boreham was appointed Senior Independent Director and Vice Chair.

An extensive induction for the new Board Member took place in June 2018.

Following the change in Board composition, the Board Skills Matrix was updated.

Following the change in Board composition, the Succession Plan was updated.

In accordance with requirements of the Code, the Diversity Action Plan was reviewed and updated and the updated documents are available on our website.

4. Communication

“Organisations shall be transparent and accountable engaging effectively with stakeholders and nurturing internal democracy.”

Further and fuller information regarding the work of the whole organisation and the Board is contained within this annual report and our annual review.

In accordance with the Code and in order to ensure engagement with our stakeholders, the following surveys were carried out in 2017 and 2018:

- Staff Survey
- Key Volunteer Survey
- Member Survey
- Board Survey

In the interests of transparency, summaries of the Board meetings are made available on our website. In December 2017, British Canoeing received confirmation from UK Sport and Sport England that it was in compliance with the Code. No formal audit has taken place in 2018 but we have, however, remained in constant contact with our Governance Manager at UK Sport and a thematic review took place around Board Recruitment. In this regard, it was confirmed in January 2018 that UK Sport has no concerns regarding director recruitment and that our governance remains of a high standard. It has also been confirmed that BDO accountants have been appointed as external Code auditors and will carry out an audit sometime during this Olympic funding cycle.

The 2017 and 2018 Governance Action Plans, as agreed with UK Sport, are available on our website.

5. Standards and Conduct

“Organisations shall uphold high standards of integrity and engage in regular and effective evaluation to drive continuous improvement.”

British Canoeing has been in consultation with Scottish Canoe Association, Canoe Wales and Canoe Association of Northern Ireland to set out the principles, and establish the framework to determine governance and other arrangements between the organisations. These positive discussions culminated in “The UK Agreement”, an abbreviated version of which was signed in September 2018 with the full agreement being formally signed in December 2018.

In keeping with “Stronger Together”, work has been ongoing to review and revise the national and regional committee structure of British Canoeing, including the Terms of Reference for each committee. This work is almost complete and revised documents will be made available shortly.

Throughout 2018, we have also been through extensive consultation with key stakeholders to agree values for the organisation. This work is now complete and the values have been launched.

The Board is committed to self-evaluation and continued training and during 2017/2018 completed several training courses, in particular a session focussing on Diversity and Safeguarding.

The Board conducts an annual review of its performance and its own effectiveness in October and discusses the results at the December Board meeting. The last review was conducted in October 2018 and the results shared with the Board. In 2020, an external Board evaluation will be conducted as per the Code requirement. The Board hopes that the external evaluation will contribute to the next four year strategy.

In accordance with the requirements of the Code, Board appraisals were conducted in August/September with the Chair appraising the Board Members and the Vice Chair appraising the Chair. In accordance with the requirements of the Code, a register of Conflicts of Interest is maintained, a register of gifts is maintained and all Directors complete a Fit and Proper Persons declaration upon appointment.

6. Policies and Processes

“Organisations shall comply with all applicable laws and regulations, undertake responsible financial strategic planning and have appropriate controls and risk management procedures.”

The Governance Team have revised several policies and processes in the reporting period. Most notably in May 2018 in order to comply with the General Data Protection Regulations (GDPR) all privacy statements were updated and a privacy centre was created on our website.

In addition, during the reporting period the following policies were updated:

- Governance Policy;
- Whistleblowing Policy;
- Anti-Bribery including betting policies;
- Disciplinary and Disputes;
- Safeguarding Procedures;
- Codes of Conduct – Athletes, Parents, Coaches.

Within the organisation, Financial Control, Financial Strategy and Internal Control is overseen by the Finance and Audit Committee which reports into the Board. Annual accounts are audited by an external auditor who presents the outcome of the audit to the full Board. Internal Control was recently subject to external review by UHY Hacker Young who concluded that adequate controls are in place, but made some recommendations for improvements and these will be followed through in 2019.

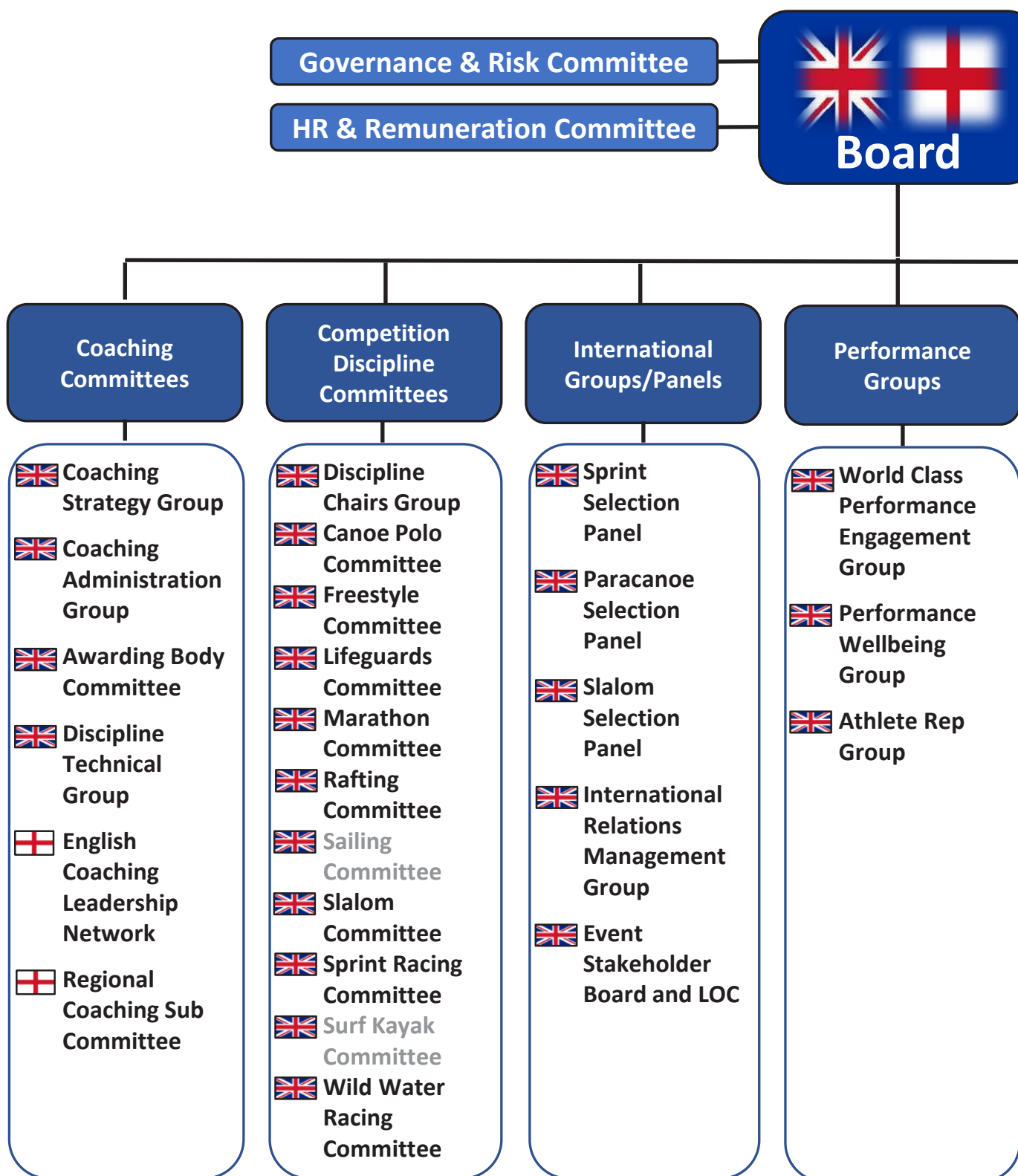
7. Conclusion

Governance arrangements have been monitored and evaluated during the year by the Governance and Risk Committee which reports into the Board. The Governance and Risk Committee has had reference to, and has been involved in, assessing the effectiveness of key elements of the Code as outlined above. The Head of Governance and Compliance has responsibility for development and maintenance of Code compliance and good governance overall.

In 2019, besides maintaining Code compliance the organisation will continue to develop and improve policy and practice, in particular a Members Code of Conduct will be introduced following consultation and Anti-Bullying Policies will be strengthened. The organisation is also committed to improving its risk management systems and processes so that it is clearer how risks are identified, managed and mitigated as well as ensuring risk registers are more meaningful. There is also a commitment to prioritise training, education and more support for the coaching workforce around safeguarding processes in 2019.

The Board has agreed this Annual Governance Statement and is satisfied that the governance arrangements in place are not only sufficient to ensure Tier 3 Code compliance, but are also meeting best practice across the sports sector.

British Canoeing Committee Structure



Finance & Audit Committee

Nomination Committee

Advisory Panels

-  Access and Environment Advisory Panel
-  UK Safeguarding Steering Group
-  Safety Advisory Panel
-  Case Management Group

Honours & Awards

-  National Honours and Awards Panel
-  Volunteer and Recognition Awards Panel (meets only once per year)

English Committees

-  English Forum
-  Regional Development Teams Chairs Committee
-  Regional Development Teams
 - Cumbria
 - East
 - East Midlands
 - London
 - North East
 - North West
 - South
 - South East
 - South West
 - West Midlands
 - Yorkshire & Humberside

British Canoeing Freestyle Committee Report

Andrew Jackson - Chair

Structure and roll out has been our task this year and we have achieved much that will evolve our sport in the coming years. Plans are joining up!

2018 Highlights:

- Four Year Plan goes live
- Inspirers launches
- Development Pathway out for peer review prior to launch
- Unified and joined up approach to GB Freestyle

Freestyle is on the charge and is heading towards territory we have never before reached. Structural change where for the first time we have recognised that we are as much about recreation as performance and that we are a whole life sport is a massive shift. This has been led by the Four Year Plan coming live at the start of the year and the new Development Pathway hitting our inboxes for pre-publication review at the end of the year. Both documents lay out our future in rich, exciting and clean language. For the first time ever 'We know where we are heading!'

Reaching out - In 2018 for the first time we offered ladies only coached workshops. As the Development Pathway goes live in early January 2019 we will release details of more of these workshops with offerings for Youth, C1, Over 50's and Squirt being added.

Through 2018 we have been developing our Inspirers project and this will launch in the Spring of 2019 with 12 trained coaches across the UK providing clubs, groups and centres with training, information and routes through freestyle including details about all the coaching developments within our sport.





Team - Whilst 2018 was not as medal rich as 2017, significantly at the European Championships GB achieved more final positions than in the previous year marking an overall performance increase. Both management and performance structures in the team are constantly developing with a new coaching team taking charge at the championships.

Into 2019 and again the Development Pathway will lead us to offering the highest level of performance support ever to our elite athletes. Supporting the rising stars is also an important factor and again the plan lays out the concepts of an Academy where closer work will ensure our continued international success.

Events – A diverse selection of events were offered with overall attendance slightly up on 2017. As a committee we have been working hard to support event organisers more and firmly understand what events are about. A mix of social, development, multi discipline and high level competitive events exist. Our aim is to get the mix right and make sure the events act as a vehicle providing both what people need and want. Year on year our events get closer to fulfilling that aim.

Volunteering - As our wider vision for freestyle gathered pace through 2018, more and more volunteers have come forward. Our ability to recognise their efforts and ensure the wellbeing of these essential people is always on our minds. At the end of 2018, GB Freestyle will for the first time recognise outstanding voluntary effort by commending these people. Furthermore through 2019, GB Freestyle is working towards a volunteer agreement and implementing tools to ensure we are monitoring wellbeing.

And finally amongst the freestyle crew the slogan ‘Finding Freestyle’ has become a mantra as each step of our plans rolls out and we find more people and more energy in our sport. 2019 is incredibly exciting as we discover, develop and support more. We reach out, encouraging people to get involved, to FIND THEIR FREESTYLE and to flourish with us as our sport breaks new ground.

British Canoeing Lifeguards Committee Report

David Rider - Lifeguarding Officer

2018 has seen great change and lots of work behind the scenes, driving closer links with British Canoeing. 2018 has also seen the continuation of partnerships with outside Search & Rescue bodies providing support to members engaged in these activities.

2018 Highlights:

- Working with British Canoeing head office to integrate our databases and some of our awards
- The continued development of the Paddle Craft Search Technician Award
- Upping our profile via social media and successful exhibitions at the Emergency Services Show and the Student Wilderness Medicine Conference
- A successful national training weekend ensuring skill sets are not lost and development of our skills

2018 has seen British Canoeing Lifeguards continue to expand in a new and exciting direction. It has been our busiest in a number of years. We've begun combining our back-room databases with the aim of making a single qualification database and awards registration. This should provide a simple, one stop

shop for all British Canoeing coaches and our awards would benefit from being awarded through the Awarding Body.

Closer working links with regions has set some ground work for possible events in the South West in 2019. This closer working is something we aim to build upon in 2019.



We have also been working closely with outside partners, notably Lowland Rescue and DEFRA, in the development of the Paddle Craft Search Technician Award. The award is currently being piloted by six Lowland rescue teams with many other teams interested.

We have exhibited at both the Emergency Services Show and the Student Wilderness Medical Conference, showcasing our skills. Both were great successes with lots of interest from past members looking to re-engage. This award will play a big part of 2019. With these events we have grown our social media followers with great success. We have seen a greater uptake on our nationally run training days and accessing different groups of paddlers.

This is one of the reasons the national training weekend at Upton Warren saw us run the ever-popular Swim Event Safety Award and a lifeguarding skills workshop to full places. We also took the event as an opportunity to pilot SESA trainer orientations in the hope we can make access to the award easier. We hope to work with some of the regions, running some of these courses at their events in 2019.

2018 was a busy year but not without its challenges. It has been a struggle at times with a small team and currently no chair, but with the support of British Canoeing, the other committee members and other partners, we are starting to see growth in the discipline and look forward to finalising our development plan in the new year.



British Canoeing Marathon Committee Report

Stan Missen - Chair

Another successful year for marathon racing with continued growth in participation, another haul of international medals, and the introduction of a new discipline-specific coaching award.

2018 Highlights:

- Emma Russell (Chelmsford) Junior European K1 Champion, and double Junior World bronze medallist
- World and European Championship medals won by Juniors and U23s
- Lizzie Broughton (Richmond) European bronze K1
- Continued increase in participation
- Investment in new discipline specific coaching module

Domestic Racing

The clubs remain the backbone of the sport, producing paddlers and coaches, and organising over 70 marathon races around the country. The Marathon Racing Committee is indebted to all who run races, particularly Reading and Norwich for hosting, on their behalf, the National Marathon Championships and the Hasler Finals respectively. At both national events, two-thirds of the clubs racing won medals, showing great depth around the regions.



With over 1100 entries from 55 clubs, the National Marathon Championships is the biggest canoe racing event in the country. Nottingham triumphed in the team trophy ending Norwich's seven-year winning run, and Ealing won the Spanish Galleon for Lightning (U12) paddlers. Tim Pendle (Norwich) took his third successive National Men's title, and Lizzie Broughton (Richmond) regained the Ladies' title, making it six in total for her. For spectators, 80 boats on the mixed K2 start line was undoubtedly a highlight.

The Hasler Finals saw Chelmsford win for the fourth consecutive year, ahead of the thirty other clubs who had qualified to race, while Leighton Buzzard's Lightnings dominated the Geoff Sanders Trophy.

International Racing

The MRC supported 39 paddlers from 17 clubs at seven different international events, with medals won at the two major championships and at development races.

Emma Russell (Chelmsford) had an outstanding year. Having been crowned Junior European K1 Champion, she then went on to take Junior World bronze medals in both K1 and K2, the latter with her 2017 medal-winning partner, Freya Peters (Richmond). Sam Rees Clark (Basingstoke) was another multiple medallist – winning Women’s U23 bronze at both major championships, while Longridge’s Will Scammell and James Bell were first across the line in the European Junior Men’s K2 race, only for a heart-breaking late-imposed time penalty dropping them to bronze.

Although kayaks continue to dominate the sport, Arthur Leech (Richmond) was the first GB C1 paddler at the World Championships for over a decade, finishing 7th, and Anna Palmer (Longridge) was the first GB female C1 paddler to gain international selection.

Mention must be made of Lizzie Broughton (Richmond), whose marathon skills not only won her bronze at the European Marathon Championships but also the World Champion title in the 5km race at the World Sprint Championships, and silver in the 1000m.



Administration, selection and training

Whilst our excellent domestic system continues to produce world class junior, U23 and senior women paddlers, the MRC recognised a need for greater competition for senior men. A national squad has been established, with training and challenging race opportunities, and a new assessment process for 2019. Behind that, a national development squad for progressive juniors is underway with support from the clubs, and a new Division 10 has been introduced to encourage U12s to transition from Lightnings.

Allowing for race cancellations early in the year due to bad weather, there was another 4-5% growth in participation overall. The commitment to increase female involvement continued this year including tailored race-training days, and the introduction of a National Women’s Open Canoe title.

A small levy increase in 2018 helped the MRC remain financially secure and support its members, including allocating £6,000 to subsidise delivery of the new Race (Club) Coach Award, in partnership with the Sprint Racing Committee. This scheme, available to deliver the jointly-designed course to clubs not in receipt of alternative coach development funding, has already been taken up by 50 volunteer coaches working with novice and intermediate paddlers around the country.

British Canoeing Polo Committee Report

David McBay - Publicity Officer

2018 was an especially bright year for British Canoe Polo with a World Championship in Welland, Canada, hosting the European Club Championships using the infrastructure from the home venue investment and significant initiatives flourishing at the grassroots level.

2018 Highlights:

- Welland ICF World Championships: Gold and Silver for U21 Men and Senior women respectively
- Hosting the ECA European Club Championships at Holme Pierrepont in Nottingham
- ECA European Club Championships: Gold and Silver for Friends of Allonby Canoe Club Liverpool Women's and Men's teams respectively



Reviewing 2018, it is impossible not to begin with the strong performances of our international sides throughout the season, culminating with our Senior Women claiming the silver medal and the U21 Men defending their World Championship title out in Canada! Only three members of the U21 Men's team that won the title in 2016 were part of this side, a testament to further emerging talent. The U21 Women came 4th and the Senior Men finished 7th. This success was not only built on the endeavour of the athletes but several years of financial planning to ensure all

teams could cross the Atlantic to compete. The quality of British refereeing was also evident with Britain supplying the greatest number of referees and Elan Winter selected to referee the Men's final.

Closer to home, the National Leagues completed with Kingston Kayak Club and Friends of Allonby claiming the titles (Open and Women's league respectively). Friends of Allonby, Meridian and Ulster Canoe Polo triumphed at the National Club Championships held at the Home Venue (Open, Women's and Youth leagues).

At a grassroots level, there have been major initiatives flourishing: the Development Academy continues to grow from strength to strength; it was outlined as a clear pathway to future international selection. The impact of these youth players is evident as they return to their clubs with new skills and a focussed training mentality. The second division of the Women's league removed "Development" from the title to become Division 2 North and South with a record 15 entries!



This would not have been possible without the dedication of league organisers over the years to generate stability, promote inclusion and make these leagues a full-time reality.

Across the whole national league, a significant restructure was rolled out by league organisers to provide a more consistent structure, decrease travel, improve value and make the leagues sustainable. The regional leagues continue to grow with the Welsh League reforming and the South East league running with three divisions after only a few years. At a safe estimate, over 200 canoe polo tournaments took place across the country in 2018.

Finally, the highlight of the year has to be the European Club Championships hosted at Holme Pierrepont in Nottingham. It has been a long time since a major international canoe polo event was held in the UK (arguably since the first World Championships in Sheffield 1994) and took months of careful planning to overcome workforce, infrastructural and financial challenges.

Relocating the Home Venue pitches to the regatta lake was the final major hurdle and 26 clubs from 11 nations competed fiercely to an international audience on the TV quality live stream. All the volunteers, sponsors, supporters and athletes should be immensely proud of the event we held together. The big cherry on top was the incredible success of both Friends of Allonby Canoe Club Liverpool sides: the Men taking silver and the Women taking the title!



British Canoeing Rafting Committee Report

Sean Clarke - Chair

This year saw the largest ever number of teams selected to represent Great Britain at the International Rafting Federation Championships. The larger number of teams competing across all age categories saw the medal tally for the year increase by a third on last year. UK hosted events saw a greater number of teams compete including a growing number of entries from international teams.

2018 Highlights:

- 13 teams selected to represent Great Britain at the International Rafting Federation (IRF) European and World Rafting Championships
- GB Open Women's team again make podium at the World Rafting Championships
- Five medals at the IRF World Rafting Championship in Neuquén, Argentina (1 gold, 1 silver, 3 bronze)
- 24 medals at the IRF European Rafting Championship in Čunovo, Slovakia (5 gold, 10 silver, 9 bronze)
- Greater numbers of teams participating in UK based events including more international teams taking part

Four-year plan

Rafting developed the four-year plan to align with the wider British Canoeing four-year plan (ending in 2021). The seven key objectives are:

One	Provide credible, enjoyable and successful competitions
Two	Organise fair and credible national rafting championships according to International Rafting Federation (IRF) Race Rules - include select teams to represent Great Britain (GB) for IRF European and World Championships
Three	Encourage the development of recreational rafting as a contribution to a healthy lifestyle for all ages
Four	Build governance and strengthen relationship with British Canoeing
Five	Develop event volunteers, official Judges and coaches of raft racing
Six	Develop the profile of rafting in and out of the paddlesport community
Seven	Treat all members and seek all members to commit to treating everyone equally regardless of age, gender, gender identity, sexuality, sexual identity, ethnicity, religion, disability or beliefs Promote sportsmanship and fair play as well as to encourage friendship between all members of the rafting world

Rafting Personal Performance Awards

2018 saw the development of the raft racing version of the wider British Canoeing Personal Performance Awards, ready for launch in January 2019. These awards will introduce a new platform on which to reflect on personal skills both as individuals and as a team. The three levels are designed as standalone awards such that skills can be acquired for flatwater, stadium or river raft racing.

Regional Development

Over the last six years, most raft race teams have been Lee Valley based. One of the key missions of the Committee is to ensure there is a regional diversity in teams selected to represent Great Britain but also in terms of ensuring there is engagement across the country. A growing number of teams are now training, racing and based in Nottinghamshire, Lancashire and North Wales. This is an objective we continue to strive for in ensuring events are based regionally and that teams and clubs based outside of the standard hubs can access race rafts.

Commitment to the International Rafting Federation

A small group of former International Rafting Federation (IRF) members sought to divide the rafting world in 2018 by setting up an opposing organisation (the World Rafting Federation WRF) with goals and objectives copied from the IRF. The British Rafting Committee are disappointed in these actions, particularly as they are to the detriment of the IRF's shared goal of raft racing as an internationally recognised sport on track for recognition by the IOC. The British Rafting Committee have pledged full allegiance and support to the International Rafting Federation as the true representative voice of rafting in all forms across the globe and continue to commit and compete in IRF events.



Focus areas for 2019

- Increased numbers of race rafts available to teams and clubs across the country to ensure development of teams is truly national
- Further work to engage clubs in the delivery of Raft Race Personal Paddling Awards
- Exploratory work in understanding requirements and opportunities of developing para-raft racing in the UK
- Development of raft race coaching award(s)

British Canoeing Sailing Committee Report

Steve Clarke - Chair

It is inevitable that after a World Championship year in Canoe Sailing (2017), the following year is somewhat of an anti climax, particularly as the last World Championship was in one of the home countries. But not so for the British fleet in 2018.

The investment in a new sailing canoe is a serious business both in terms of time and money and there's no better time to start that process than in the year following a World Championships. Several new Morrison 3 design ICs were placed on order by those upgrading and the second hand market was active as older canoes changed hands. The amateur built sailing canoe is somewhat of a rarity these days because modern materials demand more advanced building processes, but this has not stopped John Ellis from Stockton-on-Tees from completing his third carbon fibre masterpiece which he's expecting to launch early in 2019.

The fleet returned to the Blackwater Estuary in Essex for the National Championships which attracted some 26 canoes. All varieties were represented, though ICs optimised to the 2007 international rule, are now the largest grouping in the fleet. Gareth Caldwell became the new National Champion sailing a Chris Maas designed IC from Mike Fenwick sailing a Morrison 1 design and Phil Robin third sailing an Alistair Warren Dragonfly design.

One Design ICs and Asymmetric Spinnaker rigged canoes (AC) competed with new canoes in a 'Canoe Week One-Race-A-Day Series', in this inaugural handicap series won by Gareth Caldwell but with a Nethercot One-Design sailed by many times past national champion Mark Goodchild coming second. Mark also won the Championship One Design Division. The relative newcomers to canoe sailing Alasdair Alston and Dan Skinner took second and third place respectively. Andy Gordon won the AC division.

A good number of British IC sailors made the long drive to the Deutsch-Britischer Yacht Club, Berlin, for the Europa Cup and were rewarded with a win by the reigning World Champion Robin Wood from South Wales.

Open events are planned each year at venues around the country both inland and on the sea, to maintain the high standard of competition in the British fleet. Some of these events have had a Friday training day prior to the weekend's racing which has proved successful. One of the challenges facing canoe sailing today is how to be progressive in design and build whilst still providing an economic solution to newcomers to canoe sailing. This is being achieved by having IC builders who satisfy the need for hi tech ICs as well as One Designs.

UK Canoe Sailing looks forward to the 2019 season with a full programme of events planned, including a Europa Cup at Hortin, Bordeaux. 2019.



British Canoeing Slalom Committee Report

Dave Spencer - Chair

2018 has been an outstanding year for British Canoe Slalom both on the international stage and domestically, where racing opportunities have been delivered for paddlers of all ages and abilities.

2018 Highlights:

- Top of the medal table at the World Championships in Rio de Janeiro, Brazil
- Many international finals and podiums for GB athletes in Junior, Under 23 and Senior competitions
- Delivery of an extensive domestic programme for athletes of all ages and abilities



Internationally, 2018 has been a terrific year for Great Britain. The World Championships in Rio de Janeiro witnessed GB athletes topping the medal table with outstanding results in the team events, an individual silver medal for Ryan Westley in C1 Men, and a brace of silver medals for Mallory Franklin in both the K1 Women and C1 Women. In Senior, Under 23 and Junior competitions GB athletes recorded many excellent performances, reaching finals and winning many more medals. In the K1

Women event at the Junior European Championships, Nikita Setchell stood on the top of the podium. This was the first gold medal won by a GB Junior athlete in over 20 years.

The excellent performances at Junior and U23 level, with more boats getting to finals and coming away with medals, continues to demonstrate our strength in depth with the promise of more to come. The development programmes in England, Wales, Scotland and Northern Ireland continue to support aspiring paddlers, and their success is evident in the rising standard of paddling amongst our junior competitors with many pushing towards GB squads in both Under 23 and Senior, as well as the Junior team.

Despite changing weathers, a near-full domestic programme was achieved. The strength and breadth of our domestic competition structure, delivered by scores of dedicated volunteers in individual canoe clubs, continues to provide excellent opportunities for competitive racing for all abilities and across all ages.



Our top International athletes, who have made such an impact with their success this year, openly acknowledge the support and opportunity afforded by the UK competition structure as being a significant contribution to their success.

The theme of the British Canoeing Strategy is “Stronger Together” and this can be witnessed in Canoe Slalom in several areas. The Slalom Committee have committed to provide year-on-year funding to support the development of slalom coaches and the slalom coaching modules developed by British Canoeing.

A group of young paddlers from Holme Pierrepont Canoe Club have completed the slalom specific coaching modules and we look forward to seeing many more aspiring coaches coming forward to help develop future Canoe Slalom athletes. Another example is the Discipline Chair’s Group which is a forum that brings together the volunteer Chairs of all the canoeing competition disciplines to share experiences and seek a common approach to challenges that are experienced across the sport.

Volunteers are the bedrock that supports the sport, and this is an opportunity to thank everyone for their efforts throughout the year. Running a successful slalom competition requires a range of skills from timing and judging to safety and competition organisation. Without the many dedicated people that commit their time week in, week out, it would be impossible to maintain the breadth of racing across the UK.

For many volunteers, the skills acquired lead to them being selected as international officials for major championships around the world. However, everyone experiences changing circumstances in their lives and we cannot rely on the same people being there forever and recruitment of new participants is critical in ensuring the sport thrives in the future. On this note, it is encouraging that over 300 volunteers have stepped forward to support the 2019 World Cup at Lee Valley.

We also witnessed how sudden extreme weather can impact our sport with the October floods in West Wales inundating the clubhouse of Llandysul Paddlers, with large amounts of equipment destroyed, or simply washed away. What has been remarkable is the Herculean effort to replace and repair what has been lost and the speedy return to a semblance of normality. There is, undoubtedly, much more that needs to be done but we can all acknowledge and admire the enormous effort expended by an army of volunteers to rebuild this successful and popular centre of canoeing.



British Canoeing Sprint Committee Report

Alan Laws - Chair

The 2017-2018 season has been a year of big changes to the Canoe Sprint Performance Programme but also a year where a significant amount of work has gone on to develop greater collaboration and build relationships with clubs.

International Championship Results

Great Britain's paracanoe team came away from the World Championships with six medals in Paralympic classes, despite the increase in strength and depth of international competitors. Many congratulations to all the medal winners and it was great to see World Championship debutants David Phillipson and Chelsey Dixon reaching A Finals in competitive fields, and Charlotte Henshaw attaining her first world title in canoeing. Emma Wiggs and Jeanette Chippington's fantastic performances continued to contribute to the medal haul at the Paracanoe Worlds and Europeans. Jack Evers also achieving a bronze medal at his first World Championships in the Men's VL3.

On the Sprint side, one A Final result in an Olympic Class was disappointing, particularly given how well training was going in the lead into the event. Jess Walker, however, did achieve her highest ever placing at a Worlds – 5th in the WK1-200 and only 0.1 seconds from a medal. Tom Lusty continued to show his potential and progress with 10th place in the MK1-1000.

Lizzie Broughton's medals in the WK1-1000 and 5000 were impressive, as was her quiet determination and tactical awareness.

Whilst the Sprint results at the 2018 Senior Worlds were disappointing, closer analysis does show that improvements were made in most Olympic classes from the 2017 Worlds through closing the gap to medal (% off medal winning time).

Emma Russell showed her potential, quality and consistency in medalling at both the Junior European and World Championships. At the U23 & Junior Euros it was also great to see Afton Fitzhenry achieve a medal in Women's C1-200 and Rebi Simon in the WK1-1000 but also promising that nine A Final places were achieved across the U23 & Junior Euros events.

Congratulations to Katie Reid for achieving a podium finish in the WC1-200 and also to Lizzie Broughton

Crew Boat Process

A new crew boat selection process was launched this year which incorporated a Fast Start Strategy. Data from competitions shows some success to the Fast Start Strategy with GB boats featuring in the top four for the first half of races. The crew boat process next season will build on this and work on maintenance of speed at the back end of races.

Selection policy

Following feedback on previous year's policies, a first past the post selection process was implemented for domestic regattas and selection from international events onto Worlds and Europeans. On the whole, the process ran smoothly but there will be further adaptations to improve the policy for next season. The policy has gone out to consultation with a view to being finalised before December. Thank you to all IP members for their input this season.

ICF still has not published the Olympic Qualification System for Tokyo 2020, so we are awaiting this to be finalised before a Tokyo Olympic Selection Policy can be progressed.

National Regattas & April Individual Boat Selection Event

This year we were blessed with the weather for nearly all our regattas and selection events. The Crew Boat selections were determined from the April regatta and Individual Boat Selections from a 'standalone' Individual Boat Selection event held in April two weeks later. Special thanks to the Sprint Regatta Committee and volunteers for staging the additional event this year and for all their hard work and dedication throughout the season and support to the performance programme in scheduling of events.

Talent Club Partnership Programme

This year, the Talent Club Partnership Programme was launched as part of the national Stronger Together strategic plan. The England Talent Programme is committed to supporting and working in partnership with English performance focused clubs during the Tokyo Olympic cycle by providing additional engagement, resources and support. The Talent Club Partnership programme facilitates the opportunity for clubs to work as an integral part of the athlete development process and our future Olympic successes. This club partnership programme aims to build a world leading club development system which supports every athlete to be the best they can be and helps to support the development of more performance coaches within the British Canoeing pathway. The response to the launch was really positive and we are really pleased to have six clubs on board for the Sprint programme (Elmbridge Canoe Club, Norwich Canoe Club, Reading Canoe Club, Royal Canoe Club, Royal Leamington Spa Canoe Club and Wey Kayak Club)

Culture Health Check

The results from UK Sport's culture health check have recently been released. Thanks to all who took part in the survey (athletes, support staff and stakeholders). Results show a promising shift in culture in the Sprint programme, notably improvements in what athletes, staff and stakeholders 'see, hear, feel' on a daily basis.

Performance Wellbeing

The Performance Wellbeing Strategy and Action Plan was launched in late 2018 and Performance Wellbeing Group set up in September 2018. Zofia Campbell is employed full time as Performance Wellbeing Coach and the British Canoeing website has a whole area dedicated to Performance Wellbeing. We have received very positive feedback from UK Sport, athletes, staff and stakeholders on the proactive work that has been done in the area of Performance Wellbeing within British Canoeing in light of athlete welfare and duty of care issues highlighted within the sport, but also across performance sport as a whole.

Next season

Looking ahead towards 2019, the focus will be on Olympic and Paralympic Qualification and maximising the number of qualification slots available.



British Canoeing Wild Water Racing Committee Report

Peter Schofield - Chair

It has been another good year for WWR with the Junior Ladies' team (Laura Milne, Jodie Ball and Esme Durrant) winning a bronze medal in the Team Classic race at the Junior European Championships in Skopje, Former Yugoslav Republic of Macedonia and Nicky Cresser's fine ninth place in the men's K1 at the ICF Wildwater World Championships in Muotathal, Switzerland.

2018 Highlights:

- At the Junior Europeans Laura Milne, Jodie Ball and Esme Durrant won the Team Bronze Medal
- Nicky Cresser led the way for the British senior team with a ninth place in the men's K1 at the World Championships
- All our races now have classes for just about every age and boat possible, helping us to promote the fun of the sport at all levels and helping those in more stable boats aspire to progress to wild water racing boats



Jodie Ball and Esme Durrant went on to take part in the second ICF International Race Series this December on the Salween River in China – a great event and shaping up to be a future World Championship venue.

We had good input at the ACM – with an excellent review of our four year plan and ambitions for the sport. As well as for GB, we have also taken into account the direction being set by the worldwide WWR community and shared by the ICF at the Nations Meeting in Switzerland this summer.

We had an excellent Club Wavehopper Championships back on the Nene this autumn – rescheduled after being postponed because of the “Beast from the East” and heavy snow in the spring! Congratulations to Nottingham Kayak Club for winning the Wavehopper prize this year and thanks to Wiltshire Youth Canoe Club for running the event and Wave Sport for their continuing support.

Our focus remains on providing excellent competitions as well as improving our pathways to performance and international success by developing our volunteers, coaches and leaders, improving the profile of Paddlesport and strengthening our governance. We want to make sport more accessible for all, less complicated, more open and more diverse. We also have ambitions to do more on the international stage.

We are now focusing on this year's International races with the European Championships on the River Soca at Kobarid in Slovenia, World Cups at Treignac in France in June and in China on the Salween River this December, as well as combined Slalom and WWR Worlds at the 1992 Olympic venue of La Seu d'Urgell in Spain and the Junior Worlds at Banja Luka in Bosnia Herzegovina.

Our objective is to encourage participation in top level competition through offering exciting and challenging National Wildwater Competitions and Coaching Events. We're also working hard to encourage people into the sport through offering exciting, challenging Regional Wildwater Competitions and Introductory Events. More details are available on the WWR Website: www.wildwater.org.uk.

There are WWR National Federation and Regional Series races in the East Midlands, North East, North West, Scotland, Southern, Yorkshire and Wales – so we now provide the opportunities to try out WWR now across most of the UK. We have continued with Matlock and the Barrow series in the Midlands



with great success, providing excellent progression from the Barrow series as paddlers become more confident. The Barrow, Burrs, Matlock and Southern race series continue to attract significant support from people many miles away which is excellent to see. With Wave Sport we'll be awarding the Wavehopper Club Team Championships prize to Nottingham Kayak Club at this year's National Club Conference.



Coaching Strategy Group Report

The Coaching Strategy Group is responsible for ensuring that the British Canoeing Coaching and Qualification system considers and meets the needs of the members across the UK. It does so by determining and being responsible for the strategy of British Canoeing coaching activities in the UK, managing external relationships on coaching matters and reporting to the British Canoeing Board in relation to these activities and matters.

Composition of the Coaching Strategy Group

David Joy	Chair
Lee Pooley	Head of Coaching
Sid Sinfield	Canoe Wales
Alex Shiell	British Canoeing (England)
Doug Cooper	Scottish Canoe Association
Peter Mulhall	Canoe Association of Northern Ireland
Paul Ratcliffe	Director of Performance
Guin Batten	Head of Strategy & Development
Graham Lyon	Awarding Body Representative

2018 has been a busy year for Coaching and Qualifications with a continual focus on establishing a learner centred coaching pathway, developing the new Personal Performance Awards and Paddlesport Instructor programme, both ready for release on 2 January 2019.

Coaching governance has strengthened with a review of deployment guidance and environmental definitions. Over this period, the Coaching Administration Group has created a robust, open and transparent recruitment process for providers, attracting new and existing tutors to apply. In 2018 we have started focused work to increase female providers and will look to continue this increase across all minority groups.

The new Awarding Body website was created as a one stop shop for candidates, providers and coaches to have immediate access to the latest documentation, including all qualifications and awards, eLearning, academic research and learning resources. This has been incredibly popular as a direct mechanism with 131,000 people accessing to date (Nov 18).

Over the year, eLearning has been accessed by over 25,000 individuals taking part in both free, optional programmes as well as resources associated to coaching qualifications and provider updates. We will continue to maintain current projects as well as further develop coaching and leadership eResources.

The 2018 UK Coaching Awards have been a significant indication of the hard work of the coaching and paddling community with five nominations for British Canoeing including Coaching Culture, Coach Developer, Lifetime Achievement and Performance Coach.

Since the launch of the Coach Award on the 2 January 2018, there has been over 1000 individuals taking part in the training programmes as well as competition discipline coaches accessing specific training and assessment.

Consideration of the content of the four year Coaching and Leadership plan has led to amendments, with much focus in 2019 to be implementation of changes made to the coaching suite and personal performance awards, by supporting the paddling community.

A review of the Performance Coach will begin in 2019 as well as the design of two new projects, Stand-Up Paddleboard Coach qualification pathways and the Stadium Safety and Rescue Award.



World Class Performance Engagement Group Report

The Terms of Reference of the World Class Programme Engagement Group (WCPEG) were changed during 2018, which included a change of name from the 'World Class Management Group'.

This is not a management group. The management of the World Class Programme is the responsibility of the Performance Director (PD). The PD is accountable to the CEO who in turn is accountable to the Board of British Canoeing, for the effective management of this programme and the associated resources.

The purpose of the Group is to;

- Strengthen the alignment between the strategic and operational plans of the British Canoeing Sprint and Slalom Committees and the plans of the World Class Programme (WCP) and the England Talent Programme (ETP) and to
- Provide a forum for the views of community volunteers, committees, clubs and coaches on matters related to talent and performance development to be shared with the members of WCPEG

Members of the World Class Programme Engagement Group

David Joy	Chair of the Group and CEO
Alan Laws	Sprint Committee Chair
Dave Spencer	Slalom Committee Chair
Paul Ratcliffe	Performance Director
Andy Maddock	Head of Performance Operations
Richard Ramsdale	Head of England Talent

The Group received several reports during the year, around the activities and outputs from the World Class programme. The headlines for these are recorded in this section.

International Success

In 2018 the Paracanoe programme topped the medal table at the World Championship, winning seven medals with six in Paralympic classes. During the season, the team also performed well at the European Championships and World Cup. Consistent medal winning performances from Emma Wiggs were matched by one of the newer athletes to the programme, Charlotte Henshaw who became World Champion in the KL2 event. Jack Eyers, who was new to the programme in 2018 and Dave Phillipson also won medals this year, with Jack claiming a bronze in the World Championships.

The canoe slalom team continued to build on a successful 2017 with some excellent international results. This culminated in the 2018 World Championships in Brazil where they topped the medal table with seven medals, three in the Olympic events. Mallory Franklin had an outstanding Championships winning silver medals in both the Kayak and Canoe events with a further two medals in the team events. Ryan Westley also claimed a silver medal at the World Championships which topped off his outstanding season which also included European Championship Gold and him qualifying for the final every time he competed in 2018. There were also strong performances from our junior and under 23 athletes, winning medals at the European and World Championships, with the highlight being Nikita Setchell winning the gold medal at the Junior European Championships.

From the 2017 Sprint World Championships, the Sprint Programme embarked on a new direction with a change of leadership, reorganisation of the coaching team and a different training focus. 2018 was a season to embed the changes to help the programme re-build towards Tokyo. Lizzie Broughton had an amazing Championships winning gold in the K1 5000 and silver in the K1 1000. Other highlights included a strong 5th place finish for Jess Walker in the K1 200 and a strong performance from Tom Lusty in the K1 1000. Ultimately though we didn't achieve our medal target in 2018 and so 2019 will prove to be an even more important year for the programme as we now focus in on Olympic qualification.

There were stand out performances for the team at the Sprint Junior and U23 European Championships which saw Emma Russell claiming an exceptional silver in the K1 500. Emma also won a bronze medal at the Sprint Junior Worlds in the K1 500. Afton Fitzhenry claimed a bronze medal in the C1 200 with Rebii Simon also winning bronze in the K1 1000.

Culture Health Check

The Culture Health Check results for 2018 showed very positive progress from the previous year.

The aim of the survey, which is completed confidentially by athletes, staff and stakeholders, is to help assess the culture, environment and behaviours within each of the programmes. The results from the survey are shared with all of those who complete it and are used to develop actions plans for improvements.

Each programme saw significant improvements in the key aspects of the survey. The slalom and paracanoe programmes had results which put them amongst the very best in the UK and the improvement in the culture within the sprint programme was significant. Work across the organisation around Values and Behaviours will tie into the action planning for 2019.



Performance Wellbeing Group Report

Performance Wellbeing Group Members:

Paul Ratcliffe	Performance Director, British Canoeing
Urvashi Naidoo	Head of Governance and Compliance, British Canoeing
Andy Maddock	Head of Performance – Operations, British Canoeing
Mike Chandler	Head of Performance Coaching, British Canoeing
Richard Ramsdale	Head of Talent, British Canoeing
Zofia Campbell	Performance Wellbeing Coach, British Canoeing
Emma Groome	Performance Lifestyle Advisor, English Institute of Sport
Danielle Norenberg-Adams	Performance Psychologist, English Institute of Sport
Jonathan Smith	Psychologist, British Canoeing
Alex Feary	Psychologist, British Canoeing
Ofure Ugiagbe	Athlete Support Manager, the British Athletes Commission
Etienne Stott	Retired Athlete, British Canoeing
Jon Schofield	Athlete, British Canoeing
Hannah Brown	Athlete, British Canoeing
Deborah Kerr	Athlete, British Canoeing
Teresa Gregory	Independent Member
Stuart Jolly	Independent Member

There has been praise of British Canoeing's work relating to culture and wellbeing throughout the last year from a variety of external organisations including UK Sport, the British Athletes Commission and other NGBs. This recognition indicates our positive direction of travel and that our messages are being communicated effectively.

At Performance Wellbeing Group (PWG) meetings, our athlete members provide a brief overview of their perceptions of culture within their World Class Programmes. The Sprint athletes have described that there is more openness within the group - informal conversations between athletes and coaches are occurring suggesting a more relaxed environment. Within Slalom, athletes reported that the Lee Valley environment is generally relaxed but focused, that programmes are more organised than last year, and that there is a sense that the performance staff changes in 2017 have been a great success. These updates give real context to the improved results from the annual Culture Health Check survey, distributed by UK Sport last summer.

Mental health is regularly on the agenda for the PWG. The Government's Mental Health and Elite Sport Action Plan was released last year in response to recent media coverage relating to mental health issues in sport. To respond to this plan, British Canoeing is working with UK Sport to secure training for staff and athletes targeted at addressing the challenges within elite sport. Mechanisms for raising awareness of mental health and how to handle mental health issues have also been addressed by the group; events supporting mental health campaigns have been held at Holme Pierrepont and Lee Valley to promote mental health awareness, and mental health support guidelines have been produced to help people with concerns about themselves or others.

Performance Wellbeing Group: upcoming priorities

The Culture Health Check provided assurances that we are heading in the right direction with our various welfare and wellbeing-related projects, but given they are still relatively new, embedding the group's work is an ongoing priority. The group's work has so far focused mainly on athlete welfare, and so coach welfare has been identified as an area requiring the group's consideration. Coaches face the same high expectations and pressures as athletes, in addition to having to manage complex relationships and people operating within demanding circumstances, as well as extensive travel, administration and other employee-related requirements. An additional pressure is job security given their funding-dependent positions, combined with recent media stories of coaches being suspended or losing their jobs as a result of suspected misconduct. Therefore, it is important to work towards understanding our coaches' challenges and addressing them as best we can.

A further area for the Performance Wellbeing Group to consider is looking ahead to 2019 and 2020 to identify any welfare or wellbeing priorities for athletes and staff, particularly those that will help to ensure a smooth run up to, and participation in, the Tokyo 2020 Games.

Athlete Representative Group Report

The Athlete Representative Group (ARG) has enjoyed a successful inaugural year. Following an application process and election for the position of Chair, the group has worked hard to set terms of reference and processes to approach various aspects of supporting our colleagues within the High Performance System at British Canoeing, assisted by the Performance Wellbeing Coach.

During 2018 we have met four times as an ARG to discuss any matter arising and to share ideas to increase athlete engagement with topics such as Selection Policy review, or partaking in the Culture Health Check survey. We operate predominantly as an empathetic perspective for the Athlete Voice, with a clear line of communication to senior members of the Performance Leadership Team and the British Canoeing Board. Athlete Reps have been in attendance at three of the PLT meetings of 2018, presenting feedback from athletes across the Olympic and Paralympic programmes.

The British Canoeing Board met with Athlete Reps at two Board meetings in 2018, the first as an introduction. On 1 December, the Chair of the Athlete Rep Group met with a sub-panel of the Board to offer feedback on the 2018 season on behalf of the athletes across programmes. Views were presented to the panel and discussed, this remarkable relationship highlights how open the communication is between the ARG and the stakeholders of British Canoeing.

In July, our Reps received the first instalment of their official Athlete Rep training supported by; The English Institute of Sport, The British Athletes Commission and UK Sport. British Canoeing sent the largest contingent of Reps to the training day, which was also hosted at Holme Pierrepont. Athletes and staff from five different sports attended the day. Following on from the initial training day, British Canoeing Athlete Reps were supported to attend the UK Sport Performance Learning X Conference (PLx), hosted in Manchester. Five British Canoeing Reps travelled to the PLx, workshops included a Mental Health First Aid course and “Critical Conversations”. Five Reps now have a Mental Health First Aid certificate. It should also be noted that this year marked the first opportunity for Athlete Reps to attend a UK Sport conference.

We look to build upon the foundations we have set as a group this year. 2019 will see further integration between the Athlete Voice and actions and communications regarding the World Class Programme and Talent Athletes. Programme induction and programme exit are two key topics we have highlighted to work on in the early stages of the year. We will continue to meet on a regular basis, and look forward to further training opportunities with stakeholder organisations.

The British Canoeing Athlete Representative Group members

Emilia McAllister Jepps	Chair
Rachel Cawthorn	Vice Chair - Sprint
Jonny Young	Vice Chair - Paracanoe
Kimberley Woods	Vice Chair - Slalom
Deborah Kerr	Communications Officer - Sprint
Charlotte Henshaw	Communications Officer - Paracanoe
Jess Walker	Communications Officer - Sprint
Mallory Franklin	Projects Officer - Slalom



British Canoeing Safety Advisory Panel Report

This report gives an overview of the Safety Advisory Panel's work in 2018 and the annual review of the British Canoeing incidents reported in 2018.

First established in 2017, the UK wide British Canoeing Safety Advisory Panel has continued to develop systems and respond to safety issues throughout the year.

It has commissioned work to improve information and guidance, provided direct support to members, clubs and providers and developed safety management systems.

Joint working with partner organisations such as the RNLI, Environment Agency, Marine Coast Guard and Rospa has been enhanced. This has enabled British Canoeing to have greater reach and influence over safety practice, new developments and information.

Key deliverables for 2018 include:

A comprehensive review of British Canoeing's safety advice and guidance has taken place and a new "safety directory" for the sport produced called PaddleSafer is available on the website. www.britishcanoeing.org.uk/guidance-resources/safety-1

After four years in operation the event safety management system was reviewed in 2018. Recommendations have been produced and will be implemented in consultation with members and event organisers in 2019. The review aims to build on the current system. Safety Officer training forms part of this review with the syllabus being updated and a moderation event held for Safety Officer trainers. This will ensure consistency in standards across the UK.

Three Event Safety Workshops were run in England, with a total 30 safety officers trained. Four workshops have been scheduled for 2019.

A system for safety alerts and case studies has been established – a total of seven safety alerts and four case studies were published and promoted during 2018.

A Bench Marking Report for the Board on British Canoeing safety management provision.

Analysis Report of the WAID drowning data and the trends within kayaking and canoeing.

The terms of reference of the Safety Advisory Panel have been updated and agreed.

British Canoeing 2018 incident reporting annual review

Following the inception of a UK wide incident reporting system in 2017, the number of reported incidents has doubled in 2018. Although the total number (96 as of the end of 2018) is still below other similar sports governing bodies, the growth in the use of the system has been positive. The quality of information and recommendations of learning coming from the narratives within the reports is pleasing to see.

The safety management activity within British Canoeing has been directly informed by the reporting and it continues to guide our safety support to members, committees, clubs, centres and coaches.

In 2018 there were a total of 96 reported incidents; of which 72 were safety/injury related. While the number of more significant incidents¹ has remained relatively static; the number of minor incidents and fatalities has increased. The reason for the former is thought to be the raised awareness of the reporting system and the latter, due in part, to proactive tracking of known fatalities, to enable learning to be taken and support to be given.

Table 1 Comparison of safety and injury related incidents reported 2017 and 2018

	2017	2018
Facility	1 (3%)	5* (7%)
Incidents resulting in a visit to hospital	14 (47%)	16 (22%)
Minor incidents (non hospital)	14 (47%)	46 (64%)
Other	1 (3%)	5 (7%)
Total	30	72

(At the time of writing we are aware of one fatality that is yet to be reported.)

As the online reporting system is being used more, the number and percentage of off water incidents being reported is increasing. In 2017 there were four off water injuries reported in 2018, this had risen to 13, many of which are slips and trips.

Table 2 Comparison of injury on the water and off water related incidents between 2017 and 2018

	2017	2018
Injury on water incidents	87%	70.5%
Injury off water incidents	13%	29.5%

*Note this does not include the collisions with other water users/near misses

¹ classed as those that required a visit to hospital

This year has seen a growth in the number of reported incidents that described ‘collisions with other users’ or ‘near misses’. The safety officer is working with British Rowing and other agencies to improve user education and mutual collaboration on the affected locations.

Table 3 Collision and near misses

	2017	2018
Collision with other water users	4	8
Near misses	0	7

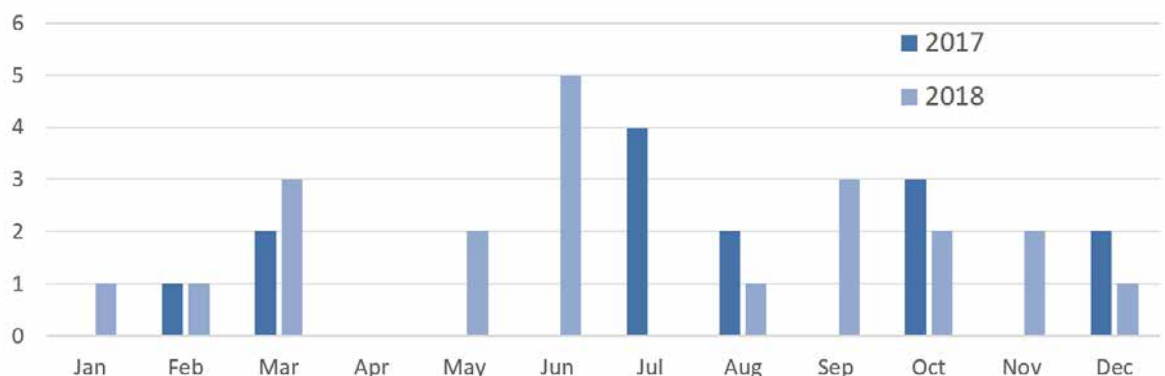
Ungraded rivers and the sea showed the greatest increase in the number of reported incidents in 2018 compared to 2017.

Table 4 Comparison of water type for significant incidents this includes fatalities.

Water Type	2017	2018	% Trend
White water	6 (43%)	7 (32%)	↘
Ungraded river	1 (7%)	6 (27%)	↑
Lake reservoir	2 (14%)	3 (14%)	→
Sea	0	3 (14%)	↑
On land	2 (14%)	2 (9%)	↘
Canal	1 (7%)	1 (5%)	↘
Pool	2 (14%)	0	↓
Tidal river/estuary	0	0	→

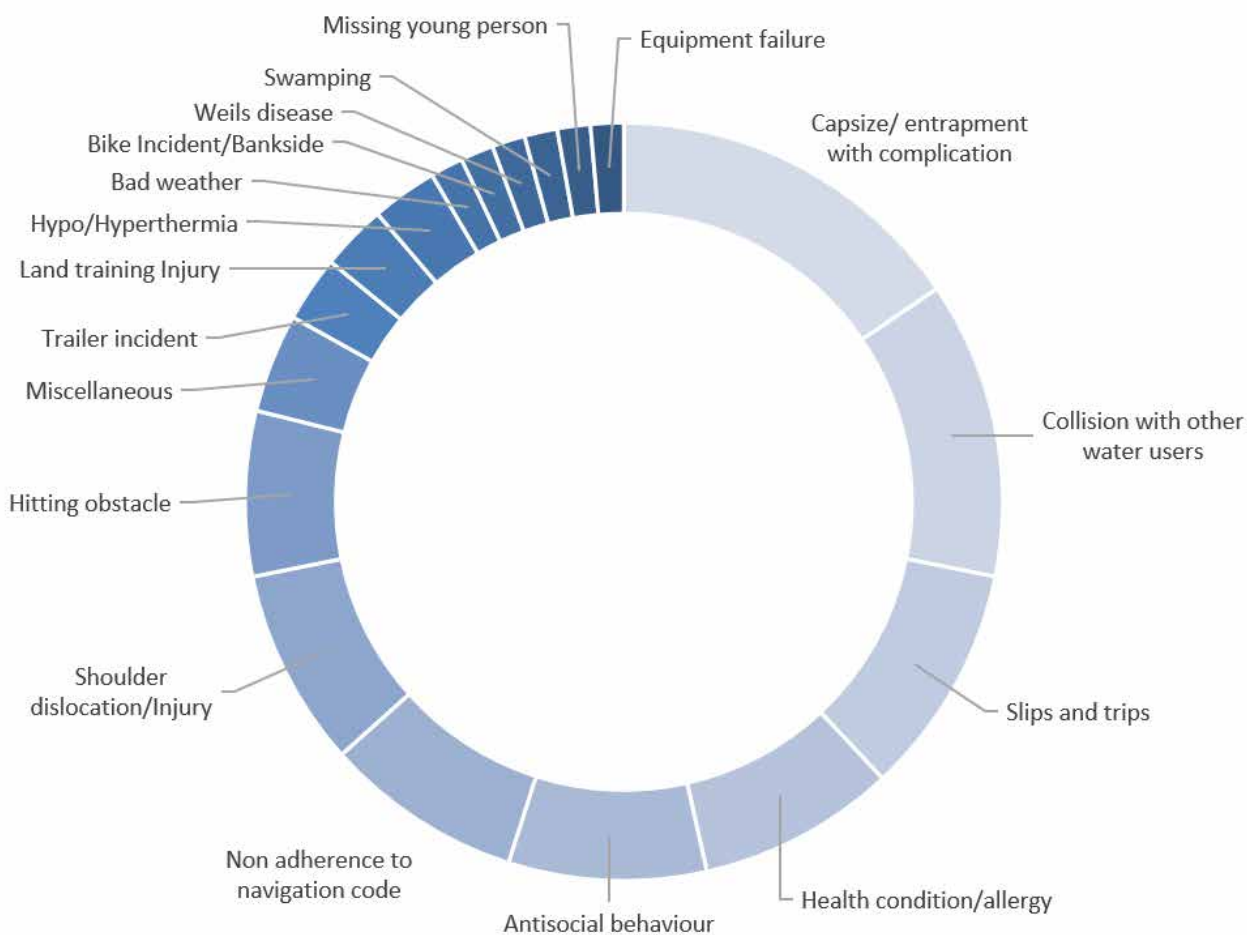
The time of year of the significant incidents does not yet suggest that there is any particular trend.

Figure 5 Annual profile of 2017 and 2018 incidents by month of incidents that required a visit to hospital.



The five most commonly reported incidents were capsizes/entrapments with associated complications, collisions, slips and trips, health conditions and allergies and anti-social behaviour.

Figure 6 Summary of classification of 2018 reported incidents



As more incidents are reported over time, the ability to see trends will increase and the importance of interpretation will become even more central to the quality of the safety advice within the sport.

Thank you to every person who has taken the time and the courage to complete an incident report in 2018. It does matter – PaddleSafer.

2018 Insurance Claims

There were two successful public liability claims in 2018, these are detailed below.

Type	Detail	Value
Damage	Minor damage to swimming pool	£190
Damage	Boat caused damage to a third parties car	£900

Two further claims were made for personal injury, but are the subject of ongoing investigation.

Guin Batten	Chair
John Hatton	British Canoeing Safety Officer
Craig Duff	Secretariat
Keith Hampton	Independent
Mike Devlin	Independent
Martin Suzan	Independent
Lee Pooley	Head of Coaching and Qualifications
Urvasi Naidoo	Head of Governance and Compliance
Andy Maddock	Head of Performance - Operations
Paul Marshall	National Association Representative Canoe Wales
Rodger Hamilton	National Association Representative Canoe Association of Northern Ireland



Access and Environment Advisory Group Report

Richard Atkinson - Chair
Places to Paddle Policy Officer

In 2017, the Waterways and Environment Operation Group was replaced. The new Advisory Group has been drawn from British Canoeing staff and volunteers who are involved in a range of Access and Environmental work covering both England and Wales.

2018 Highlights:

- The Group discussed specific matters that have potential impacts on paddlers in both England and Wales
- The opportunity to input, and influence the new British Canoeing Access and Environment Charter; providing an expert view on terminology and historic implications of wording within the charter document
- All members of the group attended the successful launch of the new Access and Environment Charter in Westminster
- Following the launch, a number of key questions arose from MPs and partner organisations. The Group responded effectively with the British Canoeing position
- The Group provided constructive feedback on what information should be included in a Google map-based paddling information system

The Access and Environment Advisory Group has met three times throughout 2018 in Nottingham, Birmingham and Bristol.

The Access and Environment Advisory Group continues to be a proactive and diverse group including well-established Access campaigners, academics, and political party activists from both Wales and England. It has been providing an excellent forum for British Canoeing and Canoe Wales to consult with experts in the subject of waterways access and environmental awareness, enabling the group to not only take account of a range of views but also to connect with elements of the paddlesport community that might not otherwise engage with the National Governing Bodies.

Involvement of external organisations will allow the group to be both selective and objective, plus help develop partnerships with both important navigation and conservation organisations such as Natural England, Environment Agency, Sport and Recreation Alliance, Wildlife and Countryside Link and Inland Waterways Association amongst several others.

Purpose

The main purpose of the group is to direct elements of the British Canoeing four year strategy relating to improving access, creating more places to paddle and promoting environmental awareness:

- Support the four year strategic plan for future policies and patterns of work
- Be responsible for implementation and monitoring of policies relating to access to and along water
- Report and make recommendations to the British Canoeing Board and Senior Management Team
- Promote and develop policies for canoeing in ways which are compatible with the protection of the natural environment
- Develop partnerships with statutory and other organisations
- Address the practical needs of the family, and affiliated organisations to fulfil the requirements of the Stronger Together principle
- Coordinate the activities of, and provide guidance to, the British Canoeing Waterways Volunteers
- Make recommendations to the Canoe Wales Board

Aims

The overall aims of the group are:

- To ensure the objectives of the four year strategy are understood and integrated into the Membership, Regional Development Teams, and other British Canoeing departments which includes promoting and providing technical advice for the new Access and Environment Charter
- To provide a two-way communication mechanism between British Canoeing and external organisations to assist in delivering the four year strategy
- To assist in placing strategies and action plans to deliver Access and Environment Policy across England and Wales
- To review, monitor and report on the effectiveness and efficiency of British Canoeing
- Raise awareness of the principles of Stronger Together

Access and Environment Group Membership is as follows:

Richard Atkinson	British Canoeing, Policy Officer & Chair
Ben Seal	British Canoeing, Places to Paddle Manager
Chantelle Grundy	British Canoeing, Access and Environment Officer
Keith Day	River Access For All (RAFA)
Pam Bell	Waters of Wales
Douglas Caffyn	Independent
Bruce Buckland	Independent
Steve Rayner	Canoe Wales (Access Officer) Regional Waterways Advisors

The Regional Waterway Advisor's (RWA) role is to contribute to discussions to provide local knowledge and expertise to the group. Relevant information will be disseminated back to the Regional Development Teams. Volunteers will represent the various Regional Development Team regions situated in the North, Central and South of England. Individual Regional Waterway Advisors may change depending on the meeting agenda.



International Relations Update

International Relations

British Canoeing continues to play an active role in the international arena. With the support of UK Sport through their international relations strategy, we have supported British ICF Board and Committee members in their roles through attendance at meetings and events.

In February, British Canoeing hosted the ICF Canoe Slalom Committee for their meetings in London. Representatives visited the German Canoe Federation to share ideas across the spectrum of participation through to performance.

Four new classifiers qualified as National Classifiers when British Canoeing hosted an ICF Paracanoe Classifiers course in Nottingham in July. The course was delivered by ICF Board Member and Paracanoe Chair, John Edwards and Head of Classification, Fatima Fernandez which provided a vital opportunity to build relationships and understand the IPC and ICF's priorities as we move into final preparations for Tokyo 2020.

Clarisse Smith (Disability & Equality Officer) and Jonny Young (GB Paracanoe athlete) presented at the ICF Paracanoe Conference sharing some of the great work being undertaken to develop disability and Jonny shared the benefits of the sport for his rehabilitation through to life as an elite athlete.

Bucharest played host to the ICF Congress in November with delegate representation from David Joy (CEO), Gemma Wiggs (Events & International Affairs Manager) and Dr Tim Brabants MBE (Olympic Champion and Sprint Coach and Member of ICF Medical and Anti-Doping Committee).

British Canoeing had submitted a number of proposed changes to Statutes and the Congress provided a good opportunity to present and gain support for collective work towards improved governance.

Anti-Doping

The Paddle Clean education programme, launched in 2017, has seen over 300 national team and performance programme athletes and support staff receive face to face workshops in 2018. The Clean Sport Workshops provide attendees with the key information to be able to understand their responsibilities to promote and support doping free sport, and useful tools to be able to check medication and assess the risks and consequences of taking supplements.

British Canoeing supported the UKAD Clean Sport Week in June with the announcement of three Paddle Clean Ambassadors – Emma Wiggs MBE, Dr Tim Brabants MBE and Fiona Pennie, all of which are vocal supporters of clean sport. The week provided the opportunity to share a whole host of information and facts around doping through social media platforms. British Canoeing continues to roll out the education programme across the disciplines and through the club network in 2019.

2019 ICF Canoe Slalom World Cup and 2020 ECA Canoe Slalom European Championships

Preparations are well underway for the 2019 ICF Canoe Slalom World Cup and 2020 ECA Canoe Slalom European Championships being hosted at Lee Valley White Water Centre. Contracts have been awarded following open tender processes for sports presentation, venue operations, accommodation and transport alongside the work being undertaken by staff and volunteers.

Tickets went on sale in October to British Canoeing members for a two week priority window followed by another two weeks open in addition to partners. This saw nearly 1700 tickets sold nine months out from the event. Tickets went back on sale in January 2019 with a great day out for canoeists and those new to the sport planned. In addition, volunteers have been signing up, with over 350 interested in being part of the Canoe Crew.

2020 ICF Canoe Freestyle World Cup and 2021 ICF Canoe Freestyle World Championships

Early planning is underway for the 2020 and 2021 Freestyle events at Holme Pierrepont, Nottingham with work being undertaken on the feature and to bring together key personnel to finalise the vision of the event and use the event to support Freestyle development in the UK.

Future Events

British Canoeing is grateful for the support from UK Sport and Lee Valley Regional Park Authority with funding confirmed to prepare a bid to the ICF to bring the 2023 ICF Canoe Slalom World Championships back to Lee Valley. Bid submission is due in February 2019 with the ICF Board announcing the host in March 2019. Work continues with other disciplines to shape future hosting ambitions.

International Medals

Major Championship Winners 2018 World Champions

Lizzie Broughton	Sprint	Women's K1 5000m
Emma Wiggs	Paracanoe	Women's VL2 200m
Charlotte Henshaw	Paracanoe	Women's KL2 200m
Kimberley Woods, Mallory Franklin, Beth Forrow	Slalom	Women's C1 - Team
Joe Clarke, Bradley Forbes-Cryans, Christopher Bowers	Slalom	Men's K1 - Team
Open Women	Rafting	Women's - H2H

European Champions

Ryan Westley	Canoe Slalom	Men's C1
Kimberley Woods, Mallory Franklin, Beth Forrow	Canoe Slalom	Women's C1 - Team
Emma Wiggs	Paracanoe	Women's KL2 200m
Emma Wiggs	Paracanoe	Women's VL2 200m
Jeanette Chippington	Paracanoe	Women's KL1 200m
David Phillipson	Paracanoe	Men's VL3 200m
Open Women	Rafting	Women's - Overall
Open Women	Rafting	Women's - H2H
Open Women	Rafting	Women's - Slalom
Open Women	Rafting	Women's - Downriver

World Champions – Under 23/21

U21 Men	Canoe Polo	Men's U21
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European Champions – Under 23/21

U23 Women	Rafting	Women's U23 - H2H
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European Champions – Junior

Emma Russell	Marathon	Women's Junior K1
Ottillie Robinson-Shaw	Freestyle	Women's Junior K1
Nikita Setchell	Slalom	Women's Junior K1

Canoe Sprint

ICF World Championships

Montemor-O-Velho, Portugal – 23-26 August 2018

Gold	Lizzie Broughton	Women's K1 5000m
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ICF Junior & Under 23 World Championships

Plovdiv, Bulgaria – 26-29 July 2018

Bronze	Emma Russell	Women's K1 500m - Junior
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ECA Junior & Under 23 European Championships

Auronzo, Italy – 28 June -1 July 2018

Silver	Emma Russell	Women's K1 500m - Junior
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Bronze	Afton Fitzhenry	Women's C1 200m - U23
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Bronze	Rebii Simon	Women's K1 1000m - U23
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ICF World Cup 2 Duisburg, Germany – 25-27 May 2018

Gold	Lizzie Broughton	Women's K1 500m
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Bronze	Katie Reid	Women's C1 200m
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ICF World Cup 1 Szeged, Hungary – 18-20 May 2018

Silver	Lizzie Broughton	Women's K1 1000m
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Canoe Slalom

ICF World Championships Rio, Brazil – 25-30 September 2018

Gold	Kimberley Woods, Mallory Franklin, Beth Forrow	Women's C1 - Team
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Gold	Joe Clarke, Bradley Forbes-Cryans, Christopher Bowers	Men's K1 - Team
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Silver	Mallory Franklin	Women's C1
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Silver	Mallory Franklin	Women's K1
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Silver	Ryan Westley	Men's C1
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Bronze	David Florence, Ryan Westley, Adam Burgess	Men's C1 - Team
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Bronze	Fiona Pennie, Mallory Franklin, Kimberley Woods	Women's K1 - Team
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ECA European Championships

Prague, Czech Republic – 1-3 June 2018

Gold	Ryan Westley	Men's C1
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Gold	Kimberley Woods, Mallory Franklin, Beth Forrow	Women's C1 - Team
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Silver	Adam Burgess	Men's C1
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Bronze	Fiona Pennie	Women's K1
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ICF Junior & Under 23 World Championships

Ivrea, Italy – 17-22 July 2018

Silver	Bradley Forbes-Cryans	Men's U23 K1
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ECA Junior & Under 23 European Championships

Bratislava, Slovakia – 16 August - 19 August 2018

Gold	Nikita Setchell	Women's K1 - Junior
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ICF World Cup Final La Seu D'Urgell – 7-9 September 2018

Silver	Mallory Franklin	Women's C1
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Bronze	Mallory Franklin	Women's K1
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ICF World Cup 3 Augsburg, Germany – 6-8 July 2018

Silver	Mallory Franklin	Women's K1
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Silver	Mallory Franklin	Women's C1
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ICF World Cup 2 Krakow, Poland – 29 June -1 July 2018

Gold	Joe Clarke	Men's K1
Gold	David Florence	Men's C1

ICF World Cup 1 Liptovsky Mikulas, Slovakia – 22-24 June 2018

Bronze	Joe Clarke	Men's K1
Bronze	Ryan Westley	Men's C1
Bronze	Mallory Franklin	Women's C1

Paracanoe

ICF World Championships

Montemor-O-Velho, Portugal – 22-25 August 2018

Gold	Emma Wiggs	Women's VL2 200m
Gold	Charlotte Henshaw	Women's KL2 200m
Silver	Jeanette Chippington	Women's VL2 200m
Silver	Emma Wiggs	Women's KL2 200m
Bronze	Jeanette Chippington	Women's KL1 200
Bronze	Charlotte Henshaw	Women's VL3 200m
Bronze	Jack Eyers	Men's VL3 200m

ECA European Championships

Belgrade, Serbia – 8-10 June 2018

Gold	Emma Wiggs	Women's KL2 200m
Gold	Emma Wiggs	Women's VL2 200m
Gold	Jeanette Chippington	Women's KL1 200m
Gold	David Phillipson	Men's VL3 200m
Silver	Nick Beighton	Men's KL2 200m
Silver	Charlotte Henshaw	Women's KL2 200m
Silver	Jeanette Chippington	Women's VL2 200m
Bronze	Jack Eyers	Men's VL3 200m

ICF World Cup 1 Szeged, Hungary – 18-20 May 2018

Gold	Emma Wiggs	Women's KL2 200m
Gold	Emma Wiggs	Women's VL2 200m
Silver	Charlotte Henshaw	Women's KL2 200m
Silver	Jeanette Chippington	Women's VL2 200m
Bronze	Jeanette Chippington	Women's KL1 200m
Bronze	David Phillipson	Men's VL3 200m

Canoe Marathon

World Championships

Prado Vila Verde, Portugal – 6-9 September 2018

Bronze	Emma Russell	Women's Junior K1
Bronze	Samantha Rees-Clark	Women's U23 K1
Bronze	Emma Russell & Freya Peters	Women's Junior K1

ECA European Championships

Metkovic, Croatia – 5-8 July 2018

Gold	Emma Russell	Women's Junior K1
Bronze	William Scammell / James Bell	Men's Junior K2
Bronze	Samantha Rees-Clark	Women's U23 K1
Bronze	Lizzie Broughton	Women's K1

ICF World Cup Viana Do Castelo – 25-27 May 2018

Gold	Florence Duffield	Women's Junior K1 Short
Gold	Florence Duffield	Women's Junior K1
Silver	Georgia Carmichael	Women's Junior K1 Short
Silver	William Scammell	Men's Junior K1 Short
Silver	Georgia Carmichael	Women's Junior K1
Silver	William Scammell	Men's Junior K1
Bronze	Alexander McIntyre	Men's Junior K1 Short

Canoe Polo

ICF World Championships

Welland, Canada – 31 July -5 August 2018

Gold	U21 Men
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Silver Women

ECA Cup 2 Mechelen, Belgium – 23-24 June 2018

Gold	Women
Gold	U21 Men
Silver	U21 Women

ECA Cup 1 Milan, Italy – 12-13 May 2018

Bronze	Women
Bronze	U21 Women

Canoe Freestyle

ECA European Championships

Bratislava, Slovakia – 13-19 August 2018

Gold	Ottillie Robinson-Shaw	Women's Junior K1
Bronze	Harry Price	Men's Junior K1

ICF World Cup 2 Sort, Spain – 5-7 July 2018

Gold	Alex Edwards	Men's Squirt
Gold	Ottillie Robinson-Shaw	Women's Junior K1
Bronze	Harry Price	Men's Junior K1

ICF World Cup 1 Sort, Spain – 2-4 July 2018

Gold	Alex Edwards	Men's Squirt
Gold	Ottillie Robinson-Shaw	Women's Junior K1
Bronze	Harry Price	Men's Junior K1

Wild Water Racing

ICF World Championships

Muota, Switzerland – 31 May-3 June 2018

Silver (Unofficial)	Rachel Houston and Louise Revell	Women's C2
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White water Rafting

ICF World Cup 2 Sort, Spain – 5-7 July 2018

Gold	Open Women	Women's - H2H
Silver	Open Women	Women's - Sprint
Bronze	Open Women	Women's - Slalom
Bronze	Open Women	Women's - Overall

IRF R4 Euro Rafting Champs Bratislava, Slovakia – 2-7 July 2018

Gold	Open Women	Women's - Overall
Gold	Open Women	Women's - Head to Head
Gold	Open Women	Women's - Slalom
Gold	Open Women	Women's - Downriver
Gold	U23 Women	Women's U23 - Head to Head
Silver	Open Women	Women's - Sprint
Silver	Open Men	Men's - Overall
Silver	Open Men	Men's - Downriver
Silver	Open Men	Men's - Slalom
Silver	U23 Men	Men's U23 - Head to Head
Silver	U19 Women	Women's U19 - Slalom
Silver	U19 Women	Women's U19 - Head to Head
Silver	U19 Women	Women's U19 - Sprint
Silver	U19 Men	Men's U19 - Head to Head
Bronze	Open Men	Men's - Sprint
Bronze	Open Men	Men's - Head to Head
Bronze	U23 Women	Women's U23 - Downriver
Bronze	U19 Women	Women's U19 - Overall
Bronze	U19 Women	Women's U19 - Downriver

IRF World Championships

Patagonia, Argentina – 4-10 November 2018

Gold	Open Women	Women's - H2H
Silver	Open Women	Women's - Sprint
Bronze	Open Women	Women's Slalom
Bronze	Open Women	Women's Overall

The English Forum

Chair	Kevin Dennis
Vice Chair	Dave Spencer
Voting Members	Chairs of Regional Development Committees, Chairs of Discipline Committees and a representative from the English Coaching Structure

English Council Nominations that are currently on the Board:

Clare Dallaway, Dee Paterson & Greg Smale

2018 Elections: Dave Spencer was elected as Chair of English Forum and Greg Spencer as Vice Chair to start in 2019

English Forum met twice in 2018, a joint meeting with the Board on 25 March and then on 27 October, to agree a new terms of reference and to received reports from the executive office on England matters.

As I step down as the Chair of the English Council it has been a privilege to work alongside my fellow Discipline and Regional Chairs for so many years. The last few years we have been through a period of great change and I have always been surprised by the passion, commitment and hard work put in by the group to improve our sport. Long may this continue. I wish the new Chair and Vice Chair continued success.

This year the direction from the Board was to look at how we worked and to revisit our terms of reference. This enabled us to reflect on our role and the question of how can we do our jobs better. The headlines of the changes we have suggested are that we should rename the English Council as the English Forum as it better describes the role of the consultative group we are, rather than a decision-making group, which is now the responsibility of the Board of Directors.

Further to this we have decided to meet as a complete Forum a minimum of once a year and meet as a regional group or discipline group of chairs twice a year. We have been working along these lines for nearly two years and it is more productive. We have an option to meet as smaller sub groups or as a forum as required.

Finally, the forum is the vehicle through which we nominate and elect our three English representatives to the Board and bring items to the Board's notice. The three representatives all sit on the English Forum. As part of our consultative role we have discussed a range of English initiatives to improve and guide both the volunteer structure and the executive office.

2018 CHAIRS GROUP MEETINGS

The **Regional Development Chairs Group** met on 10 July and 8 September 2018.

The clear task, as with all the key committees in 2018 was to review the Regional Development Team's roles and responsibilities. This has taken time but has been very productive in gaining an awareness and understanding of how each regional team works. Three things have come to the fore in our discussions. The first is that every region has its own identity that supports the local clubs and paddling community so we were keen to recognise the differences. The second are the differences due to the geography of the region and the available paddling opportunities. Lastly where people live, and the number and focus of the clubs in the region. We agreed to celebrate this diversity, but at the same time work to support paddlesport initiatives both locally and nationally so bringing in a commonality.

During the past two years we have been sharing new ideas and piloting different events in our regions, then sharing how they could be taken on by others. The new terms of reference give the opportunity to appoint regional team members to enable recruitment from a wider audience to better support the regional teams.

The **Discipline Committees Chairs Group** met on 27 February and 12 September 2018.

The discipline committee chairs have used the meetings to share practice, and to understand and support each other's successes and challenges. The main achievements have led to the synchronising of racing uniform, the bringing of discipline finances structures in line with national financial management systems and some disciplines have refreshed and aligned their terms of reference.

Kevin Dennis
Chair of English Forum



Cumbria Regional Development Team Report

Mike Sunderland - Chair

“Small is beautiful” – which enables the Cumbria RDT to support and develop paddlesport initiatives, throughout Cumbria. Together we are driving the development of paddlesport across our region through RDT sponsored and organised events, and by working closely with our Canoe Clubs and other voluntary organisations. Passion, enthusiasm and innovation from our volunteers, are the hallmarks of our development approach.

2018 Highlights:

- Sponsoring two Penrith Canoe Club members, selected to join the Under 21, GB Women’s Polo team through our “Achievement Bursary”
- Developing a subsidised sea kayak leadership training programme (11 participants) – all volunteering to lead or assist on the 2019 sea kayak events programme
- Developing our “Youth River Running Project”
- Maintaining our innovative CPD
- An RDT scratch team winning the annual Cumbria Inter-Club “Jim Wilson Tiger Boat Memorial Race”

As RDT Chair it is my privilege to work with such a talented and motivated group of volunteers, who are delivering an ever-expanding programme of coaching, trips, events, competitions and support for the needs of Cumbria clubs/centres/organisations/coaches/leaders and paddlers.

Cumbria has a unique mix of organisations and challenges for the RDT’s development work. By working closer – attending club management and AGM’s – we are gaining respect and creating confidence to help clubs/centres/organisations identify their needs and offer support, finance and advice.



The new British Canoeing strategic framework has helped the region recognise its strengths and weaknesses and has identified, through our development plan, a way forward to provide opportunities for individuals, groups and organisations to enjoy and share our passion for exploration, adventure and challenge across the diverse range of paddlesports.

It has been an even busier year for our Cumbria Coaching and Discipline teams, and for our Waterways and Environment Advisor. We have recruited many more new volunteer organisers, leaders and coaches, and have attracted greatly increased numbers of paddlers to a wide range of activities.



We have continued to grant-aid an increasing number of volunteer leaders and coaches, many of whom having gained new training and qualifications and are now contributing back to our events and development efforts. We have also supported Clubs and Centres with their Paddlesport and Coaching development.

With our new RDT terms of reference, we are looking forward to working even closer with British Canoeing and maintaining/respecting our historic beginnings as “Cumbria Canoeists”.

East Midlands Regional Development Team Report

Colin Broadway - Chair

2018 has been a year of consolidation, and working through the changes affecting all paddlers within the region.

2018 Highlights:

- Adoption of our new Terms of Reference
- Release of the Barrow Race Series Film
- Support for the Coaching Awards both old and new
- Establishing links with canal renovation societies

Increasing participation, increasing and retaining membership:

We are pleased to see that British Canoeing's membership has increased within the region but feel that it is the clubs within the region that should take the credit for this.

Governance and Club Support:

Through 2018 we have been implementing our regional development plan and updating our terms of reference to fit in with British Canoeing's structures, adopted at our ACM in early November.

During the year we have supported a number of club coaches with bursaries in gaining further qualifications and skills and have now updated the list of awards we are able to assist with following the changes to the award scheme. Alongside our Regional Coaching Team, we will be offering a number of mentoring sessions for coaches entering or moving over to the awards being launched in 2019.



Competition and Events:

Competition: Our Regional Barrow Race Series, which we originally funded, run under white water racing rules is now more than self-funding, its always been run by Soar Valley Canoe Club, the series now virtually fund their club too. We believe that it's canoeing's equivalent to 'Running in the Park'. Our film of the event is now online and shows how to run such events, as well as encouraging new paddlers to the sport.



Touring: Touring has always been big on our calendar, usually run by clubs or individuals who we support when requested. Picking up on British Canoeing's Places to Paddle, we have been in discussion with a number of canal renovation societies who have come along to our regional meetings and given talks on their work, hopes and aspirations, followed by discussions on how we can work together and create more canoe friendly water miles. We look forward to introducing Canoe and Kayak Touring to these waterways as they become filled with water.

Communications: Unfortunately, our region website has been down most of the year, but we hope to be up and running again soon through British Canoeing's servers, but our Facebook site is still functioning.

Looking forward to 2019:

A new calendar promoting courses being run in the region and our mentoring workshops for aspirant coaches.

The continuation of, and growth in, participation of our regional competitions.

The appointment of a Regional Touring Coordinator, whose role will be to encourage and support clubs into running more tours and opening them up to non-club paddlers, and supporting touring events on the new waterways.

The development of our regional website and the opportunity to take part in regional meetings via Skype.

East Regional Development Team Report

David Walton - Chair

The year started off well with success for the region's clubs and paddlers at the British Canoeing awards, reading the nominations over the last few years makes you realise the amazing amount of work that goes on in the region and the invaluable contribution of all those who participate and offer their time to the sport.

There has also been success with competitions in marathon and the Interclubs Slalom at Cardington Whitewater Course.



On the recreational side, we have had the launch of the Regional Tour, a big thank you to Tim Midwinter and his team for organising the paddles and Deben for hosting the programme on their website for us. Details of the 2019 paddles should be available and are happening every third Sunday – extra hosts are always welcome!

Coaching wise we have had some new representatives posted in the year and the team led by Jeff has run several well received coach updates during the year with a strong team going forwards.

By the time this document is published I will have been replaced as the region's chair, as I am standing down at this year's ACM, so lastly just to say that it has been brilliant to be chair for a while and a big thank you to all those that have helped over the years, please be as nice to the new chair and I would encourage people to engage with the RDT as more ideas and people let more happen.

Finally, I hope to still see you all out on the water as that's what it's about after all.



London Regional Development Team Report

Terry Kinsella - Chair

London RDT has been going through a transition this year and is now at a point to promote activity in the region and develop the regional plan in line with the Stronger Together message from British Canoeing.

2018 Highlights:

- Re-establishment of the London RDT Committee
- Outline three year plan
- Two regional consultations
- Actively recruiting committee members
- Appointment of a new Regional Coaching Representative

July saw the re-establishment of the London RDT committee.

With a series of positive meetings with British Canoeing to support a London Regional Development Team, an outline three year plan was discussed with David Joy, Guin Batten and Russ Smith. There is strong backing for the RDT, as a support for British Canoeing in their discussions with London Sport, and their vision of paddlesport for Londoners.

To keep the momentum, we appointed Gary Archer as Regional Coaching Representative, Daniel Chan as ACR for London South, the London North ACR is yet to be appointed.



From the two regional consultation meetings, we are now collating the replies from local members and clubs. This information will be used to structure a wider online questionnaire to members in the region.

In 2019 we are looking forward to promoting events, running coaching updates and increasing our online profile, to support paddlesport in London.

North East Regional Development Team Report

Linda Pooley - Chair

North East RDT has continued to work with regional paddlers engaging with clubs and centres, coaches and leaders, supporting our sport at every opportunity.

2018 Highlights:

- Scholarship Scheme
- Continued support for our Paddle-Ability days held during the summer season at a variety of venues
- Clean up events in partnership with Coast Care and Northumberland County Council
- Club activity during the year
- Support for Round the Island Race/Durham to Finchale Race

Although the RDT itself does not organise events, clubs in the region are very active in providing a variety of events, often leading to people joining their clubs to gain paddling skills, taking part in trips and events all supported by the RDT if required.

North East RDT provides a coaching scholarship scheme that gives financial support to people who complete coaching and leadership qualifications. This works in partnership with the clubs who match fund the individual significantly reducing their personal cost. This year we have supported volunteers from a variety of clubs who have gained a coaching or leadership qualification.

Paddle-Ability events – A group of six clubs from South East Northumberland, with support from Active Northumberland, organised six days during the summer season for people with disabilities to enjoy a day on the water. Several organisations along with individuals take part in the days which are enjoyed by 50-60 participants along with their family members.



Clubs in the region supported the British Canoeing 'Clean Up Day' in September volunteering to clean up their river/beach/estuary.

Northumberland clubs and individuals also supported another 'Clean Up Day' in October hosted by Coast Care who are working with Northumberland County Council to clean up areas not accessible from the land.

The clean up was based on the Coquet Estuary and collected the most plastics and other rubbish up to date on any of the events so far.

Wansbeck Paddlesports Club in particular have been very proactive in engaging club members to take part in training to gain paddlesport awards, they are then inspired to continue their journey into coaching or leadership.

Several expeditions have been arranged during the year for anyone in the club who was able to go along. The most notable of these expeditions so far has been an expedition to Norway, wild camping for six nights in a fjord and around small islands south of Bergen. This wouldn't have been possible without the support of club coaches and leaders who made the trip a memorable one. Although the summer heatwave had disappeared, leaving rain for us, the area had outstanding views from wherever we were. The trend is continuing into 2019 with at least three trips organised for February, May and July.

The Coquet Canoe Club race around Coquet Island took place in June; paddlers from far and wide come along to enjoy a day on the Northumberland coast sea kayaking.

The annual Durham to Finchale race on Boxing Day is organised by Durham Kayak Club was well attended as usual. Some people enjoy following the race to Finchale Abbey as a seasonal social event with fellow paddlers.



British Canoeing roadshows have been well supported, members are able to ask questions and understand how much work goes on in the background enabling clubs and centres to operate successfully. David Joy came to one of our meetings in the summer, taking away an idea of how our region operates and offering support when required.

The region continues to support clubs and individuals where possible to reach their goals and aspirations.

North West Regional Development Team Report

Joe Parkin - Chair

We have seen growth in enthusiasm for members to become involved with the region's events, growth in numbers has led to a growth in participation. We are looking to engage much more with clubs in 2019.

2018 Highlights:

- The Regional Volunteer and Recognition Winners were: Cliff Melhuish, Volunteer of the Year; St Helens Canoe Club, Club of the Year; Mid-Cheshire-SUP, Clear Water, Clear Access Award
- Provided moderate and advanced white water kayak coaching skills to club coaches and leaders
- With the closure of the paddling facilities at Burrs Country Park by the previous incumbent, we have partnered with the Friends of Burrs Country Park and Bury Canoe and Kayak Club to allow the facilities to be kept open

Engagement

This year has seen a slight refocusing of our efforts as the region appears to struggle with engagement directly with clubs, unless a member of the Regional Development Team is a member of that club. This feedback is consistent with that received from paddlers in the region, questioning whether we engaged with clubs. Engagement directly with paddlers is improving with a 55% growth in email subscribers during the year and the launch of a Facebook page which has 238 followers.

Coaching and leadership

We identified a need for providing white water coaching skills and launched a number of events throughout the year to develop coaches in the moving water environment. We aim to continue this initiative next year allowing coaches to progress their skills in both moderate and advanced white water environments.

Paddle-Ability

We appointed a new Regional Paddle-Ability representative to the team, Andy Hamilton, who is looking to work with Centres to spread the message that paddling is open to everyone. We are to open these events up to regional coaches and leaders to attend the British Canoeing workshops in the morning and undertake a practical element in the afternoon.



Environment and Access

The Access and Environment Charter has now been launched, with MPs from our region in attendance. We are looking forward to working with clubs to encourage them to continue hosting clean ups on their local waterways: rivers, canals and lakes alike.



Facilities

The car parking and toilet facilities at Halton Rapids are still available and accessible with a fob and a car park pass. The facilities at Burrs Country Park are also still available to be used due to agreement between Friends of Burrs Country Park and Bury Canoe and Kayak Club.

South Regional Development Team Report

Gemma Clements - Chair

The Southern Regional Development Team is continuing to support the region through coaching matters, course bursaries, identifying canoe trails and starting to improve its methods of communication.

2018 Highlights:

- Hosted two Coaching Matters events, a Club Chat and a Volunteering Supper
- Continued club development through course bursary schemes
- Promoted and assisted with increasing the number of documented canoe trails
- Launch of the Southern Regional Web page and Newsletter

Over 2018 the Southern Team have focused on some of the key year one objectives of our development plan.

The team have been improving communication pathways to members and clubs through launching a web page with up to date contact information, social media posts and the creation of Google groups to provide a way to contact the whole committee or all our coaching representatives. We have also set up a newsletter, which we aim to start using early into 2019.



Over the course of the year the team have continued to develop its annual programme of events to engage with its regional community. This year's programme incorporated coaching matters events hosted in two different counties, a "Club Chat" networking event and "Volunteering Supper" recognition event.

In order to support improving and reviewing access through identifying waterways both regularly and occasionally paddled, the team have promoted and assisted with the publishing of eight Hampshire, five Buckinghamshire, 17 Berkshire and 11 Oxfordshire Canoe Trails.

To encourage recognition of volunteers, clubs were asked to identify members who had provided 15+ and 25+ years of voluntary services to paddlesports or made an outstanding contribution. Those identified, along with regional nominees for Volunteering Awards, were invited to attend a volunteer supper which had a 65+ attendance.

The region has contributed £952 towards 21 club members embarking on courses through our bursary scheme; inclusive of seven Paddlesport Instructors, two Core Coaches, one Paddlesports Leader and a whole First Aid Course.

National Go Canoeing Week was another highlight, with success stories from David Fry (Wokingham Canoe Club) covering an impressive 210 miles achieving Top Adult Male Mileage and Fiona Shipp (Basingstoke Canal Canoe Club) winning the photography competition. Adventure Dolphin and Pangbourne Canoe Club held an event at Beale Park with an impressive 800+ attendance. Woodmill Activity Centre were recognised by the region for the “Go Canoeing Award”, not only for their efforts during Go Canoeing Week but for commitment and impact on their local community and use of creative first-time experience events.

There were several events held across the disciplines within the regional boundaries, including the Marathon National Championships, Reading Interclub, Winchester Slalom and Hurley Classic events. Five Clubs had participants qualify for the Hasler Finals in Norwich and we had great examples through Sharks Canoe Club and Blackwater Valley Canoe Club on how we can all encourage involvement not just in the usual league and fixtures. Sharks demonstrated dedication, support and publicity of white water racing throughout the year through the Southern Boat Series (SBS). Blackwater illustrated how networking and supporting neighbouring university clubs can boost enthusiasm, inspire more frequent and structured polo training and build mutually beneficial relationships; providing additional coaching and sessions for the universities and a new talent pool to aid sustainability of national teams for Blackwater.

This report mentions just a few achievements, but there have been many more from members, clubs and centres across our region and we look forward to more success stories next year.



South East Regional Development Team Report

Noel Humphrey - Chair

The South East Region covers the counties of Kent, Surrey and Sussex, with 28 clubs, 14 centres and over 10,000 members.

2018 Highlights:

- Improved communication
- TV publicity
- Regional tour

We began the year with the introduction of a regional newsletter which is mailed to all the clubs in the region and to individual members who have signed up. The newsletter has had some success with the very first one resulting in the recruitment of a digital communications rep. Thank you to Mark George for taking on this role. As a region we have now become social with regional Facebook and Twitter profiles. We are already up to 100 likes on Facebook and have seen paddler engagement via social media.

A new Regional Coaching Representative was also appointed at the start of the year. Thank you to Kyle Fayers for taking on this important role.

In February, a packed Maidstone Canoe Club welcomed David Joy and the British Canoeing Spring Roadshow, with Ben Seal proving an update on the Access Charter and Sam Rankin on the membership developments. Thank you to Maidstone for hosting.



At an RDT meeting in 2017 we were discussing the lack of coverage on TV of canoeing. Other than the Olympics you never see canoeing. This was about to change. In early 2018, BBC South East contacted British Canoeing as they were planning a programme on rubbish and would we like to be involved. The conversation developed in to “by the way for Sports Relief one of our presenters would like to paddle the River Medway, can you help?” Of course we can was our response. Thank you to Marion Quemby



from Purley Canoe Club who helped to train BBC presenter Rob Smith and accompany him on the day. Also to Maidstone Canoe Club members who provided support for the training sessions and on the day. We even managed to get the then sports minister Tracey Crouch into a kayak to paddle the final stage. Thanks to the comms team who were reposting the videos Rob Smith was making of his training sessions and of his paddle. A great team effort from everyone.

At the end of April we gained further publicity on the BBC South East via the River Medway clean up paddle that was organised by Andy Garlick at Meridan. Clubs from London and from South East came together for this mass clean up. Thank you to everyone who took part and to Andy for organising.

In May we had our first regional tour on the River Medway. The Silly Hats Tour is back and we gained some interesting looks and comments as we paddled from Tonbridge down to Yalding. Sam at Kent Canoes provided a range of demo boats and we had a BBQ too. Thanks to Maidstone, Tonbridge and WAM Canoe Clubs for their help.

At the end of September the regional waterways team once again took part in the River Mole Discovery day in Leatherhead, Surrey. We had a professional looking stand and an ergo for people to try. Due to the lack of water we were unable to offer canoeing taster sessions. From this event we have identified a clear need for a recreational canoe club in the area.

Our Autumn Coaching Matters event at Wey Kayak Club was full, with over 50 paddlers in attendance. Darryll Shaw gave a presentation on the new Personal Performance Awards and the various workshops offered a wide range of different activities. These included SUPs, flatwater freestyle, rescues and using ergos in a training programme. Thank you to all the tutors who delivered the sessions and to Kyle for organising his first event.

Our year ended on the first Saturday in November with our Clubs Matters event and ACM. Despite a lower turnout than we would have liked, a great discussion took place on how we can develop coaching in the region to better support clubs and coaches. We now have a list of actions for our Regional Development Plan that we will roll out in 2019. Thank you to Maidstone for hosting.

South West Regional Development Team Report

Steve Warwicker - Chair

South West Regional Development Team has had a large number of changes in personnel over the last 12 months, including the Chair, and is actively working towards better support for paddlers with our Area Development Officer across the South West. The geography of this region presents interesting challenges which we are developing new ways of working to improve visibility of the team and provide better support to paddlers at all levels and centres across the region.

2018 Highlights:

- Using video conferencing to allow more inclusive working across the region
- Ongoing support for the River Dart and access to it
- Coaching matters events repositioned as club and coaches' events
- Competitive events in Slalom and Marathon
- Use of Facebook South West Paddlers to increase participation
- Increased interest in Open Canoeing
- More Paddle-Ability trainers trained in 2018
- Canoe Lifeguards active and developing

The region has had a number of personnel changes during the year and recognising the challenges the geography presents are actively looking at better ways of communicating to the 68 clubs and centres across the region in 2019 and further develop Stronger Together.

We have created the South West Paddler's Facebook site to ease communication challenges and also help with mutual support for paddlers across the region. We have both paddlers in the region and a large number of people come to enjoy this area from further afield. They all need information on the paddling opportunities in the region and we will be supporting Paddle points as part of this.

To give greater access to members across the region, we are trialling use of video conferencing amongst the South West RDT and have held a few meetings this way as a means of allowing participation across large geographic areas.

Integration of the Regional Waterways Advisors, Region Coaching Reps and Paddle-Ability reps into the RDT will pay dividends in 2019.

Marathon continued to have a full programme, with eight Hasler races across the region and five clubs qualifying for the Hasler Final at Norwich. Other races included the Bath to Bradford, Stour Descent, Poole Harbour Race and the Devizes to Westminster 125 mile race.

Slalom this year has had mixed fortunes within the region. Extreme weather caused the cancellation of the Dulverton Division 3 and 4 races at the start of the season and one of the day's racing at Symonds Yat in October. As with the majority of the events nationally, numbers attending events have dropped slightly with the exception being Langham Farm where there was an increase in Division 3 paddlers attending.

The big success for the year was the reintroduction of slalom at the Dart Country Park which even saw some new clubs giving slalom a go. Feedback from this new event was very positive and we would expect it to grow next year, especially with a possible Division 4 competition alongside it. There has also been a 7% increase in the number of nationally ranked boats from the region with a larger proportion of our paddlers now ranked in Division 1.

Symonds Yat rapids have also had attention to misplaced rocks, due to high water levels on the river earlier in the year to ensure they are safe and a good experience for paddlers.

Our Regional Waterways Advisor teams have been very busy maintaining our access to the River Dart and also is working well with the local council in the Devon and Cornwall area, where a tree was across the centre span at New Bridge for a month or two which has been preventing paddlers getting on the river from the slab. The team in the South West successfully chased the Environment Agency and then Devon County Council, who own the bridge, to clear it.

Regional Advisor Wessex is involved in improving the access at Langport where the local council is encouraging canoeists and others to visit the area. A new canoe hire business has started in the area and another on the Bridgwater and Taunton Canal.

Open Canoeing is seeing a resurgence of interest across the region with not only the traditional open canoe but also the OC1. The new Personal Performance Awards should help to encourage more people to take up this aspect of the sport and we get a lot of support from the affiliated organisation, the Open Canoe Association, who can help provide training and coaching in the discipline.

Our Canoe Lifeguards team is looking at developing training events and other activities to encourage further interest in Canoe Lifeguarding in the South West and will be developing this during 2019. Paddle-Ability has seen an increase in the number of providers and centres of expertise which can provide support in this vital area.

West Midlands Regional Development Team Report

Clare Dallaway - Chair

The West Midlands RDT has continued to work with regional paddlers to sustain an inclusive selection of paddling tours, to engage with clubs and centres, coaches and leaders to support our sport at every opportunity.

2018 Highlights:

- Continued support for Stoke Heritage Trail, Dudley Tunnels paddling tour, Paddle to the Heart and Dave Perry Memorial regionals tours
- First regional waterways clean up campaign in partnership with Birmingham City Council in conjunction with Paddle to the Heart
- Successful delivery of regional sea kayaking weekend
- Launch of regional web page

In 2018, West Midlands has continued to work and focus on the 11 ambitions within the strategic plan.

Our clubs and centres once again wished to focus on Ambition One and Three: increasing participation, as well as creating and promoting more opportunities for exploration, adventure and challenge.

During 2018, following successful engagement and attendance by regional paddlers to our four key paddling tours, inclusive to all paddlers of any ability and interest, we are confident these are now sustainable events for future years.

The Heritage Trail in Stoke took place in May for the second year with the addition of running the Harecastle Tunnel 2,675m long prior to the main tour. The event was well attended and proved a great opportunity to network with other paddlers.



Paddle to the Heart was held once again in Birmingham in June, and attracted many paddlers to each of the five routes. This year we teamed up with Birmingham City Council, encouraging clubs and centres to clean our waterways as they paddled. This initiative was a huge success, where over 12 bin bags of rubbish and other miscellaneous debris was collected, and as a result, will be supported again in 2019.

The Dave Perry Memorial Paddle from Bridgnorth to Arley was run for the third year in October, which saw lots of paddlers from the region come together to enjoy a leisurely paddle on the River Severn. This year was a special day for Dave Perry's grandson Elliot, who paddled the section for the first time, supported by his club Stourbridge Arm.



We hosted another highly successful Dudley Tunnels Tour, a nationally unique experience and, as a result of our continued efforts, this tour has now been opened up to individual clubs to run their own events with prior consent.

Our regional sea kayaking event, which took place in September proved a huge success and saw more than 20 paddlers travel to Anglesey, providing opportunities for experienced and inexperienced sea kayakers alike.

Led by our Regional Coaching Representative Ian Dallaway, the leadership and coaching team has delivered two successful Coaching Matters Events in Brownhills and Herefordshire. The team has supported bursaries and organised numerous courses specific to the needs of our volunteers, coaches and leaders within the region.

We continue to use social media and our networks within the West Midlands RDT in publicising our events and plans. Supported by our newly appointed volunteer of Regional Communication Officer Izzy Detheridge, we have begun work on our regional web page where you can now see biographies and contact details of the immediate committee as well as news feeds on recent events.

Finally a special thank you to Mike Nicholls who has been our dedicated RDT secretary for over 18 years and has decided to take a sidestep into the Regional Waterways Advisor role where he can continue to offer his knowledge and expertise. It continues to be a great privilege and pleasure to be part of the West Midlands Regional Development Team and we look forward to another great year in 2019.

Yorkshire & Humberside Regional Development Team Report

Greg Spencer - Chair

“What comes after yesterday’s pioneers and today’s passionate enthusiasts? Hopefully a new generation - truly inspired and ready to shape a new era.”

With those words, Yorkshire and Humberside’s Regional Development Team called on enthusiasts of all generations to join together for an afternoon and evening celebrating what’s great about canoe & kayak - and looking to great times ahead. We enjoyed presentations by pioneers in everything from sea kayaking to river running and got to find out what’s happening today, from across all British Canoeing’s northern regions.

2018 Highlights:

- Nurturing the spirit, values and ethos of pioneers and passionate enthusiasts
- Supporting (and providing opportunities for) aspiring youngsters
- Adapting to get through one of the driest years in living memory!

Highlights of our Pioneers day included an unforgettable session by Sam Cook on his pathway into a life of kayaking, and in particular on the build up to the classic Nordkapp sea kayak expedition of 1975. Sam beautifully captured the spirit and outlook of a moment in time, but also values which resonated strongly even with our Young Volunteer of the Year - who was much taken by the self reliance of a generation which did so much to kick start the discipline we know today.

As a Region, Yorkshire and Humberside has recognised that virtually everything that’s been achieved in the past has been down to individual passion. We took from the day a clear sense of what keeps enthusiasts doing their thing. This sense was never clearer than when newly appointed Scout Ambassador and WW pioneer/expedition kayaker Darren Clarkson-King and his friends ended our day in York with tales from a lifetime in and around boating - including amid unheralded pioneers who have just quietly gone about leading truly remarkable boating lives.



Throughout 2018, the region made great efforts to build on the sense of common purpose which emerged from the Pioneers day. We celebrated when Pennine's Dave Edwards, as GB Under 21 Polo Coach, talked of how "making sure that the lads are developing as individuals, seeing them grow up" gives him something. We

then joined in as Greenstar CC (Doncaster) celebrated 25 years of nurturing youngsters - of building self-esteem, responsibility, self-reliance, respect and more. Across the region we backed this up with support for aspiring youngsters in everything from competition and refereeing to club volunteering and coaching.



On that note, we would love to report a wonderfully vibrant year on Yorkshire and Humberside's rivers - but 2018 will go down as among the driest in history. Regional inland and coastal touring thrived but recreational river running was hit hard, as were many club sessions. Almost all Washburn Slaloms and cruises were cancelled along with the Washburn Boaterfest. Regional aspirations were dealt a further blow with delays on the (now almost completed) Linton WW course. We were glad to be able to focus our efforts on Adventure Racing - which emerged strongly and should get a further boost in 2019 with our inaugural Yorkshire Cup Series.

Fortunately, Yorkshire Slalom also appears able to ride all challenges. We've seen progression at all levels - albeit this has been in large part down to out-of-area time including training days at Holme Pierrepont, a weekend at Lee Valley, three weeks of summer training camps at Grandtully and Farnilee and a week at Grandtully at Easter. Sadly, the region also lost Nigel Morley (another legend who made an immense commitment to generations of enthusiasts) and Humberside legend Tony Pell (co-founder of Glanford and Scunthorpe Canoe Club, and a driving force behind both the Joy Davis International and the Humberside Canoe Association).

Our Regional Club of the Year was Kingston, which showed great resilience in bouncing back from a flood damaged clubhouse. The range of activity remains breathtaking but we were especially taken by the evidence of great times with youngsters exploring Yorkshire's most famous sea kayak territory (the Flamborough Head Heritage Coast). We should also pay tribute to the club's inspiring success (e.g. winning the National League and the Joy Davis International in Canoe Polo) and to the club's massive contributions across Humberside and beyond.

Safeguarding Update

In April 2009, British Canoeing achieved the Advanced Standard for Child Protection in Sport. Since meeting those initial standards, the organisation has committed to working on the follow up process, called the Safeguarding Framework. In accordance with annual audit processes, the Child Protection in Sport Unit (CPSU) carried out a review on the Safeguarding Framework in April 2018 and British Canoeing received confirmation that it was rated green which is the highest rating possible. The CPSU were particularly impressed with the quality of the reporting and the audit documentation provided. The Board and Senior Management are committed to driving a safeguarding culture throughout the organisation, including all staff, clubs, participants and volunteers.

Safeguarding case work is processed through an independent Case Management Group (CMG). The current members of the CMG are:

Full Members

- Gill Camina (Chair since February 2017)
- Deirdre Litting (appointed April 2017)
- Suzy Hornby (retired after December 2018 meeting)
- Di Murray MBE (appointed August 2018)
- Helen Murdock (appointed August 2018)
- Martyn Burrell (appointed August 2018)
- George Allerton-Ross (appointed August 2018)
- Urvashi Naidoo (British Canoeing Designated Safeguarding Lead)

Secretary

- James Unsworth (non-decision making position)

The CMG meets on a bimonthly basis to consider safeguarding cases and carry out informed risk assessments. In 2018, the CMG met six times with attendance of full members at 86%. The Terms of Reference for the CMG were updated and appear on the British Canoeing website along with biographies of the CMG members which outline their experiences and demonstrate their competencies.

UK Safeguarding Steering Group

The UK Safeguarding Steering Group is a forum whereby Safeguarding Lead Officers covering England, Wales, Northern Ireland and Scotland meet to develop, monitor and review their approach and plans for safeguarding children, young people and adults in their respective jurisdictions. It is intended as a forum to share ideas and develop best practice. Since the last AGM, the Group has met once in person and once via teleconference. The Terms of Reference for the Group were updated and appear on our website.

Statistics

In the calendar year of 2018, including adverse DBS cases, 58 cases were considered by the CMG, 48 of which have concluded. Of these 48 cases, 33 resulted in unrestricted or conditional deployment with children or young people under the age of 18.

In the calendar year of 2018, 753 new DBS checks were completed by British Canoeing for its members and associates. 693 of these were for volunteer positions and 60 for paid roles.

Ongoing

Commitment to Safeguarding is an ongoing process. A Time to Listen workshop is being run free of charge after the 2019 AGM. British Canoeing continues to strive to improve case work, policies, processes, training and support. In particular, during the forthcoming year work will commence on building a better online training facility, improving the Anti Bullying Policy, and providing better support to Talent Clubs and Disciplines. This will include a focus on coach education and support, and will involve working alongside coaches to help develop and affirm best practice in this area.

Membership Update

2018 was another great year for membership with British Canoeing continuing to see growth in the number of members. By the end of October 2018, the number of individual members reached 36,233 - a 3% growth on the previous year.

We launched the new membership categories in April, based on membership feedback, providing more choices for those engaged in paddlesports.

These changes combined with the implementation of the new membership portal has resulted in improved services for members. It is easier to join and renew online, and we are able to provide members with increased sight of their own records, including qualifications held, events and courses attended, and to be able to upload their own certificates.

We also reviewed the fulfilment of membership packs and in September 2018 we appointed a new supplier. This is helping to improve the speed and efficiency of the membership pack delivery. We also provide all members with a PDF version of their membership card which gives immediate proof of their membership and access to the waterways.

In response to the feedback from last year's membership survey, about making member benefits more obvious, we introduced the new membership packs, which highlight the benefits more clearly. The partnership with the Paddler magazine has meant members have been able to purchase printed copies of the magazine along with Canoe Focus content. We have also been able to provide clubs with copies of the magazine as part of their affiliation.

The membership satisfaction survey was conducted again, and saw the average satisfaction score go up to 7.19 out of 10. The feedback from members will again help us to make improvements to services. For example, members have been asking for more personalised and localised content rather than just receiving more communications.

Membership Key Stats - Individual Members

There were 36,233 individual members of British Canoeing as of 31 October 2018. There are also 458 named Club Associate members registered via the Club Together portal.

Gender:

Female - 28%
Male - 72%

Age:

0-11 - 2%	41-50 - 22%	81+ - 0%
12-21 - 12%	51-60 - 23%	NO DOB - 1%
22-30 - 11%	61-70 - 11%	
31-40 - 14%	71-80 - 3%	

British Canoeing Executive Team

British Canoeing Executive Team

In 2018 we had a more stable year within the executive team working at British Canoeing. During the year there were eight leavers and ten new starters.

- The number of staff employed by British Canoeing in January 2018 was 99
- The number of staff employed by British Canoeing in December 2018 was 101

Our labour turnover for the year is therefore calculated at 8%.

Governance Team

Leavers

Amanda Delaney	PA to the Directorate	31st January 2018
Kimberley Walsh	Compliance Officer	7th November 2018

New Starters

Charmaine Gawler	Executive Assistant to the CEO	4th June 2018
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Coaching Team

Leavers

Joanne Simpson	Coaching Administrative Lead	7th September 2018
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New Starters

Jordan Passarelli	Coaching Advisor	23rd October 2018
Joseph Halliwell-Dykes	Coaching Advisor	23rd October 2018

Development Team

Leavers

Howard Blackman	Youth & Communities Manager	12th October 2018
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New Starters

Chantelle Grundy	Access & Environment Officer	5th March 2018
Kellie Hathaway	Development Support Officer (Maternity Cover)	4th June 2018

Support Teams - Core Staff

Leavers

Karen Braithwaite	Finance Assistant	27th September 2018
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New Starters

Membership

Libby Cullis	Membership Advisor	4th June 2018
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Gareth May	Business Development Manager	4th June 2018
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Performance Team - Sprint programme

New Starters

Tim Brabants	Podium Technical Coach (Speed) Sprint	29th January 2018
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Andrew Penhallurick	Podium Potential Endurance Coach	24th September 2018
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English Talent Programme

Leavers

Mark Hoile	Talent Pathway Manager – Sprint	23rd November 2018
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Internal Promotion

Richard Ramsdale	Head of Talent	1st October 2018
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Performance Team - Core Staff

Leavers

Julie Betcher	Slalom Logistics Manager	31st March 2018
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Chris Calvert	Operations & Maintenance Support	31st October 2018
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New Starters

Ciaran Lee Edwards	Slalom Operations Coordinator	1st March 2018
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