

# **Paddle UK Canoe Sprint High Performance Community 2024/2025**

## **1. Introduction - Sprint Performance Programme Overview**

The World Class Programme (WCP) vision is to develop high performing people, paddlers and performers that are capable of exceptional achievements, both as an individual and part of a team. For the 2025 season there will be three complementary policies published which outline the different levels of support provided to Senior and U23 athletes who are looking to develop within canoe sprint.

1. The Paddle UK 2025 Canoe Sprint World Class Programme Qualification Policy has the objective of selecting athletes to the Canoe Sprint World Class Programme for the 2025 season. The Canoe Sprint World Class Programme is there to support a defined number of athletes deemed to have the greatest future potential to achieve medal winning performances in either LA 2028 or Brisbane 2032.
2. The Paddle UK Canoe Sprint Performance Academy primarily has the objective of supporting U23 athletes. The aim of the Sprint Performance Academies is to provide athletes with an environment which supports their development from U23 through to senior level, with the aspiration of preparing athletes to transition into, and thrive in, the World Class Programme.
3. The Canoe Sprint High Performance Community (CSHPC) has the objective of providing an inclusive environment for athletes looking to develop in canoe sprint. The aim of the Canoe Sprint High Performance Community is to provide athletes with access to environments and expertise which support their development, with the aspiration of developing and supporting a wider cohort of athletes in a consistent and transparent way.

**This document outlines the support provided to members of the CSHPC as well as the commitment required by athletes to receive this support. This policy also outlines the principles and decision making processes that will determine how athletes are allocated to the available spaces.**

## **2. Eligibility Criteria**

To be eligible for the Canoe Sprint Performance Community support athletes must meet the following eligibility criteria listed below:

1. Selected for GBR in a Senior or U23 World or European Championship Team in 2024 or 2023
2. Meet the Paddle UK eligibility criteria and those of the IOC, the IPC, the BOA or BPA and UK Sport (as appropriate) to represent the British Team at the Olympic or Paralympic Games including holding a British Passport
3. Must be a member of Paddle UK or associated home nation.

Additionally athletes that are offered the opportunity to be part of the Canoe Sprint High Performance Community will be expected to adhere to an [Athlete Code of Conduct](#).

### 3. Level of Support & Qualification Criteria

The Canoe Sprint High Performance Community will offer two tiers of support primarily delivered from Holme Pierrepont National Performance Centre (NPC):

#### Tier 1 (Up to 4 places available)

Senior Tier	For	Athletes delivering at senior level championships in Olympic events that are not supported by a full WCP place. Athletes that support the development of senior crew boats.
	Criteria	Meet D band or higher level APA matrix criteria*, within this or the previous season, as well as being nominated by WCP Coach OR nominated by WCP Coach as someone who could be selected in a crew boat for a Senior Championships in the following year.
	Support	Full squad level performance programming, UKSI S&C Support, a fully paid international training camp, daily coaching support, NPC Lake Access, NPC Boat Storage. Note: at present the WCP is unable to commit to covering competition costs.
	Remote Option	Not available at this level.

\* Information on APA banding can be found in the 2025 World Class Programme Qualification policy

#### Tier 2 (unrestricted subject to meeting the specified criteria)

Access Tier	For	Athletes who are consistently training and looking to progress in sprint over the next 1-2 years and not named to the WCP or Academy Programmes.
	Criteria	Have represented GBR in a Senior or U23 Sprint Championship in the current or previous year OR nominated by the Performance Director as someone who will add significant value to the environment and has potential to achieve excellence within Canoe Sprint.
	Support	Access to the team performance plan and coaching, NPC Lake Access, NPC Boat Storage, invite to training camp opportunities.
	Remote Option	Remote option is available on the provision that athletes attend monthly training activities and engage with community activity.

### 4. Application Process

Eligible athletes are invited to apply by completing the application form [HERE](#) by **Sunday 22nd September**.

### 5. Decision Making

Inclusion in the Canoe Sprint High Performance Community will be determined by the Paddle UK Canoe Sprint High Performance Community Panel (“the panel”).

The Panel will consist of the following voting persons:

- Chris Furber - Canoe Sprint and Paracanoe Performance Director
- James Train - Canoe Sprint and Paracanoe Senior Podium Coach
- Anton Vasquez - Canoe Sprint Academy Coach
- One non-executive Member

As well as considering each application against the Qualification and Eligibility Criteria set out in this document, the Panel will consider the following three factors when appraising an application:

1. Performance and Progression. The extent of any significant and demonstrable year on year progression will be valued above outcome results achieved to date.
2. Athlete Utilisation. The value adding impact that inclusion in the Canoe Sprint High Performance Community would have on the athlete's development opportunities considering their particular circumstances. This assessment will take into account an athlete's engagement in training opportunities, commitment and investment into the programme of development available to them.
3. Class Strategy. Places will be allocated in line with the strategic aims of the WCP.

Decisions will be made by majority vote with the Performance Director holding the casting vote in the event of any split decision.

The Panel welcomes and encourages the input of club and personal coaches to help advise and provide contextual evidence in support of an athletes application. In this first instance this should be through supporting athletes to fill out the application form referenced in section 4.

## 6. Additional Notes

- Inclusion in the Canoe Sprint High Performance Community will require a high level of commitment and investment. Athletes and their current coaches are expected to contribute to the ongoing process of development and learning, helping to shape and support the community in order to best meet the individual needs and goals of the athlete.
- The funding for this programme is finite and unfortunately does not meet the full cost of activity. Some contributions will be required for specific events.
- Athletes will be selected to the Canoe Sprint High Performance Community for the 2025 season from **Monday 30th September 2024 until 1st September 2025** (subject to ongoing Athlete Development Reviews).
- Athletes will be notified of the outcome of their application to Tier 2 via email by **Monday 30th September**.
- Athletes will be notified of Tier 1 support after WCP nominations have taken place in November 2024.
- Unfortunately, support is finite and the Panel need to be selective to ensure that appropriate places are offered to those individuals who respond most favourably to development opportunities afforded to them.
- Athletes who do not hit the eligibility criteria but are committed to developing within sprint can be offered invites to open sessions subject to discussion with the relevant WCP Coach.
- This Policy is not created in isolation. The intention is to be as fair and transparent as possible but there may need to be some flexibility to ensure that these principles remain applicable and relevant to future circumstances as well as taking into account individual extenuating circumstances (such as illness, injury, bereavement)

## **7. Conflicts of Interest**

Paddle UK is committed to upholding high standards of integrity, and as such any person who is part of the decision making process in this Policy shall declare any conflict of interest or potential conflict of interest and shall refrain from participation in the discussion in respect to athletes in which they have a conflict of interest.

If a person is unsure whether they have a conflict or potential conflict they should consult the Head of Governance.

## **8. Data Protection**

Paddle UK is a privacy conscious organisation and is strongly committed to an individual's right to privacy. All data gathered during the course of any Canoe Sprint High Performance Community consideration process will be processed and stored in compliance with the Paddle UK Data Protection Policy and in accordance with all applicable Data Protection laws in effect at the time of publication of this document, including but not limited to, the UK GDPR and the Data Protection Act 2018.

Further information on Paddle UK's approach to privacy and data protection, including our privacy notices, policies and contact details, can be located in our [Privacy Centre](#). Should an individual wish any data we hold relating to them to be deleted at any point, they should contact us at [GDPR@paddleuk.org.uk](mailto:GDPR@paddleuk.org.uk).

## **9. Policies**

For the avoidance of doubt this document operates in conjunction with all relevant Paddle UK policies including but not limited to, Equality Policy, Anti-Doping Policy, Anti Bullying Policy and Anti Bribery Policy.

## **10. Communication**

Paddle UK is committed to providing open and informative communication. All athletes will receive formal confirmation of their application outcome via email from the Canoe Sprint Programme Manager by Monday 30th September, and for those athletes who wish to discuss the outcome of decisions made, coaches will be available to speak informally to athletes and parents.

## **11. Request for Review**

We hope that having read this policy an applicant will understand why and how a decision has been made. Given the inclusive nature of the CSHPC programme, there is no opportunity to review any decisions on athlete places.

**END**