

MINUTES

In Attendance:

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| David Joy (DJ) | Chief Executive |
| Lee Pooley (LP) | Head of Coaching and Qualifications |
| Darryll Shaw (DS) | British Canoeing ECLN Representative |
| Doug Cooper (DC) | Scottish Canoe Association (SCA) |
| Jet Moore (DG) | Canoe Wales (CW) |
| Peter Mulhall (PM) | Canoe Association of Northern Ireland (CANI) |
| Sid Sinfield (SS) | Performance Coach Developer |

Also In Attendance:

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

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| Graham Lyon (GL) | British Canoeing Awarding Body |
| Ed Christian (EC) | British Canoeing ECLN Representative |

1. Chair's Welcome and Opening Remarks

2. Declarations of Interest

The Chair opened the meeting and welcomed JM who joins CSG to represent Canoe Wales, timely as we start to look at the 2022 – 2025 strategic plan.

3. Minutes of the Last Meeting (No43), Nov 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 Covid is still affecting each of the National Associations similarly, each responding to the latest Government guidelines and looking at what it means for clubs and providers. There are challenges with people renewing their membership in lockdown but we anticipate that this will spring back in the next few months, membership is key to the financial position. In the last year, qualification income has dropped significantly and we are expecting the recovery to be slower.

The Chair shared that the ICF are beginning to cancel events for 2021. The Chair will also be suggesting at the AGM that the 2021 Freestyle World Championships should be cancelled as we cannot expect people to travel to world championships. The Chair highlighted that we will hold a virtual AGM with around 200 in attendance.

During 2021, the 4 organisations will review the UK agreement, looking at the way we are structured as organisations and delivery bodies and whether better is possible. We will look at if we structured it in the right way, whether we work as collaboratively as we could or if any fundamental changes are needed.

The Chair highlighted that Keir Worth will join British Canoeing as the new Director of Paddlesport. He will lead a piece of work around the discipline committees how we can strengthen pathways of talent.

The Chair advised that we will begin to look at the 2022 – 2025 strategy, primarily aimed at the English audience initially. Between March and May, we will be engaging in survey consultation, engaging with Sport England and national partners. We will then look to engage staff and committees, hold membership webinars in September and October, and look to collate the new strategy, ready for the Boards approval in December. Each National Association will follow a similar process. At this stage, the Board believes the themes and shape of the strategy will be similar. We are beginning to see separate groups and audiences, and communities within these groups. We need to consider how we provide that individualisation.

There will also be a greater focus on equality, diversity and inclusion and how we improve the diversity within participation, as well as the coaching workforce. We will continue to accelerate our online learning. A key focus will be embedding the work we have done, helping coaches and learners to understand the appropriate routes for them.

It was questioned whether we have started looking into the impact of Brexit, particularly for people wanting to work within Europe. From a performance point of view, there are currently no alarm bells for athletes travelling. From a recreational point of view, conversations are starting with other governing bodies to look at how we can support coaches in the short term. LP will be looking at the longer term solution and how we can get our qualifications recognised in European countries. Visas and right to work will also affect this. It was suggested to look at other industries, such as teachers, to see if they are experiencing similar issues and what their solutions are.

6. British Canoeing Coaching Development Projects

Verbal Update

LP shared that the Leadership and Raft Guide awards launched on 4th January, along with a range of supportive resources such as the Leadership Self-Analysis tool. The Personal Performance Awards aimed at artificial white water stadiums were also launched and we expect these to pick up once restrictions start to lift.

We have continued to look at how our awards can be delivered in different ways and have now enabled Delivery Centres to offer the Core Coach training online from 1st March. The international community have responded well to this. This joins a full range of courses now available online such as the Navigation training, Foundation and Intermediate Modules, as well as the Guide modules.

We are continuing to share new resources, such as the Coaching Podcast Season 2 and a new series of videos to support the What It Take To Progress programme. Currently, there are over 130,000 hits on the digital resources, specifically 60,000 hits on eLearning, 6000 on the podcasts, 3,500 people have used the Self-Analysis tools and over 3,500 people have engaged in the webinars that the National Associations have been delivering.

It was suggested to gather insight into the demographics of people who are joining these mediums of learning and see if there are certain characteristics that choose a type of learning. LP shared that he will ask Delivery Centres on this information for their webinars but it would be more difficult to access with the Digital Library. On other platforms, we have sampled data for a month, which could support this level of insight.

Action: LP to speak to Barry Wade, Head of Digital, about how we can collect data from people who use our digital resources.

LP advised that the Coaching Team welcomed a new member of staff, Ben Woodruff, to support Ricky Snodgrass with eLearning development.

LP highlighted that the Coach Award was launched 3 years ago so we are starting the review process. The internal review is complete and we have now asked Delivery Centres to complete a review with Providers. Any feedback or significant insights will be shared with this group.

7. 2022 – 2025 Planning

7.1 Discussion around positioning and direction for the next strategic plan

7.2 Individual members to present conversations and reflections from their communities

7.3 Next steps of strategic planning

The Chair shared that by the end of 2021, the aim is to agree a UK Coaching plan that sets the direction of work across the UK. Conversations and thoughts have begun about what coaching looks like and there are consistencies beginning to emerge across the National Associations. The aim is to engage providers, instructors, coaches, etc.

Please see Appendices for feedback received from each National Association. The group shared these and discussed their thoughts further. The group were questioned what the KPIs should be and how we can measure these. For example, it was suggested that when we look at the impact on mental health, we should look at this in a qualitative / anecdotal way. We need to look at real world stories and accounts, rather than a specific number of people doing something, etc.

It was noted that we have made an investment into the Awarding Body's digital capabilities, people are responding well to online learning, awareness is greater of what can be achieved without travel. Equally, we want to connect people more often, building coaching practice and coaching communities, is face to face interaction still important? It was suggested having the option and opportunities available are important. People miss human interaction but they don't miss sitting in a car for hours, for something that could be done online. It's about the quality of those interactions and getting the balance right.

The price of membership, qualifications, etc., was questioned. It was suggested that we do need to constantly review and check this.

It was questioned whether we should be focussing and investing in international growth. The group highlighted that with Brexit it is difficult to scope, although this should be the priority in the 2022-2025 strategy.

The structure of CSG was questioned and we need to look at how CAG can support CSG and how CSG can support CAG. It was suggested to consider the benefits of having a CAG member on CSG.

The Chair thanked the group for their useful discussion and comments. A lot of engagement will now be needed as we develop this plan. It was suggested that the Chair and LP will put together a process of how we move this forwards, ensuring we capture the various groups that need to be consulted with.

Action: DJ and LP collate a plan for the group to work through with their networks.

8. Awarding Body Update

8.1 Verbal update – Centre Assessment Standardisation Scrutiny (CASS)

CASS ensures standardisation across our delivery, so someone who is assessed in Scotland, matches someone who is assessed in the South West, for example. LP has spoken to Delivery Centres and the regulators are expecting progress to be made by October, but will not do any audits on the new CASS requirements until 2022.

LP also shared that over the past few years, there has been correspondence with National Associations and Providers highlighting the confusion about whether qualifications are BCAB or BC. According to the regulators, the clarity was important that BCAB qualifications are regulated and BC qualifications are non-regulated. The regulators are more relaxed with this association LP is therefore suggesting that all awards will use BCAB branding, giving clarity, and therefore stopping confusion over logos. The group would welcome this change to bring clarity.

9. Any Other Business

None noted.

10. Date of next meeting

All virtual, 10.30am – 12.30pm

6th July 2021

9th November 2021