

2024 Constitutional Change

Consultation

PADDLE^{UK}



What are we seeking to achieve?

PADDLE^{UK}

- A Board that is diverse in skills, experience and background and that is truly representative of our membership
- A mechanism to ensure the key voices across England and our UK functions are heard and represented at Board level
- A Presidential role that will help raise the profile of Paddle UK
- Vice President roles that are more purposeful, engaged and rewarding

“The Board members of Paddle UK all recognise that leadership, governance and decision making are greatly improved and enhanced when an organisation is able to draw upon and harness a wide range of different opinions.

This is why my fellow Board members and I are fully committed to driving greater diversity within Paddle UK in order to achieve long term benefits for the sport.”

John Coyne, Board Diversity Action Plan 2023-2024



Background

- Three director positions are nominated for appointment by the English Forum
- English Forum has not met for some time and become defunct. It once served as an important mechanism of communication between the Regional and Discipline Committees with Paddle UK.
- The English Forum nomination is not representative of the wider membership of Paddle UK and limits the Board's ability to recruit a diverse range of candidates with the skills and experience required

Background (cont)

- The purpose and remit of the role of President has lacked clarity.
- Presidents are proposed and seconded. Members either vote or approve the appointment. The appointed candidate can serve a maximum of two x two years terms
- The President role is not used to grow the profile of paddlesport in a way that other sports/organisations have the opportunity to.

Background (cont)

- The Board proposes Vice President candidates to the membership for approval at the AGM
- There is some frustration around the lack of clarity around the function of the role of Vice President, insufficient opportunities to ensure their voices are heard, and a lack of recognition.

The objective...

“A Board that is diverse in skills, experience and background and that is truly representative of our membership”

What we propose...

- Applications for English Director vacancies are open to all Paddle UK members
- The Board of Paddle UK shortlists candidates aligned to the skills and experience needed on the Board
- The Board presents three candidates (together with a recommendation of its preferred candidate) to Members for appointment at the Annual General Meeting.

A Board that is diverse in skills, experience and background and that is truly representative of our membership

What this would mean...

- A more inclusive and accessible route to Board representation for all members
- The Board is empowered to shortlist and recommend appointments that align to Paddle UK's strategic objectives and ensures the Board is appropriately skilled, representative and diverse in its compositions
- Members still retain the power to determine who represents them on the Board

A Board that is diverse in skills, experience and background and that is truly representative of our membership

What we would like to know...

- What do you like about this proposal?
- What don't you like about this proposal?
- Do you have any other feedback?

The objective...

“A mechanism to ensure the key voices across England and our UK functions are heard and represented at Board level”

What we propose...

- A Paddle UK Assembly be established within the Articles of Association. This will be composed of key representatives from our diverse membership
- Paddle UK Assembly would act as an evolving network where strategy, opportunities, successes, challenges and concerns can be shared between valued volunteers and the Board
- The Assembly would meet at least annually, together with Directors appointed from the English Membership

Who might be represented on the Paddle UK Assembly?

- Discipline Committees
- Regional Committees
- Vice Presidents
- Coaches
- Programme Athletes
- Independent Paddlers
- Recreational Clubs
- Talent Clubs
- Delivery Partners
- Advisory Groups (such as Inclusion Advisory Group, Safety Advisory Panel)
- Ambassadors and Award Winners (eg She Paddles, CACW)
- President
- Canoe Foundation
- English Nominated Directors

“A mechanism to ensure the key voices across England and our UK functions are heard and represented at Board level”

What this would mean...

- Key volunteers feel better connected, informed and involved in the decision making of the organisation.
- The Board will feel better connected to these key stakeholders
- The Paddle UK Assembly will help shape future strategic direction

“A mechanism to ensure the key voices across England and our UK functions are heard and represented at Board level”

What we would like to know...

- Are there any other groups/stakeholders that should be represented on a Paddle UK Assembly?
- Do you see a role for this group in nominating Vice President candidates?
- What do you like about this proposal?
- What don't you like about this proposal?

The objective...

“A Presidential role that will help raise the profile of Paddle UK”

What we propose...

- The Board be empowered to recruit and appoint a President to represent Paddle UK.
- The President role to be a ceremonial role.
- The focus of the President role would be on raising the profile of Paddle UK for the benefit of all members.

“A Presidential role that will help raise the profile of Paddle UK”

What this would mean...

- The appointment of President to be clearer linked to the strategic priorities of the organisation
- The purpose and scope of the role of President become clearer
- The voice of the English membership would be represented instead by the Board appointments and within the Paddle UK Assembly

“A Presidential role that will help raise the profile of Paddle UK”

What we would like to know...

- What do you like about this proposal?
- What don't you like about this proposal?
- Do you have any other feedback?

The objective...

“Vice President roles that are more purposeful, engaged and rewarding”

What we propose...

- The Board will annually publish a list of Vice Presidents for the year ahead, in recognition of valued contribution to Paddle UK.
- Active Vice Presidents will have identified roles and focus areas for representation.
- Any candidate appointed VP (past or future) will be a ‘Life VP’ with recognition bestowed indefinitely
- Active Vice Presidents and Life VPs will be represented on the Paddle UK Assembly

“Vice President roles that are more purposeful, engaged and rewarding”

What this will mean...

- There is greater clarity on the role of Vice Presidents
- Active Vice Presidents provide for a more modern, agile, inclusive and purposeful role whilst the Life VP award ensures lifetime recognition.
- Vice Presidents have the opportunity to influence and be informed of the direction of travel of Paddle UK through the Paddle UK Assembly.

“Vice President roles that are more purposeful, engaged and rewarding”

What we would like to know...

- What do you like about this proposal?
- What don't you like about this proposal?
- Do you have any other feedback?

What is next?

- Consultation feedback will be collated, assessed and reported to the Board.
- The current proposals will be reviewed.
- All members will be invited to share feedback on final proposed changes in mid/late August.
- The Board will approve a final proposal and call a general meeting for **Tuesday 29th October** to seek member approval of required amendments to Articles of Association.
- If approved, the recruitment process for President and Director will commence for appointment at the March AGM in 2025.

***We look
forward to
your feedback***

