

MINUTES

In Attendance:

David Joy (DJ)	Chief Executive
Lee Pooley (LP)	Head of Coaching and Qualifications
Ed Christian (EC)	British Canoeing ECLN Representative
Doug Cooper (DC)	Scottish Canoe Association (SCA)
Dan Golder (DG)	Canoe Wales (CW)
Peter Mulhall (PM)	Canoe Association of Northern Ireland (CANI)
Sid Sinfield (SS)	Performance Coach Developer

Also In Attendance:

Natasha Devonshire (ND)	Coaching Development and Engagement Lead
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Apologies:

Graham Lyon (GL)	British Canoeing Awarding Body
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1. Chair's Welcome and Opening Remarks

2. Declarations of Interest

The Chair welcomed the group online, highlighting the important discussions today, catching up on various projects, as well as looking at the bigger picture of where we would like to be by 2025.

3. Minutes of the Last Meeting (No42), July 2020

4. Matters Arising (Not covered by the agenda)

The minutes of the above meetings were agreed as accurate recordings of the proceedings. There were no matters arising noted.

5. British Canoeing Board

The Chair highlighted that the Board are considering moving the AGM online next year, which will mean a change to the articles. It is the Presidents election in March, with Ivan Lawler looking to stand down, so we will be seeking nominations.

The Chair shared that the office is closed again due to COVID-19, except for the Performance Programme. The business is operating effectively at home and it is likely that large numbers will not be back in the office until next year.

We are currently at the year-end so will be producing both the Annual Report and Financial Report. The Financial Report will declare a growth in membership. We have reduced our costs across the organisation but finance from Coaching and Commercial income has declined. It is a challenge trying to forecast for the next 12 months as it is hard to predict the membership retention rate. The strategic plan for 2021 will be signed off at the November Board.

The Chair explained that we have been carrying a vacancy for the Head of Development since the beginning of 2020 and due to the uncertain financial picture, there was a pause on recruitment. We

have looked ahead to the requirements of 2021 and beyond, creating two strategic leads, the Head of Recreational Paddling and Director of Paddlesport. Chris Earle will become the Head of Recreational Paddling, supporting the existing Places to Paddle and Go Paddling Teams. The Director of Paddlesport will be recruited to support the World Class Programme, the non-Olympic disciplines and pathways, as well as the Events team.

The UK Agreement is due to be considered. This is reviewed every 4 years in line with funding timescales to look at the respective roles of the National Associations, as well as British Canoeing's UK and English functions.

6. British Canoeing Coaching Development Projects

Verbal Update and Progress Report

LP shared that the Leadership project is on schedule. Provider recruitment has taken place. We have extended the need for existing Providers to attend a Community Event to October 2021, due to the restrictions in place. Recruited Providers can therefore continue to deliver the awards, as long as they have completed the online training. The course documents will be available on the BCAB website on the 1st December, with the supporting resources and awards available from 4th January 2021.

Two new Personal Performance Awards will also be available from January, for paddlers who want to develop their personal paddling skills in an artificial white water stadium.

A new Challenge Card resource is now available, developed by Craig Morris and Gareth Wilson. They are aimed at the Slalom and Racing Community and enhance the Coach Athlete relationship. They are available as online or physical cards, via the Awarding Body website.

Two new Safeguarding eLearning packages are now available to support the change to the safeguarding requirements. So far, 800 people have engaged in the courses. In 2021, the Governance team will be developing content for 2 new modules, so people can choose bolt-on refresher modules.

LP shared that the digital packages have had over 120,000 hits, specifically eLearning at 57,000 hits, the Self-Analysis tool has 3,000 hits and the podcasts have had 5,000 hits. We are currently encouraging the Tech Groups to look at the library and highlight if there are any gaps in resources, as well as reviewing the existing resources. LP shared that we will be recruiting an eLearning Developer to further support the digital capabilities.

The group questioned the uptake of the Performance Coach. In England and Scotland, there has been a healthy amount of engagement in terms of registrations and interest levels. The restrictions have meant that some events have been cancelled but candidates can still do learning online with their mentor.

7. Coaching and Leadership 2017 – 2021 Plan

Discussion / Update paper

LP shared that from a holistic point of view, the 4 year plan has been highly successful and all credit to CSG for being able to forecast the 4 years. We have been able to achieve a lot in four years and there has also been recognition externally, being nominated for UK Coaching Awards, as well as the Learning and Technology Awards.

LP shared that there are a few areas that have not been delivered, such as the review of the DSMs and International development. This was due to capacity as well as it not being the right time to review.

The Digital Library is also highlighted amber as we want it to be seen by the whole of Paddlesport coaching and leadership community as the place they go to get resources.

The group shared their thoughts on the successes over the 4 years and what has made the biggest difference. The group highlighted the shift towards a more paddler centred approach, putting them at the heart of the learning. Equally the ethos and the philosophy has been fundamental to the changes and was a bold move at the time. Also, the pace of change and that projects that have been completed.

8. 2022 – 2025 Planning

Discussion around positioning and direction for the next strategic plan

The group discussed wider threats and opportunities. The outdoor industry and centres are threatened due to Covid. We need to ensure our awards suit this industry and look at what our role is to help people and organisations responding accordingly.

We need to ensure we keep pace with new delivery approaches, adapting our existing mechanisms, particularly from a digital perspective.

There was also a suggestion of whether public funding could be reduced but it was stated that it is likely to be stable in Wales and Scotland for the next 18 months.

International could be an opportunity for growth. There will be a ceiling number of coaches within the UK, but the international market is vast. We need to consider ways for international growth as we have the correct set up, in terms of governance and credibility and this needs to be maintained.

There needs to be time to consolidate, promote and support, rather than continue to change. There has been a lot of needing to adapt in 2020.

It was questioned whether we address the review of the Safety Awards and DSMs. There will be a full review of the Safety Awards in 2021, engaging with the paddling community. The DSMs will not be picked up next year as we are not presently in a place to make an appropriate and informed decision.

Ahead of the 2022 – 2025 strategy, it is important to engage appropriately, capture the views of others, getting a sense that the coaching part is owned by all 4 Nations. We do now have good insight and data, from all the reviews we have completed so far, in terms of products and services. We then need to use insight to make strategic decisions around implementation and promotion.

We need to consider how we engage people in continuous learning and development, building communities of discipline coaches, supporting those networks, etc.

It was suggested that we use the headings on the existing plan and include an ethos at the top to check and challenge. The Recruitment and Succession could be changed to workforce support / development or recruitment and engagement (to diversify our workforce). The Support Systems line could be removed as this embedded across the plan.

CSG members questioned where all the new members fit in, and where the coaches who are towards the end of their coaching career fit in, this was seen as wider than the coaching agenda.

9. Awarding Body Update

9.1 Verbal update

9.2 Compliance submissions

This year, the regulators are not requiring the Awarding Body to submit a statement of compliance, however, we do need to submit a range of information, including an overview of our standardisation systems and financial stability.

From October 2021, there will be more demand on standardisation for the Delivery Centres.

There is a new role within the AB structure for an external quality assessor. Chris Wilson will start in January 2021.

10. Any Other Business

None noted.

11. Date of next meeting

All virtual, 10.30am – 12.30pm

9th March 2021

6th July 2021

9th November 2021