

Annual Report 2019



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Chair's Report

Professor John Coyne CBE



As I reflect on our progress and achievements in 2019, I cannot help but be struck by how well served we have been by our Strategic Plan – launched in March 2017. During 2016, members had given us a crystal clear steer on what mattered to them and what they wanted to see from ‘their’ organisation. These priorities have become the spine around which we hang everything we do. This past year has seen major strides in delivering these priorities and this report will illuminate in more detail precisely how and to what effect. In many regards, it was our core delivery year.

The coming year will be a time for us to set ourselves new challenges and targets for the period 2021 to 2025. During the course of this year we must ask ourselves where we want to take the organisation in our next phase and I encourage you all to begin to help us shape that agenda.

As I look across the many accomplishments of the past year, there are three key themes that I want to remark upon: making it easier to enjoy our collective passion for paddling; raising our profile and visibility; and finally the spirit of working in partnership.

To make it easier to paddle, we have continued to seek to extend the right to access more of our inland waterways. The Clear Access Clear Waters campaign stepped up a gear in 2019 with an emphasis on lobbying for support to get legislative change. The political agenda was not easy to penetrate with its singular attention on Brexit but we were successful in getting engagement from all political parties and into the manifestos of three. We shall not ease up and seek early commitments to influence change. We could achieve a great deal with modest adjustments to existing legislation. Paddling together more easily and sharing information has been greatly enhanced by the launch and take up of ‘PaddlePoints’. This online resource has seen month on month increases in use and will be a great asset.

There has been a remarkable engagement with our Go Paddling site, with 117,000 unique users visiting the site in 2019. Go Paddling is helping to meet the needs and respond to the questions of recreational paddlers of all abilities.

2019 was also the first full year of the recently launched Paddle Awards which replaced the Star Awards. This review was requested within our strategy consultation in 2016 and there are some encouraging signs that these new awards will exceed the take up of the Star Awards in the future.

Our increased profile and visibility has been achieved through our campaigning pro-activity, our sporting success, our TV presence and hosting the World Cup at Lee Valley. It is impossible to underestimate the huge impact that our series of river clean ups has had during the year. They have been reported upon regularly across all media channels, clearly demonstrating that we are a community that cares. The great work after the November floods, particularly in South Yorkshire and Derbyshire was typical of the general work our community has done. Work to rid waterways of Invasive Non Native Species has also been well received within DEFRA who have a better understanding of our positive efforts beyond 'Check Clean Dry'.

Success across all disciplines has continued so that every month we have had medals to report. I feel frustrated that our excellent athletes do not get more respect for their competitive achievements. It was good to see that at the year-end an 'alternative' to the Sports Personality of the Year Awards singled out Liam Heath as the almost forgotten hero – reigning Olympic and World gold medallist and unbeaten since 2017. Our Female ambassadors, #ShePaddles, and the work of Eilidh Gibson with Slalom Inspires have kept a positive profile for our inclusivity. Hosting the World Cup at Lee Valley, dominating the podium, and attracting large crowds and excellent BBC and Eurosport TV coverage reignited our appetite to host events. We have launched a subsidiary company, British Canoeing Events, to help us add the expertise and manage the risks associated with event management.

All of our achievements reported here have been greatly enhanced by working in partnership with like-minded individuals and organisations. The environmental clean ups have generated partners local and national; political partnerships have facilitated our Access work; our Talent Club Partnership is helping make our clubs more central to future athlete development; our National Associations are aligned with our collective ambition and we have been joined by a great group of commercial partners.

However, it is our partnership with our huge army of volunteers within clubs, regional, discipline and national committees that has underpinned so much of our work this year. Without this, so much of what has been achieved would not have been possible. We value this voluntary commitment enormously and I would like to express my personal thanks for this.

I feel that this has been a year of very real progress and the entire Board and staff of British Canoeing have worked assiduously together to deliver the ambitions of our membership. It was re-assuring at the end of the year to have our board conduct complimented by a governance specialist invited to observe the Board in operation. Doing the right thing and doing it in the right way is central to our way of working.

I would like to take this opportunity to formally and publicly thank our board members, our community of volunteers, our committee members and all our staff for their exceptional contribution over the past year.

Professor John Coyne CBE



Chair, British Canoeing

President's Report

Ivan Lawler MBE



2019 has continued pretty much where 2018 left off. At Headquarters the Annual Plan continues to be the focus and at each successive Board Meeting the progress report shows that more has been done. Many targets have been met and some missed but not for lack of effort. An ambitious plan always comes with an inherent risk of falling short but as members we can have confidence that work is continually taking us toward the goal.

International success in many of our competition disciplines remains a sign of health in the way we attract new paddlers into paddlesport and shows how effective our clubs and their volunteers are at inspiring young people to explore what is possible.

Those who don't feel the need to challenge themselves in the sporting arena have also shone, the enthusiasm with which so many have got behind the Access campaign and the river clean ups in particular is testament to our paddling community's sense of responsibility for the environment we rely on for our pleasure.

The Access campaign itself maintains huge momentum with Ben Seal at the helm. I trust everyone will be signing all of the pre-prepared petitions that are pushing our agenda into the Houses of Parliament.

It has been great to see our members gain recognition outside of the organisation this year in several national and media awards, from National Honours to nationwide events and sporting honours, British Canoeing has fared very well this year.

Tokyo 2020 on the horizon will give us further opportunity to showcase paddlesport to the outside world. I congratulate those who have already qualified and good luck to those who still aspire to do so.

There is no denying we still have much to do but I am confident that the membership will be pleased with the work that is going on behind the scenes to give them the best opportunities possible.

Ivan Lawler MBE

A handwritten signature in black ink, appearing to read 'Ivan Lawler'.

President, British Canoeing



Photo: Claire Lambert

Chief Executive's Report

David Joy



We made further GOOD progress during 2019 towards the 11 ambitions and 67 targets set out within Stronger Together (2017-2021). This is fully reported within the Annual Review of 2019-20.

It is pleasing that we were able to make this progress and deliver so much during the year, whilst also returning a larger than planned budget surplus at year end. This was due to income growth and tight cost controls.

Of course 2019 wasn't without its challenges, but 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.

Our membership has continued to grow, with a 6% increase bringing the year high to 38,600. In addition we attracted around 1500 Club Associate Members and a further 3500 'free digital sign ups.'

Our membership satisfaction rates also improved for the second successive year with 79% of members satisfied with membership services compared to 72% in 2018 and 59% in 2017. Our Membership Net Promoter Score also made an impressive leap from -4 to +23. This positive trend was further reflected in an improvement around general communications, with 73% of members being satisfied or very satisfied compared to 64% in 2018.

As part of our commitment to reviewing all of our coaching and leadership qualifications by 2021, this year we launched the new Paddlesport Instructor Award and completed the review of the Performance Coach Award. The take up of the new Paddlesport Instructor Award was significantly greater than anticipated.

The new Coach Analysis Tool was launched during 2019, together with the Digital Library. Both have been well used. Our elearning platform for coaches continues to be well received and we have had more than 46,000 coach engagements with our digital learning tools to date.

We have continued to develop and promote canoe trails and with 175 now published on the website, we have already exceeded the target we set for 2021. During the year we launched PaddlePoints on the Go Paddling website. This much requested resource which maps every river in the UK provides a significant amount of information about places to paddle and has been very well received.

Athletes in all of our competition disciplines achieved some outstanding medal successes. This is reported fully on pages 58 and 59. Special mention must be made of Liam Heath MBE who was unbeaten all year and who once again became World Champion in K1 200M; Charlotte Henshaw who became double World Champion in the KL2W and the VL3W; and Emma Wiggs MBE who won the World Championships in the VL2W. Dan Atkins became Junior World Champion in the K1 200M and Otilie Robinson-Shaw retained her Junior World Freestyle Championship title. Etienne Chappell became World Champion in the extreme slalom discipline. Our Canoe Polo teams are also worthy of note with three of the four teams achieving podium finishes at the European Championships in 2019.

British Canoeing maintained compliance with the UK Code of Sports Governance and the Advanced Safeguarding Standard. The four National Associations operated effectively within the UK agreement which sets out the respective roles and responsibilities and funding arrangements between the parties.

British Canoeing Events completed its first year of its operations as a subsidiary company of British Canoeing. The key governance documents were approved, the International Events Strategy approved and an excellent ICF Slalom World Cup delivered under the auspices of British Canoeing Events.

I am pleased to be able to take this opportunity to say thanks to the many volunteers within clubs and our regional and national committee structure, who have all worked to create the many outstanding opportunities to help people to enjoy their paddling. The collective effort and contribution in 2019 has again been outstanding and we can look forward to even more success in the next 12 months.

David Joy



Chief Executive Officer, British Canoeing

British Canoeing Board Report

Composition of the Board

Professor John Coyne CBE	Chair and Independent Director
Richard Boreham	Vice Chair and Independent Director
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 MBE as President attends the Board Meetings as an observer in a non-voting capacity.

The Board met five times in 2019.

27 January 2019, Nottingham Attendance 100%

Summary of Board considerations and decisions:

Presentations were given by the Head of Membership, the Business Development Manager and the International Affairs Manager in relation to membership survey results; commercial strategy and the 2019 ICF Canoe Slalom World Cup.

The statutory accounts for 2018 were approved. The Board agreed that the Finance & Audit Committee scrutinise the results of the 2018 NGB benchmarking survey and develop an action plan to address any gaps.

The Board approved the recommendations for Vice President, Awards of Honour, Outstanding Contribution and Award of Valour as put forward by the British Canoeing National Honours and Awards Panel (NHAP).

Progress reports were given on the UK Agreement, the establishment of British Canoeing Events (BCE) Ltd, AGM planning and the World Class Performance Programme.

10 March 2019, Nottingham

Attendance 100%

Summary of Board considerations and decisions:

The Board approved the approach towards risk management within British Canoeing. It was agreed to support the Rafting Committee in their position with regards to WRF and ICF.

The Board noted the reduction in funding from UK Sport and the reduction of the number of athlete places from 30 to 28 following the UK Sport funding review for the Sprint programme.

The Board noted the UK Sport blueprint for their strategy from 2021 onwards to include a three tiered funding approach that would channel investment into different stages of the performance pathway; Podium, Academy and Progression.

Further reports were provided on progress towards Stronger Together, the 2019 Annual Plan, British Canoeing Events Ltd, Finance and the World Class Performance Programme.

4 June 2019, Birmingham

Attendance 83% Apologies: Richard Boreham, James Fry

Summary of Board considerations and decisions:

The Head of Strategy and Development and the Head of Participation and Club Services presented a report on significant developments within club engagement and development.

The Board approved proposals to change the England Talent Canoe Sprint Plan as presented by the Head of Talent.

The Board noted the progress towards the 2019 Annual Plan including membership on track with targets and progress towards hosting the 2019 ICF Canoe Slalom World Cup.

The Board welcomed the changes to the ECA Statutes approved in March 2019 and encouraged their further development.

The Board noted the World Class Performance results achieved during the season to date across Slalom, Sprint and Paracanoe.

15 September 2019, Nottingham **Attendance 83% Apologies: Dee Paterson, Greg Smale**

Summary of Board considerations and decisions:

The Board approved the proposals for further consultation around club and centre affiliation and Quality Mark as presented by the Head of Participation and Club Services.

The Head of Digital presented an update on the digital strategy showcasing live demonstrations of the work around Go Paddling and PaddlePoints.

The Head of Performance Operations presented the new UK Sport funding strategy post Tokyo.

The Board noted the progress against the UK Sport milestones for Slalom, Paracanoe and Sprint and approved engagement with UK Sport to fully review the Sprint programme.

Further progress reports were presented on the 2019 Annual Plan, 2021-25 Strategy, Finance and British Canoeing Events Ltd.

1 December 2019, Nottingham **Attendance 91% Apologies: Bronagh Kennedy (Partial Attendance)**

Summary of Board considerations and decisions:

The Head of Human Resources and Membership Manager presented the findings from the staff and membership satisfaction surveys which had both shown very positive results.

The Performance Director attended to give a presentation outlining successes for the Slalom and Paracanoe programmes, highlighted the progress made towards the Paris funding submission and the results of the UK Sport Culture Health Check. The Board also noted the challenges faced by the Sprint Programme and the actions proposed to address them.

The Board approved the budget for 2019/2020 and adopted the revised reserves policy.

The Board noted the work of British Canoeing Events Ltd and agreed to transfer the necessary start up operational funding to BCE Ltd.

The Board approved the International Events Strategy and the commitment to host a non-Olympic international event once per four year cycle. The Board rejected the opportunity to bid to host the 2022 IRF World Rafting Championships. The Board noted the progress made in 2019 against the Annual Plan (63% completed) and also approved the 2020 Annual Plan.

The Board noted the updated Risk Management Register.

The Board received the annual safeguarding report detailing statistics of cases and DBS checks carried out over the year.

The summary notes of all Board Meetings can be found on the British Canoeing website within the Governance/ Board pages.



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/Nancy Squires	Head of Governance and Compliance

The Committee met six times in 2019: in January, February, April, July, October and November.

Attendance 89%

The key areas of work completed by the Committee during 2019 included article changes as proposed and accepted at the 2019 AGM. The Committee also approved the new complaints procedure and approved revised selection policies. The Committee is also responsible for the risk register and review and oversight of all legal, safeguarding, disputes and disciplinary cases.

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 2019, February, June and November.

Attendance 100%.

The key areas of work completed by the Committee during 2019 included: people strategy, values implementation, and the introduction of new employee policies to improve the terms and conditions of employment.

Finance & Audit Committee Report

Mark Bache	Chair and Independent Director
Dee Paterson	Director nominated by English Forum – resigned from the committee September 2019
Stephen Linksted	Director nominated by the Scottish Canoe Association – appointed to the committee September 2019
Craig Wagstaff	Independent Co Opted Member
In attendance:	
David Joy	CEO
Susan Hicks	Head of Finance

The Committee has met three times in 2019: in February, May and September.

Attendance 83% - Apologies Dee Paterson.

The key areas of work completed by the Committee during 2019 included establishing the financial procedures and processes for British Canoeing Events Ltd and reviewing and updating the reserves policy for British Canoeing. The committee led on the changes in VAT reporting to HMRC and implemented Making Tax Digital for both British Canoeing and British Canoeing Events Ltd in August 2019.

Nominations Committee Report

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

The Committee met once in 2019 in November.

Attendance 100%

The key areas of work completed by the Committee during 2019 included the update and approval of the Board Skills Matrix and Succession Plan, Diversity Statement and Diversity Action Plan. The Committee also considered and noted Board vacancies, Board Training Plan, Board Self Evaluation, Report against Diversity Action Plan 2017/18. Conflicts of interest of Directors was noted and made available to all Directors. Annual Governance Statement approved. Appraisals of all Board Directors noted.

Financial Report

2018/2019 was a successful year for British Canoeing with significant progress on the 11 ambitions within Stronger Together. Membership growth was recorded for the fourth successive year, as well as growth in coaching and awards income and new commercial partnerships that contributed to the consolidated surplus.

Following the establishment of British Canoeing Events Limited, the first event hosted was the 2019 ICF Canoe Slalom World Cup in June. The World Cup was highly successful with BBC interest and Jaffa as a headline partner. It included the first international Extreme Slalom competition in the UK, which attracted sponsorship from Red Bull. Delivery of the event was a key achievement for British Canoeing Events Limited. Over 200 volunteers were recruited and made a significant contribution to the success of the event. Over 6000 tickets were issued and strong spectator engagement was recorded.

Developments in the provision for recreational paddlers was a key success with the launch of the Go Paddling website that received over 100,000 new unique visitors in the first year. PaddlePoints, an online resource to find places to paddle, was also launched.

The Clear Access, Clear Waters campaign made significant progress towards legislative change around access on rivers as well as continuing the call to action for river clean ups and environmental projects. A new website for the campaign was launched in January 2020.

The group surplus for the year after taxation amounted to £130,444, this is made up of a surplus from British Canoeing of £125,456 and a surplus for British Canoeing Events Limited of £4,986.

Pressure on the cost base of the organisation from salary and cost inflation has been absorbed during the year and expenditure is continually reviewed to ensure value for money and alignment to the delivery of Stronger Together.

British Canoeing considers it good practice to build financial reserves that will meet the future commitments or unforeseen expenses of the company, without a negative impact on the ability to deliver services or develop the businesses in line with the strategic plan. A revised reserves policy was agreed during the year, setting appropriate reserve levels to ensure core delivery and discipline security. The delivery of the 2018/19 surplus achieved the first step of building fully sustainable reserves within the next five years.

Designated reserves relating to Life Membership and an unspecified legacy reserve were released in the year to further the delivery of the strategy, totalling £87,245. This brings the total consolidated reserves to £930,753 (2018 £800,309).

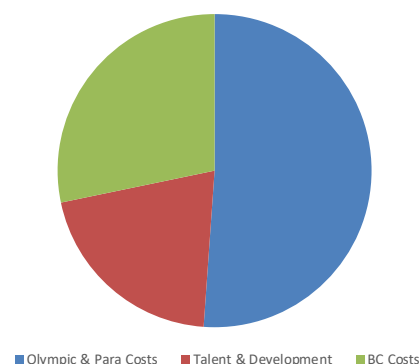
The financial priority continues to be the delivery of the 11 ambitions of the strategy, whilst building strong reserves to provide adequate and sustainable resources for the future development and delivery of the sport.

Annual Accounts 2018/2019

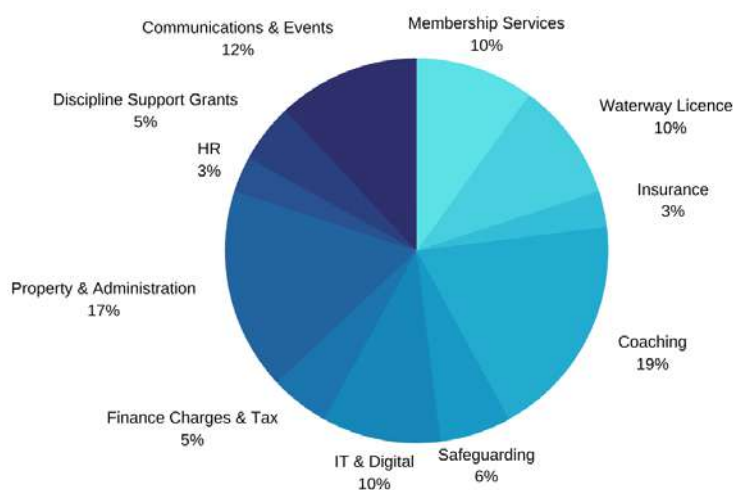
Profit & Loss Account	2019	2018
Income	9,693,871	9,173,691
Expenditure	(9,574,153)	(9,140,281)
Operating Profit / (Loss)	119,718	33,410
Interest Receivable & similar income	19,541	9,673
Taxation on ordinary activities	(8,815)	(6,802)
Profit / (Loss) on activities after interest an tax	130,444	36,281

Balance Sheet	2019	2018
Fixed Assets	1,028,119	1,232,838
Current Assets	4,754,774	3,871,799
Current Liabilities	(4,299,328)	(3,594,527)
Long-term Liabilities	(552,812)	(709,801)
Net Assets	930,753	800,309
Profit & Loss Account	899,926	682,237
Other Reserves	30,827	118,072
Capital and Reserves	930,753	800,309

Income	2019	2018
UK Sport	51%	51%
Sport England	21%	21%
Membership, Clubs, Competitions and Commercial	28%	28%



Running Costs	2019	2018
Membership Services	10%	10%
Waterway Licences	10%	11%
Insurance	3%	2%
Coaching	19%	20%
Discipline Support Grants	5%	5%
Communications & Events	12%	12%
Safeguarding	6%	7%
IT & Digital	10%	10%
Finance Charges & Tax	5%	5%
Property & Administration	17%	15%
HR	3%	2%



Governance Update

Introduction

The statement reports publicly on the extent to which British Canoeing is in compliance with Tier 3 of UK Sport 'A Code for Sports Governance' ("Code"). This annual governance statement is prepared as part of the Code requirements and outlines our progress to date.

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

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.

Full details of the Board Members including a profile and confirmation of their current term of office is available on our website: <https://www.britishcanoeing.org.uk/about/governance/british-canoeing-board-member>

Full details of the Committees of the Board, their composition and their respective terms of reference is available on our website: <https://www.britishcanoeing.org.uk/about/governance/committees-of-the-board>

The Governance Policy is available on our website:

<https://www.britishcanoeing.org.uk/uploads/documents/Governance-Policy-revised-March-2019.pdf>

This policy sets out the relationship between the Board and other key constituents within British Canoeing. The policy was reviewed and updated in 2019 to ensure it was reflected that the Board is comprised of nominated and appointed directors (rather than elected).

During the course of 2019, British Canoeing established a wholly owned subsidiary company, British Canoeing Events Limited, whose purpose is to run British Canoeing's international events. This work has been undertaken in conjunction with UK Sport to ensure British Canoeing Event Limited's compliance with Tier 2 of the Code.

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.

Stephen Craig and Steve Linksted were both re-appointed to the Board for a second term in March 2019. Both Directors were nominated by their National Association. Stephen Craig is the nominee for The Canoe Association of Northern Ireland and Steve Linksted is the nominee for the Scottish Canoe Association.

There were no changes to the composition of the Board in 2019.

The Board Skills Matrix was updated in November 2019.

Communication

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

Further and more in depth information regarding the work of the organisation is contained within this annual report and our annual review. This annual report also contains statutory information such as the annual accounts, as well as providing details of the work of the Board and the Committees and attendance of Directors.

In accordance with the Code and in order to ensure engagement with our stakeholders the following surveys were carried out in 2018 and 2019:

- o Staff Survey
- o Key Volunteer Survey
- o Member Survey
- o Board Evaluation Survey

In the interests of transparency, summaries of the Board meetings are made available on the British Canoeing website.

In December 2019, British Canoeing received confirmation from UK Sport and Sport England that it is in compliance with the Code. The commitment to excellent governance is ongoing and British Canoeing remains in constant dialogue with our Governance Manager at UK Sport to ensure we are constantly updating and improving in accordance with best practice.

The 2019 Governance Action Plan agreed with UK Sport is available on our website.

<https://www.britishcanoeing.org.uk/uploads/documents/British-Canoeing-Governance-Action-Plan-November-2019.pdf>.

Standards and Conduct

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

After consultation with stakeholders, British Canoeing has committed to its values of

Every Person Matters

Striving for Excellence

Always with Integrity

Enjoying the Journey

Individually Committed

Stronger Together

British Canoeing has been in consultation with Scottish Canoe Association, Canoe Wales and The Canoe Association Northern Ireland to set out the principles for the way that the organisations work together in an agreement. A full UK Agreement was signed in January 2019.

In accordance with 'Stronger Together' a review of the national and regional committee structure of British Canoeing, including the Terms of Reference for each Committee, concluded in 2019. The national and regional committee structure can be found on our website

<https://www.britishcanoeing.org.uk/uploads/documents/The-Committee-Structure-of-British-Canoeing.pdf> where Terms of Reference for each committee can also be found.

The Board is committed to self-evaluation and continued training during 2019/2020.

The Board conducted an annual review of its performance and its own effectiveness in October 2019 and discussed the results at the December Board meeting. 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 October 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.

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 period. The following policies were updated:

- o Governance Policy
- o Disciplinary and Disputes
- o Athlete Disciplinary Process

A complaints procedure was also introduced in September 2019 to provide a clear and robust process for handling complaints.

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 external auditor who presents the outcome of the audit to full Board. Internal Control was subject to external review by UHY Hacker Young in 2018. Throughout 2019 improvements recommended as part of this review were implemented. A further external audit by BDO, commissioned by UK Sport, was undertaken in November 2019. Any recommendations made as a result of this audit will be actioned during 2020.

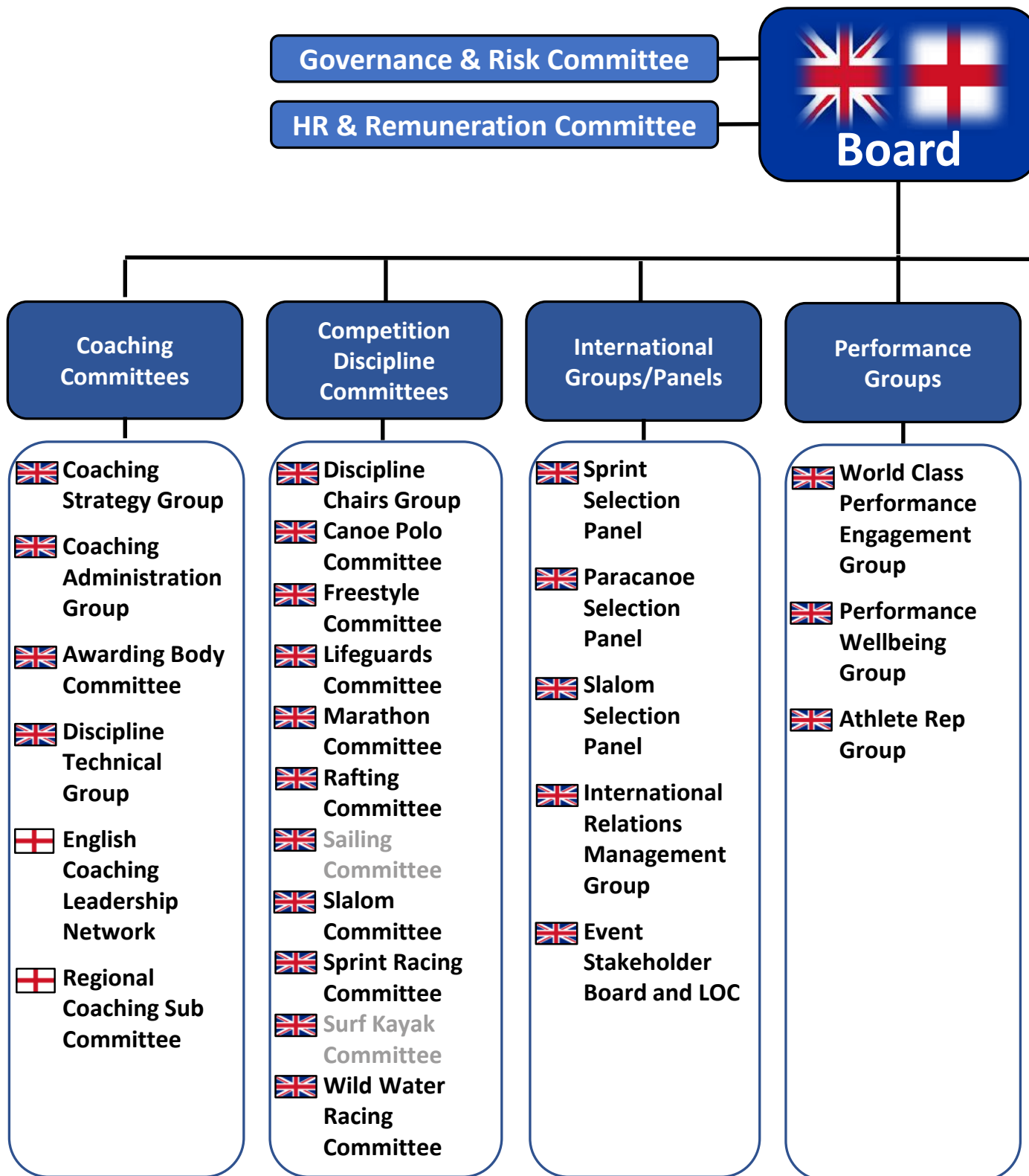
Conclusion

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 more generally.

In 2020, besides maintaining Code compliance the organisation will continue to develop and improve policy and practice. In addition, the organisation will provide further support to strengthen governance within the committees and clubs. 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.

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

2019 has seen much development in GB Freestyle, with our four year plan driving us forward; new projects are coming into fruition, team support and structure is improving and participation is increasing.

2019 Highlights

- Development Pathway launched and gaining momentum
- 16 'Inspirers' trained and supporting clubs, activity days and events
- 30% overall increase in entries at GB Freestyle events
- Building towards Nottingham 2020 ICF World Cup and 2021 ICF World Championships

We are now in the second year of delivering on our 2018-21 four year plan and the development is coming thick and fast, GB Freestyle is being pushed into new territory and the stoke is high. This is down to the dedication and hard work of our volunteers and our sport is indebted to their commitment. Our main highlights for 2019 are as follows:

Development Pathway

The launch of the Development Pathway in 2019 set out an ambitious, holistic plan to develop coaches and volunteers to be able to bring more people into our sport and support them at every step of their freestyle journey. This year we have laid the foundations for the pathway to flourish over the coming years, with a number of projects coming online to begin this exciting programme. This year projects have included:

- **'Inspirers'** – 16 Inspirers, from across the UK, have been selected and trained to provide freestyle support to clubs, activity days and events across the country. This year inspirers have supported many events, delivered development days, assisted clubs, created events and promoted freestyle with harder to engage cohorts. This is just the beginning for this exciting project, with plans for a second recruitment, selection and training in 2020, our volunteer pool will increase in strength and depth over the coming years.



- **High Performance Coach CPD programme** - six coaches (from multiple freestyle disciplines, various ages and qualifications) have joined the HP CPD programme, and are being trained to deliver key roles within the GB Academy, Squad and Team training programmes. This programme supports new coaches to gain real world experience, whilst being closely mentored by experienced senior coaching staff.

- **GB Academy, Team & Squad Training Programmes** – A comprehensive training programme for all levels of freestyle athlete has recently been released. The newly established GB Academy, and evolving Squad and Team training programmes set out to continue to promote freestyle culture and lifestyle, whilst inspiring, and providing athletes with the skills they need to perform at their best at international competitions.

There's still much to come from the development pathway in 2020 and 2021, but the foundations have been firmly set and we're excited to see it take GB Freestyle to the next level.

Events

Once again GB Freestyle has supported flagship events including; the Hurley Classic, the European Open/British Championships and the Welsh Open. These events include competitions for all levels of paddlers and aim to draw in big numbers with multi discipline fun for everyone to high level competition taking place. As well as these, numerous league events have taken place at our freestyle hubs and a we held a very successful GB Team selection. On the whole we have seen a 30% increase in event participation from 2018, an increase that we are very proud of and we believe reflects the work that our dedicated volunteers are putting into the sport. The aim now is not only to maintain this increased participation but to continue the trend, introducing more paddlers to world of freestyle.

Team

2019 has seen a step for forward in team support and structure with development in:

- **Team and Squad training camps** – Our team of world class performance coaches are working towards providing a more focused bespoke approach to training for our broader team and squad athletes, that better meets the individual athlete requirements and have set out an exciting training programme focused towards athlete success at the 2020 World Cups and 2021 World Championships.



- **Sports Science and Performance Services** – In 2019 we piloted our sports science and performance services with a group of team athletes prior to the 2019 World Championships, this included a remote sports psychology programme, strength and conditioning support and physiotherapy. These programmes provide a comprehensive support for all levels of athlete development, further development in 2020 will include nutrition and wellbeing support giving our athletes the best chance to fulfil their potential on the world stage.

At the 2019 World Championships, the GB Team delivered many impressive performances culminating in a medal haul of two bronze, one silver and a gold medal for our now multiple World Champion Otilie Robinson-Shaw. GB Freestyle has big ambitions and we are now building towards to a home World Championships in 2021 where we are aiming to improve on this medal haul.

As we look forward towards 2020 & 2021 we still have much work to do to fulfil our four year plan, we are focussed on continuing to develop our sport and are genuinely excited to see where it will take us. More volunteers, more competitors, more participation and more support will help freestyle grow and continue to flourish.

British Canoeing Marathon Committee Report

Stan Missen - Chair

Another successful year for marathon racing. The sport continues to grow with new races added to the calendar. Standards remain high, with international medals won at all levels.

2019 Highlights

- International medals won at all major international and development events
- Successful introduction of new junior development training programme
- Successful development and introduction of new race management system
- Continued success of the subsidised coach qualification

Domestic Racing

British marathon racing continues to thrive. 2019 saw new races in the calendar, and over 2,500 paddlers made around 12,000 entries in the different races offered.

The clubs continue to be the backbone of the sport, producing paddlers, coaches and also running races. The depth of talent around the country was demonstrated by two-thirds of participating clubs making the podiums at both national events. The MRC is indebted to all clubs, but particularly Norwich and Southampton for hosting the National Marathon Championships and Hasler Finals respectively.



Photo: Claire Lambert

The Nationals remain the country's biggest canoe racing event, with over 1000 entries from 45 clubs. Norwich's organising committee faced extreme weather conditions, but excellent contingency plans enabled them to run the event safely and successfully. As well as organising the weekend, Norwich won both the team trophy and the Spanish Galleon for Lightning (U12) paddlers. There were familiar names again at the top as Tim Pendle (Norwich) and Lizzie Broughton (Richmond) were both crowned national K1 champion for the seventh time. They also took the K2 wins, Pendle with U23 Charlie Smith (Leighton Buzzard) and Broughton with Richmond teammate, Jane Swarbreck. With 90 boats entered, the mixed K2 race again provided the most spectacular finish to the weekend – for competitors and spectators.

Southampton hosted the Hasler Finals at a new venue. Again, challenging conditions ensured the racing tested skills. We were victorious, just one point ahead of Norwich, with Royal and Richmond joint third. Leighton Buzzard's Lightnings retained the Geoff Sanders Trophy.

In April, the marathon community was deeply shocked and saddened by the death of a competitor during the Devizes to Westminster race. Our thoughts remain with his family, friends and clubmates. The K2 race was won by mixed crew Dan Seaford and Alex Lane (Reading) with Jo Bates and Elena Golder (Falcon) taking the Ladies K2. In K1, Ben Haynes (Falcon) won the senior men's category, and Bethan Davies (Reading) the senior ladies' title.

International Racing

Over 50 paddlers from 20 different clubs raced internationally, supported by the MRC. Our thanks to the volunteer staff who accompany each team, making this possible.

Lizzie Broughton (Richmond) continues to inspire, winning bronze medals at the World Marathon Championships; European Marathon Championships (short course); and the World Sprint Championships (1000m). Other bronze medallists were Tim Dowden (Norwich) in the European Junior men's K1, and Jane Swarbreck (Richmond) in the World Cup Senior women's K1.

Our development teams were dominant at both the German and French Nationals, boding well for the future as most raced up an age group.



Administration and training

The MRC launched a junior development squad, in full partnership with racing clubs, focussing on developing race skills. Our thanks to the coaches who have volunteered their time to help over 100 paddlers from 25 clubs at the training days and residential camp.

Division 10, introduced to help U12s progress to racing over four miles, will remain next year whilst the MRC continues to develop the best opportunities for juniors to progress their racing and boat skills. A new race management system, RACMAN, has been developed and successfully introduced to replace the previous HRM system.

The MRC, in conjunction with the SRC has continued to subsidise race coach courses. In total, 62 individual courses were completed, with 19 completing their assessments.

British Canoeing Polo Committee Report

David McBay - Publicity Officer

2019 was a bright year for British Canoe Polo with outstanding results at the European Championships in Coimbra, Portugal for the Great Britain sides and flourishing initiatives in youth polo at the grassroots level.

2019 Highlights

- European Championships: Gold for the Senior Women, Silver for the Senior Men and Silver for the U21 Women
- ECA Cup Mechelen: Gold for the Senior Women, Bronze for the U21 Women
- Junior International Championship held in Belfast with over 40 youth teams

Reviewing 2019, we have to start with the achievements of the GB Senior Women throughout the season. Having clinched the (ginormous!) ECA Cup in Mechelen earlier in the season the Women went to the European Championships in Portugal with one aim. The title came down to a final game against Germany, where scores were level at the end of normal time (despite a spectacular backwards shot from Ginny Coyles) before Bethan Littlewood calmly slotted a penalty in golden goal extra time to secure victory.

With many U21 players and the former U21 men's coach joining the Senior Men's squad this year; expectations were lower with a focus on developing the team. Despite this the Men fought their way through the "pool of death" and made it to the final securing an outstanding Silver finish. Finally, the U21 Women broke a succession of agonising fourth place finishes to make the final and also secure the Silver. The U21 Men had very few of last year's World Championships winning side, fielding a youthful team drawn from the success of the development academy.



The development academy itself continues to shine and improve year on year. As a result, competition for both the U21 side is fierce with an extensive pool of talent to draw on. The addition of a regional Southern Academy this year continues to build upon this approach. Great credit must be given to all the volunteers who donate their time and effort to this initiative that is truly benefiting the sport at all levels.



Another fantastic volunteer led initiative this year was the second Junior International Competition held at Knockbracken Reservoir in Belfast. This stunning facility held a competition between over 40 youth sides from around the world across an U21, U18 and U15 division.

The National Leagues saw 116 teams (average of six players each) compete across 525 games in 35 tournaments. Friends of Allonby triumphed to claim both Open and Women's leagues with Bridgend claiming the youth title. Kingston Kayak Club, Meridian Canoe Club and Ulster Canoe Polo triumphed at the National Club Championships held at the Home Venue (Open, Women's and Youth leagues). All these sides qualified to compete at the ECA Club Championships in Catania, Italy and all secured top 10 finishes! The youth league was a welcome first for this competition.



For the third year running, the Canoe Polo Super League in China continues to have British player representation and this year also had two of our most senior referees in attendance.

Canoe Polo is a sport that is dependent on its dedicated volunteers. The following were recognised this year for their service, Outstanding Contribution to James Soutar for his work in the South West region and Award of Honour to Zoe Anthony for her service, commitment and major contribution to the sport. This is most recently demonstrated by the new polo coaching handbook.

Finally to finish the year, Mike Moffit was awarded the British Empire Medal in the Queen's honours for his outstanding service, most recently through the development academy.

British Canoeing Rafting Committee Report

Sean Clarke - Chair

2019 saw the largest ever number of teams competing in our raft race series. GB team participation in the IRF World Rafting Championships was low due to high logistics costs to get to Australia. The European Rafting Championships were well attended by GB teams.

2019 Highlights

- 11 teams selected to represent Great Britain at the International Rafting Federation (IRF) European and World Rafting Championships
- One medal at the IRF World Rafting Championship in Tully, Australia (one silver)
- One medal at the IRF European Rafting Championship in Banja Luka, Bosnia & Herzegovina (one silver)
- Two fold year-on-year increase in the number of international teams competing at our events

Four year plan

Progress has been made in each of the seven key Four Year Plan objectives:

One	Provide credible, enjoyable and successful competitions Great momentum in engaging current, new and international teams to attend our race events has been bolstered with more GB teams participating in IRF Euro Cups across the continent to increase the engagement of the rafting river family.
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 The national selection policy has developed over the previous three years to a robust policy that is being used as a template in other raft racing nations. Team selections have been fair and credible and continue to adhere strictly to the IRF Race Rules.
Three	Encourage the development of recreational rafting as a contribution to a healthy lifestyle for all ages More work can be done in this objective to engage people with no touchpoint to British Canoeing until they go commercial or recreational rafting.
Four	Build governance and strengthen relationship with British Canoeing British Rafting is the officially recognised rafting discipline committee of British Canoeing.
Five	Develop event volunteers, official Judges and coaches of raft racing Two judge workshops were held in 2019 and we now have a pool of 20+ officially certified IRF Judges. Following the release of the British Canoeing Raft Race Coach Award we will be in a position to support coaches dedicated to engaging the raft race community.

Six	<p>Develop the profile of rafting in and out of the paddlesport community</p> <p>GB team participation at more IRF Euro Cups has greatly bolstered the image of British Canoeing across the continent. Many GB teams are engaging new audiences through the introductory and developmental coached weekends offered across the UK. This is in addition to several teams engaging with audiences of their other sporting endeavours</p>
Seven	<p>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.</p> <p>British Rafting has adopted all British Canoeing safeguarding and anti-discrimination policies. With a dedicated Welfare Officer on the committee and several committee members trained in safeguarding and welfare procedures, all events and engagements with the committee are based on supporting all persons equally</p> <p>Promote sportsmanship and fair play as well as to encourage friendship between all members of the rafting world.</p> <p>The increased numbers of international teams participating at our UK events and numbers of GB teams attending IRF Euro Cup and other domestic rafting events is tantamount to the impact that the current committee and teams across the country are having on the global rafting community</p>

Raft Race Series participation

The British Rafting Raft Race series has seen a two-fold increase in the number of international teams. The growing interest in our events was fuelled by a potential bid submission to host the International Rafting Federation World Rafting Championship 2022. With the bid no longer proceeding, this is an area where we may see reduced participation numbers from international teams and aspirant GB teams keen to train and eventually compete in the UK.



Raft Racing Coach Awards

2019 saw the commencement of developing raft racing versions of the wider British Canoeing coaching awards. These awards will bring raft racing in line with other British Canoeing disciplines for structure and progression in coaching awards. They are scheduled for release in early to mid 2020.

Regional development

Great progress has been made in developing raft race teams from across the UK with hubs now in Llangollen, Nottingham, London and a developing hub in the Highlands in Scotland. This is an objective we continue to strive in developing to ensure events are based regionally and that teams and clubs based outside of the standard hubs can access race rafts.

Commitment to hosting International Rafting Federation sanctioned raft race events

A bid to host the IRF World Rafting Championship 2022 was planned and put forward to the British Canoeing Board. Following changes to the British Canoeing structure for events management, this process extended to almost twelve months and resulted in a decision by the board not to invest in a rafting world level event. Despite the setback, the committee continues to plan the hosting of top level rafting events including two IRF Euro Cups each year going forward and additional domestic entry and intermediate level race events to ensure engagement with all skill levels of people in paddlesports.

Focus areas for 2020

- 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
- Launch of raft race coaching award(s)

British Canoeing Slalom Committee Report

Dave Spencer - Chair

2019 has been an excellent 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.

2019 Highlights

- Selection of the team for the Tokyo Olympic Games
- Many International finals and podiums for GB athletes in Junior, Under 23 and Senior competitions
- Successful delivery of the Lee Valley World Cup
- Delivery of an extensive domestic programme for athletes of all ages and abilities

Internationally, 2019 has been a solid year for Great Britain.

In Senior, Under 23 and Junior competitions GB athletes recorded many excellent performances, reaching finals and securing podium places. Two events stood out, the hosting of ICF World Cup 1 at the Lee Valley White Water Centre and the selection of the team to represent Great Britain at the Games of the XXXII Olympiad in Tokyo.

Organising a major international competition such as a World Cup is no mean feat and its success was a credit to everyone involved. It would not be possible to stage such an event without an extensive volunteer commitment and over 200 stepped forward to engage in a wide range of roles and activities. British Canoeing staff and volunteers came together as one to achieve what was widely regarded as a very professional and successful event.



At the World Championships, the British Team performed very well, being one of only five nations to qualify boats in all four Olympic events. Selection of an Olympic team is always a special occasion and over three distinct competitions, culminating in the World Championships, the team places were decided, and congratulations go to Bradley Forbes-Cryans (MK1), Kimberley Woods (WK1), Adam Burgess (MC1) and Mallory Franklin (WC1) for securing their places on the team.



There were further solid performances at Junior and U23 level, with more boats getting to finals and coming away with medals. This 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 age groups, as well as the Junior team.

Despite 2019 delivering challenging weather on occasions, 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 Slalom Committee continues to provide year-on-year funding to support the development of Slalom coaches via the Slalom coaching modules developed by British Canoeing. Canoe Slalom exists to provide paddlers the opportunity to test themselves in a competitive environment and a core component is for an individual to develop a range of white water skills. Good quality coaching is a key component in recruiting and retaining the interest and enthusiasm of paddlers of all abilities and ages and through targeted programmes we look forward to seeing many more aspiring coaches coming forward to help develop future Canoe Slalom athletes.

Volunteers are the bedrock of our the sport, and this is an opportunity to thank everyone for their dedicated commitment. 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, indeed Great Britain is the only nation that is sending three International Technical Officials to the Olympics in Japan. 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. The increasing involvement of younger paddlers putting time and effort into their sport is particularly satisfying and hopefully this will encourage others to step forward.

We look forward to an exciting 2020 season. Domestically, this starts in February and ends in October with the first and last competitions hosted at the Lee Valley White Water Centre. Between these two events there are over seventy-five competitions catering for competitors of all abilities and ages. Internationally, we are hosting the European Championship in May, and sending officials to the Junior European Championships, Junior World Championships and every World Cup.

I close by offering my thanks to all who contributed to slalom in 2019, and wishing the best possible experiences for all paddlers, organisers, officials and volunteers for the 2020 season.



British Canoeing Sprint Committee Report

Alan Laws - Chair

The year has been one of mixed fortunes. The regattas have been five highlight weekends despite the weather problems at the March event.

The Paracanoe team has shown once again their strength and depth in Paralympic qualifying.

2019 Highlights

- Paracanoe team qualifying seven out of nine possible places for Tokyo
- Liam Heath World Champion again and qualifying for Tokyo
- Five outstanding regattas at Holme Pierrepont
- Completion of the Sprint Competition Review
- Three new GB International Technical Sprint Judges approved

The 2018-2019 season has been a year where the efforts of the Committee have produced further outstanding regattas at HPP despite the continuing operational difficulties there. A creaking infrastructure demands extra work from an already overstretched volunteer force of officials. Work is in hand to reduce the pressures from that situation but it will not be completed quickly. Thanks are due to the Regatta Committee members and all the regatta officials with a plea for more volunteers to step forward. This year saw the retirement after many years of John Hoile as Regatta Committee Chairman to be replaced by his deputy Phil Caisley. John's efforts have been quite clear in the way the regattas have been organised to the benefit of all involved. He is not going away but taking on a lesser role in the future.

Three new GB International Judges were approved by the ICF with the Sprint Racing Committee hosting an international seminar for 15 new Technical Officials with the Chairman of the ICF Sprint Committee, Frank Garner, officiating.

Further development is anticipated in the 2020 and 2021 seasons from the results of the major review of the competition situation which has already been shown to the clubs for their input as agreed at the 2019 ACM. Further consultation is planned to ensure the community has a solid role in the development of Sprint competition. Thanks go to the group of volunteers who put in so much work to create the report headed by Alison Nightingale and Kevin Hipkins.

The lack of club and regional regattas continue to be a major problem in the development of the quality and quantity of the paddlers. There is an urgent need for clubs to step forward and put on regattas. The very crowded flatwater calendar is recognised as part of this problem and it is intended to try alleviate that for the 2021 season.

Great Britain's Paracanoe team came away from Paralympic year qualifying with outstanding performances having succeeded in seven out of nine events at the first opportunity.

Stuart Wood in his debut season took a bronze and a quota slot in VL3M in what looks set to be the most competitive class in Tokyo. Laura Sugar won silver in the KL3W final, racing alongside Hope Gordon both in their debut season and qualifying a quota slot. Rob Oliver and Jonny Young reached the KL3M A Final finishing 4th and 9th respectively, along with Ian Marsden (6th KL1M) to qualify quota slots. Nick Beighton



reached the KL2M A Final, narrowly missing quota qualification. Jeanette Chippington reached the KL1W A Final finishing 6th to qualify that quota slot. Stand out performances came from Emma Wiggs retaining her VL2W title and qualifying the quota slot and claiming silver in KL2W.

Charlotte Henshaw became a double World Champion, winning the VL3W World Title (non-Paralympic discipline) before retaining her KL2W title and claiming a Tokyo quota slot. In addition, Dave Phillipson (KL2M) and Stewart Clark (VL2M) won B finals. In summary, the Paracanoe team claimed six World Championship medals and claimed seven of nine available Tokyo quota qualification slots.



For the GB Sprint team, the full results were presented to the Sprint ACM with the highlight of Liam Heath's outstanding performances retaining his World Championship title and qualifying for Tokyo. Acknowledgement is made to all the GB team members for their hard work and dedication. Liam Heath's gold medal performance at the World Championships in Szeged secured his spot in the Men's K1M-200 for the Olympics Tokyo 2020. His extraordinary performances, having been unbeaten in the 2019 season, means he earned the right to be nominated to the BOA for individual qualification in the K1M-200 event.



Lizzie Broughton again showed her consistency and high level of performance in the K1W-1000 by medalling once again at a World Championships. In the women's Olympic events, the K4W-500 crew and Rebi Simon in the K1W 500 narrowly missed Olympic quota places and a 12th place was earned by Jess Walker in the K1W 200. In the men's Olympic events, Tom Lusty placed 14th in the K1M-1000. In the canoe women categories Katie Reid placed 11th and the C2 partnership of Reid and Chloe Bracewell also finished in 11th place. Great attitudes, dedication and determination were shown by the whole team throughout the season. Note should be made of Dan Atkins Junior European and World Championships wins in K1M 200 with Phillip Miles medalling silver in the Junior K1M 1000 at the European Championships.

These thanks include all the coaches and club officials that go to make up the infrastructure that supports the whole of the competition activity.

Coaching remains high on the SRC priority list with continued practical and financial support of the Level 2 Race Coach Award programme.

As in the last few years, the SRC have financially supported all those GB Team members who are not on the UK Sport/Performance Department programme. All their costs were not covered but the limited resources available were used to the best effect possible.

Thank you to all International Panel members for their input this season.

The Performance Wellbeing Strategy and Action Plan was launched in late 2018 with the Performance Wellbeing Group set up in September 2018. This continues to play an ever larger part in ensuring that our athletes are treated with the respect that they deserve.

The discipline as a whole now looks forward to Tokyo and to the continued expansion of the availability of competition for those of all ages and ability to take part.

British Canoeing Wild Water Racing Committee Report

Simon Wright - Chair

Great Britain again maintained a high profile in International Wild Water Racing competition, attending events across the globe, reaching finals and achieving podium standing performances. The stand out of those being Hannah Brown's victory in December at the last race of the season in China at the World Cup Finals sprint race, her winning margin being the absolute smallest possible at 0.01 seconds! The day before she had placed third in the classic race, with an exceptionally long one hour charge down the river at Nujiang.



The European season started in May this year with the European Championships on the river Soca, Slovenia where GB was represented in the Men's K1 event by Rob Jefferies and Nicholas Bennet. At the ECA Cup and ICF Ranking events held at La Seu d'Urgell in June, Laura Milne made both finals and finished a creditable 13th and 12th respectively.

The largest team trip of the year was to the Junior and U23 World Championships in Banja Luka, where Laura again made the U23 sprint final placing 14th and in the Juniors, Lucy Guest came in at 21st in the classic race. With another year as a junior Lucy is starting to show potential among a group of up and coming young paddlers who have been gaining international race experience this year.

The World Cup races at Treignac, France saw three Men's K1 competing, Ben Oakley taking ninth place in the sprint final and Laura Milne again making the final and placing 15th.

This year's senior Sprint World Championships were at the 1992 Olympic Slalom venue, La Seu d'Urgell. Two Women's K1 competitors made the final, previous double World Champion Hannah Brown coming in fourth agonizingly only 0.42s away from a podium place and Victoria Murray acquitted herself splendidly to finish in 15th place. In the Men's K1 event Ben Oakley also made the final finishing a creditable 11th place.

The 2020 international season gets under way relatively early with the Senior World Championships in the USA from 26-30th April in Nantahala, both Sprint and Classic titles being contested. Intercontinental trips require more advanced planning than European events so selections are taking place early, with the final of four races being held over the weekend of 1st/2nd of February.

Domestically WWR continues to offer a geographically spread range of events and 41 ranking races were attended during the 2019 season by 450 ranked paddlers and crews in England and Wales. The season ending Wavehopper finals, supported by Wave Sport was attended by 65 racers at the Nene with Nottingham Kayak Club taking the title and Wavehopper prize.

From an administrative point of view, Peter Schofield has stood down after 20 years as Chair of the WWR Committee and will continue to be involved with the sport as part of the ICF Technical Committee. Simon Wright has been elected as his successor and is replaced as treasurer by Ian Tomlinson. Following the well attended Development Session of 12th January the Committee is looking forward to pulling together the themes and direction from the workshop and growing the sport around the nation.



Coaching Strategy Group Report

Composition of the Coaching Strategy Group:

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

The Coaching Strategy Group (CSG) 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.

For 2019 CSG has continued its focus on further establishing the educational philosophy, a learner centred approach, by ensuring that the systems that are being created both recognise and support the important role that coaches and leaders play in the growth and development of paddlesport.

CSG have overseen the significant drive in providing digital support systems, enhancing the experience of both seasoned coaches and providers as well as individuals new to coaching and leadership. The digital capabilities have grown from strength to strength with an introduction of a coach self-analysis tool, accompanied by a digital library enabling coaches to recognise and celebrate their practice as well as consider any areas that they wish to develop.

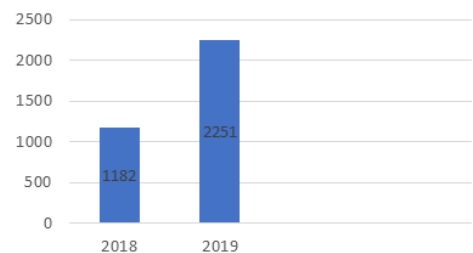
In 2018, CSG recognised that eLearning was a popular resource and that a specific drive in 2019 was required to both maintain and develop resources. eLearning has continued to grow with digital resources being accessed over 48,500 times.

The Coaching Administration Group (CAG) has continued to scrutinise the policies and processes, creating clearer recruitment and development routes for providers and a training approach that is consistent across all National Associations. Over the last 12 months CAG has recruited and trained new providers, increasing female representation by 134% and seen an increase in females qualifying as coaches and leaders from 953 in 2018 to 1432 in 2019.



The new Paddlesport Instructor was signed off by CSG and launched in January 2019 across the UK with learner numbers exceeding 2018 figures.

BCAB Paddlesport Instructor Certifications



The Coach Award continues to pick up momentum with assessments across all disciplines as well as the Paddlesport Leader being accessed with direct entry to assessment, and the growing popularity of individuals designing their own learning journey. Other projects such as the Stand Up Paddle Coaching pathways and Stadium Safety Award have been developed and launched in 2019.

The Performance Coach has been in review, with CSG keeping a close eye on the consultation and design phases to ensure it meets the demands of both current research and the paddlesport community. This high performing coach qualification will be available from 29th June 2020 focusing on the sophistication of coaching practice rather than solely on elite performers and environments.





Performance Wellbeing Group Report

Paul Ratcliffe	Performance Director, British Canoeing
Nancy Squires	Head of Governance and Compliance, British Canoeing
Andy Maddock	Head of Performance – Operations, British Canoeing
Lee Pooley	Head of Coaching and Qualifications, 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
Ofure Ugiagbe	Athlete Support Manager, the British Athletes Commission
Etienne Stott	Retired Athlete, British Canoeing
Jon Schofield	Retired Athlete, British Canoeing
Hannah Brown	Athlete, British Canoeing
Deborah Kerr	Athlete, British Canoeing
Teresa Gregory	Independent Member
Stuart Jolly	Independent Member

Mental Health

2020 is an Olympic and Paralympic year, which brings both excitement and anxiety for athletes and staff involved in the World Class Programme. As a result of the potential for high levels of stress as the Games draw nearer, and the increasing recognition of mental health as a prevalent and serious issue in elite sport, mental health was a key area of focus for the Performance Wellbeing Group in 2019. The British Canoeing Mental Health Strategy was developed and there was plenty of activity around raising awareness and educating athletes and staff.

The Mental Health Team was launched in 2019 and the members and purpose of the team were publicised and promoted. The aims of the team include raising awareness of mental health issues in elite sport and the support available, educating athletes and staff on protecting their own wellbeing, and facilitating more effective case management including referrals for professional support where appropriate. As part of British Canoeing's campaign to raise awareness for Mental Health Awareness Week 2019, senior athletes recorded personal video blogs on the theme of 'Body Image' that were released on social media, successfully reaching around 50,000 people online. Mental Health Awareness training was delivered by members of the Performance Wellbeing Group in conjunction with the English Institute of Sport and UK Sport's mental health professionals. The training aimed to reduce the stigma around mental health and day-to-day struggles, and to offer tools for helping staff and athletes to protect their own wellbeing and to support their colleagues and teammates. In 2020 a selection of staff will participate in the Mental Health Champions training which will provide further education and supervision support for appropriate personnel.

Culture Health Check

The Performance Wellbeing Group aims to encourage the World Class Programmes and Talent Programme to provide an environment that allows everyone to thrive. The culture of our programmes is a vital part of this and forms one of seven pillars that the group aims to influence. A measure of the culture within our World Class Programmes is facilitated by UK Sport each year, named the Culture Health Check survey. 2019 was another successful year with regard to response rates to the Culture Health Check: athletes response rates ranged from 78% - 94%, and staff from 88% - 96%. The high performance culture in Canoe Slalom continued to come through with the most cited themes to describe the World Class Programme being 'professional', 'focused', and 'motivated'. The results for Paracanoe showed improvements on the previous year in most areas, with common themes cited as 'team work', 'motivation' and 'enjoyment'.

The team continue to use the survey feedback for discussion and development. In Canoe Sprint there was an increase in the number of individuals citing certain positive themes such as 'commitment', 'support', and 'progress'. However some concerning themes related to some athletes' perceptions of 'frustration' and 'confusion'. Following the Culture Health Check results and in combination with a variety of other sources of feedback, the World Class Programme is prioritising culture change, working towards an open and honest culture in which all athletes feel empowered, engaged with the programme, and inspired by the people and environment around them.

Tokyo 2020

The Performance Wellbeing Group continue to be mindful of the challenges of an Olympic and Paralympic year for our performance athletes and staff. Support for both athletes and staff leading up to, and following, the Games remains a priority. Opportunities to inspire young paddlers on the Talent Programme and in other competitive environments will be targeted to maximise the positive impact of the Games on young people and the next generation of athletes.

Future of the Group

Since the Group's inception in 2017 the organisational landscape has changed significantly, and the preservation of wellbeing is consistently considered and prioritised within the Performance and Talent departments. The Group is keen to evolve its approach towards this important area to suit the needs of those it is there to serve; for this reason the Group has recently reflected on its membership and terms of reference and expects to make some adaptations in the coming year. We'd like to take this opportunity to thank our athlete representatives and independent members for their support and input so far, and we look forward to continue working together in our revised approach next year.

Athlete Representative Group Report

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

The Athlete Representative Group is now in the second year of the current representative's terms. Still assisted by the Performance Wellbeing Coach and the British Athletes Commission, the reps have taken part in several opportunities to feedback to both British Canoeing and other agencies on matters relating to the high-performance system.

We have met four times throughout the year, and have also assisted British Canoeing in conducting meetings around topics relating to the training centres, in particular at Holme Pierrepont. Using the athlete voice to help communicate across the programmes has been invaluable in instances such as reviewing training camp venues, and preparation for major championships. It was also a pleasure to celebrate and recognise the achievement of some of the World Class Programme Alumni with a recognition event. This is something we hope will remain a constant in the calendar, it is important that the efforts of athletes are recognised publically and not only on the podium.

The Athlete Reps attended one Performance Leadership Team meeting in 2019 and did not attend any Board meetings. The Chair of the Athlete Rep group met with Senior Leadership several times.

In November the Athlete Reps were invited to attend the UK Sport Performance Learning X, for the second year. The group were asked to deliver a presentation to delegates on the British Canoeing Athlete Rep model, it is hoped that this will encourage other National Governing Bodies to establish their own groups. In addition to this opportunity, the reps worked with UK Sport on a number of other projects, one which culminated in a video shot by the culture team at UK Sport.

Our reps have taken part in a number of social media campaigns to support athlete welfare. The most notable of these was during Mental Health Awareness Week, with videos and posts reaching a wide number of the community. Our efforts were recognised by other sporting organisations, and we have been applauded for the work.

We continue to work on improving communication within the organisation, especially as we come into the Olympic year. We look forward to being able to shape the way in which our athletes experience and digest all of the processes around such an important competition year. In September we will run elections for the Athlete Representative Group of 2020-2022.



WAVE SPORT

British Canoeing Safety Advisory Panel Report

John Hatton	British Canoeing Safety Officer
Craig Duff	Secretariat
Mike Devlin	Independent
Martin Suzan	Independent
Lee Pooley	Head of Coaching and Qualifications
Nancy Squires	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

Overview

Established in 2017, the British Canoeing Safety Advisory Panel aims to improve safety standards within the sport and work collaboratively with partner agencies to further the interests of paddlesport. It provides information, guidance and direct support to members, and paddlesport organisations.

In 2019, the partnership working with partner agencies was cemented bringing better coordination of effort and resources to benefit the sport, our members and enhance safety.

After three years of operation, the safety function of British Canoeing (and National Associations), through the Safety Advisory Panel, has developed and now stands comparison with our peer NGBs in terms of organisation and range of services.

In September a meeting was held with British Cycling to examine their safety systems. This followed their safety review after a fatal incident at a cycling event and subsequent court case. This allowed British Canoeing to benchmark its systems against a comparator NGB and one of the best resourced. It was pleasing to see that our systems, structures and training matched those in British Cycling.

We were also able to learn about their priorities for improvement and identify our own areas for development.

Service Achievements

Nine Event Safety Workshops were run in England, with a total of 85 safety officers trained. Three workshops have been scheduled for 2020 and a further seven planned.

The event safety training syllabus was updated and refreshed with a webinar training session run for the training providers.

A system for safety alerts and case studies has been well established; bringing to life real situations as they happen to illustrate the issues paddlers face and how they dealt with them. Four safety alerts and one case study were published and promoted during 2019.

A new paddlesport safety group was initiated in 2019 comprising the RNLI, Marine Coastguard Authority, British Canoeing, the national associations and Canoeing Ireland. This group will focus solely on paddlesport helping to improve understanding and coordination of coastal safety. It will also undertake projects which promote safety within paddlesport.

Incident reporting annual review 2019

Incident reporting in 2019 saw a small increase to 105 from 96 in 2018. This is still below other similar sports governing bodies, but the growth in the use of the system has been positive with more access related incidents being reported. In 2020 three campaigns will be undertaken by the Safety Advisory Panel, one will be to publicise and promote the incident reporting system to gain more information and better data.

The quality of information and recommendations from paddlers submitting reports is of the highest quality and helps to improve safety within the sport. The safety management activity within British Canoeing has been directly informed by this reporting and it continues to guide our safety support to members, committees, clubs, centres and coaches.

Table 1 Comparison of safety and injury related incidents reported

In 2019 of the 105 reported incidents 76 were safety/injury related. While the number of more significant/serious incidents has remained relatively static year to year; the number of minor incidents and fatalities has decreased.

	2017	2018	2019
Fatality	1 (3%)	5 (7%)	2 (3%)
Incidents resulting in a visit to the hospital	14 (47%)	16 (22%)	20 (26%)
Minor Incidents (non hospital)	14 (47%)	46 (64%)	46 (60%)
Other	1 (3%)	5 (7%)	8 (11%)
Total	30	72	76

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

The proportion of on the water to off the water injuries has remained the same. Injuries occurring on land can often be serious with slips and falls leading to sprains or fractures and hand injuries including lacerations.

	2017	2018	2019
Injury on water incidents	87%	70.5%	72%
Injury off water incidents	13%	29.5%	28%

Table 3 Comparison of water type for significant incidents this includes fatalities

These incidents include head and back injuries on white water, shoulder dislocations, and cases of Weil’s Disease.

Water Type	2017	2018	2019
White Water	6	7	13
Ungraded River	1	6	1
Lake Reservoir	2	3	0
Sea	0	3	2
On Land	2	2	1
Canal	1	1	1
Pool	2	0	2
Tidal River/estuary	0	0	1

Figure 4 Annual profile of 2017, 2018 & 2019 incidents by month of incidents that required a visit to the hospital.

The monthly pattern of incidents reported is subject to weather patterns and river levels, confirms paddling activity throughout the year.

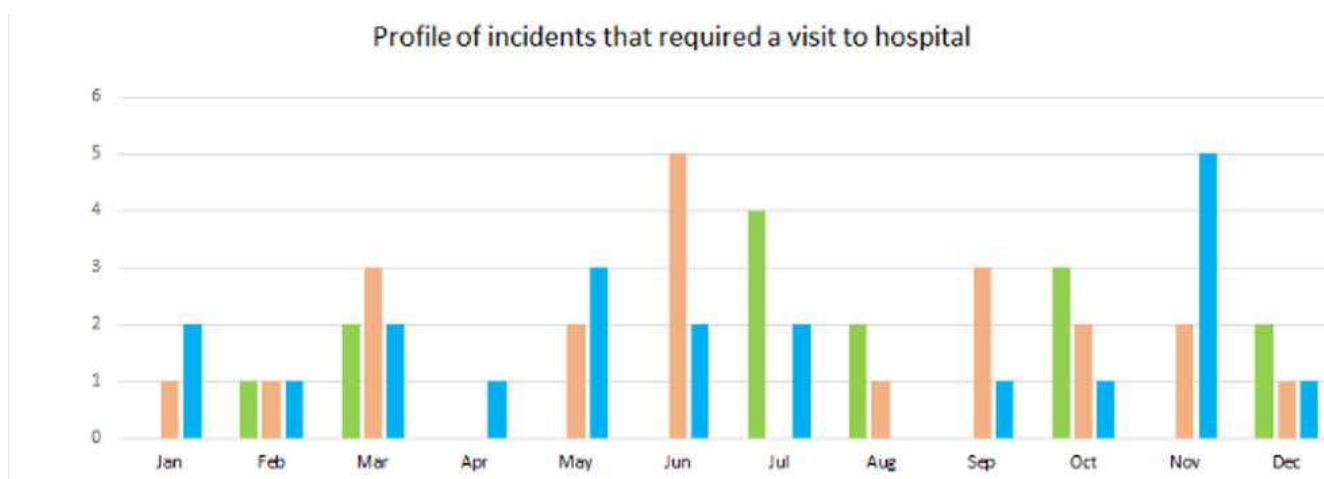
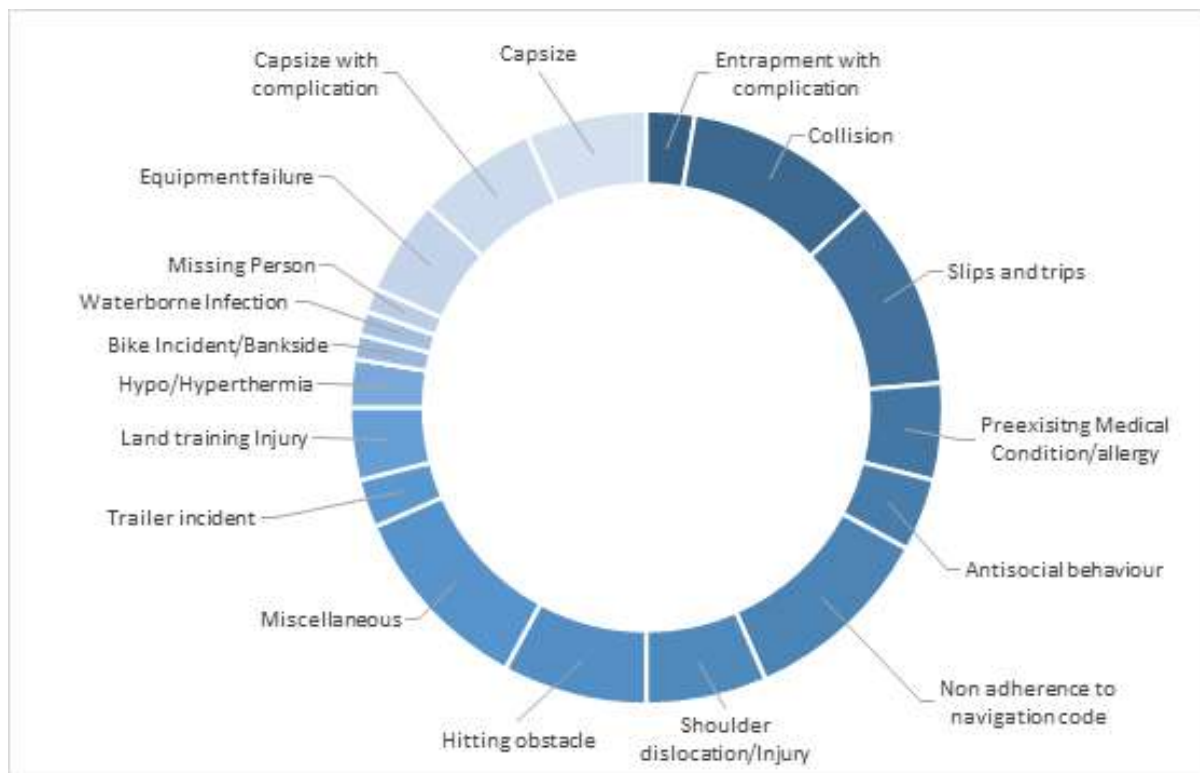


Figure 5 Summary of classification of 2019 reported incidents

No pattern or specific safety issues were highlighted in 2019. The range and mix of incidents covers the whole range of activity associated with paddling.

Any incident has the capacity to be serious, underlining the need for British Canoeing to continue its commitment to provide a comprehensive safety and training service.



2019 Insurance Claims

A total of six claims were made during the year. Three were closed with no payments made, two claims were upheld and payment made. One claim is still open relating to damage to a kayak by a third party.

Type	Detail	Value
Third party claim for damage	Damage to a third party vehicle by a kayak caught in the wind	£185
Equipment damage	Coach slipped, fell and damaged boat	£350

Access and Environment Advisory Group Report

Richard Atkinson - Chair
Places to Paddle Policy Officer

2019 saw another very busy year for the Access Advisory Group following the successful launch of the Access and Environment Charter launch at Westminster in 2018. The Charter provided a focus for the Group, helping to develop the British Canoeing Clear Access, Clear Water Campaign (CACW).

2019 Highlights

- Following the Charter launch the group has engaged with external organisations, Government and other political parties and Membership to promote CACW and the Charter
- Intensive political engagement has led to access along water being included in three Westminster party manifestos
- Canoe Wales has developed their own Access and Environment Campaign, in alignment with the current British Canoeing CACW Campaign
- Douglas Caffyn (Group Member) and Kevin East (part time Group Member) received the Award of Honour from British Canoeing recognising their outstanding service, commitment and major contribution to paddlesport
- Provided guidance and advice on subjects related to access and environmental matters throughout England and Wales such as a National Paddlers Code
- Formulation of partnerships with others to develop environmental projects/events such as plastic pollution clean ups and invasive species management

The year has not been without its challenges. Brexit and the general political climate has challenged the Group in raising the profile of the Charter and Campaign. However, considering this, we have gained support for our Charter from three political parties – Labour, Liberal Democrats and Green Party. We also met with the Government’s Biosecurity Minister, Lord Gardiner of Kimble who was extremely enthusiastic and supportive about British Canoeing’s work in dealing with non-native species and plastic pollution.

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
Phil Stone	Canoe Wales, Places to Paddle Manager
Regional Waterways Advisors (when required)	

Focus areas for 2020

Following the General Election result, the Group will need to approach a number of new MPs in 2020. The three political parties we currently have support from need updating with the issue of access to and along water with the purpose of holding the Government to account.

Brexit will also bring challenges in the form of potential loss of existing protections and changes to legislation including the law of trespass and constitutional rights of individuals.

The Welsh Government continue to consider changes in legislation relating to access to and along water. With the Welsh Parliament elections in 2021 we need to raise awareness among politicians, and seek manifesto commitments. The Group needs to be fully involved in any future consultation and challenge any possibilities of an unsatisfactory outcome.



Brexit may also offer opportunities in the form of existing and potential future divergence from European standards that can be scrutinised in comparison with the freedom enjoyed in Scotland via the Land Reform Act.

Environmental and rights groups are 'on the back foot' post-election. Therefore, the Group needs to ensure that British Canoeing is effective in developing links and co-operation with these external groups.

Finally, we need to promote the online petition to gain support from others, whether they are our members or other similar organisations involved in outdoor recreation. A well supported petition will provide the Government with evidence that access to and along water is a real issue that requires addressing in the future.

British Canoeing Events Limited

British Canoeing Events Limited was incorporated in November 2018 as a wholly owned subsidiary of British Canoeing. It was established specifically to deliver current and future international events held in the UK that are awarded to British Canoeing by the International Canoe Federation, European Canoe Association and the International Rafting Federation.

Composition of the Board

Jonathan Long	Independent Chair
David Joy	Vice-Chair, British Canoeing Nominated
Rosie Williams	Senior Independent Director
Vivien Blacker	Independent Director
Phelan Hill	Independent Director
Mark Bache	British Canoeing Nominated
Susan Hicks	British Canoeing Nominated

British Canoeing Events Limited is in receipt of UK Sport Major Events funding and abides by the principles of the UK Code of Sports Governance. It has yet to be awarded a compliance status but it is expected that British Canoeing Events Limited will be fully compliant by the end of 2020.

The Board of Directors were appointed in February 2019 with the position of Chair transferring from David Joy to Jonathan Long in November 2019. Rosie Williams was appointed Senior Independent Director at the November 2019 Board meeting.

The Board met three times during 2019 with most of the agenda focused on the delivery of the 2019 ICF Canoe Slalom World Cup and the creation of the corporate governance structure. The emphasis of which was formalising the governance and funding relationship between British Canoeing and British Canoeing Events.



2019 ICF Canoe Slalom World Cup

The first event British Canoeing Events Limited hosted was the 2019 ICF Canoe Slalom World Cup held at Lee Valley White Water Centre in June.

The 2019 ICF Canoe Slalom World Cup was deemed a huge success, not only for the athletes dominating the medal table but also from a canoeing community engagement perspective, positioning British Canoeing as a host of world-class events and raising the profile of the sport.

- 187 athletes competing in 224 boats plus 133 Team Staff from 33 nations
- Great Britain achieved four gold, two silver and one bronze medal, finishing top of the medal table
- 6325 tickets purchased or distributed through partners
- 1102 accreditations distributed
- 209 volunteers including over 20% of which were new to canoeing events
- 22 International Technical Officials including five British officials
- Five ICF Board members in attendance
- BBC2 highlights show peaked at 323,000 on Sunday.
- £90,000 worth of commercial sponsorship or value in kind (in addition to UK Sport and Lee Valley Regional Park Authority funding)
- 155 VIPs welcomed and influenced to benefit the sport as a whole including Sport England, UK Sport, UK Anti-Doping and key influencers in the access agenda

From a legacy and development perspective the following programmes were run in conjunction with the event:

- Over 1500 school children attended the event
- Relocation of London Youth Games to Lee Valley which provided an opportunity to re-format the event
- 18 Talent Programme athletes engaged on the Talent Inspiration Programme
- 25 Water Safety volunteers achieved their Stadia Safety & Rescue Award
- Slalom Reunion event engaged with 132 of our paddlers of the past
- 360 spectators took to the water through the Have a Go activity
- 1150 spectators tested their paddle power on the kayak ergo machines
- 450 spectators took part in beach activities (soccer, volleyball, dance & fitness)
- 90 participants enjoyed community rafting sessions
- 10 She Paddle Ambassadors attended the event as well as Slalom Inspires initiatives active around the event.

2020 ECA Canoe Slalom European Championships

Preparations are well underway for the 2020 ECA Canoe Slalom European Championships being held at Lee Valley White Water Centre. Whilst Great Britain have secured all Olympic quota spots, the European Championships provide other nations with the final qualification opportunity for Tokyo 2020.

Contracts have been reviewed following the 2019 World Cup and re-awarded or further open tender processes for sports presentation, venue operations, accommodation, transport and infrastructure elements alongside the work being undertaken by staff and volunteers.

Tickets went on sale in October to British Canoeing members and key partner databases for a month long priority window in October and on general sale in January 2020.

Volunteers continue to engage with the Canoe Crew volunteer programme with further interest from new volunteers supporting the experienced returning volunteers.

The legacy programme has been expanded to also work with a group of young Broxbourne students in Hertfordshire to upskill them in leadership, personal performance awards and support the delivery of the on water schools and spectator activation at the event.

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

Planning for the 2020 and 2021 Freestyle events at Holme Pierrepont, Nottingham has taken speed with the formation of an Event Steering Group and a Local Organising Committee.

A small contingent travelled to Sort, Spain for the 2019 World Championships to learn lessons and meet with the ICF to discuss plans. The Freestyle World Cup in July 2020 will focus on technical delivery and laying foundations for 2021, whilst the July 2021 World Championships aims to showcase the sport at the highest level to new audiences.

The programme being developed will not only provide a platform for the world's best Freestyle athletes to excel but also host a wider event programme to engage with the whole paddling community.

2023 ICF Canoe Slalom World Championships

British Canoeing, in partnership with UK Sport and Lee Valley Regional Park Authority, secured the 2023 ICF Canoe Slalom World Championships in a competitive bid against Bratislava and China. This event is likely to be the primary qualification event for the 2024 Paris Olympics and builds on the 2019 and 2020 slalom international events.

Major Events Strategy

The British Canoeing Events Board reviewed the Major Events Strategy in line with the British Canoeing Stronger Together Strategy and hosting aspirations. The strategy provides a clear vision for the hosting of international events and bidding process.

In line with the Major Events Strategy, work continues with other disciplines to shape future hosting ambitions. Discussions and feasibility continue around both Olympic/Paralympic and non-Olympic events from 2025 onwards.



Annual Accounts 2018/2019

Profit & Loss Account 2019

Income	361,812
Expenditure	(356,117)
Operating Profit / (Loss)	5,695
Interest Receivable & similar income	0
Taxation on ordinary activities	(709)
Profit / (Loss) on activities after interest an tax	4,986

Balance Sheet 2019

Current Assets	356,220
Current Liabilities	(351,233)
Net Assets	4,987
Share Capital	1
Profit & Loss Account	4,986
Capital and Reserves	4,987

International Relations Update

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 Sprint Committee for their meetings in London. Belgrade played host to the ECA Congress in March with delegate representation from David Joy (CEO), Gemma Wiggs (Events & International Affairs Manager). Albert Woods OBE was re-elected as President of the ECA and will continue to lead the organisation through the next four years.

British Canoeing tabled a number of motions and statutes changes at the Congress. The Congress approved a full review of the ECA Statutes for presentation at the 2021 Congress with David Joy sitting on a working group.

Term limits were introduced with ECA Board of Directors can serve a maximum of three consecutive terms of office. Following discussions at the Congress, the ECA Board agree to establish a Strategy development group and a review of Canoeing's inclusion in the multi-sport European Championships (in addition to the European Games).

British Canoeing are pleased with the support provided from other nations both at the Congress and through informal conversations. A number of nations, including Germany, Denmark, Hungary, France and Spain have requested further engagement and discussion between federations to support the development of the sport.

The Congress also provided the opportunity for British Canoeing to develop relationships with other federations not previously engaged on a one to one level including Poland and Norway.

Anti-Doping

The Paddle Clean education programme, launched in 2017, continues to deliver clean sport education to all national team and talent programmes. British Canoeing once again engaged with Clean Sport Week which in 2019 saw a focus on image and performance enhancing drugs.

In addition to the Clean Sport workshops, all athletes competing at ICF and ECA events complete an online anti doping course as part of their condition of entry. The Olympic and Paralympic programmes are ensuring all athletes and support personnel fulfil Clean Games Policy requirements.

International Medals

World Champions

Liam Heath MBE	Sprint Men's K1 – 200m
Emma Wiggs MBE	Paracanoe Women's VL2 – 200m
Charlotte Henshaw	Paracanoe Women's KL2 – 200m
Charlotte Henshaw	Paracanoe Women's VL3 – 200m
Mallory Franklin, Kimberley Woods and Fiona Pennie	Slalom Women's K1 – Team

European Champions

Mallory Franklin	Slalom Women's C1
Kimberley Woods, Mallory Franklin, and Sophie Ogilvie	Slalom Women's C1 – Team
Emma Wiggs	Paracanoe Women's VL2 – 200m
Charlotte Henshaw	Paracanoe Women's KL2 – 200m
Senior Women's Canoe Polo	– Team

World Champions – Junior

Ottilie Robinson-Shaw	Freestyle Junior Women's K1
Daniel Atkins	Sprint Junior Men's K1 – 200m
Etienne Chappell	Extreme Slalom Junior Men
Etienne Chappell, Jonny Dickson & Ben Haylett	Slalom Junior Men's K1 – Team

European Champions – Junior

Daniel Atkins	Sprint Junior Men's K1 – 200m Junior
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Canoe Sprint

ICF World Championships

Szeged, Hungary

21st - 25th August 2019

Gold	Liam Heath	Men's K1 – 200m
Bronze	Lizzie Broughton	Women's K1 – 1000m

ICF Junior & Under 23 World Championships

Pitesti, Romania

1st - 4th August 2019

Gold	Daniel Atkins	Junior Men's K1 – 200m
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ECA Junior & Under 23 European Championships

Racice, Czech Republic

11th - 14th July 2019

Gold	Daniel Atkins	Junior Men's K1 – 200m
Silver	Philip Miles	Junior Men's K1 – 1000m

ICF World Cup 1

Poznan, Poland

23rd - 26th May 2019

Gold	Liam Heath	Men's K1 – 200m
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ICF World Cup 2

Duisburg, Germany

31st May - 2nd June 2019

Gold	Liam Heath	Men's K1 – 200m
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Canoe Slalom

ICF World Championships

La Seu D'Urgell, Spain

25th - 29th September 2019

Gold	Kimberley Woods, Mallory Franklin, Fiona Pennie	Women's K1 – Team
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ECA European Championships

Pau, France

30th May - 2nd June 2019

Gold	Mallory Franklin	Women's C1
Bronze	Kimberley Woods	Women's C1
Gold	Kimberley Woods, Mallory Franklin, and Sophie Ogilvie	Women's C1 – Team
Silver	Mallory Franklin	Women's K1

ICF Junior & Under 23 World Championships

Krakow, Poland

16th - 21st July 2019

Gold	Etienne Chappell, Jonny Dickson and Ben Haylett	Junior Men's K1 – Team
Gold	Etienne Chappell	Junior Men's Extreme Slalom
Bronze	Bethan Farrow, Ellis Miller, Lois Leaver	Women's K1 Junior – Team
Bronze	Kurts Adams-Rozentals, Alfie Boote and James Kettle	Men's C1 Junior – Team

ECA Junior and Under 23 European Championships

Liptovsky Mikulas, Slovakia

4th - 7th July 2019

Bronze	Bethan Farrow	Junior Women's C1
Bronze	Etienne Chappell	Junior Men's K1

ICF World Cup 1

Lee Valley, UK

14th - 16th June 2019

Gold	Mallory Franklin	Women's K1
Gold	Mallory Franklin	Women's C1
Gold	Joe Clarke	Men's K1
Gold	Etienne Chappell	Extreme Slalom Men K1
Silver	Adam Burgess	Men's C1
Silver	Kimberley Woods	Women's C1
Bronze	Ryan Westley	Men's C1

ICF World Cup 4

Markkleeberg, Germany

1st September 2019

Gold	Etienne Chappell	Extreme Slalom Men's K1
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ICF World Cup Final
Prague, Czech Republic
6th - 8th September 2019

Silver	Kimberley Woods	Women's C1
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Olympic Test Event
Tokyo, Japan
25th - 27th October

Gold	Mallory Franklin	Women's C1
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Paracanoe

ICF World Championships
Szeged, Hungary
21st - 25th August 2019

Gold	Charlotte Henshaw	Women's KL2 – 200m
Gold	Charlotte Henshaw	Women's VL3 – 200m
Gold	Emma Wiggs	Women's VL2 – 200m
Silver	Emma Wiggs	Women's KL2 – 200m
Silver	Laura Sugar	Women's KL3 – 200m
Bronze	Stuart Wood	Men's VL3 – 200m

Paralympic Test Event
Tokyo, Japan
12th - 15th September 2019

Gold	Charlotte Henshaw	Women's KL2 – 200m
Gold	Laura Sugar	Women's KL3 – 200m
Gold	Jeanette Chippington	Women's VL2 – 200m
Silver	Emma Wiggs	Women's KL2 – 200m
Bronze	Emma Wiggs	Women's VL2 – 200m
Bronze	Stuart Wood	Men's VL3 – 200m

ECA European Championships
Poznan, Poland
23rd - 25th May 2019

Gold	Emma Wiggs	Women's VL2 – 200m
Gold	Charlotte Henshaw	Women's KL2 – 200m
Silver	Emma Wiggs	Women's KL2 – 200m
Silver	Stuart Wood	Men's VL3 – 200m
Silver	Jeanette Chippington	Women's VL2 – 200m
Bronze	Jeanette Chippington	Women's KL1 – 200m
Bronze	Robert Oliver	Men's KL3 – 200m
Bronze	Ian Marsden	Men's KL1 – 200m
Bronze	Laura Sugar	Women's KL3 – 200m

ICF World Cup 1
Poznan, Poland
21st - 22nd May 2019

Gold	Charlotte Henshaw	Women's KL2 – 200m
Gold	Emma Wiggs	Women's VL2 – 200m
Silver	Emma Wiggs	Women's KL2 – 200m
Silver	Laura Sugar	Women's KL3 – 200m
Silver	Robert Oliver	Men's KL3 – 200m
Bronze	Jeanette Chippington	Women's KL1 – 200m

Canoe Marathon

World Championships
Shaoxing, China
17th - 20th October 2019

Bronze	Lizzie Broughton	Women's K1 – Long course
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ECA European Championships
Decize, France
25th - 28th July 2019

Bronze	Tim Dowden	Men's Junior K1
Bronze	Lizzie Broughton	Women's K1 - short

ICF World Cup
Baerum, Norway
31st May - 2nd June 2019

Gold	Jane Swarbreck	Women's Senior K1 Short
Bronze	Lizzie Polgreen	Women's Senior K1 Short
Bronze	Jane Swarbreck	Women's Senior K1

Canoe Polo

ECA European Championships
Coimbra, Portugal
28th August - 1st September 2019

Gold		Women's Senior
Silver		Women's U21
Silver		Men's Senior

ECA Cup 1
Mechelen, Belgium
28th - 30th June 2019

Gold		Women's Senior
Bronze		Women's U21

Canoe Freestyle

ICF World Championships
Sort, Spain
29th June - 6th July 2019

Gold	Ottilie Robinson-Shaw	Women's K1 Junior
Silver	Alex Edwards	Men's Senior Squirt
Bronze	Sam Wilson	Men's Senior Squirt
Bronze	Ottilie Robinson-Shaw	Women's Senior Squirt

Whitewater Rafting

IRF World Championships
Australia
15th - 19th May 2019

Silver		Women's U23 - Slalom
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IRF European Championships
Luka, Bosnia & Herzegovina
2nd - 7th July 2019

Silver		Masters head to head
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Ocean Racing

ICF World Championships
St Pierre Quiberon, France
9th - 15th September 2019

Silver	Jonathan White	Surf Ski Men Paracanoe
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Wildwater Racing

ICF World Cup
Liukuzhen City, China
13th - 15th December 2019

Gold	Hannah Brown	Sprint Women's K1
Bronze	Hannah Brown	Classic Women's K1

English Forum

Chair	Dave Spencer
Vice Chair	Greg 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

In 2019, Dee Paterson's Board term of office came to an end. In the ensuing election, Alexandra Lane was selected as the English Forum nominee, her appointment is to be ratified at the 2020 British Canoeing AGM.

The Terms of Reference of the English Forum contain an aim to "consider matters that will improve the development and delivery of paddlesport in England." "Paddlesport" covers a very wide number of activities carried out by a significant number of individuals. Statistics tell us 1.5 million people paddle at least once a year with approximately 38,000 being members of British Canoeing. The challenge is to engage and enthuse more of those 1.5 million individuals and to inspire them to become regular enthusiastic paddlers. The foundations are already established through our competition structures and club networks which offers a wide range of activities and challenges. There is something available for everyone, whether it is exploring through river trails, engaging in exhilarating competition or just seeing the world from a different perspective.

There are many individuals outside of any formal club or competition structure who excel in vastly different ways and push the boundary of what can be achieved in a boat with a paddle. Compared to the paddling populace they are small in number, but significant in terms of their inspiration to others. Presenting our sport in its many diverse forms shows that no matter where you start to paddle there are many interesting and exciting paths to follow on your canoeing journey.

The English Forum is the meeting of two major committees; the Discipline Chairs Committee and the Regional Development Chairs. As their names suggests one is tasked with fostering the development of competitive canoeing (such as Sprint, Marathon, Slalom etc) and the other with broader canoeing activities across England (such as recreational paddling, developing canoe trails, campaigning for access rights etc). Many of these activities overlap and it is by increasing the depth of interworking within and between these groups that we can achieve a "more joined up" approach to the benefit of paddlers. Our concern must be with the "paddler journey" that starts with learning skills in the comfort of the local swimming pool and leads to a future that may embrace navigating extreme fast flowing rivers in all part of the globe or to the stillness and serenity of paddling through the English countryside on a warm Summer's day.

As we embark of the development of the 2021-2025 British Canoeing strategic plan, within the English Forum we will look to embed closer co-operation across all our canoeing activities and then we can truly say we are "Stronger Together".

Dave Spencer - 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.

2019 Highlights

- Sponsoring two Penrith Canoe Club members, selected to join the Under 21 GB Ladies Polo team, at the 2018 Canadian World Championship, through our “Achievement Bursary”
- Developed a subsidised sea kayak leadership training programme (11 participants) x6 qualified with BC Moderate/Advanced Water Awards, x5 still in training – all volunteering to lead or assist on the 2019 sea kayak events programme
- Developing our “Youth River Running Project” into a monthly Dads and Lasses/Lads group, with coaching and leadership on some of the great northern rivers – Greta, Tees, Lune and Leven
- Maintain our innovative CPD Coaching Matters Programme – x2 per year
- An RDT scratch team winning the annual and fiercely competitive 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 AGMs – 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 to an increasing number of volunteer leaders and coaches, many of whom having gained new training and qualifications, who 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 and respecting our historic beginnings as “Cumbria Canoeists”.



East Midlands Regional Development Team Report

Andy Oughton - Vice Chair

The main change during a busy year was the stepping down of our chair and life-long supporter of canoeing both in the region and nationally.

2019 Highlights

- Re-launch of empaddlers.org within British Canoeing website
- Great feedback on Coach Development weekends
- Touring opportunities on the Soar provided by mutual Clubs
- The continued growth of the Barrow Winter Race Series

The RDT re-launched its website as part of the regional section of the British Canoeing site. Maintaining the link to the past site, empaddlers.org as a URL which sends you straight to the new home page.

It was great to have different sections of the Soar paddled as RDT Tour days. PaddlePlus kicked off by organising the first section from Aylestone to Belgrave, the Waterside Canoe Club supported the section from Belgrave to Barrow and Soar Boat Club offered to host the final sections over a weekend from Barrow to Trent Lock. In 2020 we will repeat these tours and hope to offer more on other rivers, supported by regional clubs.

The Barrow Winter Races are a strong and well established event in the regional calendar.





Colin Broadway stepped down as Regional Chair ahead of the ACM. Colin has been a champion of canoeing and kayaking within the region and wider afield for over 40 years. From his early days of paddling and competing, through design and manufacture as founder of Mobile Adventure to his tireless work as a coach educator and mentor he will be impossible to replace. There will be echoes and reminders of his impact on paddling for decades to come. Colin was given the Award of Honour at the 2018 Volunteer Awards.

As an RDT, we have been very fortunate to have new people step forward to fill vacancies on the team. We have a new Chair in Martin Aldridge who has been the ACR for Leicestershire, Katrina Smith from Hinckley Canoe Club has agreed to be secretary and we have two volunteers manning the Publicity Officer role, both have been part of the Future Leaders programme run by British Canoeing.

Our regional Volunteer Awards acknowledged the range of paddling going on in the region. John Kelly received the Volunteer of the Year Award for his work setting up and administering Song of the Paddle, an online forum with almost 20,000 members. Beth Kirby from Holme Pierrepont Canoe Club - Rafting Section was awarded the #shepaddles Award for the work done supporting female rafting.

The Go Paddling Award was given to PaddlePlus Canoe Club for their great work introducing people to paddling (over 1,000 people at the Leicester Riverside Festival plus other events). The 4A's were awarded the Impact on Equality & Diversity Award for their continued enthusiasm for making paddling possible for so many users with special needs.



East Regional Development Team Report

Paul Younger - Chair

At the December 2019 ERDT David Walton stepped down from his role as Chairman. The ERDT has benefited greatly from his time as Chair but changing work pressures have meant that David could no longer give the time to the role. Given that, it is acknowledged that people have busy lives both at work, home and at Club level, the ERDT has voted to have a Chair (Paul Younger) and a Vice Chair (Carl Van Berg). The newly created role of Vice Chair is to support the Chair and provide cover on occasions when the Chair is unavailable in order to provide continuity.

Incoming ERDT Chair is Paul Younger. Paul received a Master of Science in Sport Coaching from Loughborough University in 2013, his research paper was 'Exploration of England Canoe Slalom coaches Experiences of Development and Progression'. Paul has 40+ years of paddling experience, has coached Slalom at Club, County and National level. Paul is Secretary for the Essex Slalom Squad and Chair for the Essex Canoeing Association. Part of Paul's philosophy, that he brings to the role of Chair, is that he believes it is a social interpersonal endeavour that involves engaging with others and learning from each other. Paul is looking forward to working with people, clubs and organisations in the Region.

Incoming Vice is Chair Carl Van Berg. Carl is a keen open boat canoeist and has been paddling for eight years. He is Treasurer for Herts Canoe Club and also has an interest in Polo. Carl enjoys coaching absolute beginners, helping and guiding them along their chosen path. Carl also mentors aspirant coaches within his Club.

The region had two fully booked and successful Coach Core events. The first was hosted at the Essex Slalom Squad's site at Sandford Mill Museum on the 6th and 7th of April. The course was led by Mike Devlin and supported by Jeff Toser. The aspirant coaches all engaged with the course with enthusiasm. The second course was held in Norfolk, which has also a resounding success, with Jeff Toser leading and supported by Emma Davey ACR for Norfolk. A number of coaches have progressed to assessment and are pursuing further personal development in either performance or leadership awards.

The region also provided a Slalom Performance Course. Russ Smith led the course with Paul Younger in support. The locations were Nottingham and Matlock, however, weather conditions and flooding meant that the course was held only at Nottingham. The aspirant slalom coaches worked with five novice slalom athletes from Essex Slalom Squad and, despite the poor conditions, both coaches and athletes had a positive learning experience with the coaches looking for assessment in 2020.

The region provided two venues for Alan Page to deliver Safeguarding updates, which were well received. The first was at Langford in Essex where there were 26 attendees from varying clubs and the second held in Norfolk that was also well attended. Positive feedback from both events were received.

The Eastern Region also holds a number of touring events which sell out quickly and are growing in popularity, The Eastern Region Facebook site captures many of these Tours.

Next steps, events and plans to be discussed and explored with the team.

North East Regional Development Team Report

Linda Pooley - Chair

The North East geography provides our region with a variety of paddling experiences and diverse opportunities for coaches and leaders in our region. The RDT supports clubs and centres to develop coaches and leaders required to inspire our paddlers on the waterways in the region.

2019 Highlights

- Adoption of the Terms of Reference in line with the British Canoeing Strategy
- Continued support and development of Regional Annual Events: Round the Island Race; Paddleability Events; Tyne Tour; Boxing Day/May Day Race
- Developing shared practices, clubs working together to train their coaches and leaders

Governance and Club Support

Through 2019 we have been implementing our Regional Development Plan, adopting the Terms of Reference to fit in with the British Canoeing structure. The appointments this year of a Regional Coaching Officer, Lizzie Harrington and Safety Officer, Peter Key have enhanced our committee structure. Thank you to all the committee members who give their time to support our RDT. During the year the RDT has supported a number of coaches and leaders as part of the scholarship scheme that works with clubs to reimburse some of the cost of training and assessment. Our volunteer coaches and leaders are an inspiration to club members, encouraging them to develop their paddling skills, then maybe follow in their footsteps.

Communication

The North East RDT have a successful Facebook page which serves as a hub for promoting events in the region. We are working with neighbouring regions to promote events, helping to increase participation and sharing of good practice.



Awards

Stockton and Thornaby Club received 'Club of the Year' Award, very well earned. Their committee are working hard to develop coaches and leaders, arranging lots of events, local river trips, international experiences and creating a sea kayaking element to the range of activities they already provide.

A posthumous award was received by three students for Lorraine Glendinning from Hexham Canoe Club, who sadly passed away in August. She was Chair of the club committee, organising lots of events including the Tyne Tour and was an inspiration to the slalom students.

Club Activity

The North East RDT isn't directly responsible for running events in the region but is happy to provide support to the clubs who need it.

Hexham Canoe Club – continues to host the Tyne Tour which was a success again in 2019, paddlers from all over the country come to enjoy the hospitality of the North East, the ceilidh during the weekend is a great social gathering where lots of dancing and networking happens.

Coquet Canoe Club – arranges the 'Round the Island Race' which again this year was a success with sea kayakers from far and wide coming along. The Northumberland coast is the perfect place to spend another few days sea kayaking,

experiencing tide races around the Farne Islands, or a circumnavigation of Holy Island.

PaddleAbility Days have continued to provide a monthly paddling experience for people with disabilities during the summer. Clubs in South East Northumberland continue to work together arranging the events, each club being responsible for the venue, giving the participants a variety of places to paddle.

Durham Kayak Club – continue to organise the Boxing Day Race for anyone who would like to enjoy a day on the water after the celebrations of Christmas Day. Although, this year because of building works on the car park and access used for the event, it has had to be cancelled. The club are negotiating with the builders to find a suitable alternative access.

Wansbeck Paddlesport Club – are going from strength to strength with the number of members increasing each year. Sea kayaking has been very popular this year with a number of members gaining leadership and coaching awards. The new leaders are now supporting the club to encourage more people to develop their skills in sea kayaks. A team of club members arrange trips and courses during the year, including international trips; West Coast of Scotland and Palamos are two examples of sea kayaking trips that have been organised.

Club co-ordination is working well in the North East region, particularly in Northumberland, members from different clubs supporting each other to arrange trips/events and coach training opportunities.

We are always looking for opportunities to share coaching experiences, good practice and promote events for our clubs and neighbouring RDTs.



South Regional Development Team Report

Gemma Clements - Chair

The Southern Regional Development Team has worked on continuing improvements in communication and increase engagement with clubs, centres and members and reviewing it's strategy on how it can support and develop the coaching community.

2019 Highlights

- Hosted several events such as INNS Workshop, Club Chat and Paddle Awards Evenings
- Completely Reviewed the Coaching Representative Plan
- Promoted and engaged with National Initiatives through a Film & Photography Festival
- Continued development the Southern Regional Webpage and Newsletter

Over 2019 the Southern Team have focused on some of the key year one objectives of our development plan.

The team have continued to use Google groups to help keep its committee and coaching representatives connected. The newsletter has continued to help the team support the regional community to share news, events and stories.

The region has contributed towards several bursaries to support coaches and leaders across the region.

Over the course of the year the team continued to evolve its annual programme of events to engage with its regional community. This year's programme incorporated updates on the Paddle Awards, Non-Native Invasive Species workshops, networking events and a Film and Photography Festival.

This year one of the other areas we focused on was reviewing the Coaching Matters programme. The coaching representatives came together to review the elements that were not working well and those that were and came up with a new plan on how they would bring coaches together. This was then published on the Southern regional teams' website.

Bursary Scheme



Club	Course(s)
Blackwater Valley Canoe Club	1 x Paddlesports Instructors (£125pp)
Beshingtoke and Deane Canoe Club	First Aid (£150) 1 x Sea Kayak Coach (£125pp) 3 x Core Coach (£120pp)
Southampton Canoe Club	1 x Core Coach (£120pp)
Henley Canoe Club	First Aid (£150)

"The grant has allowed us to support our voluntary coaches in their delivery of canoeing to all ages"

"The grant help me gain my Paddlesport instructor coaching award, which has lead to me supporting other coaches at the canoe club with courses for club members and local scout groups. The grant allowed the club to be able to put three paddlers through the Paddlesport instructor course, as without the grant the funding may not have been there for all to participate. The increase in Paddlesport instructors has lead to the club providing regular evening sessions for local scout groups, getting more young people involved in the sport. We have also been able to expand our regular Friday evening junior paddles, having more qualified coaches on the water to develop the young peoples skills and increase their confidence on the water."

"The Southern Region Coaching Grant enabled me to complete coach award training and then go on to run a weekly session for up to 8, 10 to 13 year old junior paddlers, in racing boats. The coaching course helped me understand why things are done and how to help my paddlers progress, As a 17 year old coach affording the course would have been more difficult with out support from the region and my club."



National Go Canoeing Week was another highlight, recording over 4000+ recorded paddles across the region. Woodmill were recognised nationally for the Go Paddling Award and again were a strong candidate this year.



The Film and Photography event was launched in March, with a contest release every month aligning with several themes to get people involved. It included categories around adventure, wildlife, success stories, clubs and challenges that were designed to go alongside several national initiatives such as Go Paddling and River Clean Up. The events were also aimed to be a innovative way to collect stories and network with individuals across the region. The final showcase was hosted in a theatre in Abingdon which go around 40+ attendees.

Events were held in multiple disciplines within the regional boundaries, including the Southern Boat Series, Abingdon Blastathon, Winchester Slalom, Hurley 30 Paddle Festival and the Hasler Finals that were hosted for the first time in Southampton.

There were also several great stories shared, such as Southampton University, Kingfisher and Blackwater Canoe Clubs sharing their involvement in the Hurley 30s “Dream Team,” an event specifically aimed at clubs. Reading Knights shared their efforts on their River Clean up. Newbury Canoe Club opened their new club house and Kingfisher launched their fundraiser after receiving planning permission to help develop a new site.

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 and over ten thousand British Canoeing members we are able to enjoy recreational sea and river touring as well as the competitive disciplines of Sprint, Marathon and Slalom.

2019 Highlights

- South East Paddlers Conference/ACM/Regional Volunteer awards and evening meal
- Supporting Surrey Scouting
- Regional two day First Aid Course

A number of river clean ups have taken place across the region and I would like to thank all those clubs and paddlers who have got involved. The waterways team have been active in the EA consultation on the future of the structures on the Flood Alleviation Scheme on the River Mole. The proposals have been subject to a lot of press and are proving not to be popular. Paddlers are represented at the River Mole Catchment Partnership Steering Group.

In June, the RDT had a stand at Surrey Scouting's SCRAM event. This event takes place every three years and over 1000 cubs visited our stand and had a go on the ergos. It also provided an excellent opportunity to meet and engage with leaders especially around the Start, Discover and Explore Awards. We hope to be able to support the Scout Section Event in 2020. A massive thank you to Russ Smith for transporting all the equipment to the venue and for his help on the day.

In June we held our annual Silly Hats tour on the River Medway launching at Tonbridge Canoe Club and paddling down to Yalding where a BBQ was waiting. The weather was good too and it was nice to have a social paddle along a very canoe friendly river. The date for the 2020 event is Sunday June 7th.





We continue to support the clubs and coaches in the region and following requests from clubs and coaches delivered a regional two day AQA Level 1 and 2 Award. This course proved to be successful and we intend to run an annual event in October 2020.

Our main development for 2019 was to look at our ACM and improve not just the numbers attending but the whole day and what we offered. In previous years we have held a workshop in the morning followed by the ACM but despite our best efforts it was not attracting paddlers.

A decision was made in January to try a South East Region paddler's conference with two sets of workshops. This would be followed by the ACM and then in the evening a buffet meal with the presentation of the Regional Volunteer awards.

The venue was Wey Kayak Club in Guildford, Surrey. One of the few clubs in the country with very impressive facilities, a large hall, kitchen, bar and with a number of side rooms that could be used for presentations.

Workshops included 'Access and the Environment', 'The Start, Discover and Explore awards', 'Using the club portal', 'Using Ergo machines', 'Engaging with young paddlers', 'Stand up Paddleboards', 'Paddleability', and 'Planning journeys on rivers and sea'.

The day proved to be very successful and we were delighted with the numbers attending and the positive feedback. An event like this takes a lot of organising and I would like to thank the members of the RDT for engaging with the idea, for their support and encouragement. Also a big thank you to Darryll Shaw, Ben Seal, Guin Batten and Russ Smith for coming down from Nottingham to deliver workshops. To Rob and Annie Davis and everyone at Wey for all their help.

By the time you are reading this we will be planning our 2020 event.

South West Regional Development Team Report

Steve Warwicker - Chair

A challenging year where we have to absorb a considerable amount of change and adapt to circumstances.

2019 Highlights

- Established video communications links to cope with the large geographic distances in the region
- Continued the management of the Dart land on behalf of British Canoeing
- Discipline Reps have been doing good work across the region
- The Regional Coaching Reps and Commercial Providers have meant a good range of courses and support across the region
- We have recruited a new Paddle-Ability Rep at the end of the year

This is a very large geographic region with considerable distances for any member of the committee to cover. To meet this challenge we have been trialling video conference links with varying degrees of success. Certainly this is the way of the future and we are constantly learning and developing our approach. Several suggestions over the years have been made to split the region however if this took place the distances are still too great to allow face to face meetings.

Originally we trialled Google Hangouts but at the time of our trial this system did not allow a telephone contact into the conversation – a key requirement when people are working remotely. We understand this is now possible and will be trying again in 2020 otherwise there are alternative low cost systems we can use.



Our ACM for the second year running has not been able to be a physical meet and to ensure as far as possible the widest involvement of members we have used electronic distribution methods. Also in 2019 it was the first two-year period for re electing the three key roles of the committee, Chair, Secretary and Treasurer, again we have used an online approach to try and engage with a wider community, so far with limited success. The fundamental challenge is to ensure the RDT is seen as adding value to the clubs and centres and this is a key challenge for the coming year.

GDPR regulations have caused a challenge due to the restrictions of distribution lists and we are still trying to establish the best way of connecting with the clubs and centres. Our Southwest Paddlers Facebook site is now seeing increasing utilisation and is a useful tool in improving communications.

The region is fortunate in having a large number of clubs and centres (c65), and many commercial providers are successfully delivering a wide range of courses and workshops.

The region also sees a large number of paddlers from outside our area using the many facilities on offer, particularly running the River Dart.

Our discipline reps have been doing a great job of encouraging their particular areas.

The three-year revalidation offered by British Canoeing has reduced the demand for Coaching Matters events and it has been found by our coaching team that smaller club-focused events, driven by the clubs has been more successful, particularly in understanding the new schemes that have been introduced.



West Midlands Regional Development Team Report

Clare Dallaway - Chair

West Midlands RDT continues 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.

2019 Highlights

- Continued support for Stoke Heritage Trail, Paddle to the Heart and Dave Perry Memorial regional tours
- Second annual regional waterways clean up campaign in partnership with Birmingham City Council in conjunction with Paddle to the Heart
- Sustained delivery of regional sea kayaking weekend

In 2019 West Midlands maintained a 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, creating and promoting more opportunities for exploration, adventure and challenge. During 2019 following successful engagement and attendance by regional paddlers to our key paddling tours and 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 third 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 also hosted our regional seal launch platform, which proved highly popular and a positive spectacle to the public. We continued to work with Birmingham City Council, encouraging clubs and centres to clean our waterways as they paddled. This initiative was again a huge success, where bags of rubbish and other miscellaneous debris was collected. As a result will be supported and sustained in future years.

The Dave Perry Memorial Paddle from Bridgnorth to Arley was run for the fourth year in October, which saw lots of paddlers from the region come together to enjoy a leisurely paddle on the River Severn.

Our regional sea kayaking event, which took place again in September proved a huge success and saw 25 paddlers travel to Anglesey, providing opportunities for experienced and inexperienced sea kayakers alike.

A huge well done to Gailey Canoe Club who supported some of their members to complete a 25 mile paddle in November in aid of Parkinson's Disease. They were also joined by Wolverhampton Canoe Club on the day and went on to raise over £7000 for the charity.

Led by our Regional Coaching Representative Ian Dallaway, the leadership and coaching team has delivered a Coaching Matters Event at Ironbridge this year. The team has supported bursaries and organised numerous courses specific to the needs of our volunteers, coaches and leaders within the region. We thanked Mark Brian for his past support who stepped down from the role as Staffordshire Coaching Rep and welcome Marie Latham, appointed as the new Coaching Rep for Staffordshire.

We continue to use social media and our networks within the West Midlands RDT in publicising our events and plans, supported by our volunteer of Regional Communication officer Izzy Detheridge.

This year also welcomed our newly appointed RDT secretary Sally Leese.



Yorkshire & Humberside Regional Development Team Report

Greg Spencer - Chair

*"If it's everyone across the world then I don't know but if it's just this country then I feel he is a worthy winner" -
William Carden, aged 11*

Yorkshire legend Marianne (Mazza) Spender would have been delighted in hearing these wise words from young William in a British Canoeing video paying tribute to club-mate Jack Holland, who was being given the National "Rising Star" (Young Coach of the Year) Award for 2019. Of course, Marianne's delight would have been even greater on hearing William's older brother, Lewis, declare he didn't trust his dad (her own protégé) - and we can all imagine her nodding approvingly!

2019 Highlights

- Youngsters showing the spirit of Marianne "Mazza" Spender lives on
- Yorkshire Sea Kayakers & Yorkshire Cup Series established
- Chris Hawkesworth Inducted into the Whitewater Hall of Fame



Earlier in the year, Eleri Spencer had become British Canoeing's Young Volunteer of the Year. Her award video also talked of ordinary, everyday people saying "I can do that", and just getting on with it. Later, Keith Morris was one of many to be unsurprised at her saying to camera "I don't really listen to my dad when he's trying to coach me" and he perhaps spoke for all of us in seeing this as something any one of us might "be happy about, and proud to have achieved."



We're conscious that Marianne was one of a host of inspiring figures who set the tone for a generation of youngsters within our clubs, disciplines and wider sport - but we've been delighted to see evidence throughout 2019 that the same spirit is alive and well, right across a thriving region, and everywhere from slalom and polo to white water kayaking and canoeing!

Many will have caught Duncan Berriman's inspiring film of his daughter, Olivia, kayaking on the Soča at the age of seven. Others may have caught the Team BMC "Pirates of the Canals" film of adventures by Women's Paddle Ambassador Addi Man and her daughter, Athena - nominated in the 2020 Women in Adventure films.

On other fronts, Lynne Marie-Dale has been injecting energy into the Yorkshire Sea Kayaker network, George Harrap (Robin Hood Watersports) has started hosting a programme of talks, Bayley Siddall (Sheffield Hallam University Canoe Club) became British Canoeing's inaugural Community Champion for organising a large scale clean up on The River Don at the Sheffield Adventure Film Festival in ways which encouraged new and existing paddlers to take to the water and support the ethos of the Clear Access, Clear Waters campaign.

At PaddleExpo in Nürnberg, Chris Hawkesworth, who served on the Regional Development Team for almost 50 years, was inducted as an Advocate in the International Whitewater Hall of Fame. His club (Manvers, now with 450 paddlesport members) also went from strength to strength - most notably hosting a Snake Boat Racing event live broadcast to 150 million! His club also successfully bid for fishing rights on two rivers, progressing an initiative which could fundamentally change the basis on which we #ShareTheSpace.

Elsewhere, Les Ford of Yorkshire Slalom got incredible numbers started on the slalom coach pathway. Lesley Medina (Area Coaching Rep in East Yorkshire) hosted workshops for introducing Marathon Racing and got a group started on Canoe

Polo Coach Award training. Hasler racing continued, and Leon and Ian Tomlinson did much to build the Wild Water Racing scene. Last but not least, David Jeffries' team established an all-new Yorkshire Cup series of Marathon events which double as outstanding preparation for entering the Devizes-Westminster race.



Safeguarding Update

Introduction

This report provides an update on the challenges and highlights in the area of Safeguarding over the year 31 October 2018 – 1 November 2019.

The Governance Team was further strengthened by the recruitment of a Compliance and Safeguarding Officer in April 2019 and a Safeguarding Case Officer in December 2019.

Safeguarding Framework

The Child Protection in Sport Unit of the NSPCC (CPSU) undertook its annual audit on British Canoeing's safeguarding framework in May 2019. The organisation was rated excellent, the highest possible standard attainable. A further demonstration of the high regard given by the CPSU to British Canoeing's safeguarding framework was the highlighting of a number of areas of good practice. This included the organisation's support and resourcing of safeguarding, its case management framework and processes and work around mental health.

A Safeguarding Action plan for 2018/2019 was agreed with the CPSU as part of the previous year's audit. Good progress has been made against this action plan with the organisation on track to achieve all the remaining actions in early 2020 and therefore achieve the CPSU rating of excellent (or equivalent) in 2020.

Safeguarding Policies

Key safeguarding policies were updated in 2018 and no significant changes were made in 2019. In 2020, policies will be updated to enhance provisions around anti-bullying and harassment and safe use of social media.

Safeguarding Training

A programme of face to face Safeguarding Training Workshops designed for Club Welfare Officers began in Autumn 2019, with very positive feedback. These workshops will continue to be delivered to Spring 2020.

British Canoeing's Compliance and Safeguarding Officer has completed training to deliver UK Coaching's Safeguarding and Protecting Children workshop and the CPSU Time to Listen course. This capability will be used in 2020 to directly reach and support clubs around the country. Multisport Time to Listen courses (mandatory training for Club Welfare Officers) are promoted on the British Canoeing website, social media and Club Welfare Officer newsletters.

Tailored training for Performance and Talent coaches and support staff was delivered in March 2019 covering duty of care, welfare of athletes during trips, mental health and health and safety.

Mental Health awareness training was delivered for each World Class Programme focusing on wellbeing and managing concerns within the elite performance environment.

Performance Wellbeing presentations were delivered to Talent athletes and parents/carers describing safeguarding, the challenges young athletes face and how parents can best support their children.

The Talent Parent Programme was launched on the British Canoeing website providing resources, including tailored webinars, to help parents understand performance sport and to support their child in their athletic career.

Safeguarding and Welfare training, including best practice for Team Managers on trips, which was developed in 2019 is to be delivered to Discipline Committees in January 2020.

Training has been delivered (and resources developed) for Performance and Talent staff on the role of the Welfare Point of Contact on trips, to clarify roles and responsibilities and ensure safeguarding concerns are managed robustly and effectively.

Code of Conduct e-learning has been rolled out, which is available for all coaches and is mandatory for all employed British Canoeing coaches.

Club Welfare Officers

There are a total of 464 Club Welfare Officers across a total of circa 360 affiliated clubs. British Canoeing recommends that each club has two appointed welfare officers so it is apparent there is an ongoing challenge to improve the number of welfare officers throughout 2020. Regular Club Welfare Officer newsletters are distributed quarterly.

Embedding Safeguarding

Considerable further work has been done to embed safeguarding across the organisation through collaborative working, including trip planning resources and safe recruitment practices.

Mental Health

Mental Health has been a particular focus in 2019. British Canoeing's Mental Health Strategy has been developed this year and the delivery of this strategy is led by a newly formed Mental Health Team. The team have supported national and international mental health campaigns, delivered training with the World Class Programme athletes, strengthened links with the EIS Mental Health Expert Panel, and raised awareness of support provision.

Work in 2020 will involve selecting and training 'Mental Health Champions', further education for athletes and staff on developing techniques for positive wellbeing, and promoting psychological safety within the performance environment. The visibility of the mental health support for athletes has resulted in athletes being more willing to come forward to speak about health related issues and seeking support.

Safeguarding Case Management

The Safeguarding procedures were rewritten and published in November 2018 and some minor improvements were made in April 2019. The procedures will continue to be reviewed periodically or as and when learnings arise to ensure they remain in line with best practice.

Case Management Group

British Canoeing benefits from a Case Management Group (CMG) which draws from a wide range of safeguarding backgrounds and experiences including social work, law enforcement, psychiatry, and education. In line with the strong recommendation of CPSU, the Group is also independent of the British Canoeing CEO and Board. It's members are:

- **Gill Camina, Chair** – experienced safeguarding and governance consultant who has worked at both national and international level within sport as well as having previous experience with NSPCC, CPSU and Ann Craft Trust
- **Di Murray MBE** – Triathlon Coach, Lead Welfare Officer England Golf and Former Police Officer
- **Helen Murdock** – Safeguarding Professional worked for CPSU, Netball, Badminton and other sports
- **Martyn Burrell** – Social Worker currently working part time on safeguarding for the Church of England
- **Dr George Allerton-Ross** – Doctor/Psychiatrist who specialises in Mental Health
- **Deidre Litting** – Former probation officer who has also worked within Councils and Mental Health Trusts. Previously sat on both golf and cricket CMGs
- **Nancy Squires** – British Canoeing Head of Governance

Recruitment for an additional member with paddlesport expertise will take place in 2020. The Case Management Group Terms of Reference will be reviewed again in 2020.

Case Management filing and record keeping

Since November 2017, a new case management system has been fully implemented resulting in each case being stored in its own confidentially stored electronic folder in chronological order. This file recording system has made it easier to review cases as well as assisting in responding to legal challenges or in circumstances where information is requested by authorised parties such as the Police or statutory agencies.

Case Statistics summary

In all, 41 cases were considered by the Case Management Group in the period between November 1st 2018 and October 31st 2019. During this period, 20 have been closed. This is a reduction on the 62 cases considered during the previous reporting period.

Of the 20 closed cases, 18 had an identifiable outcome with 16 resulting in unrestricted or conditional deployment with children or young people under the age of 18. Two cases have resulted in individuals being suspended from working with children and young people.

In the period 1st November 2018 to 31st October 2019, 722 DBS checks were processed which was consistent with the figure for the same period in 2017-2018 of 729. 674 of these checks were for volunteers with 48 being for individuals in paid roles.

Membership Update

2019 saw another pleasing year of growth in British Canoeing membership.

By October 2019 British Canoeing had 38,600 members across the On the Water and On the Bank categories: a 6 % growth based on figures in October 2018.

One of the biggest improvements in membership numbers was through retention. With improved systems and communications put in place, retention of membership has increased to 75%.

There has also been increases in the number of digital members (3500) and Club Associates (1500).

Despite developments in key campaigns such as She Paddles there remains a higher male membership at 72%, compared to 28% female.

New membership benefits were developed thanks to commercial relationships with Halfords, Dryrobe and Vow Nutrition, alongside existing offers from Cotswold Outdoor and Towergate.

The annual Membership Satisfaction Survey received 2,990 responses, the largest sample to date.

Within the survey member satisfaction increased to 79%, with 93% also stating they would be likely to renew membership.

The Net Promoter Score for how likely is it you would recommend British Canoeing to a friend or colleagues has improved from -4 in 2018 to 23 in 2019.

The top three reasons for joining British Canoeing is for the waterways licence, insurance protection and in order to coach.

This is followed by more 'community' focused reasons, with being part of the paddle sport community and supporting the Clear Access, Clear Waters campaign stated as important.

Improvements in communications continue to grow, with an increase to 73% in satisfaction. Going forward more tailored and segmented communications is a priority for members, with an increase in recreational and interest focused content.

SUP magazine has been made available to members at 23% off the RRP with the Paddler remaining a free digital resource to members, with 690 subscribers to the print version magazine. All affiliated clubs continue to receive two free copies per edition.

British Canoeing Executive Team

During 2019, there were 17 leavers and 16 new starters.

- The number of staff employed by British Canoeing in January 2019 was 101
- The number of staff employed by British Canoeing in December 2019 was 100

Our labour turnover for the year is therefore calculated at 17%

Governance Team

New Starters

Alan Page	Compliance & Safeguarding Officer	23rd April 2019
Nancy Squires	Head of Governance and Compliance	10th June 2019
Julie Bailey	Safeguarding Case Officer	2nd December 2019

Leavers

Urvasi Naidoo	Head of Governance and Compliance	10th July 2019
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Coaching Team

New Starters

Peter Catterall	Talent Coach Developer	2nd November 2019
Dean Sinfield	Performance Coach Developer	4th November 2019

Leavers

Jordan Passerelli	Coaching Advisor	8th March 2019
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Internal Promotion

Aimee Sallis	Coaching Administrative Lead	Sept 2019
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Development Team

New Starters

Chris Earle	Head of Participation & Club Services	18th February 2019
Richard Stacey-Chapman	Events Officer	4th March 2019

Leavers

Clarisse Smith	Equality Officer	16th January 2019
Laura Sutherland	Events & ADO Officer	28th June 2019
Kellie Hathaway	Development Support Officer	30th September 2019
Guin Batten	Head of Strategy and Development	31st December 2019

Finance

New Starters

Belindah Otieno	Finance Assistant	4th September 2019
Sarah Smith	Finance Officer	9th September 2019

Leavers

Helen Bowen	Finance Assistant	29th May 2019
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Internal Promotion

Susan Hicks	Finance Director	1st July 2019
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IT

New Starters

Ben Sansom	WordPress Developer	17th September 2019
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Membership

New Starters

William Packer	Membership Advisor	18th March 2019
David Rogers	Temporary Club Support Officer	2nd May 2019

Leavers

Libby Cullis	Membership Advisor	15th February 2019
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Internal Promotion

Jenny Spencer	Membership Marketing Manager	1st February 2019
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Communications

New Starters

Jennifer Gibbon	Content & Campaigns Officer	27th August 2019
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Leavers

Laura Peberday	Content & Publications Officer	31st July 2019
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Internal Promotion

Ruth Norfolk	PR & Communications Manager	1st February 2019
Robert Knott	Head of Business Development & Communications	1st February 2019

Performance Team - Sprint programme

New Starters

Holly Fairclough	Sprint Team Manager	21st October 2019
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Leavers

Justine Willmott	Sprint Team Manager	30th September 2019
Tim Brabants	Podium Technical Coach Speed (Sprint)	31st December 2019

Performance Team - Slalom Programme

Internal Promotion

Zachary Franklin	Podium Potential Technical Coach (Slalom)	1st November 2019
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English Talent Programme

New Starters

Charlie Barwis	Talent Club Partnership Manager	7th January 2019
Zachary Allin	Northern Region Talent Academy Coach (Slalom)	1st November 2019

Leavers

Kevin Bowerbank	Regional Pathway Coach SW (Sprint)	11th October 2019
Owen Shephard	Regional Pathway Coach London (Sprint)	18th October 2019
Phil Stephenson	Northern Region Talent Academy Coach (Slalom)	25th October 2019

Internal Promotion

Adam Johnstone	Southern Regional Pathway Coach (Slalom)	1st November 2019
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Performance Team - Core Staff

Leavers

Verity Miles	Performance Administration Assistant	29th March 2019
Mike Chandler	Head of Performance Coaching	23rd August 2019
Nathan Abbott	Performance Coach Developer	30th September 2019

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