

# British Canoeing Southern Regional Development Team (SRDT) Development Plan

Version 10, 7<sup>th</sup> November 2020

## Introduction

This document outlines the development plan target actions for the British Southern Regional Development Team. It provides a regional specific strategy to support the delivery of the British Canoeing “Stronger Together” strategic plan.

This document has been created using the recommendations for actions regions.

- Increasing participation, increasing and retaining membership
- Club development, good governance and club facilities
- Promoting competition and events
- Promoting and developing volunteers, coaches and leaders
- Improving Communications

# SWOT Analysis

This following section has been used to document the identified key strengths, weaknesses, opportunities and threats for the Southern Regional Development Team (SRDT).

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• Good Participation</li> <li>• Strong marathon/sprint community and structured events</li> <li>• Good number of flat-water touring and racing options</li> <li>• Dorney Racing Venue</li> <li>• Access to the Thames Valley Weirs</li> <li>• Use of online document sharing/storage</li> <li>• Regional number boards</li> <li>• Awards recognition nominations</li> </ul>	<ul style="list-style-type: none"> <li>• Limited funding</li> <li>• Limited number of resources</li> <li>• Insufficient volunteers and lack of successors</li> <li>• Minimal access to any regional data</li> <li>• Poor Communication Networks / Lack of Contact Lists</li> <li>• Lack of technology use for administration, membership, etc.</li> <li>• Low level competition trophies under-utilised</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Closer network with other regional committees</li> <li>• Better use of technology and systems could enhance administration management</li> <li>• Large number of clubs not currently engaged with the region</li> <li>• Use of technology, newsletters and social media could improve overall communication</li> <li>• Strategy in event plan could improve the possibly club touch points to help encourage and support more networking</li> </ul>	<ul style="list-style-type: none"> <li>• Cost and Availability of Suitable Venues particularly Pools for Clubs</li> <li>• Cost of living and buying in the surrounding outskirts of London</li> <li>• Small number of White-Water / Polo Venues</li> <li>• Loss of existing Volunteers could result in a committee fold</li> <li>• Possible funding reductions</li> <li>• Changes could impact current funding sources i.e. changes to events like the Coaching Matters due to evolving CPD</li> <li>• Other sports and other waterways users</li> </ul>

# Year 1 - Review

## Oct 2017 - Oct 2018

<b>Action 1 (38%)</b>	
Increasing participation, increasing and retaining membership	
1.1.	
1.2	
1.3	
2.1	
2.2	
2.3	
3.1	
3.2	

<b>Action 2 (25%)</b>	
Club development, good governance and club facilities	
4.1	
5.1	
6.1	
6.2	
6.3	
7.1	
8.1.	
8.2.	
9.1	

<b>Action 3 (25%)</b>	
Promoting Competition & Events	
10.1	
10.2	
10.3	
11.1	
11.2	
11.3	

<b>Action 4 (80%)</b>	
Promoting & developing volunteer coaches/leaders	
12.1	
12.2	
13.1	

<b>Action 5 (33%)</b>	
Improving communication	
14.1	
14.2	
14.3	

Over 2018 the Southern Team have focused on some of the key year one objectives of our development plan.

The team have been improving communication paths to members and clubs through launching webpage content with up to date contact information, social media posts and the creation of google groups to provide a way to contact the whole committee ([southrdt-committee@britishcanoeing.org.uk](mailto:southrdt-committee@britishcanoeing.org.uk)) or all our coaching representatives ([southrdt-coaching@britishcanoeing.org.uk](mailto:southrdt-coaching@britishcanoeing.org.uk)). We have also setup a newsletter, which we aim to start using early into 2019.

Over the course of the year the team have continued to develop its annual programme of events to engage with its regional community. This year's programme incorporated coaching matters events hosted in two different counties, a "Club Chat" networking event and "Volunteering Supper" recognition event.

In order to support improving and reviewing access through identifying waterways both regularly and occasionally paddled, the team have promoted and assisted with the publishing of 8 Hampshire, 5 Buckinghamshire, 17 Berkshire and 11 Oxfordshire Canoe Trails.

To encourage recognition of volunteer's clubs were asked to identify members who had provided 15+ and 25+ years of voluntary services to Paddlesports or made an outstanding contribution. Those identified along with regional nominees for Volunteering Awards, were invited to the attend a volunteer supper which had a 65+ attendance.

The region has contributed £952 towards 21 club members embarking on courses through our bursary scheme; inclusive of 7 Paddlesports Instructors, 2 Core Coaches, 1 Paddlesports Leader and a whole First Aid Course.

National Go Canoeing Week was another highlight with success stories from David Fry (Wokingham Canoe Club) covering an impressive 210 miles achieving Top Adult Male Mileage and Fiona Shipp (Basingstoke Canal Canoe Club) winning the photography competition. Adventure Dolphin and Pangbourne Canoe Club held an event at Beale Park with an impressive 800+ attendance. Woodmill Activity Centre were recognised by the region for the "Go Canoeing Award", not only for their efforts during Go Canoeing Week but for commitment and impact on their local community and use of creative first-time experience events.

There were several events held across the disciplines within the regional boundaries, including the Marathon National Championships, Reading Interclub, Winchester Slalom and Hurley Classic events. 5 Clubs had participants qualify for the Hasler Finals in Norwich and we had great examples through Sharks Canoe Club and Blackwater Valley Canoe Club on how we can all encourage involvement not just in the usual league and fixtures. Sharks demonstrated dedication, support and publicity of white-water racing throughout the year through the Southern Boat Series (SBS). Blackwater illustrated how networking and supporting neighbouring University clubs can boost enthusiasm inspire more frequent and structured polo training and build mutually beneficial relationships; providing additional coaching and sessions for the Universities and a new talent pool to aid sustainability of national teams for Blackwater.

This report mentions just a few achievements, but there have been many more from members, clubs and centres across our region and we look forward to more success stories next year.

# Year 2 - Review

## Oct 2018 - Oct 2019

<b>Action 1 (54%)</b>	
Increasing participation, increasing and retaining membership	
1.1.	
1.2	
1.3	
2.1	
2.2	
2.3	
3.1	
3.2	

<b>Action 2 (47%)</b>	
Club development, good governance and club facilities	
4.1	
5.1	
6.1	
6.2	
6.3	
7.1	
8.1.	
8.2.	
9.1	

<b>Action 3 (37%)</b>	
Promoting Competition & Events	
10.1	
10.2	
10.3	
11.1	
11.2	
11.3	

<b>Action 4 (83%)</b>	
Promoting & developing volunteer coaches/leaders	
12.1	
12.2	
12.3	
12.4	
13.1	

<b>Action 5 (100%)</b>	
Improving communication	
14.1	
14.2	
14.3	

<b>Highlights</b>	
Nov	<ul style="list-style-type: none"> <li>Volunteer Supper and submitted Southern Award Nominees (including Woodmill's National Win)</li> <li>Shared the Woodmill Paddle for Pudsey Story</li> <li>The region has contributed £1030 towards 6 club members embarking on courses through our bursary scheme; inclusive of 1 Paddlesports Instructors, 4 Core Coaches, 1 Sea Kayak Coach and 2 whole First Aid Courses.</li> </ul>
Dec/Jan	<ul style="list-style-type: none"> <li>Shared Reading Knights Clean Up Story</li> <li>Supported Go Paddling &amp; Paddling Awards Event at Henley</li> </ul>
Feb	<ul style="list-style-type: none"> <li>Shared Southern Boat Series Reports</li> <li>Supported ASR to attend INNS Training</li> </ul>
Mar	<ul style="list-style-type: none"> <li>Shared 3 Hurley30 Club Stories</li> <li>Reviewed Existing Coaching Matters Program</li> <li>Advertised Woodmill Rodeo</li> <li>Southampton CC, Reading CC, Devizes CC &amp; Newbury CC all registered river clean ups during the Spring Clean</li> </ul>
Apr	<ul style="list-style-type: none"> <li>Hosted Oxfordshire Chat and Networking Event</li> <li>Berkshire INNS Evening Workshop in support of INNS Week</li> <li>Launched Coaching Plan with ASRs</li> <li>Added Competition and Events Scheme on Website</li> <li>Shared the new Southern Boat Series Medals Story</li> <li>Shared the Hamble Wild Water Race and Woodmill Sprint Wild Water Race Reports</li> </ul>
May	<ul style="list-style-type: none"> <li>Attended the New Clubhouse opening with Newbury Canoe Club</li> <li>Started Advertising the Film &amp; Photography Festival Nationally</li> <li>Launched "Celebrate Nature" Theme Contest</li> <li>Advertised the Dinton Family Weekend</li> <li>Shared local paddler Louise Royle SUP on the Sun Kosi Story</li> </ul>
Jun	<ul style="list-style-type: none"> <li>Go Paddling Recorded - 69 Oxfordshire, 89 Buckinghamshire, 1378 Berkshire, 2749 Berkshire with a total of 4285</li> <li>Launched "Let's Paddle" Theme Contest</li> <li>Advertised Woodmill Rodeo</li> </ul>
Jul	<ul style="list-style-type: none"> <li>Launched "Adventure" Theme Contest</li> <li>Shared the Abingdon Blastathon and Kingfisher Canoe Club Story</li> </ul>
Aug	<ul style="list-style-type: none"> <li>Launched "Success Stories" Theme Contest</li> </ul>
Sep	<ul style="list-style-type: none"> <li>Shared First Aid Course facilitated by Basingstoke and Deane Canoe Club</li> <li>Advertised for more Volunteers to join the Southern Regional Team</li> <li>Launched the "Club Trip" Themed Contest</li> <li>Hosted the Hasler Finals in Southampton</li> </ul>
Oct	<ul style="list-style-type: none"> <li>Launched the Final "Challenge" Theme Contest in support of the Autumn Beach Clean</li> <li>Released advertisement for the "coaching update at your club" proposal</li> <li>Released 4 Upcoming CPD Workshops as part of the new Coaching Plan</li> <li>Shared the Southern Boat Series End of Year Report</li> </ul>

# Year 3 - Review

## Oct 2019 - Oct 2020

This year has been unlike any other within our current development plan lifespan and we were unable to complete many of those things we set out to back in November 2019, due to the many restrictions across the UK limiting movement and social interactions in response to the Covid-19 pandemic. The Southern Region choose to postpone many of its activities, but the following section does describe what we did achieve.

The year started strong in November when we hosted a film and photography showcase, several contest entries from throughout the year in a theatre in Abingdon. The event included digital and printed photography displays, several short films and talks by Ivan Lawler, Dave Surman (Kingfisher Canoe Club) and Ben Simmons (Abingdon School). We had over 40+ attendees across the region.

The competition showcased 77 photos and 8 short films sent from 24 different individuals entered, from 8 from different clubs, 2 individuals who were not from a club, 1 member was from the Open Canoe Association and on average most entrants entered more than one category. We had mixed geographical engagement with 11 entries from Hampshire, 7 Oxfordshire, 2 Buckinghamshire, 2 International and 1 from Berkshire.

You can view the photo reel and watch the highlights video online: <https://www.britishcanoeing.org.uk/regions/south/news/film-and-photography-event>

In December, the team each took on to find a club they would not normally paddle with and arrange for the team to join their club on a paddle in 2020. The Southern Region Development Team, "Paddle with a Club" initiative was intended to help the region to reach out and make more links within the regional community. While we were unable to execute the plan in 2020 the team hopes they can still do so in the future.

The team also started planning for an Environmental Awareness Day, with the intent to host in November 2020. Early planning began started with talks with canoe clubs along the Basingstoke Canal, the day would have incorporated a wildlife paddle, children's treasure hunt paddle, refreshments, and environmental workshops.

In January, our newsletter continued with advertising early year programme events and adverts for volunteer recruitment in support of Hurley31. Sadly, many events scheduled this year were unable to go ahead.

In late February and early March, we started to stall activities and in our newsletter focused on sharing National initiatives such as the Clear Access, Clear Waters Petition and Trespass Consultation Response and shared early communications on Covid-19 for anyone who had recently travelled. These communications were then shortly followed by updates around the lockdown later in the month of March.

In April we shared resources and ideas for during lockdown and Southampton Canoe Clubs "keeping a club still a club remotely" article, as well as kick off our webpage "supporting through help, funding and donations" page. <https://www.britishcanoeing.org.uk/regions/south/srtd/supporting-through-help-funding-donations>.

In May we setup a workshop "Remotely keeping your Club Chatting" to talk about tools and ways to stay in touch remotely and in June "Paddlepoints – The Webchat". The second of which was very well received.

In October, the region completed consolidating its finances into a single account a process that started in April made challenging in the restrictions, but we also used this an opportunity to update our details, guidance and form on committee volunteering roles, expenses, payments, and invoicing. <https://www.britishcanoeing.org.uk/regions/south/srtd/our-volunteers-roles-expenses>

Whilst 2020 has not been the year for socialising it has been a great time for many to re-invent their lifestyles, catch up on paperwork, re-design websites and look at ways to re-invent ourselves and our clubs to adapt to a very different world.

We wish everyone safe and happy paddling for 2021!

	Objective	Actions / How	Target or Success Measure (KPI)	Who	Target Year	Reviewed / Completed			
						2017/2018	2018/2019	2019/2020	2020/2021
Increasing participation, increasing and retaining membership	1. RDT to ensure strong promotion of information for individuals and families to find out about local providers, activities and membership	1.1 Establish communication paths between clubs and Region.	Publish Key Contacts to Website	Publicity Officer	Y1	10/2018	N/A	N/A	N/A
			Create Committee Contact Groups	Publicity Officer	Y1	10/2018	N/A	N/A	N/A
			Setup Newsletter	Publicity Officer	Y1	11/2018	N/A	N/A	N/A
		1.2 Collate an annual programme of events	Agree SRDT Programme	Events Coordinator	Y1-4	11/2018	12/2018		
			Publish SRDT Programme	Publicity Officer	Y2-4		11/2019		
			Embed an event per county	Publicity Officer	Y2-4		12/2018		
		1.3 Promote sharing of paddling opportunities, cross all regional clubs as they arise.	Collate Regional Activity/News	Publicity Officer	Y1	11/2018	11/2019		
			Promote 3+ Activity/News Articles	Publicity Officer	Y2-4		11/2019		
		2. RDT to strengthen relationships with local youth groups, water sports centres and paddlesport retailers to encourage them to provide informed advice to participants about local clubs and activities	2.1 Identify youth groups, clubs, water sports centres, providers and paddlesport retailers and establish communication paths to the region.	Devise List of Youth Groups, Clubs, Centres & Retailers	Community Officer	Y2-3			
	Invite to join the Newsletter			Community Officer	Y3-4				
	Invite to join on Social Media			Community Officer	Y3-4				
	2.2 Identify youth group participation levels and barriers to participation		Send out a Survey	Community Officer	Y2-4				
			Analysis Survey Results	Community Officer	Y3-4				
			Devise Further Required Actions	Community Officer	Y4				
	2.3 Invite youth clubs, centres and providers to attend Regional Meetings		Establish SRDT Events	Publicity Officer	Y2-4	11/2018	12/2018		
			Up to date Website Programme	Publicity Officer	Y2-4		11/2019		
			Embed one event per county	Publicity Officer	Y2-4		12/2018		
	3. RDT to actively support Go Paddling and National Go Paddling week to help promote participation, membership and engagement in clubs and centres.	3.1 Embed Go Paddling Week through Publicity and through Supporting at least one event at Regional Level	Promote 1+ Go Paddling Event	Events Coordinator	Y1-2				
			Promote 1+ Go Paddling Event across each county	Events Coordinator	Y3-4				
			1+ Regional Incentive during National Events	Events Coordinator	Y3-4				
		3.2 Recognise Clubs and Centres successful engagement during Go Paddling Week	Support 1+ nominations for the National Awards	Everyone	Y1-4	11/2018	12/2018		
Promote 1+ Success Stories			Publicity Officer	Y1-4	11/2018				

	Objective	Actions / How	Target or Success Measure (KPI)	Who	Target Year	Reviewed / Completed			
						2017/2018	2018/2019	2019/2020	2020/2021
Club development, good governance and club facilities	4. RDT to develop and deliver 4-year plan in line with the BC Plan	4.1 Review the development plan annually.	Reviewed and Agreed by RDT	Everyone	Y1-4	10/2018	04/2019 11/2019		
	5. RDT to review docs comply with BC governance	5.1 Terms of Reference (TofR) reviewed and agreed.	TofR Reviewed and Agreed by RDT	Chair / Vice Chair	Y1	10/2018	N/A	N/A	N/A
			TofR Published to Google Drive	Chair / Vice Chair	Y1	10/2018	N/A	N/A	N/A
			TofR Published to Website	Chair / Vice Chair	Y2		02/2018	N/A	N/A
	6. RDT to support facilities of regional significance, with capital investment planning requests and developments	6.1 Identify a list of venues and facilities used within the Region	Devise a List / Map onto Website	Community Officer	Y2-3				
			Publish List to Google Drive	Community Officer	Y3-4				
		6.2 Support development of venues and facilities through workshops	1+ Workshop(s) (i.e. Designing & Improving Facilities or Fund Raising)	Community Officer	Y3-4				
			6.3 Identify gaps within the region and offer support towards the developments of at least one project each year	Identify 1+ Regional Project to Support	Community Officer	Y3-4			
		Provide 2+ Articles of Regional Publicity to Chosen Project		Community Officer	Y3-4				
		7. RDT to support the delivery of regional club workshops/forums to share best practice and resources	7.1 Support a varied programme of workshops, forums, coaching and networking events, that break even on costs, through the year in each county.	2+ Day Event(s)	Coaching Reps	Y1-4	10/2018		
	4+ Workshop(s)			Coaching Reps	Y2-4				
	Team Members to attend 2+ Session(s)/Trip(s) from a club they are not already a member			Coaching Reps	Y3-4				
	At least 1 activity per county			Coaching Reps	Y4				
	8. RDT to support work around improving access & reviewing access arrangements with shared use	8.1 Identify waterways within the region paddled.	Develop & Review Canoe Trails Annually	Everyone	Y1	03/2018	11/2019		
		8.2 Record and communicate specialist access privileges.	Record Access Agreements/Issues	Waterways Advisor	Y2-4		11/2019		
	9. RDT to actively support the promotion and awareness on the environmental code and encourage clubs to become involved in environmental waterways projects	9.1 Embed National Clean-up efforts and Environmental Awareness through Publicity and Workshops	1+ Workshop(s)	Waterways Advisor	Y2-3		04/2019		
			1+ Regional Incentive during National Events	Waterways Advisor	Y2-3		10/2019		
			Promote 2+ Success Stories	Waterways Advisor	Y3-4		11/2019		
Support at least 1+ engagement between a local club & their MP			Waterways Advisor	Y3-4					

	Objective	Actions / How	Target or Success Measure (KPI)	Who	Target Year	Reviewed / Completed			
						2017/2018	2018/2019	2019/2020	2020/2021
Promoting Competition and Events	10. RDT to work with discipline representatives and BC staff to promote and facilitate an agreed regional programme of festivals, events and low-level competitions	10.1 Identify regional discipline strengths	Link to Discipline Calendars	Disciplines Coordinator	Y1-4				
		10.2 Identify festivals/events that could be promoted	Collate Events and Promote	Disciplines Coordinator	Y1-4		11/2019		
		10.3 Identify gaps and offer support towards low-level regional competition.	Provide trophy/medals for 1+ low-level entry competition(s).	Disciplines Coordinator	Y1-4	01/2018	N/A	N/A	N/A
	Promote Events		Disciplines Coordinator	Y1-4					
	11. RDT to promote a volunteer training and development programme which supports volunteer competition/event organisers to deliver regional/local events	11.1 Support Quality Mark	£50 Support	Chair/Vice Chair	Y1-4				
			1+ Quality Mark Workshop(s)	Chair/Vice Chair	Y3-4				
		11.2 Support Event Safety Training	1+ Safety Event, Course or Workshop(s)	Safety Advisor	Y1-4	09/2018			
	11.3 Support clubs, centre, providers in the running of low-level entry competitions.	1+ How to Run Entry Competition Workshop(s)	Disciplines Coordinator	Y4					
Promoting & developing volunteer coach /leaders	12. RDT to coordinate the delivery of coaching & leadership CPD programmes as part of national strategy	12.1 Support a programme of CPD	2+ Day and 4+ Evening Workshops hosted annually	Coaching Reps	Y2-4	10/2018			
		12.2 Support and Develop Coaches and Leaders	Provide £1000+ Bursary Funding towards Courses	Coaching Reps	Y1-2	06/2018	11/2019	Discontinued	Discontinued
		12.3 Support and Promote new Awards	Create opportunities for paddlers through 2+ Workshops	Coaching Reps	Y2-4	06/2018	03/2019		
		12.4 Recruit RCR and supporting CRs	Detailed Spec, adverts, regional text, working with BC.	Coaching Reps	Y2-3		09/2019		
	13. RDT encourage & support nomination and recognition of volunteers.	13.1 Promote identification of deserving individuals periodically.	Regional Volunteer Supper hosted every 3-5 Years.	Coaching Reps	N/A	10/2018	N/A	N/A	N/A
			2+ nominations for national awards	Coaching Reps	Y1-4	10/2018	09/2019		
Improving communication	14. RDT to provide and promote web and email and social media content that improves communication with	14.1 Maintain appropriate email distribution lists	Setup Newsletter	Publicity Officer	Y1	11/2018	N/A	N/A	N/A
		14.2 Communicate regularly	6+ Newsletters Emailed	Publicity Officer	Y2-4		11/2019		
		14.3 Promote clubs to report activities & highlights through sharing	Promote 4+ Success Stories	Publicity Officer	Y2-4		11/2019		