



**BRITISH CANOEING COACHING STRATEGY GROUP (CSG)
MEETING NO 35
6th NOVEMBER 2018 AT 10AM
AT BRITISH CANOEING
HOLME PIERREPONT
NOTTINGHAM, NG12 2LU**

MINUTES

1. ATTENDANCE AND APOLOGIES

Present:

David Joy (DJ)	Chief Executive
Lee Pooley (LP)	Head of Coaching and Qualifications
Mike Chandler (MC)	Head of Performance Coaching
Guin Batten (GB)	Head of Strategy and Development
Alex Shiell (AS)	British Canoeing ECMC Representative
Andy Murray (AM)	Scottish Canoe Association (SCA)
Sid Sinfield (SS)	Canoe Wales (CW)
Peter Mulhall (PM)	Canoe Association of Northern Ireland (CANI) via GoToMeeting
Graham Lyon (GL)	British Canoeing Awarding Body via GoToMeeting – morning only

In Attendance:

Natasha Devonshire (**ND**) Coaching Support Officer

Apologies:

Doug Cooper (**DC**) Scottish Canoe Association (SCA)

2. CHAIRMAN'S WELCOME AND OPENING REMARKS

The Chair opened the meeting and welcomed **SS** who joins CSG to represent Canoe Wales.

3. DECLARATIONS OF INTEREST

No new declarations of interest were noted.

4. MINUTES OF LAST MEETING (NUMBER 34), July 2018,

5. MATTERS ARISING (NOT COVERED BY THE AGENDA)

The Chair noted several items from the previous minutes come up on the agenda today. The minutes of the above meeting were agreed as an accurate recording of the proceeding.

6. BRITISH CANOEING BOARD

It was highlighted that the UK agreement has been approved by the Chief Officers and will be signed off in person. This will finish with the Scottish Board on the 11th December. We will then look to share communications in January. The UK agreement brings real clarity and jurisdiction to the roles and responsibilities of each National Association. In a coaching context, a lot of the clarity was already there.

British Canoeing have recently shared the British Canoeing Awards and Honours, some of which are English and some of which are British. National Associations should look at the Awards in a

coaching context as there are a lot of people across the UK who we could be recognising. We will look to create opportunities across the UK to present these a couple of times a year.

The Board will be signing off the 2018 plan and approve the 2019 plan at the December Board meeting. In 2019, there are 105 targets and we are identifying 8/9 really significant campaigns to push. For example, delivering the 2019 World Cup, qualifying spots for Tokyo, successful promotion and embedding of the Personal Performance Awards, etc.

7. BRITISH CANOEING COACHING DEVELOPMENT PROJECTS

Reporting Paper October 2018

LP highlighted several items from the October Reporting paper. The Personal Performance Awards Course Content and Provider eLearning launched on the 26th September following a phenomenal amount of work from the Technical Groups and the wider development teams. The next step is to focus on the communication of the awards. Each National Association are in the process of a series of roadshows to talk to Coaches about the changes. Within England, there will be training with the ADOs and RCR to ensure they can share the message effectively.

It was highlighted that the message of the new awards is not fully getting across to people and some active Providers are still unaware. LP shared that we will be looking analyse the analytics we are now collecting about how people want to be communicated with. The group suggested that we still need to drive this project for a long time to ensure we embed it. It is important that National Associations work together to share what is working well and what is not.

The group suggested doing videos and case studies from a clubs point of view so other clubs can relate to them.

LP highlighted that we have now had over 25k hits on the eLearning and there has been positive feedback about the Provider eLearning. It was suggested to share plans for upcoming eLearning and get people to suggest what they would like to see. It was questioned whether the free eLearning should be a member benefit and so people would have to log in to access this.

8. BRITISH CANOEING COACHING COMMITTEE STRUCTURE REVIEW

British Canoeing are looking at their Terms of Reference as a whole across all of the committee structures. The existing Coaching Terms of Reference have just been reformatted, there has not been any changes in terms of content.

The group talked through and agreed the amendments to be made. These were tweaks and general comments. It was agreed by CSG that the changes should go straight to the Board.

9. BRITISH CANOEING COACHING & LEADERSHIP CONFERENCE 2019

The next conference will take place on the 23rd and 24th November 2019. The theme will focus on the interpersonal relationship between the performer and the coach and its practical application.

We are finalising the venue as Eastwood Hall and will be looking to start the promotion of the conference in a few weeks with a one year to go. We will then continue to share information across the beginning of the year, with bookings opening around 6 months ahead of the event.

10. BRITISH CANOEING CONTINUAL PROFESSIONAL DEVELOPMENT PROJECT

LP explained that when looking at the CPD project, it became clear that a wider project was needed, to support coaches and leaders. We have existing support mechanisms, such as APL, which people are unaware of so we need a tool to sign post to the option.

LP explained that alongside the CPD project, we will be creating a Discipline Digital Health Check where disciplines will be able to go online, complete a skills audit, and then be signposted to various mechanisms, such as courses, research, etc. Once we have undertaken this with the disciplines, we will share this wider for all coaches and clubs.

It was questioned whether we have the resources available to sign post to or if this would just be to our courses and whether we need to spend time developing the added value. However, we do have a wide range of products, eLearning, magazine articles, that people are unaware of and we can also sign post to other courses. As British Canoeing develop more resources, they will also be added. In the next strategic plan, we aim to focus more on supporting the Coaching workforce, rather than reviewing qualifications.

The group discussed the CPD paper which appears complex and prescriptive, which moves away from our educational philosophy and ethos. The group suggested this should be as simple as possible. In the 2012 review of CPD, a points based system was supported but we did not have the digital systems in place to support this. It was suggested that in order that a points system is perceived positively, we would need to consult and engage. CAG will look at the implantation of this.

It was questioned whether this would dilute the importance of Coaching Matters Events, CSG felt it would enhance them as the information from the health check would provide on a needs led programme.

The group tasked LP to bring back further developments around the CPD plan and further detail.

11. BRITISH CANOEING RECRUITMENT & SELECTION POLICY

LP has been working on this in conjunction with CAG. Every Coach who puts forward an application will receive this so they know there are supportive processes in place.

It was suggested to rename it to 'Guidance' instead of 'Policy', to allow slight flexibility. For example, if there is only person who can run a Provider Orientation, there would be no point in recruiting. The document needs to be principles for National Associations to follow rather than a document that people can use for complaints.

The group suggested adding a note that if it is not followed by the National Association, there is justification for that in exceptional circumstances, which would usually be agreed between the National Associations.

It was highlighted that CANI sometimes have to extend deadlines as they are slower to kick start, so there needs to be some provision for National Association flexibility.

In section 3, where it states applications will be blindly assessed, it was suggested that this is conflicting with the statement around looking to recruit women and BAME. It was also suggested to make applications clearer so candidates know the information they provide on the application process is the only information that will be considered.

There are no AB requirements for this policy, the only thing that AB stipulate is that candidates have to meet the minimum requirements, the National Associations then need to put together the recruitment process.

It was suggested to edit the document, following the comments made. It is important that this provides flexibility in CAG, rather than committing to an unmanageable process.

12. COACHING AND LEADERSHIP PLAN

LP highlighted that the first two years have almost been completed, except the International engagement. International membership is now in a reasonable place and is increasing as international members are able to purchase the additional overseas cover. We will look to increase the international market but this is unlikely to be through International Delivery Centres.

It was questioned what British Canoeing are hoping to achieve with international engagement and Delivery Centres across the world. There is already a presence of courses across the world so it felt right to develop this through delivery centres. It was suggested to move this forward this will take significant capacity and currently, we should be focusing on UK members. LP explained we will continue to work with the International community, with webinars, insurance, etc.

LP talked through the next 2 years of the plan and explained the developments of the SUP Coach Awards, ready for summer 2019 and that as this is brand new, it will not impact Providers or Coaches. The group thought this development was welcome, however, there was some disappointment that this will be launching in the summer. The summer is an ideal time to launch and we will still be giving people 6 months' notice. There was concern that Providers will already be busy across the summer so it was suggested to do 2 phases of engagement, with Provider Orientations in the summer and autumn. This also fits with our ethos, to give individuals choice.

The Stadium Safety Award will launch in the summer of 2019, so volunteers can be trained up for the Slalom World Cup in June. The Performance Coach will also be launching in summer 2020.

LP suggested changing the word 'launch' to 'implement' for the Paddlesport Instructor and the Personal Performance Awards in January.

13. ISKGA

LP highlighted that ISKGA has made contact with British Canoeing and are interested in working together to aid its development. The Board of ISKGA are really positive about British Canoeing's new approach and how we're viewing qualifications and awards, which fits in with their ethos. The group agreed that it was an idea to find out more information and explore these developments.

14. AALA Consultation

This has now gone to the Minister to debate what should happen and whether this sits with HSE. It is not as simple as removing AALA as it is a parliamentary act. **LP** explained that it is unlikely there will be any immediate developments but British Canoeing will ensure they are kept up to date with the developments.

LP held a meeting with AALA in September following confusion over the conflicting guidance. **LP** has suggested a number of changes for their Guidance Document.

15. AWARDING BODY UPDATE

British Canoeing Awarding Body have gone through a robust process to ensure we are fully compliant, which has been declared with OfQual, Qualifications Wales and CCEA. **LP** will be visiting each Delivery Centre over the next two months to ensure they are compliant with the Awarding Body processes.

12. ANY OTHER BUSINESS

LP highlighted that British Canoeing have been nominated for 5 UK Coaching Awards and we will find out on the 29th November whether we have been successful. To have 5 nominations is a phenomenal recognition of the work going on.

UK Coaching are looking at professional standards so **LP** is keeping a close relationship of where that is going. UK Coaching have indicated they would like us to be early adopters, however, asked the questions around Scotland, Wales and Northern Ireland, which there was less clarity or conversation to date .

It was highlighted there is also a small group of CEOs that are picking up with UK Coaching to properly plan and discuss. British Canoeing will be resistant if it requires a change of direction. We want to stay engaged and ensure consideration. It was suggested to have a detailed report at the next CSG meeting.

It was suggested for National Associations to feed back any information where necessary.

The Chair shared his congratulations and thanks to CSG. When we looked at what we set out to do 2 years ago, it was some big projects and there has been some really good steering from this group, allowing progress to accelerate.

13. DATES OF NEXT MEETINGS

6th March 2019

9th July 2019

12th November 2019

All meetings will be held at British Canoeing and will start at 10am.