

# 2021 Annual Report



# CONTENTS

- 04 **Chair's Report**
- 10 **British Canoeing Board Report**
- 14 **Governance and Risk Committee Report**
- 14 **HR and Remunerations Committee Report**
- 15 **Finance and Audit Committee Report**
- 15 **Nominations Committee Report**
- 16 **Financial Report**
- 17 **Annual Accounts 2019/2020**
- 18 **Annual Governance Statement**
- 22 **British Canoeing Committee Structure**
- 24 **British Canoeing Marathon Committee Report**
- 26 **British Canoeing Polo Committee Report**
- 28 **British Canoeing Rafting Committee Report**
- 30 **British Canoeing Sailing Committee Report**
- 32 **British Canoeing Slalom Committee Report**
- 34 **British Canoeing Sprint Committee Report**
- 36 **British Canoeing Wild Water Racing Committee Report**





<b>Coaching Strategy Group Report</b>	<b>38</b>
<b>Performance Wellbeing Group Report</b>	<b>40</b>
<b>Athlete Representative Group Report</b>	<b>43</b>
<b>British Canoeing Safety Advisory Panel Report</b>	<b>44</b>
<b>Access and Environment Advisory Group Report</b>	<b>47</b>
<b>Environment and Sustainability Advisory Panel Report</b>	<b>48</b>
<b>Canoe Foundation Update</b>	<b>50</b>
<b>International Relations Update</b>	<b>52</b>
<b>British Canoeing Events Limited</b>	<b>54</b>
<b>Inclusion Advisory Group Report</b>	<b>56</b>
<b>Regional Development Team Reports</b>	<b>59</b>
Cumbria Regional Development Team Report	60
East Regional Development Team Report	62
East Midlands Regional Development Team Report	64
South East Regional Development Team Report	66
West Midlands Regional Development Team Report	68
Yorkshire and Humberside Regional Development Team Report	69
<b>Safeguarding Update</b>	<b>72</b>
<b>Membership Update</b>	<b>78</b>
<b>British Canoeing Executive Team</b>	<b>79</b>
<b>Partners</b>	<b>82</b>



It has been a remarkable year. It has been a year that the community of paddlers and all associated with British Canoeing can be proud of. That may seem to be a bold statement for a year in which the ravages of the pandemic have struck, the air of uncertainty has continued virtually unabated and during which many plans had to be set aside. But it is the way that our community has responded, at all levels, in all roles and in all contexts that gives many reasons to be proud. The way British Canoeing as an organisation stayed on the front foot, never took the pandemic and its complications as an excuse for delay or inactivity and continued to deliver services for members was very heartening.

With the delays necessitated by the pandemic, 2021 became an Olympic and Paralympic year and the need to prepare our athletes with the full weight of Covid restrictions became a major task for our newly created Covid-19 task force. They supported the organisation brilliantly to ensure that our athletes and coaches were in the best place to deliver our plans for success in all disciplines, and that we were able to function as an organisation in the best ways possible.

It was therefore a real highlight for us that the Olympics and Paralympics went ahead – and delivered the targeted success for our athletes. We contested every final in slalom and Mallory Franklin won a silver medal in the WC1. We contested two finals in sprint and Liam Heath MBE won a bronze medal in the MK1 200m and became the most successful British Olympic athlete in canoeing with four medals over three Olympic Games to his name. He also set the Olympic record in his route to the final. We topped the Paralympic medal table with seven medals including gold for Emma Wiggs, Charlotte Henshaw and Laura Sugar. All three were shortlisted for the Sunday Times Disabled Sportswoman of the Year. The teams then went on to their respective World Championships in this congested year and not only replicated that success but built upon it, with Jack Eysers winning his first world title in the men's VL3.

We had the delight of seeing the inaugural World Champion in extreme slalom, new to the Olympic programme in Paris, when Joe Clarke stormed to victory. The retiring Fiona Pennie won a world team gold medal in the K1 with Mallory Franklin and Kimberley Woods. Bethan Forrow and Nikita Setchell both claimed Under 23 world titles in women's C1 and extreme slalom at the Junior and Under 23 Slalom World Championships.

It was satisfying to see so many of our disciplines return to competition but the challenges of the pandemic and Brexit placed huge logistical challenges in front of our volunteer organisers. It is hugely to their credit that our athletes managed to compete and do themselves justice after such disruption to their schedules. I cannot speak highly enough of our volunteers and the work of our discipline committees through these challenging times – their efforts will carry momentum into 2022 and what we hope, though cannot guarantee, will be a fuller year of competition.

Britain's freestyle team won three medals at the European Championships, with Otilie Robinson-Shaw and Toby Marlow claiming European titles.

Richmond's Lizzie Broughton continued to impress on the international stage with two silver and two bronze medals at the marathon World Championships and sprint World Championships.

There were two silver medals in the classic races for Kerry Christie in the Junior K1 and under 23 canoe double with sister Emma at the Wild Water Racing European Championships, with Laura Milne qualifying for the women's K1 final at the WWR World Championships.

Despite the event nearly cancelled due to extreme weather conditions, Great Britain's under 21 women's team finished in fourth place at the Canoe Polo European Championships, with all four of the GB teams placing in the top ten.

Across all disciplines some 62 medals were won in the year, an impressive haul given the absence of competition for so long.

We shall host the ICF Freestyle World Championships at Holme Pierrepont Nottingham in July 2022, after having to cancel it in 2021. We are determined that it will be a festival of paddling. It has been a long time in planning as we were scheduled to host a World Cup in 2020 and then the World Championships in 2021, so I know that everyone is committed to making it worth the wait.

An early challenge during the year was the organisation of our Annual General Meeting (AGM). It was clear in early 2021 that the evolution of the pandemic was unlikely to permit the usual full, in person, weekend experience that have characterised our AGMs of late. It was important to connect with our membership as there was a lot to report as well as the important task of electing a new President. Ivan Lawler MBE stepped down after four years of excellent service. It was pleasing to see several candidates representing different aspects of our community. Dee Paterson, well known across the sporting and recreational communities, was elected President and hit the ground running. There were more votes cast than in any election in our history. The full, online AGM, delivered from Covid secure broadcast studios was very successful and received very positive commendations from members. At the AGM we were able to report on progress including strengthening our organisation, improving our financial security through a new reserves policy and the growth in membership that we had experienced – and which has continued.

The Board has performed outstandingly well this year, holding all of its meetings remotely but this in no way diminished the commitment or the value of the contributions made by Board members. The deliberations of the Board can be seen through the minutes which are published on our web pages and are summarised in the Board Report within these pages. I am also very grateful to the Board members who also served so well on the committees of the Board; The Governance and Risk Committee, the Finance and Audit Committee, the HR and Remunerations Committee and the Nominations Committee. We are fortunate to have such committed and talented Board members who have steered the organisation extremely well, to achieve real growth in the most challenging of circumstances. I am pleased to have this chance to express my sincere thanks to them.

The Board of British Canoeing Events Ltd also met twice during the year and had to keep pace with a changing environment and the planning for events when the pandemic allows. The considered key issues such as domestic events policy, future bids to host International events and the planning for the scheduled 2022 Freestyle World Championships and the 2023 Canoe Slalom World Championships. Their work is both vital and greatly appreciated.

As a membership organisation we have seen our numbers rise steadily over the past two years. We finished the year with over 90,705 members and I know that they are receiving first class support from us to ensure they enjoy their paddling and benefit from being part of our community. Many of the new joiners are also paddling Stand Up Paddleboards so it is gratifying to see the breadth of interest that we represent widen. The year has also seen the development and early implementation of new products and services including Club House, Quality Club and Champion Club to help clubs manage their affairs and develop further.

As a National Governing Body we have to be as efficient and effective as we can be and utilise every ounce of resource to the maximum for the benefit of our community. I am pleased that 2021, despite the massive dislocation to working patterns caused by the pandemic, delivered great progress to ensure that we were financially strong to enable us to plan the next phase of our development. Our first task had been to ensure that the organisation had sufficient reserves to provide financial stability and sustainability. This work was led by the volunteer non-executive director Mark Bache with great aplomb. We shall miss Mark when he completes his term of office at the next AGM.

The annual accounts showed that the year ended with retained earnings for reinvestment of nearly £1 million with particularly strong contributions from membership growth, coaching qualifications income and new commercial partnerships, careful financial management, (the British Canoeing way), ensured that efficiencies were achieved wherever possible to build up a financial position to be able to start our new strategy in 2022 with significant investment. We were particularly pleased to create some strong new commercial partnerships during this year, bringing real benefits to members and particularly pleased to welcome Gill as our title partner for Go Paddling.

We are already planning a pattern of new investment into the organisation to ensure that we continue to serve members well and deliver even better paddling experiences. Staff and volunteers have worked hard and effectively this year to put us in such a great position and they deserve our thanks and commendation. Whenever organisations change there are new people joining and people leaving. This has been the case this year and it is greatly to the credit of those that joined us in the pandemic that they have quickly become part of the team despite often having to work remotely and appear as faces on screens. There were some significant departures during the year too including stalwarts, legends and icons of our sport and our organisation. To all of them we say a sincere thank you and we wish them well. Their contribution will not be forgotten. They have served the community of paddlers with great distinction in their various roles. We also finished the year with prospective Board vacancies with the impending completion of office of Mark Bache and Greg Smale and the vacancy arising from the resignation of Alexandra Lane.

The community of paddlers has been growing too. The launch of our Go Paddling website was the catalyst for an easier engagement with paddlers and a source of great advice, guidance and interest. It saw 633,501 unique users in 2021 and statistics suggest that our wider community comprises at least 250,000 'regular' paddlers. This is an important opportunity for us and also a great responsibility. We must serve and focus upon their needs and in so doing encourage more of them to become full members.

It was also a year of new initiatives – all in line with our Stronger Together strategic plan. The relaunch of the charitable Canoe Foundation during the year has given a great opportunity to deliver more and better places to paddle and to enable channelled investment into our community. There are opportunities for the Foundation to play a significant role in building a bright future.

We have also done a lot of work this year to look at all those sites owned or leased by British Canoeing to see how we can leverage our interest in them.

British Canoeing also launched the new Delivery Partner Scheme, available for outdoor centres, hire providers, tour guides, charities and organisations that provide paddle sport activity. 373 partners have already joined the scheme, and the inaugural Delivery Partner Conference was held in January 2022.

British Canoeing announced the appointment of eight individuals from the paddle sports community to the new Inclusion Advisory Group, which will drive the inclusion strategy for England. British Canoeing launched the new equality, diversity and inclusion initiative #WePaddleTogether. This sits comfortably alongside the rising impact of #ShePaddles.

British Canoeing is a regulated awarding body and presents a whole suite of coaching, leadership, instructor and safety qualifications. We have developed some exceptionally well used digital resources and the take up on our qualifications has bounced back to pre covid levels, with over 230,000 engagements from coaches this year. We managed a major review of our safety qualifications in 2021 which will result in the relaunch of these qualifications in 2022.

In a year in which the UK hosted COP26 and there was much attention upon climate change, there was a real focus on the protection of our environment from our community. During the year we appointed members from the paddling community to the new Environment and Sustainability Advisory Group, which will drive the creation and monitor the implementation of our new environment and sustainability strategy. Campaigns during the year encompassed a whole range of activities from climate change itself and the big policy picture to regular weekly river clean ups, national campaigns with Surfers Against Sewage, and local action to improve the quality of waterways. Sitting alongside this work was our continuation of a campaign to give greater rights of access to water. We are a community that can be responsible custodians of the natural environment and we believe that great access allied to greater responsibility will be a huge net benefit to society.

So it has been a very full and active year. The staff and volunteers of British Canoeing have worked hard and imaginatively to ensure that their service to members has not diminished despite the ongoing challenges from the pandemic. I hope that you have seen the benefits and appreciated their work just as we appreciate the commitment that our members show to us as an organisation. On your behalf I would like to thank them for their distinguished service.

Best wishes

**Professor John Coyne CBE**



**Chair, British Canoeing**







# BRITISH CANOEING BOARD REPORT

---

## Composition of the Board 2020/21

Professor John Coyne CBE	Chair and Independent Director
Mark Bache	Independent Director
Richard Boreham	Vice Chair and Senior Independent Director
Stephen Craig	Director nominated by Canoe Association of Northern Ireland
Clare Dallaway	Director nominated by English Forum
Bronagh Kennedy	Independent Director
Martine Kushner	Independent Director
Alexandra Lane	Director nominated by English Forum (Resigned February 2021)
Steve Linksted	Director nominated by Scottish Canoe Association
Greg Smale	Director nominated by English Forum
David Wakeling	Director nominated by Canoe Wales
David Joy	British Canoeing Chief Executive Officer

President, Ivan Lawler MBE, attended the January Board Meeting as an observer in a non-voting capacity. Dee Paterson, as the newly elected President at the AGM in March, attended the remaining Board Meetings as an observer in a non-voting capacity.

The Board met five times in 2021.

## 31 January 2021, Remote Meeting

### Attendance 100%

#### Summary of Board considerations and decisions:

Presentations were given by the Business Development Manager and the Head of Digital to provide updates relating to the commercial strategy and cyber security.

The Board received the membership and staff survey results from 2020.

The Board approved the Annual Report and statutory accounts for 2019/2020.

The Board noted the emerging purpose, vision and ambitions of the new Strategy 2022-26.

The Board noted the nomination by the English Forum of Clare Dallaway to be appointed as a Director to serve a second four year term as Director. This nomination to be presented to the AGM for approval.

The Board noted the progress in the preparation of the virtual AGM, including the election of the President and supported the proposed changes to the Articles.

The Board approved the Sprint Performance Strategy and noted the World Class Performance Report.

The Board noted and approved the decision taken by the Selection Panel in the selection of the five Talent Club Partners. The Board received and approved the Paris Award from UK Sport and agreed to consider the issue of NGB contribution at the next meeting.

Progress reports were given on the Canoe Foundation, British Canoeing Events (BCE) Ltd and Risk.

## **13 March 2021, Remote Meeting**

### **Attendance 100%**

#### **Summary of Board considerations and decisions:**

The Board noted and approved the co-funding allocation for the 2021-25 Paris Funding cycle.

The Performance Wellbeing Coach presented the UK Sport Culture Health Check results for 2020.

The Board endorsed the commercial partnership for the headline sponsor of Go Paddling.

The Board noted the appointment of Keir Worth as Director of Paddlesport.

The Board supported the decision to request ICF to postpone the ICF Freestyle World Championships to June 2022.

The Board noted and approved the Risk Report.

Further reports were provided on the World Class Performance Programme, Finance, the Review of the UK Agreement and progress towards the new Strategy.

## **13 June 2021, Remote meeting**

### **Attendance 100%**

#### **Summary of Board considerations and decisions:**

The Board discussed a confidential matter relating to the World Class Programme.

The Head of Events and International Affairs presented an update on the International Events and International Relations Strategy. The Board endorsed and approved the ICF Board and Committee nominations.

The Equality, Diversity and Inclusion (ED&I) Lead provided a progress update on ED&I work.

The Board noted the planned withdrawal from the Dorney facility later in the year.

The Board noted and approved the process for British Canoeing to work with the Home Nations to seek formal recognition as the NGB for Stand Up Paddleboard (SUP) within the UK.

The Board discussed ways of working, the composition of the Board, Committee structure and Board effectiveness and agreed to progress the Independent External Board evaluation.

The Board considered and approved the first draft of the next strategic plan for British Canoeing.

The Board received an updated Risk Management Report and Finance report.

The Board received a progress update towards the delivery of the 2021 Annual Plan at the half year stage.

## **19 September 2021, Remote meeting**

### **Attendance 92% Apologies: David Wakeling**

#### **Summary of Board considerations and decisions:**

The Board discussed in the presence of the Head of HR a confidential report relating to some staffing matters.

The Board agreed for the Independent External Board review to pick up the substantive issues raised in the discussion.

The Board noted and endorsed the progress of the second draft of the Stronger Together Strategic Plan 2022-26 and approved the proposed process and timelines for the launch of the strategy.

The Board received a World Class Programme update noting the summary of Olympic, Paralympic and international results.

The Board considered the issues raised within the Sprint Programme and approved to support the adoption of a revised Performance Department structure to manage the World Class Programme.

The Board approved proposals to make changes to the England National Talent programme and to establish Sprint Academies.

The Board noted and endorsed the UKAD Assurance framework and approved the recommendation to commit to full compliance by April 2022.

The Board noted the early indications of headlines to emerge from the new UK Code for Sports Governance.

The Board approved a proposal to express an interest to co-host the 2026 ICF Canoe Polo World Championships in Belfast.

The Board received a commercial update within the CEO Report and supported the finalisation of a commercial partnership to provide electric vehicle charging points at commercial watersports centres.

Further progress reports were presented on Finance and Risk Management.

## **5 December 2021, Hybrid meeting, Nottingham**

### **Attendance 92% Apologies: Steve Linksted**

#### **Summary of Board considerations and decisions:**

The Places to Paddle Manager presented the current operational status of British Canoeing's Places to Paddle sites. The Board endorsed the activation of the phased approach to reviewing the management arrangements and to receive a further progress report within six months.

The Board noted the resignation of the CEO to take effect from end of May 2022.

The Board received a safety update following the Haverfordwest incident and agreed to discuss safety further at the next meeting of the Board.

The Board agreed in principle to support proposals for Sport and Recreation Online Learning Area (SAROLA).

The Board recommended to British Canoeing Events to not support a bid for the 2026 ICF Canoe Polo World Championships given the increased risks associated with hosting the event.

The Board approved the nomination of the Board Champion for anti-doping as required by UKAD.

The Director of Paddlesport presented a progress update on the World Class Programme and confirmed the additional UK Sport funding award to the Paracanoe programme.

The Board approved the budget for 2021/2022.

The Board noted the updated Risk Management Register.

The Board noted the progress made in 2021 against the Annual Plan (61% completed) and also approved the 2022 Annual Plan.

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



# GOVERNANCE & RISK COMMITTEE REPORT

---

Martine Kushner	Chair and Independent Director
Richard Boreham	Independent Director
Stephen Craig	Director Nominated by Canoe Association Northern Ireland

**In attendance:**

David Joy	CEO
Nancy Squires	Head of Governance and Compliance
James Unsworth	Legal and Governance Officer

The Committee met five times in 2021: in January, March, April, August and December.  
Attendance 100%

The key areas of work completed by the Committee during 2021 included approving and overseeing progress against the Action Plan committed to following the completion of the Sport Resolutions report as well as noting and approving British Canoeing's response to the outbreak of Covid 19 in March 2020. The Committee also approved revised selection and qualification policies. The Committee has overseen the commission of an external Board evaluation, identifying key areas of focus alongside areas for development ahead of the new Code for Sports Governance being published. The Committee is responsible for oversight and scrutiny of the management legal, safeguarding, disputes and disciplinary cases and complaints. The Committee also approved the process for and noted the outcome of the 2021 AGM.

# HR & REMUNERATIONS COMMITTEE REPORT

---

Bronagh Kennedy	Chair and Independent Director
Clare Dallaway	Director nominated by English Council

**In attendance:**

David Joy	CEO
Lisa Bryant	Head of HR

The Committee has met twice in 2021 in February and September 2021.  
Attendance 100%.

The key areas of work completed by the Committee during 2021 included HR policy reviews, leadership and management development, wellbeing and people strategy planning and implementation.

# FINANCE & AUDIT COMMITTEE REPORT

---

Mark Bache	Chair and Independent Director
Steve Linksted	Director nominated by the Scottish Canoe Association
Craig Wagstaff	Independent member

Alexandra Lane Resigned 13 March 2021

## In attendance:

David Joy	CEO
Susan Hicks	Finance Director

The committee met three times in 2021 in March, July and November.

Attendance 100%

The key areas of work completed by the committee in 2021 included the continuing review of the financial performance of both British Canoeing and British Canoeing Events Ltd as the long-term implications of Covid became more widely understood. The committee reviewed the impact of operational changes on the income, cashflow and expenditure levels of both companies throughout the year. Alexandra Lane resigned 13 March 2021.

# NOMINATIONS COMMITTEE REPORT

---

Professor John Coyne CBE	Chair and Independent Director
Richard Boreham	Senior Independent Director
Clare Dallaway	Director Nominated by English Forum
Martine Kushner	Independent Director

## In attendance:

David Joy	CEO
Nancy Squires	Head of Governance and Compliance

The Committee met once in 2021 in November.

Attendance 100%

The key areas of work completed by the Committee during 2021 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 2020/21. Conflicts of interest of Directors was noted and made available to all Directors. Annual Governance Statement approved. Appraisals of all Board Directors were also noted.

# FINANCIAL REPORT

---

2020/2021 has been an unprecedented year for British Canoeing, membership has increased by 46%, with 48127 new members joining British Canoeing in the year. This rapid growth was driven by new paddlers who were able to find and access information via the Go Paddling website. This website designed specifically to give paddlers easy accessible information on where and how to access the waterways and paddle safely.

Following the heavy impact of covid on the outdoor recreation section last year the summer of 2021 returned to a degree of normality with coaching and award revenues returning to 80% of the pre-covid levels. The Delivery Partner scheme was launched in the year and saw 273 delivery partners join the scheme from April 2021.

New commercial partnership were launched with Gill and the Caravan and Motorhome club generating an additional £87k of commercial income in the year.

The year has not been without its difficulties, the impact of coronavirus on the domestic and international events has caused difficulties with our disciplines and clubs and the logistical challenge of moving teams and equipment around the world has been a particular challenge. Despite this there was a return to international competition from June and we saw the pinnacle of that achievement winning silver and bronze Olympic medals and 3 gold and 1 silver and 3 bronze in Paracanoe at the Tokyo Games in August 2021.

The group surplus for the year after taxation amounted to £915,335, this is made up of a surplus from British Canoeing of £919,508 and a deficit for British Canoeing Events Limited of £4,173.

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. The delivery of the 2020/21 surplus has surpassed the reserve level set out in the revised reserve policy agreed in 2019.

The total consolidated reserves of £2,374,125 (2020 £1,458,790) enable British Canoeing to absorb setbacks and take advantage of change and opportunity, to secure the financial viability beyond the immediate future and provide reliable services over the longer term. It is the intention of British Canoeing to utilise those reserves in excess of the policy to invest back into the delivery of the new strategy, due for launch in March 2022.



# ANNUAL ACCOUNTS 2020/2021

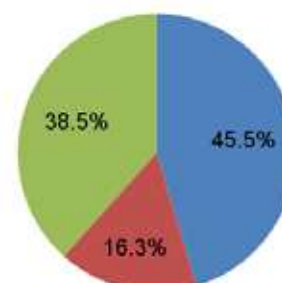
Profit & Loss Account	2021	2020
Income	10,764,529	8,797,154
Expenditure	(9,847,487)	(8,274,728)
Operating Profit / (Loss)	917,042	522,426
Interest Receivable & similar income	2,124	10,677
Taxation on ordinary activities	(3,831)	(5,066)
Profit / (Loss) on activities after interest and tax	915,335	528,037

Balance Sheet	2021	2020
Fixed Assets	749,139	861,651
Current Assets	8,372,507	6,808,174
Current Liabilities	(6,099,356)	(5,734,620)
Long-term Liabilities	(648,165)	(476,415)
Net Assets	2,374,125	1,458,790
Profit & Loss Account	2,343,298	1,427,963
Other Reserves	30,827	30,827
Capital and Reserves	2,374,125	1,458,790

Income	2021	2020
UK Sport	46%	47%
Sport England	16%	18%
Membership, Clubs, Coaching & Commercial	38%	35%

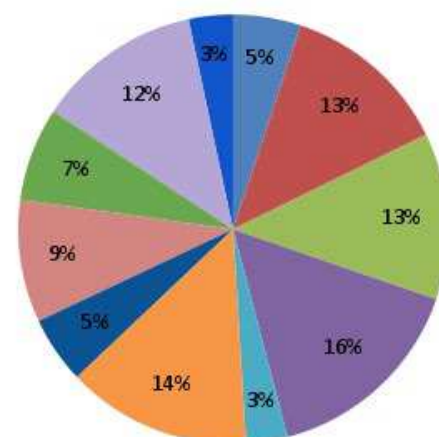
## Costs

- UK Sport
- Sport England
- British Canoeing



Running Costs	2021	2020
Competition & Discipline Support	5%	5%
Communications & Events	13%	13%
Membership Services	13%	13%
Waterway Licences	16%	14%
Insurance	3%	3%
Coaching	14%	15%
Safeguarding	5%	5%
IT & Digital	9%	8%
Finance Charges & Tax	7%	7%
Property & Administration	12%	13%
Staff Development & Training	3%	3%

- Competition & Discipline Support
- Communications & Events
- Membership Services
- Waterway Licences
- Insurance
- Coaching
- Safeguarding
- IT & Digital
- Finance Charges & Tax
- Property & Administration
- Staff Development & Training



# ANNUAL GOVERNANCE STATEMENT

## Introduction

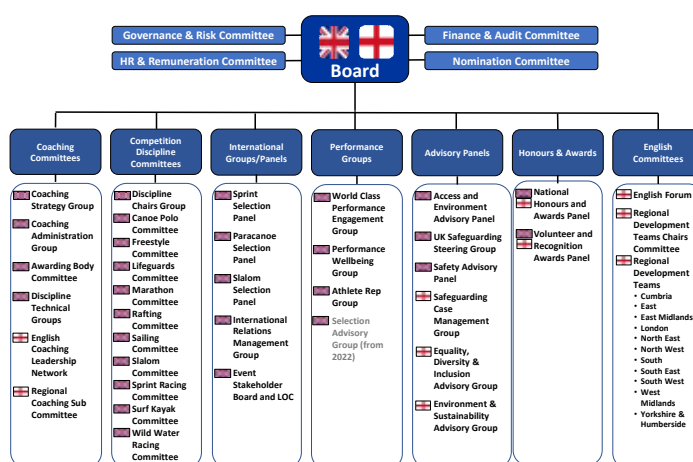
The statement reports publicly on the extent to which British Canoeing is in compliance with the Tier 3 of A Code for Sports Governance ("Code"). This annual governance statement is prepared as part of the Code requirements and outlines our progress to date.

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.

The Non Executive Committee Structure of British Canoeing



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 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 April 2019 to ensure it was reflected that the Board is comprised 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. Throughout 2020 and 2021 work has been ongoing to finalise governance practices, policies and procedures required to ensure British Canoeing Event Limited's compliance with Tier 2 of the Code for Sports Governance. Compliance was confirmed by UK Sport in October 2021.

## 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.**

Richard Boreham, Senior Independent Director and Clare Dallaway, Director nominated by the English Forum, were re-appointed to the Board for a second term at the AGM in March 2021.

Professor John Coyne CBE, Chair of the Board, was also re-appointed to the Board for a second term at the AGM in March 2021.

Alexandra Lane, Board member nominated by the English Forum stepped down from her position on the Board in February 2021. Her replacement will be nominated in time for the AGM in 2022.

The target of a minimum 30% of each gender on the Board was not met in 2020.

The Board Skills Matrix was updated in November 2021.

## Communication

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

Further and fuller information regarding the work of the organisation is contained in our Annual Report 2020 and our Annual Review 2020-21, a progress report on our strategic plan ‘Stronger Together’. The annual report contains statutory information such as the annual accounts, it also provides details of the work of the Board and the Committees and attendance of Directors.

In Summer/Autumn 2021, members and key stakeholders were invited to engage in consultation on the next strategy. Consultation took the form of a wide ranging survey and topic led focus groups. The strategy remains in development with final consultation in December 2021, prior to launch on 12 March 2022.

In accordance with the Code and in order to ensure engagement with our stakeholders the following surveys were carried out in 2020 and 2021:

- Staff Survey
- Member Survey
- Board Evaluation Survey
- Strategy Consultation Survey

In the interests of transparency summaries of the Board meetings and minutes of each AGM are made available on the website.

British Canoeing remains compliant with the Code. The commitment to excellent governance is ongoing and British Canoeing commit to working with our Governance Manager at UK Sport to ensure we are constantly updating and improving in accordance with best practice.

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

## Standards and Conduct

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

British Canoeing remains committed to its values of

**Every Person Matters**  
**Striving for Excellence**  
**Always with Integrity**  
**Enjoying the Journey**  
**Individually Committed**  
**Stronger Together**

British Canoeing continued to work collaboratively with the Scottish Canoe Association, Canoe Wales and Canoe Association Northern Ireland in line with the principles set out in the UK Agreement, entered into in January 2019. The UK Agreement has been under review by the Home Nations in 2021 with a revised agreement anticipated in early 2022.

In keeping with “Stronger Together” British Canoeing have in place consistent Terms of Reference for each national and regional committee. The national and regional committee structure can be found on our website where Terms of Reference for each committee can also be found.

Terms of Reference for British Canoeing’s Safeguarding Case Management Group, Performance Wellbeing Group and Athlete Rep Group were updated in November 2020.

The Board is committed to self-evaluation and continued training during 2021/2022.

The Board conducted an annual review of its performance and its own effectiveness in October/November 2020. The findings were reported to and discussed at the Nomination Committee and full Board meetings in November 2021.

In accordance with the requirements of the Code, Board appraisals were conducted in October/November with the Chair appraising the Board members and the Vice Chair appraising the Chair.

A tender process for an external evaluation of the Board is currently underway with the review anticipated to start in December 2021.

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 and Risk Committee have approved a Policy and Procedure Checklist which is available on the British Canoeing website: <https://www.britishcanoeing.org.uk/uploads/documents/British-Canoeing-Policy-and-Procedure-Review-Schedule.pdf> . British Canoeing have committed to a wholesale review of all key policies in procedures. The key dispute resolution procedures are currently undergoing review.

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 to the whole Board the outcome of the audit.

British Canoeing revised its risk management procedures in 2020, ensuring a consistent assessment of risk, risk management and mitigation across the organisation is continually undertaken and the Senior Management Team and Board are fully briefed on ongoing and emerging risks.

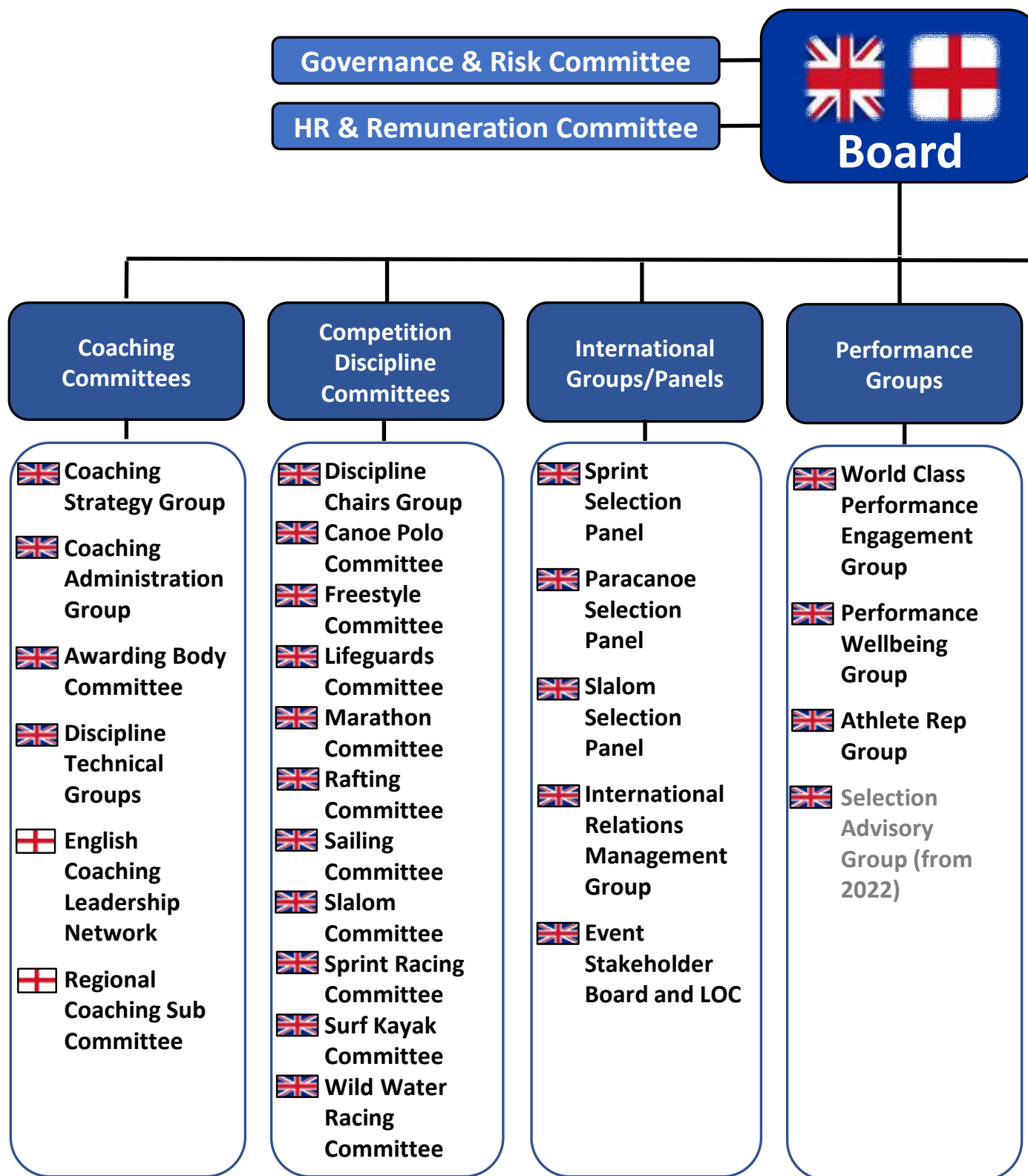
## Conclusion

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

In 2022 besides maintaining Code compliance the organisation will continue to develop and improve policy and practice, in particular, finalising a review of its dispute resolution and other key policies, increasing governance support for clubs and discipline committees, completing the review of the UK Agreement and implementing any changes recommended by the external Board evaluators.

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
-  Safeguarding Case Management Group
-  Equality, Diversity & Inclusion Advisory Group
-  Environment & Sustainability Advisory Group

Honours & Awards

-  National Honours and Awards Panel
-  Volunteer and Recognition Awards Panel

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 MARATHON

## COMMITTEE REPORT Stan Missen - Chair

2021 saw a successful return to domestic and international competition, despite the ongoing restrictions, as well as continued progress in junior development.

### YEAR HIGHLIGHTS

- Two-day National Championships, hosted by Reading CC
- Two medals and eight top 10 finishes at the World Marathon Championships
- Combined junior training days with the SRC and British Canoeing's Talent Department
- Successful introduction of new U14 race series

### Domestic Racing

There was a welcome return to domestic racing in May, although points for the Hasler series were suspended until the new season started in September. Reading CC went above and beyond to run a two-day National Championships in July, with 800 race entries from around 50 different clubs.

Richmond's Lizzie Broughton's reign continues, as she won her eighth women's K1, but there was a new name on the men's trophy with Dan Johnson (Chelmsford) winning by just one second. It was equally close in the men's U23, with Charlie Smith (Leighton Buzzard) just taking the win while Anoushka Freeman (Richmond) took the women's U23 title. In the Junior K1 classes it was a double for Elmbridge, with Zac Tarver winning the U18 men's title, and a very comfortable win for Isla Bethune in the U18 women's race.

A number of Saturday's winners went on to double up on the Sunday. Charlie Smith teamed up with Chelmsford's James Russell to win the men's K2; Anoushka Freeman with Richmond clubmate Jane Swarbreck won the women's class and Zac Tarver with Southampton's Xav Hives the U18 Men's. Sisters, Kerry and Emma Christie (Breakout CC) took a break from wild water racing to win the U18 women's race.

In the single blade classes, Arthur Leech (Nottingham KC) took the Open C1 and the men's title ahead of Chelmsford's Beth Gill who won the women's gold medal, while George Bell (Fladbury) won the junior class. The C2 class was combined, with the veteran Royal CC crew of Joe Mitchell and Mike Phillip finishing ahead of the junior Richmond crew of Owen Chisholm and Areg Sarkisyan.

An exciting weekend of top-class racing was rounded off by around 70 boats on the start line for the ever-popular mixed K2 (and another win for Charlie Smith, this time with Basingstoke's Sam Rees-Clark). In the final tally, Reading CC won the club competition, one point ahead of Nottingham KC and the Spanish Galleon for U12s, while Richmond took the women's Trophy.







## International Racing

Following the National Championships and a short course assessment race, 20 athletes from 11 different clubs, including four C1 paddlers, were selected for the 2021 World Marathon Championships in Romania. Many thanks to all those who made it logistically possible for the team to go.

Lizzie Broughton led the way yet again, winning silver in the short course event and bronze in the long race. There were some very promising results elsewhere by the team, with eight top 10 finishes. Sam Rees-Clark finished fourth in the short course and sixth in the long race and Beth Gill, having relatively recently switched to marathon racing, took fourth in both her C1 races, while Charlie Smith missed out on the podium by just two seconds in the U23 long course. These results also mean GB has qualified both K1 slots for marathon's debut at the World Games in the USA next year.

Although a team of 12 juniors from 10 different clubs was selected for the French Nationals, we were sadly unable to attend the event.

## Coaching

The MRC's Junior Development Squad (JDS) has now been merged with the SRC and BC's Talent Department to run racing skills days for juniors and club coaches, which began in September. This year there has been a strong focus on crew boats.

## Race Administration

A new format for the Geoff Sanders U14 development racing series was successfully introduced during the summer to help encourage more juniors and develop race skills.

The MRC has invested in a new entry system at [entries.gbcanoemarathon.co.uk](http://entries.gbcanoemarathon.co.uk), devised by Will Abson (Richmond CC). At the same time as making it easier for paddlers to enter races, the system also hugely reduces admin for race organisers and those who manage marathon's rankings system in the background. Use of the entry system will be in place for all Hasler races and championships in 2022, and the system is available to any race organiser to make free use of.

# BRITISH CANOEING POLO COMMITTEE REPORT

David McBay -  
Publicity officer

2021 has been a challenging year for Canoe Polo, but with significant development strides made as we come back from the pandemic.

## GB Teams

2021 brought a lot of new beginnings: monthly training weekends finally resumed in June, both women's teams at Holme Pierrepont in Nottingham and both men's based at Kingston Kayak Club's centre in Hull. A new squads committee had to take on quickly changing travel regulations due to Covid to cancelled tournaments, making sure the squad were organised, safe and happy, whilst further volunteers made the challenging journey with the squad's entire fleet of boats from Preston to Catania, Italy for the European Championships, tackling Brexit border controls and through the night drives.



Both U21 teams were treated to a generous training weekend at Let's Go Hydro in Belfast, Northern Ireland. The site offers impressive facilities, from six pitches and grandstand seating. Pete (Let's go Hydro's owner) has also supported several new Northern Irish players to bring their talent to the GB squads this year.

In September, the squad faced their first international competition and only warm up for the European Championships at the ECA Cup tournament in Mechelen, France. After a long international polo hiatus, there were impressive performances with many international debuts across the sides.

The European Championships was an incredible event: the day before the competition was due to begin, the city was hit by a tornado and the venue was heavily damaged. Both GB U21 sides were at the venue at the time, seeking refuge in a hangar, and luckily nobody was seriously injured. With a momentous effort from the tournament officials and volunteers who worked throughout the night to rebuild the venue, pushing first games a day later. After a long-anticipated wait, Canoe Polo could finally have a major championship.

Medal hopes were high for the GB teams, however early tight defeats in first group games prevented the Senior Men and U21 Men's team from being able to place in the top half. The Senior Women initially fell into the bottom half of their field, however made an impressive comeback to finish in sixth place. The U21 Women were the stars of the show, making it to the semi-finals before a loss in the 3/4th vs Italy on home water to finish in fourth place.

Looking forward to 2022, the highlight of the calendar is the Senior Women's invitation to the World Games in Birmingham, USA in July. The two Women's teams see a new format going forward, with U21s and Seniors now training together in order to select the strongest team possible for this campaign.

### **Grass roots development:**

With no league possible in 2021, the polo committee has been working hard this year to redevelop the National League structure, with a new format planned for 2022, primarily intended to seed investment directly back into our clubs through making the most of our outdoor facilities across the country, whilst improving affordability and tournament quality. Additionally, several grants have been awarded by the committee to clubs, including supporting outdoor venue creation in Lancaster and Manchester, as well as pool goal installation in Rhondda. Lastly the committee is currently working with the Sprint Racing Committee to redevelop the National Venue site at HPP in Nottingham. Fingers crossed for a big year for the sport in 2022!



# BRITISH CANOEING RAFTING

## COMMITTEE REPORT Sean Clarke - Chair

Further setbacks due to the pandemic but training and development continued.

### YEAR HIGHLIGHTS

- Focus on the health and wellbeing of all rafters
- All national raft racing events cancelled
- No UK based teams racing at any European or International events
- Planning for the future with administrative and events reviews

Once again, our year was dictated by lockdowns, restrictions, and a growing sense of loss. All plans were put on hold and no events were hosted. Because of travel restrictions this also meant teams were unable to compete in some of the smaller European based events either.

Without events, teams were still able to get out on the water and train when their region(s) at points where it was possible.

Selections for 2022 still being planned with contingencies for how to undertake selections within the context of the global pandemic. It is hoped that the selections and world level competitions are able to proceed in 2022 with vigorous planning in place to mitigate as many risks as possible.

We made no major asset purchases this year but plan to pick up our four-year plan in 2022 as we look to build on the current assets and also investing in the development of race officials and training and development for race teams.

We are looking forward to racing again with plans to send teams to the International Rafting Federation's World Rafting Championship in Bosnia over the summers. As with all plans in this pandemic, we will adjust as necessary.





# BRITISH CANOEING SAILING

## COMMITTEE REPORT Rob Bell - Secretary

British Canoe Sailing has a rich heritage dating back to the 1870s and many of the trophies that we race for today are from this era. The lifeblood of canoe sailing through the generations remains continuous innovation and development, the antithesis of 'traditional' sailing.

### YEAR HIGHLIGHTS

- Successful National Championships in Weymouth
- Preparation for the ICF World Championships in Australia, now scheduled for December 2022
- New UK association website launched - [www.intcanoe.org.uk](http://www.intcanoe.org.uk)

Carefully managed international rules facilitate development and fair competition, allowing us to embrace new materials and technology and stay at the forefront of small sailboat racing. The result is close racing in one of the most challenging and technically advanced sailing boats available, the International 10 Square Metre Sailing Canoe.

The 2021 National Championships in July were hosted by the Weymouth & Portland National Sailing Academy, the sailing venue for the 2012 Olympic Games. In directly benefiting from the legacy facilities, it was also good to witness the increased level of youth activity on site alongside TeamGB training. Racing for the national title was a close fight throughout the seven race series with newcomer, Glen Truswell, doing just enough to take the win from reigning World Champion, Rob Wood. Glen brings with him a strong pedigree of successful development in other high performance classes; his "IC" GBR350 "Tiger" is one of the most recent British built boats and he is working with UK sailmakers to complete the package. It is notable that over 80% of the 2021 national fleet are built to the current rule and of these 20% were making their national's debut, the largest number in recent memory.





The pandemic has, again, prevented international competition. However, we look forward to the 2022 Europa Cup which will be hosted by Hayling Island Sailing Club and the next ICF World Championships which will be sailed under the flag of Lake Macquarie Yacht Club, New South Wales, Australia, commencing December 2022. We remain optimistic that these events will run as planned and the expectation for the British team to medal in both competitions is high.

Training remains firmly on our agenda. The International Canoe is a challenging boat to sail, but a few “tips and tricks” can significantly reduce the learning curve for the uninitiated and more formal race training or coaching is valuable at every level. As a class we aim to support new and seasoned IC sailors alike with training sessions featuring on our fixture calendar, but also through welcoming new sailors and one to one support.

Traditionally the boat itself has been its own publicity; an “IC” in full flight remains a sight to behold. Alongside this we continue to develop our social media presence, both in communicating with our membership and developing the profile of our sport. The class has an active Facebook group which attracts an international following and the UK website has recently been refreshed with a modern look and featuring high quality video of the boats in action.

# BRITISH CANOEING SLALOM

## COMMITTEE REPORT Dave Spencer - Chair

### YEAR HIGHLIGHTS

- Tokyo Olympic Games – The Olympic team all reached the final in their first Games and an superb silver medal for Mallory Franklin was the highlight, although Adam Burgess was a fraction of a second from making it two medals for Team GB
- Bratislava World Championships - Joe Clarke won gold in Men's Extreme Slalom (a new event in Paris), Kimberley Woods won bronze in Women's K1, Mallory won silver in Women's C1, with the Women's K1 team winning gold
- U23 & Junior World Championships - Beth Forrow won gold in Women's C1, Jonny Dickson and Chris Bowers won silver and bronze in U23 Men's K1 and Nikita Setchell won gold in Women's Extreme Slalom
- U23 & Junior European Championships - Chris Bowers won bronze in Men's K1, Nikita Setchell won silver in Women's Extreme Slalom, and in the team events, both the U23 Women's K1 and Junior Men's K1 won silver

The ongoing pandemic in 2021 disrupted both national and international racing well into the year although the autumn brought some relief for domestic racing alongside World Cups, European and World Championships.

The planned selection series for GB representative teams that was due to take place in the spring was forced to be rescheduled, with the selection of U23 and junior teams in May and the senior team in August. Travel restrictions prevented the junior team from travelling to the European U23 & Junior Championships with only the U23 team representing GB, however a full squad was able to attend the U23 & Junior World Championships. The Tokyo Olympics finally took place along with a full senior international programme.





The domestic racing programme suffered severe disruption because of Government restrictions in the early part of the year, although plenty of racing took place from mid-summer through to the end of October. Enough races took place to complete a reasonable part of the annual programme, although competitor numbers were understandably subdued. A number of clubs have reported positive interest in “come and try” sessions, so there is hope that new paddlers can be encouraged to take up the sport as we work to increase competition numbers. Although the winter has seen a resurgence of Covid cases, the high levels of vaccination and widespread immunity provides hope that a full programme of events will take place in 2022.



Canoe Slalom, like many sports, relies to a large degree on volunteers and huge thanks is due to all of those that have played a part in the programme this year, the athletes, their parents, volunteers, clubs, coaches, and programme coaches alike. Thank you for your support, patience and understanding as we all look forward to racing in 2022.



# BRITISH CANOEING SPRINT

## COMMITTEE REPORT Tim Scott - Chair

Considerable challenges were posed early in the season by the pandemic and the Regatta Committee in collaboration with the BC Events Team are to be congratulated on organising a complex Covid secure April selection event.

As the year progressed, restrictions eased and the racing community were able to organise more events at home and ultimately send GB teams abroad.

### YEAR HIGHLIGHTS

- Liam Heath MBE became our most successful Olympic sprint canoeist of all time
- GB Paracanoe Team topped the Paralympic medal table
- The racing community came together for a celebration of the sport at the MacGregor Paddle National regatta
- Lizzie Broughton shone at the World Championships



Liam Heath MBE won his fourth Olympic medal in Tokyo racing K1 200m. This places him as our most successful Olympic canoeist of all time. His humble character and generous demeanour make him an incredible ambassador. Deborah Kerr reached an impressive A Final in the WK1 200m. Emily Lewis (K1) and Katie Reid (C1) both made quarter finals.



The GB Paralympic team finished top of the medal table. Emma Wiggs MBE (KL2, VL2) became Paralympic Champion in Va'a and won a silver in kayak. Charlotte Henshaw MBE (KL2) and Laura Sugar MBE (KL3) both achieved gold medals. Jeanette Chippington OBE, another trailblazer in the sport, won a VL2 bronze. Stuart Wood (VL3) and Robert Oliver (KL3) added bronze medals, and there were finals for Dave Phillipson and Ian Marsden.

The Paracanoe team achieved a GB record ten medals at the World Championships. Our Paralympic athletes backed up their success in Tokyo with further medals in Copenhagen. Additional medallists were Jack Eyers, who won gold in VL3 and Hope Gordon, silver in both KL3 and VL3 events.

At the Sprint World Championships in Copenhagen, stand out performances came from the inspirational Lizzie Broughton in K1 1000m and K1 5000m where she won silver and bronze. There were A finals for the Deborah Kerr/ Emma Russell in WK2 500m; Katie Reid in WC1 200m and 500m, and Charlie Smith in MK1 1000m.

Many of the senior team were also eligible to race at the U23 World Championships and were joined by the GB junior squad. There was an excellent fourth for the mixed U23 K2 of Emma Russell / Noah Dembele as well as a fifth for the U23 men's K4 of Charlie Smith, Daniel Atkins, Trevor Thompson and Philip Miles. Both results created a buzz.

In the domestic season, the MacGregor Paddle National regatta weekend was a celebration of all that is inclusive and magical about the sport. Congratulations to Richmond CC who came out on top. Nottingham KC were winners of the SRC K2 in the National Champions competition.

The SCA organised the National 5K Championships (Hooley 5K) at Strathclyde Country Park, and Royal CC hosted the 10K National Championships (The Paddling Challenge). Both events attracted strong line ups, excellent competition and created a grand sense of occasion. Huge thanks to everyone involved.

In 2022, the SRC will be actively supporting all clubs interested in hosting events, particularly local regattas.

Many thanks go to the Sprint Racing Committee, the Regatta Committee and all the officials and volunteers who give up so much of their time for the Sport.

And finally on a very sad note we say goodbye to John Ball who died in the autumn of 2021. He made a huge contribution to the organisation of the national regattas over the past 25 years. He will be much missed.



# BRITISH CANOEING WILD WATER RACING

## COMMITTEE REPORT

Simon Wright - Chair

During another year impacted by the pandemic, the Wild Water Racing Committee has been focussed on the below main activities:

### YEAR HIGHLIGHTS

- Communicating and overseeing the ever changing Covid situation
- Selecting teams for the Senior European and World events & Jnr/U23 European Championships
- Re-building the calendar
- Continuing digital and web development

The committee membership has been stable through 2021 and the group meets regularly online on the first Wednesday of every month.

Racing was able to resume in the spring and teams were selected to represent Great Britain at the season's international events. The selection committee is a sub-committee chaired by Mark Burton that selected teams based on the criteria approved by the WWRC.

The season's first international event attended was the Senior European Championships held in Sabero, Spain and was run with Covid protocols in place. After a very rough sea crossing over the Bay of Biscay top 10 individual performances were achieved by Kerry Christie and Lucy Guest who placed 9th and 10th respectively in the classic event. (Long course)



Due to pandemic travel restrictions the Junior/U23 World Championships in Solkan, Slovenia were changed to be European events and again Kerry Christie excelled to take the silver medal in the Junior WK1 Classic event, less than six seconds behind champion Marlene Wesseling of Germany over the 17 minute course. In the canoe doubles the duo of Kerry and Emma Christie took the silver medal, a tiny 0.7 seconds behind the winning Italian crew. In the sprint event Freddie Brown made the final and placed 7th overall, a superb performance.

The Senior Sprint World Championships took place in Bratislava on the artificial venue built into the Danube. A small team of four athletes, three men and one woman, was selected to tackle the steep fast flowing and technically unforgiving course. The stand out British performance of the week came from Laura Milne who improved on every run down the course, made the Saturday final and placed 10th. Brilliant.

The rules change from 2020 saw the domestic season change to fit the calendar year and match the international classification for age groups and events. UK ranking races returned in June under Covid protocols and the season has run to a conclusion with national and regional status events taking place in England and Wales. The University Championships (BUCS) were organised by the SCA, supported by the WWRC in November and it is hoped that the same will happen in 2022 and use the excellent facilities and water conditions available at Grandtully, Perthshire.

It was finally possible to get together and celebrate the successes of 2020 with the delayed national prize giving taking place in Llangollen during the weekend of the Welsh Open event in November where prizes were given out to the National Champions from the curtailed 2020 season.

The immediate priorities of the WWRC are to conclude the development and consultation of the next four year plan document, populate the 2022 and early 2023 calendar of domestic events and develop and build the squad structures through our training weekends as a platform for future successes. The post Covid era and ever improving relationships between the Home Nations means that we look forward National UK ranking races taking place in England, Scotland and Wales through the 2022 season.



# COACHING STRATEGY GROUP REPORT

---

## Composition of the Coaching Strategy Group:

David Joy	Chair
Lee Pooley	Head of Coaching and Qualifications
Jethro Moore	Canoe Wales
Ed Christian	British Canoeing (England)
Doug Cooper	Scottish Canoe Association
Robin Gregg	Canoe Association of Northern Ireland
Sid Sinfield	World Class Programme Coach Developer
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.

CSG has continued to drive the Educational Philosophy of being learner focused, providing blended opportunities for paddlers to engage in both learning and development through a variety of approaches. 2021 has seen another significant increase in paddlers accessing digital resources for both continual professional development and accessing qualification pathways.

- 228,607 engagements within the Awarding Body Digital Library
- 73,296 individuals have accessed 23 eLearning packages
- 7,161 coaches have completed the self-analysis tools
- 10,823 individuals have listened to the coaching podcasts.

\*Statistics up to November 2021

In 2021, CSG has overseen the Coach Award review, aligning with national frameworks, adjusting ratios on training courses as well as a full redesign of the eLearning that supports the paddler through the qualification. Work has also been focused around qualifications in clubs, as well as coaching and leading overseas.





In 2021, a comprehensive review of both safety education and awareness was conducted with a report and recommendations being approved by CSG. The recommendations will be phased in over a four-year period, providing new opportunities for paddlers to develop both their understanding and skill level, as well as work with external partners in extending our reach to provide appropriate safety messages and training.

Both the British Canoeing Awarding Body and Delivery Centres in all four National Associations have created new quality assurance processes to align with regulators, as well as continually ensuring both high standards and credibility of qualifications and awards. The new quality assurance processes will start in early 2022, providing assurances to the industry, deployers, and learners of robust governance and standardisation.

Over the past six months, there has been a drive to raise awareness of Instructors, Coaches and Leaders' responsibilities once qualified. Clarity has also been provided for deployers and organisations contracting technical advisors.

Over 2021, CSG been actively involved in the consultation and development of the Coaching and Leadership plan for 2022-2026, based around safety, high quality support for Instructors, Coaches and Leaders and engagement with qualifications and awards by continuing to provide further online support and distance learning opportunities.



# PERFORMANCE WELLBEING GROUP REPORT

---

## Composition of the Performance Wellbeing Group:

Dr Vanessa Impey	Chair and Independent Member
Zofia Campbell	Performance Wellbeing Coach British Canoeing
Emma Groome and Sabrina Heimler	Performance Lifestyle Advisors
Jonathan Smith and Danielle Adams-Norenberg	Performance Psychologists
Sid Sinfield	Coach Developer
Hannah Dean	British Athletes Commission Representative
Julie Littlewood	Independent Member
Lyndsey Hollands	Independent Member
Afton Fitzhenry	Athlete Attendee
Ben Haylett	Athlete Attendee
Chelsey Dixon	Athlete Attendee
Hope Gordon	Athlete Attendee
Katie Reid	Athlete Attendee
Kimberley Woods	Athlete Attendee
Phillip Miles	Athlete Attendee
Stewart Clark	Athlete Attendee
Emilia McAllister Jepps	Athlete Attendee (retired)
Rhys Davies	Athlete Attendee (retired)

Athlete Representatives are invited and we request two Athlete Attendees per WCP at every meeting.

## Introduction

2021 was another challenging year for our athletes and staff with continued uncertainty and restrictions due to Covid affecting daily operations, camps and competitions, and personal lives. Our athletes and staff have continued to prioritise wellbeing in a year that was inevitably difficult for reasons relating to Covid, but also the significant challenges associated with changes to the Olympic programme, funding cuts and reduced athlete places in our canoe sprint and paracanoe disciplines, and the loss of senior leaders during the competitive season.

On a positive note, 2021 brought the Tokyo Olympic and Paralympic Games which provided a focus for our Olympians and Paralympians and encouraged all our athletes and staff to pull together to help them prepare and to support them at an unusual and historic Games.

As a Performance Wellbeing Group we welcomed three new Independent Members as well as two new retired Athlete Attendees who have hit the ground running this year, and who we look forward to working with for the remainder of their terms.



## Performance Wellbeing Group Operations

The group advertised for new Independent Members and retired Athlete Attendees early in 2021 and were lucky to attract high quality applicants. Information about our new members can be found on the website. We also welcomed an additional member of staff to the group in our new Performance Lifestyle Advisor, Sabrina Heimler.

The group has continued their focus on reviewing policies and procedures that impact on the wellbeing of those associated with our performance programmes (in line with the Terms of Reference updated last year). In 2021, the group provided feedback and recommendations on: a toolkit for lone working with juniors, our WCP qualification policies, our transitional support philosophy, the athlete agreement, and our competition selection policies.

Over the next 12 months the group hope to review our athlete appeals procedure, our athlete complaints policy, our athlete disciplinary policy, our athlete and parent codes of conduct, and our WCP qualification policies and competition selection policies for 2023.

## Governance

Our independent members are aware of the independent investigation by Sport Resolutions (published in March 2020 and commissioned in 2017) and have made specific internal enquiries in relation to the response to the report and with regards to progress against the associated action plan. The independent members have received updates against the action plan from the Head of Governance and Compliance (in addition to those published on the website in March 2020) and continue to collaborate to ensure the plan is delivered and to seek appropriate assurances related to the findings and recommendations.

## Mental Health

2021 saw even more high profile athletes across sports speaking out about their mental health which has further contributed to breaking the stigma around mental health in sport. At British Canoeing, another cohort of coaching and support staff completed the Mental Health Champions training course in 2021 facilitated by UK Sport. We now have a large group of athletes, coaches and support staff who have received a basic or enhanced level of training in mental health, and we have launched a quarterly support group for these individuals to come together, seek advice and share learnings in order to maintain their skills in their roles as mental health advocates.

Our internal Mental Health Team (made up of a sub-group of staff members on the Performance Wellbeing Group) continued to meet bi-weekly in 2021 to facilitate a multi-disciplinary approach to supporting our athletes' mental health. A key part of our Mental Health Strategy is to promote awareness of mental health and associated issues; in 2021 we promoted a number of campaigns including Mental Health Awareness Week, Time to Talk Day, Self-Harm Awareness Day and Eating Disorder Week. Supporting these campaigns involved sharing educational information with our athletes and staff to promote awareness and understanding, and to signpost those who may have concerns about themselves or others to appropriate advice and support.

## Selection and Transitions

2021 was a tough year for our canoe sprint and paracanoe disciplines in particular as a result of funding cuts and a reduced number of funded athlete places available for 2022, both of which have a significant impact on athlete selection decisions and transitions. In 2021, in response to a new UK Sport funding framework, our WCP qualification policies across all Olympic and Paralympic disciplines were updated to a more evidence based system using performance data. As a result of the updated policies and in line with recommendations from the Performance Wellbeing Group, the new approach was communicated to athletes at virtual meetings to facilitate their understanding. Athletes were encouraged to read and understand the qualification policies.

The athlete review process was thorough and well-informed. Whilst the group acknowledged that the funding cuts and reduction in athlete place have contributed to difficult and exceptional circumstances this year, the group identified points of feedback to support an improved process for 2022 which will be taken into account for future iterations of the policy and process.

In part due to the reduced number of athlete places in both Canoe Sprint and Paracanoe, a number of athletes came off the WCP at the end of 2021 and were supported with a transition period in early 2022. The Performance Wellbeing Group have advocated for clarity to this group in terms of what support and provision they will have throughout their transition period in order to support their wellbeing and their ability to continue pursuing their athletic ambitions. Communication with those who may lose their WCP place was more frequent in 2021 than previous years, allowing for better preparation for the transition and setting athletes up to continue training at an elite level, if they choose to do so.

# ATHLETE REPRESENTATIVE GROUP REPORT

---

## Composition of the Athlete Representative Group:

Canoe Sprint: Katie Reid, Afton Fitzhenry, Philip Miles

Canoe Slalom: Kimberley Woods, Ben Haylett

Paracanoe: Chelsey Dixon, Stewart Clark

Our second cohort of athletes in our Athlete Rep Group (ARG) were elected by their athlete peers in November 2020 and will serve in their roles until November 2022. The ARG aim to represent the voice of athletes across the World Class and Talent Programmes within our Olympic and Paralympic disciplines, and are available as a point of contact to their athlete peers.

Our Athlete Reps have been involved in multiple projects throughout their term so far and they have regularly been consulted when an athlete voice has been requested by staff members or external partners.

To support them in taking on the position as an Athlete Rep, the athletes received training about the role from our partners, the British Athletes Commission, who have continued to offer support throughout their term. Some of the Reps have also completed Mental Health First Aid training and are invited to quarterly support group meetings for athletes and staff trained in mental health to come together, reflect, and share learnings.

Towards the start of their term, the Reps were faced with a significant challenge in the form of an announcement about the event changes to the Paris 2024 Olympic Games programme. The Reps quickly mobilised themselves to seek feedback from athlete peers and hold virtual consultations with staff and athletes to ensure that a response was swiftly escalated in an appropriate manner.

The Reps have also been involved in recruitment processes for important roles, such as advising on our approach to seek athlete input when recruiting the new Canoe Sprint and Paracanoe Performance Director, and advising on and participating in the recruitment process for our new Performance Wellbeing Group volunteers. The Reps were also invited to participate in an independent review of our International Panels which they contributed to constructively and insightfully.

The Reps are members of the Performance Wellbeing Group and have attended meetings throughout the year, reviewing important policies and procedures and inputting into discussion and debate with staff and volunteer group members. The Athlete Reps' perspectives and advocacy throughout these processes and in these meetings have been invaluable.

The Reps have also been consulted on multiple areas relating to daily operations such as the new athlete lounge at Holme Pierrepont, how to maximise winter training in lieu of warm weather camps, how best to recognise the achievements and successes of our athletes, and how to encourage young athletes to plan and prepare for a transition to a high performance centre (if they choose to do so). They've also supported various campaigns promoted on British Canoeing social media channels, such as Mental Health Awareness Week and International Women's Day.

The Athlete Reps have carried out their roles alongside their busy training and competitions schedules and other commitments throughout the year. Their dedication to support the WCPs and their athlete peers has been brilliant and we look forward to working together for the rest of their term in 2022.

# BRITISH CANOEING SAFETY ADVISORY PANEL REPORT

---

## Composition of the Safety Advisory Panel:

John Hatton	British Canoeing Safety Officer
Craig Duff	Secretariat
Lee Pooley	Head of Coaching and Qualifications
Mike Devlin	Independent
Martin Suzan	Independent
Jim Taylor-Ross	Independent
David Tidball	Independent
Alice Beetlestone	RNLI
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
Stuart Smith	National Association Representative Scottish Canoe Association

## Overview

As the Covid lockdown ended, there was a gradual return to the water. Fewer events have been run than normal but the growth in the ownership of personal paddle craft has continued. This has produced similar issues to those seen in the summer of 2020.

The balance of paddling activity has continued to move towards those who have little experience on the water. This has led to an even greater emphasis on joint/inter-agency working to promote safe practice. British Canoeing has focussed on the production of safety, technical and good practice guides in the form of short videos or infographics. Research has shown that this method of communicating information is far more easily understood and absorbed by this target market.

A strategic Safety Review was initiated this year to refocus the work and establish the priorities and objectives of British Canoeing up to 2026. This will be used to inform future actions and working arrangements.

## Work throughout 2021

- a. Stand Up Paddleboard
  - Summer safety campaign which included a suite of short videos and technical guides on the safe use of SUP's.
  - Development of an infographic on the safe use of different types of leashes. This has now been widely shared and adopted across the industry
  - British Canoeing became the first organisation to formally recommend that SUP paddlers wear a secondary form of floatation (PFD) in addition to the floatation provided by the board
  - Collaborative work with Adventure Smart UK creating a joint safety SUP video to further our reach to promote our safety message
  - Instructional video on the set up and use of leashes for SUPs

- b. In response to the growth of personal paddle craft and safety issues on the Thames navigation, British Canoeing has worked with the Environment Agency to develop safety signage at the main access points. These carry information and graphics on key safety practices, as well as a QR code linking them to information on our website.

This work can be adapted for use on waterways elsewhere in the country.

- c. Online training/eLearning:
- A comprehensive eLearning package has been developed for the safe and correct management of equipment. This has wide applications across the sport and will help establish common practices and higher standards
  - A benchmarking exercise with British Cycling highlighted areas where systems could be strengthened. This included additional training to achieve greater consistency in risk assessment and risk management, particularly where volunteers are involved
  - An eLearning package has now been developed and put in place to promote higher and more consistent standards across the sport
  - Since January, a total of two online Event Safety Management workshops have been run in England, with 30 volunteers being trained
- d. A review of safety education and raising awareness was commissioned in early 2021 and all recommendations have been approved for implementation by the Coaching Strategy Group.
- e. The Safety Review identified the review of event safety management training as a priority to be undertaken in 2022.
- f. Paddlesafer, the online safety directory, continues to be updated annually and remains the safety reference document for British Canoeing.
- g. In 2021, an ethical framework was established and processes implemented for trained British Canoeing staff to support members who have been affected by traumatic incidents. This service is now live and available to members.
- h. During 2021, one safety alert and two guidance sheets were issued.
- i. British Canoeing is currently developing a major incident plan.
- j. SAP amended incident reporting, by streamlining the process, to a proactive adaption allowing it to more easily identify emerging patterns and actions as appropriate.

## Reported Incidents 2021

In addition to British Canoeing's reported incidents, data is also shared between the HM Coastguard, RNLI and RoSPA who keep the UK wide Water Incident Database (WAID). From this data, we see that the nature of reported incidents has been similar to 2020. We can also see that the issues relating to inexperienced paddlers remain the same.

Tragically, there have been seven fatalities in paddle craft this year, many towards the start of the year in cold conditions. None of the incidents are related to members of British Canoeing or National Associations.

At the time of writing, the stand up paddleboarding incident at Haverfordwest has occurred. This incident is subject to formal enquiries and is not included in any statistics for this report.

The following data illustrates the incident information submitted directly to British Canoeing through the incident report system. The fatality figures are obtained through different reporting systems.

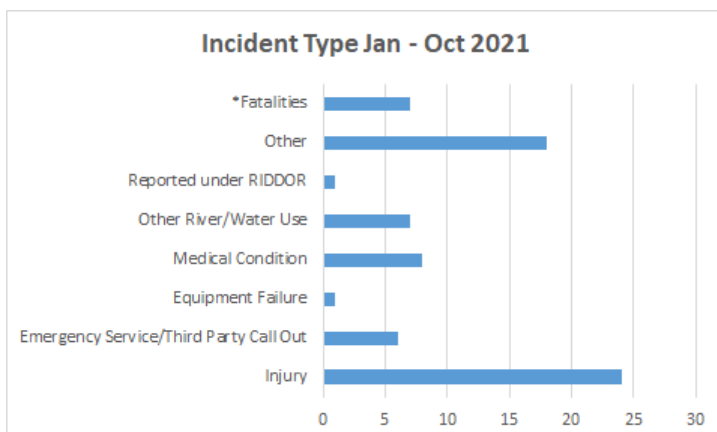
**Table 1: Comparison of safety and injury related incidents reported.**

	2017	2018	2019	2020	2021 *Jan-Oct
Fatality	1	5	2	6*	7**
Incidents resulting in a visit to the hospital	14	16	20	16	19
Minor Incidents (non hospital)	14	46	46	30	46
Other	1	5	8	1	0
<b>Total</b>	<b>30</b>	<b>72</b>	<b>76</b>	<b>53</b>	<b>72</b>

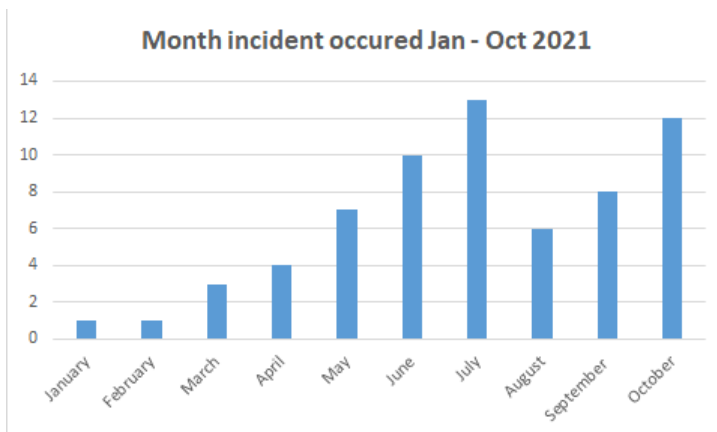
\*Update to 2020 fatalities

\*\* Year to date

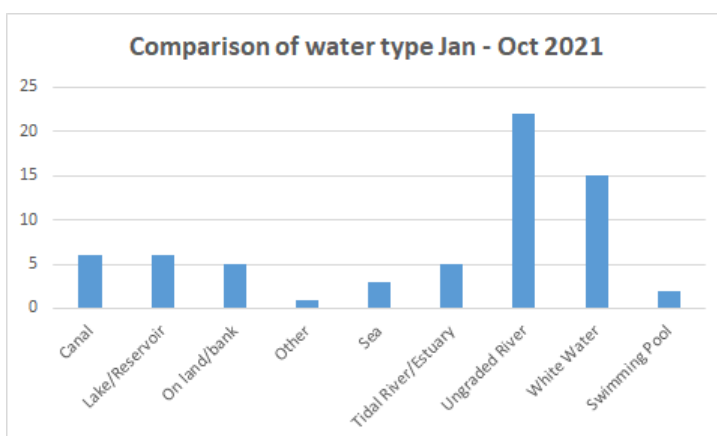
**Figure 1. Summary of classification of 2021 reported incidents**



**Figure 2. Month the incident happened.**



**Figure 3. Shows the type of water the incident happened on**



# ACCESS AND ENVIRONMENT ADVISORY GROUP REPORT

## Composition of the Access and Environment Advisory Group:

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)	

2021 saw another very challenging year for the Access Advisory Group as Covid continued to restrict gathering face to face. Nevertheless, the AAG held four meetings during 2021, covering a wide range of topics.

## AAG Work

The Access Advisory Group provided guidance and advice on a range of subjects in 2021, which included:

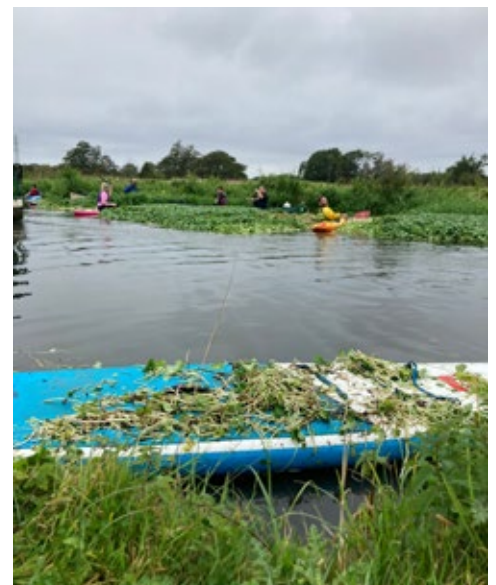
- Police Powers Bill - The AAG helped shape a response to the Government proposals to criminalise trespass
- Stronger Together 2 strategy. - The AAG have fed into and helped shape the next strategic plan for British Canoeing. Specifically actions related to access and the environment.
- Environmental Land Management Scheme - The AAG have been kept up to date with progress on 'ELM'
- Agnew Commission into Access to the Outdoors - The AAG helped shape a submission to the Access to the Outdoors Commission, convened by Lord Agnew. Proposals to extend the right to roam to include inland waters were put forward by British Canoeing, but not taken further in the comprehensive spending review announcement
- Coaching & Leadership - The Places to Paddle Team have kept the AAG updated on progress with a review into access & environment content within the personal performance awards
- Paddlers Code - The AAG have helped shape the Paddlers Code wording through various drafts
- The AAG have been kept informed of developments with water quality and the Environment Act

## Specific access issues raised at AAG

- Wye, Glasbury.
- Ennerdale & Thirlmere access for Stand up Paddleboarders
- Newark & the back channels

## 2022 – the year ahead

We will be working with the AAG to focus on the progress of the new strategy. The aim is to become more robust with the Clear Access, Clear Waters campaign and develop more partnerships with relevant organisations.



# ENVIRONMENT AND SUSTAINABILITY

## ADVISORY PANEL REPORT

### Composition of the Group:

Susan Hicks	Finance Director
Chantelle Grundy	Access and Environment Officer
Etienne Stott	Independent Member
Lauren Collier	Independent Member
Kathryn Jacques	Independent Member
Tony Hanson	Independent Member

### YEAR HIGHLIGHTS

- The creation of an internal cross-department staff team to lead on delivering the sustainability agenda
- The recruitment of a member-led volunteer Environment and Sustainability Advisory Panel (ESAP) to guide the development of the British Canoeing environment and sustainability strategy
- Sustainability embedded in the draft Strategic Plan 2022-2025 as a cross cutting theme underpinning all seven ambitions and embedded within each section of the organisation
- An environment and sustainability webpage created on the British Canoeing website

In February 2021, the Environment and Sustainability Advisory Panel was established with the purpose of supporting the development, monitoring and promotion of British Canoeing's policy relating to sustainability by sharing expertise, testing strategic thinking and acting as a sounding board. The Panel is an important element of our organisation's commitment to sustainability and highlighted in our Access and Environment Charter 'to act to protect and improve the health of our rivers; working to protect, preserve and enhance the natural environment'.

The panel is made up of British Canoeing staff and supported by four voluntary members from within the paddlesport community with experience in sustainability. We have been delighted to welcome our new panel members Etienne Stott, Lauren Collier, Kathryn Jacques and Tony Hanson.

A staff sustainability working group made up of eight representatives from across the organisational teams meet on a regular basis to contribute to and deliver the sustainability strategy and support the advisory group in the implementation of the strategy into every day practice



The focus of the year has been progressing the development of the sustainability strategy, ensuring sustainability is embedded as a key theme within the new British Canoeing strategic plan and meets the expectations of our paddling community.

### **The strategy will focus on five key objectives:**

- Transport and travel
- Energy and water
- Waste
- Environmental and ethical purchasing
- Wildlife and Invasive Non-Native Species

The strategy will use the 2023 Canoe Slalom World Championships as a key event to highlight the work that is being done across the organisation. The event itself has sustainability and the environment embedded as key parts of its purpose and objectives which will help to drive change both domestically and internationally.

### **Focus for 2022**

- Deliver a travel plan for Lee Valley and Home Pierrepont sites
- Develop the content of the sustainability webpage promoting our work on the sustainability agenda and helpful resources for the wider community
- Ensure that all staff are fully aware of our Environment and Sustainability Policy and are committed to implementing and improving it

# CANOE FOUNDATION UPDATE

## Trustees

The Foundation relaunched with a number of new Trustees following an open application process and will continue to look for new Trustees to widen representation and add skills to the Board. The current Trustees are:

- David Belbin
- Sue Hornby
- Ashley Hunter
- Aidan McGuffie
- Chris Earle - joined 2021

The Canoe Foundation has been able to award £135,000 in grant funding to projects across the UK through two funding cycles in the last year responding to increased activity on the water and need for improved sustainable places to get on and off waterways. The projects the Foundation has supported this year help to improve physical access points and infrastructure, protect habitats and support quality experiences on the water. Grant funding was available to projects for public paddling benefit across England, Scotland, Wales and Northern Ireland.

Due to the continuing Covid-19 situation through 2021 and a high demand for tradespeople, some projects have taken longer to complete than hoped. Despite these challenges, nine projects have been completed in 2021, with a further 25 projects agreed to be funded.

## YEAR HIGHLIGHTS

- £135,000 awarded to projects across the UK in grant funding
- Nine completed projects in the year
- 25 projects receiving support from the Foundation in progress or planned
- Enhanced Foundation website and promotion of activities

## Projects Funded

### Spring 2021

After receiving over 50 applications in early 2021 with far more excellent projects than could be funded, the Board of Trustees agreed to award the following projects grant funding from the Canoe Foundation reserves:

- Clwydian Range and Dee Valley AoONB – Lower Dee Mill Egress Point – £10,000
- Cardiff International White Water Centre - Pontoon Access to Cardiff Bay- £10,000
- Endeavor Training – Tinsley Marina Canoe Hub in Sheffield – £7,500
- Belfast Kayak Club – Public Access Point Improvements to the Lough– £7,000
- Broads Authority – Canoe Pontoon – £7,000
- Buzz Active (East Sussex County Council) – River Bank and Access Improvements – £5,000
- Biblins Youth Campsite – Wye Launch Point – £5,000
- Ruby's Yard Community Interest – Atherstone canal access – £5,000
- YMCA Fairthorne Manor - River Access Development – £5,000
- Mountain Training Trust – Llynnau Mymbyr Access project – £4,000

- Wave after Wave – Plymouth Firestone Bay Project – £4,000
- Hoveton Wetlands Restoration Canoe Access Project– £3,500
- Explore Kent (Kent County Council) – Medway Canoe Trail – £4,000
- Tresseck Campsite – Wye Canoe Launch and Parking – £2,340
- Hereford County Canoe Club – Railway Inn Canoe Access – £2,000



## Autumn 2021

The second round of funding opened through the summer months and after evaluating 25 applications, the Board of Trustees awarded the following projects grant funding:

- Moo Canoes – East London Canal Access Network (C.A.N) - £15,000
- Canal & River Trust – Gloucester Docks Activity Hub disabled waterway access - £10,000
- Newhaven Gig Rowing Club – Quays to Life Community Regeneration Project - £10,000
- Swansea Canal Society – Clydach Lock Portage Ramps and Watersports Basin - £5,000
- Calvert Trust Exmoor – Supporting people with disabilities - £4,000
- Canal & River Trust – Paddling at Cadley - £3,966
- Edinburgh Schools Kayak Club – Improvements to landing stage - £1,800
- Barnstaple Pilot Gig Club CIO – Slipway refurbishment at Rolle’s Quay, Barnstaple - £500

## Projects completed this year

Despite a difficult year for projects to get off the ground, the following projects were successfully completed and are now being enjoyed by paddlers:

- Cardiff International White Water Centre – Cardiff Bay Pontoon Access- £10,000
- Biblins Youth Campsite – Launch Point – £5,000
- Rudyard Lake, Staffs - new EZ pontoon and trail app - £5,000
- Llandysul Paddlers Canoe Centre - wash down station - £2,500
- Tresseck Campsite steps and launch point, River Wye - £2,340
- Truro - landing stage - £2,000
- Langport Council – River Parrett Access and Regeneration - £5,000
- YMCA Fairthorne Manor - access improvements to site - £5,000
- Hoveton Wetlands Restoration - Mooring point - £3,500

## Funds and donations

The Foundation’s grant programme has been built on a few legacy donations received over 10 years ago. However, funds are being steadily depleted as we award more and more grants.

The Trustees are delighted that we are receiving donations through the option now available alongside BC membership. The Foundation also welcomes fund raising by individuals / groups, and this option will be promoted with gift aid donation facility links and direct members donations. Donations of any size, particularly from the whole paddling community, are the only way that grants can continue to be made and broadened as funds allow.

# 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.

The ECA Congress was held in Bratislava in October at which British Canoeing proposed a number of statute changes. Congratulations to Colin Woodgate who was re-appointed to the ECA Slalom Committee.

2021 saw the hosting of the postponed ICF Congress in Rome in November. Congratulations to Greg Smale, Polo Chair and Terry Best, Freestyle Chair for their election to the ICF Board. In addition congratulations to following British representatives for their election to ICF Committees: Jane Gibson (Medical & Anti-Doping Committee), Brian Chapman (Marathon Committee), Julie Gray (Paracanoe Committee), Peter Schofield (WWR Committee) and Colin Woodgate (Advisor to Slalom Committee).

With the election of Thomas Konietzko as the new ICF President, British Canoeing particularly welcomes the new focus that he has promised to ensure greater National Federation engagement, and some short-term commissions to explore the challenges and opportunities for the ICF and international paddling. The new President has pledged to discuss a number of areas to make the ICF fit for the future including governance, broadcasting strategy, sustainability strategy, our future internal communication strategy, our safeguarding and wellbeing strategy for athletes.

In 2021 British Canoeing, in partnership with UK Sport, published its 2021-25 International Relations Strategy with a number of objectives supported by the hosting of ICF Board and Committee meetings and the strengthening of relationships and sharing of best practice with other National Federations at the heart of the strategy.

British Canoeing continues to develop relationships with other National Federations to share views, knowledge and resources. In partnership with the ICF and UK Sport, British Canoeing continues to develop resources for the International Partnership Programme which aims, “to inspire and support National Canoeing Federations around the world to improve their governance, strategic planning and sport delivery.”

## Anti-Doping

### Education

The Paddle Clean education programme, launched in 2017, continues to deliver clean sport education across the pathways from club paddlers through to national team athletes, coaches and support personnel. In 2021 the following education activity was delivered either through workshops or courses/information accessed online:

- Nine Clean Sport online workshops were delivered online to 152 athletes and 18 support personnel. These were primarily attended by national team athletes although were open to all members
- Three Clean Games workshops delivered to 33 attendees to ensure all Tokyo 2020 accredited athletes, coaches and support personnel were aware of the Olympic/Paralympic Games anti-doping practices
- A significant number of coaches and support personnel from the paddling community completed the online UKAD Clean Sport Advisor course and the online UKAD Coach Clean course
- With the launch of the 2021 WADA Code, 35 world class programme athletes attended an online WADA Code workshop to update their knowledge
- 205 unique visitors have accessed the British Canoeing Paddle Clean webpage to seek resources and guidance
- A key resource for checking medication is the use of Global DRO. Follow education, the number of medication searches has increased in the last 12 months

In addition to the education outlined, British Canoeing were actively involved in the UKAD Clean Sport Week again in 2021. UKAD's theme for 2021 was "Ready for the Games" in addition to the hosting of a webinar looking at sport and its post-pandemic landscape. British Canoeing shared a number of videos through social media promoting clean sport and the importance for athletes and coaches at all stages of their paddling career to Paddle Clean. In addition British Canoeing promoted a number of education resources available to athletes, support personnel, coaches, talent parents and clubs.

For more information on Paddle Clean and education resources available, visit the British Canoeing Paddle Clean webpage in the Competitions and Events section of the website.

## Testing

With the impact of Covid, testing authorities adapted their processes to minimise risk and ensure social distancing. British Canoeing were pleased to be able to adapt facilities and processes to enable safe testing across the world class programme training venues and at events.

In total, 16 in competition and 89 out of competition tests were completed by ICF/UKAD on British Canoeing athletes either in the UK or abroad.

## UKAD Assurance Framework

In 2021, UKAD launched the Assurance Framework which is a set of requirements National Governing Bodies have to comply with and evidence to ensure they are compliant with the National Anti-Doping Policy. Compliance with the Policy is not only a condition of eligibility to receive public funding, but more importantly, acts as an opportunity for your organisation to cement its commitment to keeping your sport clean.

The Framework covers six key areas: Organisation and Governance, Legal, Education, Communications, Intelligence and Investigations, and Testing.

Key actions for British Canoeing in 2021 have included reviewing of the Paddle Clean Education Strategy in partnership with the National Associations, updating of athlete agreements, appointment of a Board lead and appropriate discussion at Board level, establishing an information sharing agreement between British Canoeing and UKAD and review of a number of policies and procedures to ensure appropriate jurisdiction for doping investigations.



# BRITISH CANOEING EVENTS LIMITED

## 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

## 2021 ICF Canoe Freestyle World Championships

With significant restrictions on international travel, the ICF and British Canoeing took the difficult decision to postpone the 2021 ICF Canoe Freestyle World Championships to 2022. The event will now take place in June/ July 2022 at Holme Pierrepont Country Park, Nottingham.

The postponement also provides greater opportunity for the festival element of the Championships to be able to be held ensuring a whole sport engagement with the event. In addition the event will host the first ever Freestyle Masters World Championships.

With less than one year to go until the Championships, the event website was relaunched in September:  
<https://britishcanoeingevents.org.uk/freestyle2022/>

## 2023 ICF Canoe Slalom World Championships

Planning continues on target and on budget for the 2023 ICF Canoe Slalom World Championships at Lee Valley White Water Centre.

The Championships have a clear vision and mission with a number of working groups established to support delivery including Social Impacts, Sustainability, Spectator Experience and Innovation groups.



**Vision** - An outstanding World Championships, creating lasting memories for all involved and positive social impact within British Canoeing and surrounding communities.

**Mission** - Creating an event that drives elite success, delivers our innovative ambitions, and is an inspiring platform to shape, encourage and celebrate our collective actions and impact of our wider communities.

## Values

- Every person matters - athletes, staff, spectators, volunteers, officials, partners and sponsors. A positive experience for everyone involved in the championships
- Innovative mindset - approach key projects with an ambition to deliver them better than before
- Striving for excellence - using the best slalom venue in the world, we aim for excellence in every aspect of event delivery
- Driven by purpose - use the platform of the championships to create positive environmental and social change.

With two years to go until the Championships the event website was launched in September: <https://britishcanoeingevents.org.uk/slalom2023/>

## Future Events

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 2024 onwards.

## British Canoeing Events Annual Accounts 2020/2021

### Profit & Loss Account

	2021	2020
Income		
Expenditure	0	168,594
Operating Profit / (Loss)	(4,175)	(151,605)
Profit / (Loss) on activities after interest and tax	(4,175)	16,989

### Balance Sheet

	2021	2020
Fixed Assets	0	0
Current Assets	231,193	64,203
Current Liabilities	(41,642)	(42,227)
Long-term Liabilities	(171,750)	0
Net Assets	17,801	21,976
Profit & Loss Account	17,800	21,975
Other Reserves	1	1
Capital and Reserves	17,801	21,976

# INCLUSION ADVISORY GROUP REPORT

---

In 2021, British Canoeing established its first ever Inclusion Advisory Group (IAG), and held the opening meeting in June. The role of the IAG is to advocate for and promote a culture of respect, champion diversity and advise British Canoeing on inclusion topics that impact on the paddling community, while holding the organisation accountable to its inclusion goals and ambitions.

Eight members were appointed to the IAG, consisting of those who are involved in paddling directly and have an interest in inclusion as non-independent members; and those who are not paddlers, but have interest and experience in equality, diversity and inclusion, such as through their professional roles, and are independent members.

We are delighted to introduce our current Inclusion Advisory Members below:

John McCalla-Leacy	Non-Independent Chair
Anna Stishova	Non-independent Member
Eilidh Gibson	Non-independent Member
Rachel Hudspith	Non-independent Member
Dave Hunt	Non-independent Member
Benji Evans	Independent Member
Julie Robbins	Independent Member
Alex Layborune	Independent Member

## **John McCalla-Leacy - Partner and Board Member at KPMG UK**

John is a UK Board Member and Partner in KPMG's Mergers and Acquisitions practice and is a strong advocate for Inclusion, Diversity and Social Mobility. He is also a former GB slalom kayak junior team member and former GB junior team slalom coach.

## **Anna Stishova - #ShePaddles Ambassador & social media contributor @KayakingHijabi**

Anna, also known as KayakingHijabi on social media, is a full-time mother, fitness instructor and an occasional copywriter.

## **Eilidh Gibson she/her - International canoe slalom athlete and founder of Slalom Inspires**

Eilidh is a canoe slalom athlete from Scotland training with the British Canoeing Programme in Lee Valley, and is founder of Slalom Inspires in 2018, empowering women and girls through canoeing.

## **Rachel Hudspith she/her - Experienced paddler and coach, with experience and knowledge supporting LGBTQ+ inclusion**

Rachel has been involved in Paddlesport for over 48 years, having coached, led and competed in many disciplines. Through her coaching experience, as well as her personal experience of transitioning in 2010, Rachel understands the importance of being inclusive, accepting and treating people equally.

## **Dave Hunt - Leader and instructor on Higher Education courses at Leeds Beckett University**

Dave has worked in the outdoors for over 20 years and currently works for Carnegie Great Outdoors at Leeds Beckett University instructing on Outdoor Education, PE and Sport Degree and Masters courses, where inclusion is at the very forefront of his practice.

## **Benji Evans - Equality, diversity and inclusion professional with experience across public, education community and voluntary sectors**

Benji has a wealth of experience of promoting equality, diversity and inclusion across sport development and coaching roles, education, community and voluntary sectors.

## **Julie Robbins she/her (Independent Member) - Head of Inclusion at the Youth Sport Trust**

Julie is the Head of Inclusion at the national charity Youth Sport Trust, and is passionate about ensuring everyone has the opportunity to enjoy the life-changing benefits that come from play and sport.



## Alex Laybourne - Deputy CEO of disability charity Power2Inspire

Alex is Deputy CEO for Power2Inspire, a charity which champions inclusion through sport, and he is also the Head Coach for the Swedish men's rugby national team, having previously coached Scotland Women's U20s.

Full profiles can be found on the British Canoeing website

Speaking on his appointment to the IAG earlier this year, Chair, John McCalla-Leacy said:

"I'm absolutely thrilled to have been appointed Chair of British Canoeing's newly formed Inclusion Advisory Group (IAG). It provides me with the unique opportunity to combine my love for this sport with my desire to continue championing diversity, inclusions and social equality.

"I'm proud to be both a partner, and the first Black board member at KPMG UK which enables me to champion Inclusion, Diversity and Social Equality at work. Canoeing, and all it has taught me over the years, has undoubtedly helped me get there.

"Canoeing has played such a significant role in my life, bolstering my personal growth, providing me with discipline and focus, not to mention helping me form lasting friendships. I look forward to working with my fellow IAG members and British Canoeing, and I hope that, together, we will make a real difference to the lives of the next generation, knowing just how much of a difference canoeing made in my own life."

## A review of 2021

Since the appointment of the Inclusion Advisory Group, the members have been busy supporting various areas of the organisation, and the delivery of their projects. These have included

- Consulting on the new Strategy for 2022-26, and how inclusion is better embedded
- Supporting the writing of new inclusion criteria for the Quality Club programme
- Significantly contributing to the development of our new eLearning Introduction to Equality, Diversity and Inclusion which launched during National Inclusion Week
- Helping to plan #WePaddleTogether launch and featuring in the supporting video

Equality, Diversity and Inclusion Lead for British Canoeing, Helena Russo, said: "2021 has been a transformative year for British Canoeing when it comes to our journey around inclusion, and the work the Inclusion Advisory Group has been involved with has been front and centre in that. The insight, energy and dedication of these members has ensured that the work we're delivering embeds an inclusive lens right from the offset, and that it's the best it can be for all.

"My thanks goes to all eight members for their tireless enthusiasm and support in their roles on the IAG, and I'm looking forward to just as much success in 2022."

## Member Comments

"Being an IAG member as a female Muslim paddler ensures my ethnic group's concerns, opinions and ideas are heard, listened to and implemented, for more inclusive paddlesports." - Anna Stishova

"The IAG has been a great environment to share our collective knowledge, skills and lived experience to help ensure everyone feels welcomed, respected and valued in our sport. It has been a pleasure to work with the IAG and staff from British Canoeing to help ensure that the voices of under-represented and seldom heard groups, including children and young people, is proactively sought, listened to and acted upon." - Julie Robbins

"The Inclusion Advisory Group is doing some fantastic work in starting to embed inclusion, equality and diversity in British paddlesports. The work done by the core team at British Canoeing so far is forward thinking and gives the IAG the ability to check and challenge and support the development of this area further." - Alex Laybourne



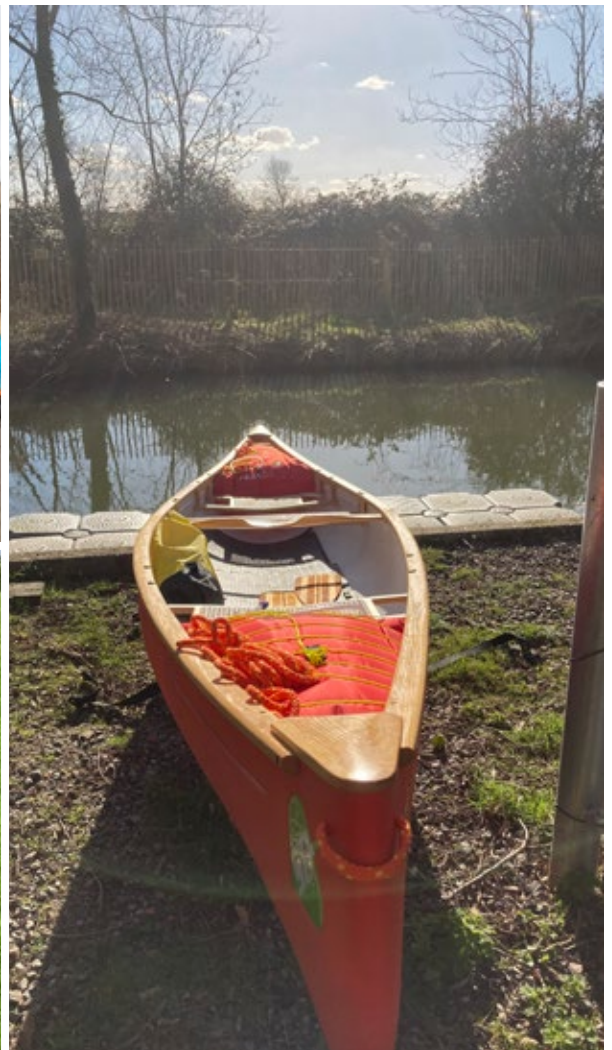
# REGIONAL DEVELOPMENT TEAM REPORTS

## Chris Earle - Head of Recreational Paddling

There is recognition that the RDT network is not as strong as it was just a few years ago. Several RDTs have ceased functioning completely, others still meet but are struggling with attendance at meetings and finding it difficult to attract new members. A small number continue to provide excellent events and activities for clubs in their region.

Feedback from British Canoeing members suggests that there is now greater clarity around our strategy, improved transparency of governance and improved communication channels between the Board, staff, committees, clubs, coaches and members within British Canoeing. RDTs used to play a key role in the cascade of information and this now happens in other and more direct ways.

Having considered these matters within the RDT group, and as part of the new strategy, it is being explored that a network of regional, county and local groups of partners may be recognised rather than a network of solely RDTs. Where existing RDTs continue to flourish these provide a template for the way in which small groups of clubs can work together in a cooperative way to support training, events and paddling activities for local areas.



# CUMBRIA REGIONAL DEVELOPMENT

## TEAM REPORT

Mike Sunderland - Chair

As I sit here reading last year's Chair's remarks and reflecting back on today's midweek sea kayak trip - co-leading 14 sea kayak paddlers on Ullswater Lake, with Lakeland Canoe Club - I am finding it difficult to focus on this year's AGM. I would be rather planning next week's midweek sea kayak trip on the Pennine Reservoirs.

Planning has been a major element of 2021 for the RDT Cumbria Canoeists team of reps and management. Reflecting on how to support and offer different paddle sport opportunities to different groups of paddlers, has been our major challenge. Using the Covid time to reflect, share ideas, innovate and really think about our role. Being the local branch of British Canoeing, here to support paddlers in the county either directly or through local clubs, organisations and centres.

Proof of this has been the speed and safety when we got back onto the water after the two lockdowns, rescheduling plans, as dates changed with the Covid progression.

Speaking to different groups of paddlers – starters, improvers, leaders, coaches, club leaders – has helped us focus on our support role.

### YEAR HIGHLIGHTS

- Developing different communication systems – new website, active Facebook, trip news, Newsletter, Google forms, expressions of interest to event organisers etc
- Supporting the “Church in the Barn” Eden descent Charity team to river run and raising £3K
- Supporting Killington Sailing Association with open day events and SUP development
- Piloting new ways to run/create events – The Muck sea kayaking coaching residential
- Delivering sea kayak taster and starter coaching programmes
- CPD developments/innovations – Zooms/Workshops/formation of a delivery team
- Supporting clubs to develop leadership programmes and encourage involvement with coach/leader training has been very exciting
- Developing a CPD Delivery Team
- Developing teams and not single reps to organise and run events

Congratulations to all our club management/leaders, Discipline Reps – Joe Stalker, Tim Mather, John Sherwen, Shel Reason, Sue Brighouse, Antony Pike Bowyer, Mike Fletcher, for their levels of commitment in their fields of expertise.

Congratulations to our new CPD Delivery Team (Dan Wilkinson, Gavin Smallbone, Antony Pike Bowyer, Sean McGrath and Fi Corfe)

Congratulations to the Cumbria Canoeists Management Team: Mac Knowles Vice-Chair Mike Fletcher – Comms Officer, Jaimee Magee – Webmaster, Treasurer – Rob Wilson, who - behind the scenes - spend hours discussing, sharing and actioning the necessary development of so many paddling opportunities we have within the Cumbria Region.

The access situation is, as usual, ticking quietly away in Cumbria. Congratulations to John Crosbie, Mike Mills, Mike Hayward and Sean McGrath for caretaking (with myself) the regional River & Waterways role.



Financial support for aspirant coach/leaders, training courses, upskilling courses with Bursaries (approx. 20 in 2021) has increased. Much of the “Upskilling” training was financially supported by “The Outdoor Partnership” who are now well established on the West coast of Cumbria – helping more and more Cumbrians “to get out into the outdoors”



# EAST REGIONAL DEVELOPMENT

## TEAM REPORT

Paul Younger - Chair

---

The past 12 months have again been challenging times for many clubs.

Whilst it has been frustrating and disappointing with tours, including the regional ones, being cancelled or postponed due to Covid concerns, this year there has been some training, development and competitions. Clubs in the region have continued and responded magnificently to the pandemic. Committees and individuals need to be congratulated on putting in place new procedures and policies to keep their members safe that has allowed organised activities to take place. A big thank you to all the clubs and individuals who made this happen.

We continue to see so much activity with new people and craft on the rivers in our region ranging from SUPs, inflatables and other craft. It is fantastic to see new enthusiastic individuals and families out there. British Canoeing membership continues to grow and has now around 90,000 members. However, this has not been without its challenges, particularly regarding access which is affecting us all. We will continue to work with river authorities, councils and land owners to improve access and facilities.

In a recent report David Savage, our Regional Waterways Advisor, highlights some of the issues faced and the need for greater education and communication: "I continue to receive a significant number of emails and telephone calls asking for river information although a large number of new paddlers are unaware of the BC waterways network and seek advice and guidance via social media; advice which ranges from being plain wrong to downright dangerous! We have lost the use of a number of access/egress points on the region's rivers; some through hooliganism, others by thoughtless parking and still more by ignorance of local practices. This isn't helped by the social media gurus who preach 'freedom' and a 'right to roam' regardless".

On a positive note, David commented that "several canoe clubs have been very active in the removal of Pennywort and Indian Balsam from the upper reaches of rivers; on the Cam this has been in very useful

partnerships with landowners and the Cam Valley forum.

Disappointingly the National Trust (on the Wensum) declined an offer from canoeists to assist them in removing plants that could only be reached by canoe."





Water quality continues to be a serious concern as evidenced in the recent Surfers Against Sewage report and highlighted and supported by BC, if you have not done so already please visit and sign up for the Clear Access, Clear waters campaign. David summarises the main issues here: “Over abstraction means that the chalk springs that feed many of our rivers barely exist; most of the flow is run-off, sewage station outfall and raw sewage discharge. We are grateful to Feargal Sharkey for highlighting this problem but only the National Governing Body can take on the Government and the privatised water companies. Another concern is the fact that it is still legal to have a ‘sea toilet’ on a liveaboard on Anglian waterways, allowing boat owners to (illegally but undetectably) discharge raw sewage into the river, a particular problem on the Cam and one which neither the Conservators nor the Environment Agency seem willing to address. However, as RWA, I continue to represent paddlers interests on the EA Navigation group”. We are very appreciative of David’s commitment and will support his work in any way possible.

Given the increase in usage of the Chelmer and Blackwater, Essex Waterways (EW) have decided to reset the paddle sport licence requirements which will appear on their website. The new charges (per craft) are £45 for commercial providers, £35 for non-commercial (individual) and for clubs who use craft to introduce people to the sport. EW will no longer issue bulk licences to clubs for member use. Should clubs use their craft for commercial use then the £45 rate applies. We are still the process of raising issues, negotiation and relationship building with all the stakeholders.

The region has a good account balance and is seeking to underwrite activities and training where clubs or coaches wish to run an event. This is an important resource that can be applied for and we welcome enquiries from clubs, coaches and leaders who may need support in having an event underwritten by the region.

The region currently has a number of vacancies and will proactively work with clubs and individuals to get the vacancies filled during this coming year. The BC Volunteers page show the vacancies available. It is really important for us to develop this, it will help to keep the organisation fresh, innovative and relevant, it helps individuals, clubs within and across the counties of the Eastern Region for what we need.

In closing I would like to express appreciation to all the volunteers on committees, coaches, leaders and everyone who supports our clubs to make things happen and also to British Canoeing for all their hard work. There is optimism that the coming year will bring greater opportunities to safely organise and participate in tours and competitions and enjoy time together on the water.

# EAST MIDLANDS REGIONAL DEVELOPMENT

## TEAM REPORT

Claire Lambert -  
Communications Officer

A huge thank you to all the volunteers, clubs and coaches in the East Midlands for their continued support and hard work this year, despite many challenges. It has been another turbulent year for the East Midlands with events being postponed. This year not just because of Covid, but because of the rise of invasive non-native species taking over the region's waterways, as well as water quality issues. However, we have seen growth in the region with many new paddlers taking to the water, and the return of the Barrow race series.

### YEAR HIGHLIGHTS

- The restart of regional events with the easing of Covid restrictions
- Volunteer action across the region to clear up the waterways working in partnership with other organisations to tackle water quality issues and invasive species
- Continued success with online meetings allowing more paddlers and clubs to be involved in voicing what developments they would like to see in the East Midlands
- The growth of the Friends of Broadway's Meadow allowing further development of the site



This year has seen growth in the use of Broadway's Meadow. The rising number of Friends of the site, set up to allow access and parking whilst paying for the management costs, have enabled work to install a tap and pipe ready for connection to mains water. There are currently 189 Friends of Broadway's Meadow. Anyone wishing to become a Friend please contact the EMRDT for more information!

This year has been challenging with the rise of both litter and invasive non-native species taking over waterways in the East Midlands. Clubs across the region have been out collecting litter and monitoring and removing the fast-growing Floating Pennywort.



In Lincolnshire, this led to the cancellation of Lincoln Canoe Club's Hasler race and stopped paddlers from getting on the water. Something Lincoln's paddlers decided to do something about. Members of the club set up an environment group and worked in partnership with other local and national organisations; Canal and River Trust, Lincolnshire Rivers Trust, River Care and Surfers Against Sewage.

Lincoln Canoe Club's environment group have monitored and cleared floating pennywort on the River Witham, Brayford Pool and the Fossdyke Canal using canoes, kayaks and SUP boards on the water, alongside River Care volunteers on the riverbank. They monitored and liaised with the CRT about ongoing issues with Azolla and because of this work they are working towards Clear Access, Clear Waters status. Throughout the year Lincoln Canoe Club kept the local media informed of their efforts which led to a large amount of publicity for the club and a rise in membership, as well as raising awareness of the importance of the Check, Clean, Dry campaign.

Lincoln Canoe Club juniors joined in to raise awareness of their litter picking efforts by partnering with their local exhibition space to produce artwork with litter collected during 2021 which is on display at the club.



# SOUTH EAST REGIONAL DEVELOPMENT

## TEAM REPORT

Noel Humphrey - Chair

2021 has been another challenging year. As soon as we were out of lockdown everyone wanted First Aid courses as we all played catch up. The region continues to support affiliated clubs by offering up to £100 towards the cost of a course organised by a club. For more details on this support contact Jim Rossiter. Both eight hour and 16 hour courses have been run with reduced numbers to meet risk assessments.

### YEAR HIGHLIGHTS

- Support and delivery of First Aid Courses
- Coaching Matters event (Face to Face)
- Floating Pennywort removal days

Just like First Aid, enquiries started to come in for a face to face Coaching Matters event. The RDT organised an event at Wey Kayak Club in September. To everyone's surprise we had a full house with 50 paddlers in lovely sunshine. A special thank you to Andy Orton for coming down to deliver the key note, updating everyone on developments within coaching (the new points based system and risk assessments). Andy also delivered workshops on positive framing and the buzz of weirs within your coaching.

Thank you to Annie Davis who delivered two workshops virtually on Paddleability. Noel Humphrey delivered workshops on delivering the Discover and Explore awards, The Environment and the SE and Planning journeys on tidal rivers and the sea. As always a big thank you to Jim Rossiter and Wey for use of their club and the refreshments throughout the day.

These events take many hours of volunteers' time to organise and deliver, but what was most satisfying was the feedback with paddlers commenting that this was the best one they had attended and that every workshop had been of value and not just a tick box.



The environment is getting a lot of press and in the SE region we are incredibly lucky to have rivers such as the Thames, Medway and Wey in our region. As British Canoeing members we are able to paddle these waterways without the need to buy additional licences. However these waterways are under pressure from a number of non-native invasive species. For a number of years we have been clearing Himalayan Balsam and making a real impact, but the biggest threat to paddling is Floating Pennywort. If nothing is done to tackle it, Floating Pennywort will block a whole waterway from bank to bank.

During lockdown, conversations took place with local EA staff on the River Mole and the first session took place on 8th July. Purley Canoe Club were on the water and the Lower Mole Countryside project led the bankside team of volunteers. Richard Atkinson from British Canoeing was an observer along with EA staff. We must have picked one of the wettest days to be on the water as the bankside staff were soaked. A number of follow up days have been held and much has been learnt and improved upon. To date over 100m of river has been cleared of Pennywort and a further 100m of river is almost cleared.

The work on the River Mole has been led by the RWA and Purley Canoe Club. Other clubs have been involved including Ditton Paddle Boarders and the Canoe Camping Club. Local residents have helped on the bank as have the London Borough of Elmbridge staff, The Lower Mole Countryside Project and the camping club site at Walton for access. Many of the above groups are also members of the River Mole Catchment partnership steering group. By coming together we have made a real difference and have started to see some of the wildlife return to what was once a choked river. Thanks to Ben Francis for attending site visits during the week to plan future works. More dates are planned for 2022 with the goal of opening up this stretch of the River Mole.

A Floating Pennywort removal day took place on the Wey Navigation in September with over 60 paddlers taking part. Thanks to Ben Francis for organising and to many paddlers and clubs that got involved. More dates are planned for 2022.

The Region has also played an active part in the many discussions and meetings that have taken place in the preparation of the next British Canoeing development plan.

Finally it is with sadness that I announce that the SE RDT has decided to cease. With no volunteers coming forward to fill vacancies and some of the current committee members stepping back there was no alternative. The SE RDT has delivered a lot for canoeing in the region over many years, from organising Coaching Matters events, the Silly Hats tour and many waterways activities. The RDT secured the lease of the Marlin site at Yalding so that future generations could use this facility and were instrumental in getting the toilet/shower block built by the launch platform in Yalding. All of this was undertaken by volunteers for the benefit of paddlers. To everyone who has contributed to the region and the RDT in any way, Thank You.

# WEST MIDLANDS REGIONAL DEVELOPMENT TEAM REPORT

## Clare Dallaway - Chair

---

As a region our intention is to continually support events each year and grow our numbers, encouraging regular participation and developing stronger networks within our clubs and centres as a result; aligning our priorities with the British Canoeing Strategic Plan for 2017-2021 'Stronger Together'.

Unfortunately, the majority of 2021 saw the cancellation of many of our regional events and activities as a result of the Covid-19 pandemic. However, we did host our annual sea kayaking event in September on Anglesey and ran our regional Dave Perry Memorial Paddle in October on the River Severn, where over 40 paddlers took to the water.

The RDT committee virtual meetings have continued to run in order to support clubs and centres through this period. Committee members have come together to share learning and explore ways in which we might support the growth of paddlesport. We have also taken advantage of our local canal/river loops allowing a Covid-safe approach and organised several committee touring trips to help connect, strengthen and develop us as a team.

Our coaching representatives provided a number of offers this year including first aid, safety and rescue and some bespoke courses requested by our regional paddlers including WWSR one day refresher and a tailored 'Leadership on whitewater' course.

We are excited about opportunities in 2022 to grow and publicise our sport, and plan to host a bigger and better Paddle to the Heart event in June 2022, working alongside partners including CRT to precede the arrival of the Commonwealth Games to Birmingham.

As a region we look forward to many more opportunities to get out and paddle!



# YORKSHIRE & HUMBERSIDE REGIONAL DEVELOPMENT TEAM REPORT

Greg Spencer  
- Chair

Did Covid-19 give us a glimpse of a promised land in which our licensed waterways, rivers and tidal waters were “reclaimed” by the people who lived around them?

## YEAR HIGHLIGHTS

- Support and delivery of First Aid Courses
- Coaching Matters event (Face to Face)
- Floating Pennywort removal days

For some, the story of 2021 was of unprecedented enthusiasm for life in, on and around the water as families made the most of fine summer weather in another hugely disrupted year. Many clubs, centres and providers were overwhelmed by demand, and informal paddling became popular on a scale few would previously have imagined possible.

Sadly, 2021 also brought unprecedented challenges for enthusiasts. Large swathes of Yorkshire & Humberside were brought to a standstill by Tier 3 restrictions. Even when the regulations allowed, understandable caution led many to avoid the shuttles needed for their favourite trips. In addition, competition calendars were decimated, opportunities to join development squads were limited and most larger-scale organised activity dried up.

Events to buck the trend included a Women’s Canoe Polo Development Day, This was held at Kingston Kayak Club’s soon-to-be-developed lido in the year of the club’s 40th Anniversary. Elsewhere, Glanford and Scunthorpe CC ran a marathon, as did Malton and District, and Yorkshire & Northern Slalom managed to host an event at the Tees Barrage. Things happened... but rarely!



Leon Tomlinson representing GB at the European Championships in Solkan (Slovenia). Photo: Ian Tomlinson

On a facilities-front, 2021 was tough. Every single slalom, wild water race and recreational cruise at the region's Washburn facility got cancelled. Efforts to open a new facility at Linton-on-Ouse were thwarted, leaving the region less well served than before significant investments began. With one or two other favourite spots (e.g. the Ure at Sleningford) no longer offering what they did in the past, enthusiasts have been short of development opportunities, suggesting one regional priority for 2022!

Of course, at an individual level, great things still happened. Highlights included Leon Tomlinson being selected to represent GB in both Junior MK1 and U23 MC2 for the Junior and U23 European Championships of Wild Water Racing in Solkan (Slovenia) and Cody Brown (Lower Wharfe) bringing home a silver Medal with the Men's K1 Junior Team at the ECA Junior & Under 23 Canoe Slalom European Championships (also Solkan, Slovenia).

Amid all of the above, the region also lost a few truly iconic volunteers, including Hugh Pashley of Sheffield and Regional Slalom, Dave Lowthorpe of Kingston Kayak Club and Regional Polo, and Ken Reece of Lower Wharfe Canoe Club and Yorkshire Sea Kayakers. All three shaped opportunities for generations of enthusiasts.



Women's Canoe Polo Development Day at Kingston Kayak Club: awaiting permission % the Medinas (who know the player)  
Photo: Andrew Oughton



# SAFEGUARDING UPDATE

---

## Introduction

This report provides updates the Board on the progress, challenges and highlights in the area of Safeguarding over the year 31 October 2020 – 1 November 2021.

This year has, again, been full of challenge but has been a positive year nonetheless. Covid-19 impacted on the delivery of some of the work planned to support clubs. However, this has allowed more time to focus on other safeguarding support work, such as online training courses, ahead of time.

## Safeguarding Team

The team were well resourced at the start of the year with good progress being made in the robust and efficient management of safeguarding cases and developing plans to better support clubs and committees more. In August 2021, the Safeguarding Case Officer left and the safeguarding team was restructured. This resulted in the Safeguarding and Compliance Officer leaving. Two new roles were created – a Safeguarding Manager and an Administrator. The Safeguarding Manager began in November 2021, with the Administrator appointed and due to start in January 2022.

We have identified a need to provide more safeguarding support to clubs and committees and recognise that there is a lack of capacity within the team to do this. The intention is to create an additional safeguarding role within the team in 2022 to assist with this.

## Safeguarding Framework

The Child Protection in Sport Unit of the NSPCC (CPSU) undertook its annual audit on British Canoeing's safeguarding framework in October 2021. This is six months later than in previous years and moved to align to British Canoeing's annual planning cycle.

The organisation was confirmed to have met the required standard (which is the highest possible standard attainable). A further demonstration of the CPSU's high regard to British Canoeing's safeguarding framework was the highlighting of a number of areas of good practice for sharing with other National Governing Bodies.

A Safeguarding Action plan for 2021/2022 was agreed with the CPSU as part of the audit. The main priority for the next 12 months will be to comprehensively update policies and guidance and resources for clubs.

Feedback on British Canoeing's safeguarding framework and case management was sought from the Case Management Group in October 2021 through a survey. The results of the survey indicate a positive assessment of the effectiveness of the CMG and British Canoeing's management of cases.



## **Safeguarding Policies**

There were no significant updates to safeguarding policies in 2021. An in depth review of these policies will be conducted in 2022.

## **Safeguarding Training**

Due to Covid-19 restrictions, face to face safeguarding training clubs has not been possible. However, online training has continued.

Club Welfare Officers continue to have access to Multisport Time to Listen courses delivered as online classrooms.

The new “Introduction to Safeguarding” e-learning course launched in 2020 continues to be well used. As at 22 November 2021, this course has been completed 1300 times. Feedback has been positive and this course is seen as a real asset to the organisation. This course is suitable for those who do not have regular contact with children.

After British Canoeing formalised the requirement for coaches and others who regularly work with children to refresh their safeguarding qualifications every three years, a Safeguarding Refresher course was launched in autumn 2020. This course provides a refresher/update on the core safeguarding training, as well as an additional module on safe social media use and has been completed by 1099 people. In 2022 and beyond, further additional modules will be provided to create a comprehensive, versatile and sector leading course.

An online Equality, Diversity and Inclusion training module was also launched in autumn 2021, which supports British Canoeing’s safeguarding education framework.

British Canoeing also hosted a very well attended safer recruitment webinar for clubs in 2021.

British Canoeing’s Performance Wellbeing Coach has delivered bespoke training to Talent Programme Coaches around position of trust law changes and the importance of professional boundaries in coaching relationships. This will be delivered to WCP coaching staff too in 2022.

## **Club Welfare Officers**

There remains a need to increase the number of Club Welfare Officers across clubs in 2022 to ensure that each club has at least two appointed welfare officers.

Regular Club Welfare Officer newsletters are distributed quarterly, but insight into the success of the emails recognises there is more work to be done in engaging with Club Welfare Officers. British Canoeing’s new ‘Club House’ is updated with resources for Club Welfare Officers and a forum for discussion. Again, insight into how much these resources are accessed, and the engagements on the forums highlights the need to improve the engagement with Club Welfare Officers.

## Embedding Safeguarding

Considerable further work has been done to embed safeguarding across the organisation through collaborative working. This has included:

- In house delivery of safeguarding training to all staff
- Ongoing collaboration with HR to embed safeguarding into recruitment practices
- Input into Club House
- Learnings from cases embedded into Talent/WCP practices

## Mental Health

Mental health continues to be a priority within our Performance and Talent departments. The Mental Health Team meets on a regular basis for the purposes of case management, collaboration on mental health awareness projects, and to proactively assess and influence mental health risks relating to our athletes and staff.

Mental health was highlighted as a significant area of risk for our high performance athletes during the lockdown and periods of restrictions on training activity. This has been, and continues to be, a significant challenge to support. To promote wellbeing throughout this period, the focus has been on ensuring that coaches and athletes have felt supported by their programme and that they are kept informed about important Government announcements, programme implications, and decisions that affect them and the opportunities available to them to train and compete. This has been done via the launch of an WCP Hub (a webpage storing key information and communications), a regular virtual Athlete Forum (providing the opportunity to update athletes, to give them access to staff to ask any questions they have, and to keep connected with each other), a regular WCP newsletter in addition to our Talent newsletter, and increased use of group communications (via WhatsApp).

Some athletes and staff are active mental health champions. A mental health champion is someone who takes action to raise awareness of mental health and challenge assumptions about how a mental health problem will affect someone's behaviour and dangerous labelling. Champions can help those who are experiencing mental health problems by signposting them to appropriate support services.

## Collaborative Working

British Canoeing continue to work with the Home Nations Safeguarding Steering Group (SSG). Revisions to the Terms of Reference for the SSG have been agreed and are awaiting sign off. The SSG is comprised of the Designated Safeguarding Leads and Safeguarding Case Management Group Chairs for each home nation (where such role exists). The purpose of the SSG is to encourage aligned safeguarding frameworks across the Home Nations through positive information, policy, guidance and training sharing. The SSG is also helpful in updating members on legislation changes specific to each Home Nation, discussing learnings from cases and managing cross-jurisdictional challenges.

British Canoeing joined a Water Sports Safeguarding Support network to share best practice and case learnings from other sports.

British Canoeing continue to work with CPSU to participate in a national survey and a Sport England funded prevalence study with Professor Hartill and Edgehill University to better understand safeguarding in sport.

## Safeguarding Case Management

Safeguarding Case Management remains a priority for British Canoeing. The establishment of the two new roles within the safeguarding team will ensure dedicated resource to the day to day management of safeguarding cases and ensure cases continue to be handled efficiently with communication also being a priority.

A log of open safeguarding cases is presented to the Governance and Risk Committee at every meeting. This log shows the number of weeks a case has been open for, the date of last action together with a status update. This allows the Board to have oversight of and scrutinise the progress of cases, provides assurance on risk management action taken (such as interim suspensions), and gives a better understanding of the reasons for some cases being open for a long time.

### 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 CPSU guidance and strong recommendations, 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
- Dr George Allerton-Ross – Doctor/Psychiatrist who specialises in Mental Health.
- Ann Stuart - Independent safeguarding consultant and trainer. Former Detective Sergeant with the Metropolitan Police, specialising in child protection investigations and policy advisor to the Association of Chief Police Officers lead for Child Protection.
- Sarah Torkington-Halstead - Head of Safeguarding with Pennine Care NHS Foundation Trust and GB Snowsport Safeguarding and Welfare Officer since July 2020.
- Nancy Squires – British Canoeing Head of Governance.

It is recognised that an area of expertise missing from the Case Management Group is in paddlesport specific expertise. Efforts were made, unsuccessfully, to recruit an additional member with this expertise in 2020. Recruitment will take place again in 2022.

The Case Management Group Terms of Reference were last revised in November 2020 and approved by the Governance and Risk Committee. No further changes have been made this year.

### Case Management filing and record keeping

British Canoeing's case management system ensures each case is stored in its own confidential electronic folder, with all key communications, records of calls/meetings etc added in chronological order. The record system was reviewed in 2020 and reported to the Governance and Risk Committee. The recording system was found to be clear, accurate, contemporaneous (completed at the time or as soon as possible after the event), regularly updated, comprehensive, secure and in line with data protection legislation. A required improvement was identified as part of this review to ensure lower level safeguarding concerns raised with the Performance Welfare Coach were recorded consistently with other cases. This improvement has been implemented.

This case recording system continues to evidence a high quantity of documents/correspondence that can arise in cases which can very quickly entail a significant administrative burden.

## Case Statistics Overview

In all, 37 cases were considered by the Case Management Group (CMG) in the period between November 1st 2020 and October 31st 2021. 11 of these have been formally closed with a number of matters due for closure at the forthcoming CMG. This is a reduction on last year's figure of 43 cases being considered. In addition to the formal new cases recorded, some previous cases have also been reviewed again by the CMG and some issues have been discussed without meeting the threshold of being considered a safeguarding "case". As has been detailed in previous years, assessing the significance of the number of cases managed is difficult, as a low number of concerns may in itself be a worry as it may indicate a lack of awareness of/trust in case management processes. It is however possible that the Covid-19 pandemic and associated reduced club activity during the period has also resulted in a reduction in cases. Notwithstanding these factors, it is still felt to be positive that the trend of reduced cases has continued and that more cases have been closed in this period than in the previous year. It is hoped this is reflective of the benefits of safeguarding awareness training across the organisation and an even more robust case management process.

Of the 11 closed cases, the outcomes have been as follows:

- 6 deployed without restriction/no further action;
- 1 under 18 suspension;
- 1 under 18 and membership suspension;
- 1 matter resolved at local level
- 2 referred to other agencies as situation/circumstances outside of BC remit.

It is still the strong belief of all involved in the management of safeguarding within the organisation, that safeguarding processes are not intended or being used to persecute coaches and that, wherever it is possible, the organisation will work with coaches to correct behaviours and increase knowledge rather than automatically suspend or restrict duties.

Timescales for concluding safeguarding cases remain challenging, particularly in ongoing police matters or where complex investigations are required and timescales are not within British Canoeing's control. However, the cases will show that delays with cases are not as a result of slow progress by the safeguarding team, with cases being moved on as quickly as possible.

As in the previous reporting periods, the most challenging cases for the safeguarding team remain those where conduct falls short of criminal and judgements must be made on the basis of accounts of those involved. Such accounts are invariably contradictory and unfortunately the positions of the parties involved becomes more entrenched and can lead to further issues within the relevant club/organisation as a whole. Such cases again highlight the importance of early intervention/resolution to prevent matters escalating. It is also pertinent to note that most time is spent on a small number of significant cases

## DBS checks

In the period 1st November 2020 to 31st October 2021, we processed 781 checks which is a significant increase on last year's figure of 496. Clearly this is reflective of the return to club activities after more stringent Covid-19 restrictions during 2020 and is much more reflective of the "usual" number of DBS checks we complete. Barring a return to any restrictions we would expect this figure to continue to increase in 2022 given the large increase to membership numbers. We are also noticing an increase in "status checks" being requested for members who are signed to the DBS update service.

Of the 781 checks completed, 699 were for volunteers with 82 being for individuals in paid roles. Of the total checks, 11 had adverse content which represents 1.41% of all checks. This is a significant decrease on the previous year when 3.23% had adverse content and is the lowest figure since we began recording these stats. It is unclear whether this is reflective of a pattern of less people with content engaging with us, a number of coaches already having been risk assessed in previous years or is just an anomaly. This will be monitored over the next reporting period.

British Canoeing has continued to offer a basic level check which can be conducted on new staff members who have no contact with children and young people and therefore do not qualify for an Enhanced with barred list check.

The DBS process continues to work smoothly and there has been little alteration to the process within the previous year despite staffing changes within the department. It is planned that some of the admin work associated with the DBS checks will be managed by the new Governance Administrator once in post.

The Governance and Risk Committee noted and approved the annual Safeguarding Report on behalf of the Board on 19th January 2022.

# MEMBERSHIP UPDATE

---

2021 was another amazing year of growth in British Canoeing membership despite the challenges of the year.

By October 2021 British Canoeing had 90,705 members across the On the Water and On the Bank categories: which is a 46% growth based on figures in October 2020.

Membership retention has dropped from 85% in 2020 to 77% in 2021. We continue to be committed to supporting members, improving services and benefits and responding to members' feedback.

British Canoeing saw an increase in the number of new paddlers joining membership. This was achieved through the regular content aimed at new paddlers, the continued offer of RapidJoin on GoPaddling and Members Hub, promotional campaigns and partnership work. The total number of new members for the year was 48,000.

The number of female members in 2021 increased with females making up 37% of members, representing a 3% increase from 2020. There was also an increase in the number of family memberships.

The Go Green option continues to be popular, with 15% of members in 2021 choosing this option. British Canoeing ring-fencing £2 of the membership fee of each member who signs up to the Go Green option to support the work of the paddle cleanups and the British Canoeing Clear Access, Clear Waters campaign. Further work will be done in 2022 to develop the Go Green option.

New membership benefits were developed, including Aquaplanet and Gill, to sit alongside existing offers from Halfords and Towergate. British Canoeing Rewards is also available to help members save money on a range of products, services and activities.

The annual Membership Satisfaction Survey received 4500 responses.

It was pleasing to see that member satisfaction stayed at 79%. The Net Promoter Score for how likely it is you would recommend British Canoeing to a friend or colleagues has improved from 24 in 2020 to 44 in 2021. Newer members and recreational paddlers gave higher ratings than longer standing members, coaches and volunteers. This will inform work in 2022.

In 2021, members of British Canoeing reported that supporting the Clear Access, Clear Waters campaign was in the top three reasons for being a member of British Canoeing, alongside the waterways licence and insurance.

However, member feedback has made it clear that providing more information about our campaigning would be welcomed, as well as developing more specific communications for members and reducing the amount of paper in the members pack.

We continue to work with The Paddler, and it remains as a free digital resource to members. All affiliated clubs continue to receive one free copy per edition. Members can also subscribe to the SUP magazine taking advantage of a 23% discount off the RRP.

# BRITISH CANOEING EXECUTIVE TEAM

---

During the year there were 20 leavers and 16 new starters

- The number of staff employed by British Canoeing in January 2021 was 99
- The number of staff employed by British Canoeing in December 2021 was 95

The FTE number of staff in December 2021 was 89.

Our labour turnover for the year was 20.6 %

## Senior Management

### New Employees

Keir Worth – Director of Paddlesport – 10th May 2021

### Leavers

Paul Ratcliffe – Performance Director – 29th October 2021

## HR & Finance

### Leavers

Nadine Ashmore – HR Assistant - 31st December 2021

Carole Hanrahan – Finance Manager (Performance) – 10th December 2021

## IT

### New Employees

Mark Bray – Developer – 1st February 2021

## Governance

### New Employees

Helena Russo – EDI Lead – 4th January 2021

Cath Cooke – Safeguarding Manager - 22nd November 2021

### Leavers

Alan Page – Compliance and Safeguarding Officer – 30th July 2021

Julie Bailey – Safeguarding Case Officer – 6th August 2021

## **Coaching Team**

### **New Employees**

Benjamin Woodruff – eLearning & Digital Developer – 1st March 2021

Lucy Boyce – Coaching Advisor – 28th June 2021

### **Leavers**

Helen Laywood – Coaching Advisor- 30th June 2021

Benjamin Woodruff – eLearning & Digital Developer – 19th November 2021

## **Recreation Team**

### **New Employees**

Gregory Van Heerden – Recreational Programmes Lead – 1st March 2021

Christopher Nightingale – Places to Paddle Sites & Facilities Lead – 22nd March 2021

Ben Francis – Environmental Project Officer – 1st June 2021 (Fixed Term contract 1 year)

### **Leavers**

Craig Duff – Development Support Officer – 12th November 2021

### **Internal Promotion**

Rebecca Lovatt – Canoe Foundation Fundraising and Marketing Lead – 19th July 2021

## **Membership and Customer Service**

### **New Employees**

Sammy Sullivan – Membership Advisor – 6th April 2021

### **Leavers**

Kate Bradley – 30th April 2021 – Retirement

Liz Handley – Receptionist – 26th February 2021

Diane Bedford – Receptionist – 26th February 2021

Caitlin Fox – Membership Advisor - 10th December 2021

## **Communications Team**

### **New Employees**

Charlotte Pattinson – Digital Marketing and Communications Officer - 1st September 2021

Beth Hall – Content Officer – 1st November 2021

### **Leavers**

Jennifer Gibbon – Campaigns and Content Officer – 29th September 2021



## **World Class Programme (Sprint)**

### **Leavers**

Rene Olsen – Head Coach Sprint - 15th January 2021

Eric Farrell – Podium Sprint Coach – 31st December 2021 (Fixed Term Contract)

## **World Class Programme – (Paracanoe)**

### **New Employee**

Sam Glover – Maintenance & Adaptation Technician – 1st April 2021

### **Leavers**

Scott Simon – Interim Flatwater Head Coach 31st December 2021

John Griffiths – Dorney Hub Coach – 31st December 2021

## **World Class Programme - (Slalom)**

### **New Employee**

Nathalie Siegrist – Lead Academy Coach (Slalom) – 4th Jan 2021

### **Leavers**

Neil Buckley – UK Transition Coach – 18th May 2021

### **Internal Promotion**

Mark Ratcliffe – Performance Director (Canoe & Extreme Slalom)

## **England Talent Programme**

### **New Employees**

Lukasz Mlynski – Southern Regional Pathway Coach – 1st April 2021

Anton Lippek – Regional Pathway Coach Central Region (Canoe Slalom) - 1st April

### **Leavers**

Lukasz Mlynski – Southern Regional Pathway Coach – 16th July 2021

Emily Illinesi – Canoe Development Coach – 6th August 2021

### **Internal Promotion**

Dan Goddard – ENTS Coach (Slalom) – 1st December 2021

# PARTNERSHIPS

---

## FUNDING PARTNERS



## OFFICIAL PARTNERS







0300 0119 500

[info@britishcanoeing.org.uk](mailto:info@britishcanoeing.org.uk)

**National Water Sports Centre**  
Adbolton Lane  
Holme Pierrepont  
Nottingham  
NG12 2LU