

## MINUTES

### In Attendance:

David Joy ( <b>DJ</b> )	Chief Executive
Lee Pooley ( <b>LP</b> )	Head of Coaching and Qualifications
Sid Sinfield ( <b>SS</b> )	Performance Coach Developer
Alex Shiell ( <b>AS</b> )	British Canoeing ECLN Representative
Ed Christian ( <b>EC</b> )	British Canoeing ECLN Representative
Doug Cooper ( <b>DC</b> )	Scottish Canoe Association (SCA)
Dan Golder ( <b>DG</b> )	Canoe Wales (CW)
Peter Mulhall ( <b>PM</b> )	Canoe Association of Northern Ireland (CANI)
Graham Lyon ( <b>GL</b> )	British Canoeing Awarding Body

### Also In Attendance:

Natasha Devonshire ( <b>ND</b> )	Coaching Development and Engagement Lead
Alan Page ( <b>AP</b> )	Item 7. Compliance and Safeguarding Officer

### **1. Chair's Welcome and Opening Remarks**

### **2. Declarations of Interest**

The Chair opened the meeting, welcoming EC to the group, which consequently means that it is AS last meeting. We also officially welcome DG as the Welsh representative, and SS now represents Performance Coach Development.

### **3. Minutes of the Last Meeting (No37), Jul 2019, (No39), Jan 2020**

### **4. Matters Arising (Not covered by the agenda)**

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

### **5. British Canoeing Board**

The Chair shared that the Access Charter has been a focus for England and Wales and continues to move at pace. There are a whole series of initiatives and interventions which continue to be raised with MPs and ministers. Over 4000 people have signed the charter so far.

The Chair shared that we are looking at our international events and the concerns around coronavirus. The commercial targets have all been met for Slalom. The aim in the future is to bring in commercial partners for Coaching and Leadership.

The AGM takes place next week. There are no motions from members and no major changes proposed by the Board.

The Chair suggested that we have often talked about the pace of change in coaching alone and when this is multiplied across everything the organisation is doing, we recognise that there is a lot of change. We hope and expect that the engagement and connection we give clubs will change over the next few years and that clubs will feel supported and engaged.

The Chair shared that we have begun strategy consultation for the next 4 year strategy with discussions at Board, as well as an online consultation. We know we will look at embedding what is in place and consider the comments coming through. There are 14 workshops taking place across England in the next few weeks and there will also be a meeting with the CEOs, as well as all National Association Boards to give more detail and see what we collectively agree.

## **6. British Canoeing Coaching Development Projects**

Paper circulated

LP highlighted that since sharing the reporting paper, a lot of the topics have now come into fruition. The Performance Coach Orientation event took place last week and is the last regulated programme to be reviewed.

LP also shared that we will soon be sharing range of resources over the coming months including videos focusing on Strength and Conditioning, Freestyle, K1 Technique, as well as Slalom and Racing cards.

## **7. Safeguarding**

Continuation from online meeting  
Recommendation Paper

AP joined the discussion. Following from the previous online meeting, several proposals have been suggested. Proposal 1 is similar to the existing set up but will now include Leaders. There is then the additional requirement for Tutors, Providers, Coaches or Leaders to complete an online renewal every three years. The group were concerned that this is self-regulated and there is no way for us to know if people work with children. This means we need to share messages clearly and provide additional guidance. We need to help people pick the right course, ensuring our philosophy and ethos is embedded into the process.

Proposal 2 states that if they person does not work with children, they can complete an online safeguarding training initially and an online renewal every three years. It was suggested to amend the wording to include vulnerable adults.

It was suggested to amend 'undertake' to 'undertaken' a course in the last few years.

The group agreed the proposals, subject to the changes discussed.

It was suggested that if we are developing an online renewal, we should also look to develop a new 'Paddlesafe' training at the same time.

## **8. Continuous Professional Development**

Update Paper on digital mechanisms

Following previous discussions, the next steps are to implement the changes to the digital system. Azolve believe this will be ready to launch in January, with testing to begin in September. This will allow us to have a lot more functionality and ability to support candidates better. The system will calculate the points appropriately and alert coaches when their CPD is due to expire.

The only change is that it is now a point's mechanism. The process has stayed the same. The aim is to embed our educational philosophy, educate individuals about CPD opportunities and make the process more explicit.

Due to the pace of change, there was a discussion around the timing of launch as there will also be new launches for safeguarding, CPD, Leadership, etc., this year. It was therefore thought that we should complete the project and launch next year. Essentially, we are putting numbers on something people are doing anyway.

It was suggested to decide on the CPD launch timescales at the July CSG meeting and gained the views from CAG.

## **9. British Canoeing Leadership Review**

Verbal update and progress report

The Leadership Review has been delayed by 12 months, giving a period of embedding of the other awards. During the review phase, lots of consultation has been undertaken including contacting National Associations to look at the data received over the past 3 years from candidates and Providers, 139 clubs and centres took part in the survey and the Technical Groups have undertaken reviews in their disciplines.

The review suggests the awards should be direct entry and have 1 assessor at assessment. Assessments are often cancelled due to fickle conditions and having 2 assessors, 4 candidates, etc. The Coach Awards have demonstrated that one Provider can carry out a robust and credible assessment.

The review also suggests that the current content of the Awards only need some minor adjustments. It has been suggested to strengthen the guidance around mock students, clarity of venues, etc. The aim is also to amend the content to support people in their decision making, as well as guidance around operating in an unfamiliar environment.

Leadership pathways in SUP, Stadiums and a 'Paddlesport Leader Plus' have been suggested. The 'Paddlesport Leader Plus' would be aimed at club activity, to enable them to lead mixed craft on Moderate Water. The Canoe Technical Group also suggested to split Open Water and White Water but still offers the possibility of having a combined assessment.

The review highlighted that there is a large gap between the Moderate and Advanced Awards. However, this was addressed a number of years ago when 4 Star became 4 Star Leader. It was suggested that it's the environmental conditions are where the gap is, not the current content. Going forwards, Moderation or Quality Assurance may help to address this.

There was discussion around CNTP and OWNTP as prerequisites as this would mean that they are not direct entry awards. There was some concern around this as they are training courses and not assessed, so would be assessed at assessment anyway. LP will follow this up with the Technical Groups. The aim is to minimise prerequisites, not to remove them.

The aim is for a public announcement in the summer, ready for launch in January 2021.

## **10. Good Practice Guidelines and Principles of Coaching**

Infographic

LP shared that following previous discussions around the Code of Conduct coming across as negative and disengaging, we are looking to make this more positive and have rephrased it, calling it 'The Principles of Great Coaching'.

The second one is 'Good Practice Guidance' which is to provide a reminder to all instructors of their responsibilities.

The Technical Advice graphic has been designed with Iain Peter. Currently, deployers use Advisors with BC qualifications but our qualifications and courses do not provide individuals with that expertise.

The designs need to be worked on. Once these are finalised, they will be shared in 'Catch Up with Coaching' and throughout the National Associations, including within Clubs, Centres, etc.

## **11. Stronger Together 2021 - 20205**

### Discussion

We are currently in the process of exploring the Strategic Plan 2021 – 2025. The membership consultation is open for feedback and there are 14 consultations taking place across the country over the next couple of months.

We are currently at the information gathering stage and relevant information will be brought back to CSG. It is then the responsibility of this group to start to shape the next strategy. Currently, all the evidence points to Stronger Together being similar in structure and there will still be a coaching theme. In parallel with that, we would be putting the detail into the Coaching Action Plan. We intend to share a draft strategy with English members in September / early October, with the strategy approved in December and launched in March 2021.

It was suggested whether a review of the safety awards is needed. It was also questioned around international partnerships and the income generation this could bring. It was also suggested to look at growing the number of competition coaches as a real focus and growth area. Equity within coaches and targeted approaches was suggested to grow more equity, such as female coaches or the diversity of coaches.

For the next discussions in July, representation from Clubs and Centres would be useful.

**Action:** LP to get representation from Clubs and Centres for the July meeting.

## **12. Awarding Body Update**

### **12.1. Verbal update**

The regulators have carried out a couple of reviews on BCAB and have done this across a range of organisations.

### **12.2. Regulators Compliance Submission**

We are currently compliant and future compliant.

### **12.3. Statistics paper 2017 – 2019**

The group thought the statistics look positive. The decrease to the Coach Award numbers was questioned and this may be because there is now more choice. Previously, people who wanted to operate at sheltered water had to do the Level 2. There is now more choice. Paddlesport Instructor has also increased so that could be the balance.

It was noted that the Guide Scheme has not had much impact but we were never expecting wide spread adoption. It is that additional recognition following someone's Leadership Award. This could

be further promoted with the Leadership Review. If the Leadership Scheme is direct entry, the Guide Modules can be used alongside during the training period.

### **13. Any other business**

- AALA – LP previously circulated a paper highlighting changes. The current system will be finishing on the 31<sup>st</sup> March and the Adventure Risk Management Services will be taking on the role from the 1<sup>st</sup> April. LP will work to build a relationship with the new organisation with an aim to get them to recognise our qualification within their paperwork.
- The Chair thanks AS for his contribution over the last 3 years. The Chair shared he has enjoyed working with AS, a real challenging voice, but moving forwards with solutions.

### **14. Date of next meeting**

15<sup>th</sup> July 2020

18<sup>th</sup> November 2020