
Great Britain Wild Water Racing

Development Plan 2022 – 2024

VERSION: 1.1

STATUS: Draft

**Wildwater Racing
Development Plan 2022 - 2024**



Revision History

Date	Version	By	Note
3 Nov 2021	1.0	S Wright	New draft for circulation
17 Mar 2022	1.1	S Wright	Updated wording and budget added
12 Apr 2022	1.2	S Wright	Corrections added for posting on web

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1. Introduction

This document sets out the forward plan for Wildwater racing within the context of the British Canoeing Strategic Plan “Stronger Together 2022-2025”.

Common themes have been identified across the competitive disciplines, these being:

- Better developed competition pathways
- Greater volunteer pool
- Discipline growth
- International success
- Better financial sustainability
- Increased events
 - Developing calendar
 - Cross discipline events
 - More club events

This plan also makes reference to the output from the WWR Development forum that took place in January 2020. The flip chart notes from this session are included in Appendix 1 with a “tick mark” next to those actions or ideas that been taken up by the Committee and are either in progress or completed

2. Wildwater Racing Committee Purpose

The Terms of Reference document outlines the purpose of the BC Wildwater Racing Committee

“

The WWRC will work closely with the National Association Wildwater Racing Committees and in the regions of England within the UK agreement, with a particular focus on:

- a. *Increasing participation at all levels through the provision of competition.*
- b. *Encouraging the organisation of, and participation in club, regional, national and international events.*
- c. *Preparation of selection policies and governance and management of selection.*
- d. *Management of participation by elite athletes at international competition.*
- e. *Administration and compliance of rules and regulations.*
- f. *The development of talent, clubs, coaches and officials.*
- g. *Engagement and consultation with paddlers and clubs.*
- h. *Promote the marketing and publicity for the sport across GB. “*

3. Vision

The below statement describes our vision for the discipline

A sport with active clubs & coaches, a thriving event calendar and growth in participation, talent and international success

4. Core Responsibilities & Supporting Activities

The below themes, activities and the supporting activities were identified during the WWR Development Forum in January 2020 with a number of notes and suggested activities being promoted. These have been separated out as;

- Core responsibilities
- Supporting activities

4.6 Core Responsibilities

These themes are the year on year ongoing work of the WWRC, which are required for the sport and international representation to continue.

	Theme	Activity	ToR Purpose para:
1	Competitions	Provide Competitions – Coordinate with UK NGBs for their events & provide UK wide level series & rules	a, b, e
2	International Teams	Select, organise & manage International teams and trips	c, d
3	Coaching	Liase with National NGBs to develop talent, clubs coaches and officials	f,
4	Communication	Engage and Communicate with athletes, padders, coaches and the wider WWR community	g, h

4.7 Supporting Activities

There are a number of supporting themes and activities that form part of the action plan in support of the core activities of the committee and are in place to enhance, support and develop the core responsibilities.

	Theme	Activity
5	Digital	Digital – Develop our digital technology to actively engage with the community and enhance the WWR experience for paddlers, athletes, clubs and organisers
6	Governance	Maintain rules, structure and documentation
7	Clubs	Encourage and support club participation in racing and organisation
8	Financial	Improve the financial position, reduce athlete contributions

9	Participation	Develop a meaningful trailing KPI
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5. The WWRC

5.6 Meetings

The WWRC meet monthly via video link on the first Wednesday of every month at 8pm. Occasionally the meetings are moved by request or based on availability. This will continue going forward.

5.7 Roles & Sub-Committees

Outside of the formal Officer roles and structure as defined in the Terms of Reference, the following roles and sub-committees have also been identified and at the time of writing the people fulfilling those roles are noted. These are not necessarily all WWRC positions, they are activities that can be carried out by supporting volunteers.

A priority over the next year is to fulfil the Safety Officer and Safeguarding Officer roles.

Role	Person(s)	WWRC Member Following
Performance Director	Jamie Christie (JC)	
Coaching Director	Hannah Brown (HB)	
Safety Officer		
Safeguarding/Welfare Officer		
Calendar Coordinator	Mary Jean Smith	Simon Wright, Carl Foody
Social Media Office	Rob Jefferies	
Athlete & Young persons rep		
National Coaches		HB & JC
Results & Rankings Officer	Jamie Christie	
Assessment Co-ordinator	Simon Wright	JC
Team Managers	Jamie Christie, Simon Wright	JC
Sub Committees		
Digital Group	Neil Stamps, Carl Foody, Jamie Christie	Carl Foody
Selection Committee	Chair:- Mark Burton	Jamie Christie
Discipline Technical Group	Lead:- Hannah Brown	

6. What Does Great Look Like for WWR?

Against each of the themes here below are statements that outline what great looks like for WWR:

		Theme	"What Does Great Look Like for WWR?"
Core Responsibilities	1	Competitions	Self Sufficient Full Calendar High Profile Rankings High Profile Events - e.g. British Open
	2	International Teams	Teams in All Classes Challenging for Medals Making Finals Challenging for Nations Cup
	3	Coaching	Development & Performance Squads Active Perf. Athlete cross fertilisation Active WWR Coaches "Spread Around the Country"
	4	Communication	Inspiring images through media Central "News" Reporting Live results and rankings
Supporting Activities	5	Digital	State of the Art, engaging the community
	6	Governance	Full Committee - all active
	7	Clubs	Clubs as organisers Clubs want to be organisers Clubs succeed through running events
	8	Financial	"Minimal" Athlete Contribution trips Levy = Cash Generation Spend on development, coaches, resources, training camps
	9	Participation (Trailing KPI)	Double Overall Participation (2019 Base)

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7. Action Plan

Vision - A sport with active clubs & coaches, a thriving event calendar and growth in participation, talent and international success

Theme	Direction	Actions	Timescale	Resources ££ & Time	Who.....		"What Does Great Look Like for WWR?"
					Is Responsible	Will support	
1 Competitions	Develop Excellent Competitions that paddlers want to attend	Document and Publish Competition Structure Ensure at least 5 "2200 Point" National Ranking Races & 15 "2000 pt" series races run through 2022 season (Re)Gain access to venues - Bala, Washburn, HPP	Nov-21 2022 & Ongoing	n/a	Simon Wright Calendar Coordinator (Mary/Jean Smith)	BC - Access to venues, e.g. Washburn, HPP Digital Group Clubs & Volunteers - pick up event organisation	Self sufficient Full Calendar High Profile Rankings High Profile Events - e.g. British Open
	2 International Teams	Senior - Classic Senior - Sprint World Cup Junior/23 Tools	2022 Tregnac - June Not confirmed Not confirmed Maintain Assessment Tools - Training Camps	Event Specific Docs - Dec 21 Policy Review - by Feb 22 Selection April 22	£10'000	Performance Director Jamie Christie Volunteers (TMs, drivers, support staff) BC Admin	Teams in All Classes Challenging for Medals Making Finals Challenging for Nations Cup
3 Coaching	Improve pathways to performance & International Success Develop , support & recognise coaches	Build, publish & populate National squad structure Run at least 6 training days and/or camps athletes Coaching Courses - Develop at least 2 qualified WWR coaches and run 2 WWR courses	2022 & Ongoing	Bus & Trailer ££ to minimise athlete cost £2'000	Coaching Coordinator Hannah Brown	Jamie Christie (Talent Pathways) Coaches BC - Qualifications	Development & Performance Squads Active Perf. Athlete cross fertilisation Active WWR Coaches "Spread Around the country"
4 Communication	Raise Profile & Image	Nominate individuals at events and grant access to account(s) to post updates and images	Ongoing	Accounts are available	Comms Officer (Rob Jeffries)	Event Attendees	Inspiring images through media Central "News" Reporting Live results and rankings
5 Digital	Develop our Digital Technology	Further Streamlining - Build a Calendar Approval Process Ensure all necessary docs are stored on the web site		££ - Licenses	The Digital Group		State of the Art, engaging the commu
6 Governance	Strengthen Governance, Rules & Policies	Secretary slot is open - Create Role description and post on Web Safety and Safeguarding Roles to post on Web	Immediately	Training available (FOC) Cttee safety Course, Safeguarding course	Simon Wright	Committee & Volunteers, BC for core knowledge/courses	Full Committee - all active
7 Clubs	Engage more clubs in WWR KPIs	Offer tech support to events, e.g. timing, results compilation Incentivise - Revenue	Now				Clubs as organisers Clubs want to be organisers Clubs succeed through running events
8 Financial	Improve the financial position & reduce the level of athlete contributions	Improve & Develop systems / methods, e.g. online payments and allocations to WWR			Treasurer Ian Tomlinson	Digital Group BC - statements, reports, transactions	"Minimal" Athlete Contribution trips Levy = Cash Generation Spend on development, coaches, resources, training camps
9 Participation (Trailing KPI)	Increase Participation at all levels and ages	Overall Participation a trailing Kpi Consequence of other actions	Ongoing		Simon Wright		Double Overall Participation (2019 Base)
	KPIs	Develop within RaceControl	2 Years	Expert's Time		Carl Foody	
Supporting Activities							
Core Responsibilities							

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8. Budget plan – 2022 to 2024

	Actual 2021	Plan 2022	Plan 2023	Plan 2024
Income	£	£	£	£
BC Membership Funds ¹	17'500	23'000	32'000	30'000
Paddler Contr.'s	22'800	16'000	12'000	10'000
Race Fees	2'763	4'000	5'000	6'000
Royalties	324	350	500	750
Other ²	150	500	500	500
	43'537	43'850	50'000	47'250
Expenditure				
Int Competition	28'240	30'000	35'000 ⁵	30'000 ⁶
Squad Training	-	2'500	4'000	5'000
Minibus	3'410	4'000	4'000	4'000
Race Expenses	1'005	1'000	1'000	1'000
Dev & Coaching	-	1'500	2'000	2'500
Website / Licenses	-	500	500	500
Prizes	-	500	500	500
Promotion		500	1'000	1'500
ITO /ICF Official Support ⁴		2'000	2'000	2'000
Unrecoverable VAT	113			
Other ³	6'980	200	200	200
	39'748	42'700	50'200	47'000
Net Surplus/(Deficit)	3'789			

Notes:

1. BC Funds extra £5k made available to cover extra COVID requirements. Assumed to be continuing going forward. £2k ITO/ICF support, note 4.

2. Other income 2021 = Use of minibus

3. Other expenditure 2021 = £6'600 return to athletes, £200 per paddler for each event attended. £339 charity donation to MacMillan Cancer Research. (Nigel Stevenson memorial event.)

4. ITO / ICF Official support is budgeted on the condition that it is extra funding from BC and ring fenced as such as a net zero to WWRC funds.

5. Planned Senior, U23 & Jr World Champs 2023 China

6. Planned Senior Worlds in USA 2024

Note that depreciation has not been included.

9. Appendix 1:-

WWR – Development Forum

12th January 2020

Flip chart notes

1. Supporting clubs involved in WWR
 - Training camps to give access to small clubs without WWR coaching to more formal and WWR coaching ✓
 - Ensure clubs know the discipline exists
 - Supply and standardisation of winners medals/ mugs ✓
 - Support around safety & liability - Organisers are reluctant to take the risk of organising a WWR event, it isn't always clear how they are exposed to potential risk.
 - Share club contacts
 - Ensure WWR boats in clubs

2. Strengthen governance rules and policies
 - Defined clear roles and responsibilities ✓
 - Clear structure of operations
 - Professional communication
 - Simpler rules ✓
 - More formalised ✓
 - Professional FB page ✓
 - Minutes published ✓
 - Larger committee ✓
 - Clear selection policies ✓
 - Clear roles and responsibilities that are defined and kept to ✓
 - Reunion with the home nations ✓
 - Creation of working groups to support the work ✓
 - Clarity of responsibilities on the UK Agreement ✓

3. Improve communication
 - FB page or other form of open group communication to organisers for car sharing/ accommodation sharing to help costs of distant races
 - Better communication on races
 - Bring back the yearbook
 - Social media links to clubs/ individuals – races & rankings ✓
 - Promotion of the sport
 - Celebrating success
 - Cross discipline work
 - Parkrun/ Strava style post event communication
 - More photos ✓
 - Clear, professional communication ✓
 - More information about races ✓
 - More training/ coaching opportunities ✓
 - Get local papers involved

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- Committee to support passionate individuals to move things forward
 - Small working groups with direction and remit ✓
 - Promote a clear vision of “time trial canoeing” with safe, fun, good facilities ✓
 - Use best practice – most successful races and repeat!
 - Committee work with the RDTs ✓
 - UK River Guide Book/ Song Of The Paddle
 - Clear communication of “what is river racing”
 - How to get into the sport and where to get involved
 - Promote events/ sport via the RDTs ✓
 - Promote as fun, healthy, safe sport
 - Standard format for race info on web site (easier to understand)
 - Clear communications ✓
 - Do what we say/ say what is meant
4. Access and environment
- Re-engage with venues ✓
 - Maximise regional racing
 - Minimise environmental impact at races
 - Encourage use of WWR boats at all venues ✓
5. Development, support and recognition of coaches
- Coaching qualification clarification ✓
 - National squad system ✓
 - Bring coaches together ✓
 - Clear coaching pathway and qualifications ✓
 - Too much time/ cost to gain qualifications therefore many coaches doesn't have qualifications ✓
 - Making it clear on how to start and where to go from there
6. Improve pathways to performance and international success
- National squad system ✓
 - Key selection policies and events for development and performance ✓
 - Continue upgrading online WWR tech manual and updated videos (best practice) ✓
7. Provide excellent competitions
- Timing systems (x 3 comments) ✓
 - Standard/ consistent race calendar
 - Simpler rules ✓
 - Better rewards
 - An excellent national championships
 - Club race series – any boat ✓
 - More mini-series, on or including different rivers and regions
 - More extreme WWR races
 - Boats to borrow
 - Lower end races more open boat categories ✓
 - Where do Wavehoppers fit into the competition pathway ✓
 - Grading system of races as per the old Wavehopper/ Div B, Div A

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- Divisional system
 - More locations for races (x 2 comments)
 - More organisers – more races ✓
 - Better geographical spread of races ✓
 - Online entry and payment (x 4 comments) ✓
 - Results and rankings online (x 2 comments) ✓
 - Link to Strava
 - Keeping website updated ✓
 - Athlete/ paddlers database up to date ✓
 - Races with mass starts
 - More team racing (x 2 comments)
 - No reruns in national races
 - More formats, more fun ✓
 - Several ability levels at the same event ✓
 - Have a go sessions before races
 - Engage paddlers via “song of the paddle” and UK river guide book
 - Link to slalom – target particular races (SW/ Wales/ Scotland/ Yorks)
 - WWR participation in other existing races
 - Including other races (eg, descent races, into WWR ranking system and having WWR classes)
8. Development, support and recognition of volunteers
- BC raise profile of the sport ✓
 - Clear roles and responsibilities for volunteers
 - Get to know a geographically wide spread of people
 - Increase number of people to do volunteer roles
9. Increasing participation
- More categories ✓
 - More organisers ✓
 - Have a go sessions
 - Engage paddlers via UK Rive Guide Book & Song of the Paddle
 - Good facilities at the event
 - Use more historic venues again ✓
 - Strava
 - Representing the discipline at other events
 - Links to slalom
 - Races run alongside slalom ✓
 - Engagement with slalom clubs
 - Use of slalom venue ✓
 - Engage with potential organisers
 - Progressional race calendars
 - More mini series
 - Efficiently run races
 - Flexibility of rules to allow paddlers/ mass start/ length of race/ SUP/ portage/ helmets/ safety equipment ✓
 - Share/ promote WWR to all other canoeists/ clubs

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- Friendly people at all events
- Family environment ✓
- Inclusive
- Enable more paddlers to know WWR exists
- Clear communication at venues/ training/ events/ risks/ hazards/ access
- Access to club boats at races/ training camps
- Wavehopper as separate class or development pathway