

## **British Canoeing**

### **Leadership Awards Announcement**

#### **Introduction**

The revised British Canoeing Leadership Awards will be available from the 4<sup>th</sup> January 2021. This follows a comprehensive review of the existing Leadership Awards.

This document provides outline information for key stakeholders with an interest in the British Canoeing Leadership Awards to facilitate the essential planning required for implementation. Please see the Leadership Award FAQs for further information.

#### **Background**

At the start of 2016, the British Canoeing Coaching Strategy Group initiated a review of the British Canoeing Qualifications to ensure that they met the needs of our sport. This resulted in a revised structure and a phased approach to the development of the various components. In Phase 1, revisions to the Leadership strand were made, including the launch of the new Paddlesport Leader Award, rebranding of the 4 and 5 Star Awards to 'Leadership Awards' and the introduction of a Guide Scheme were all launched in April 2017.

This was followed by the development of the 'Coach Award' linked to qualifications previously pitched at UKCC Level 2. The Coach Award development, in the main, focused on restructuring and creating discipline specific pathways across the disciplines. There were significant changes to the prerequisites and the pathway through taught and assessed elements.

2018 also saw the Level 3 Qualifications being rebranded to the “Performance Coach” Awards.

In January 2019, the NEW Paddlesport Instructor Award was launched, replacing the UKCC Level 1, with the new award aimed at those running starter and taster sessions and short journeys, using stable craft. This change reduced the course to two days, as well as reducing the prerequisites.

In June 2020, the NEW Performance Award will be launched, offering well practiced coaches the opportunity to further develop and refine their coaching practices and to enhance their ability to use sophisticated coaching practices to improve the performance and long-term development of the paddlers they coach. The learning journey is now fluid and personalised to every coach who undertakes the programme.

Our focus is now on the Leadership Award suite. Following a full review of feedback from learners, clubs and centres, as well as consultation with Technical Groups and Providers to ensure the awards meet the needs of learners, the feedback showed evidence that changes/improvements were required to the existing Leadership Awards.

## **An Introduction to the Leadership Awards**

The NEW Leadership Awards aim to create even more opportunities for recognition and celebration of paddlers leading others on the water.

The NEW Leadership Awards will align to the British Canoeing Educational Philosophy and support leaders to run safe, quality, enjoyable trips/sessions, based on their group's needs and aspirations. The awards will enable individuals to lead trips and journeys in sheltered waters through to the advanced environment, supporting paddlers to develop their decision making and leadership skills.

The key features of the new awards include:

- Direct access to the environment you want to lead
- No formal British Canoeing Leadership training requirements
- Direct entry to assessments available
- Single day assessments, allowing more agility, reducing time and expenditure
- NEW disciplines: Paddlesport Touring Leader, SUP Inland Open Water Leader, SUP Coastal Leader and Stadium White Water Leader
- eLearning package to support those leading in an unfamiliar environment
- Downloadable logbook to support the recording of activity
- Digital self-analysis tool to support leaders in their development and preparation for assessment
- Raft Guide Awards will be aligned to the Leadership suite

## Pathways

The following awards will be offered:

- Paddlesport Leader
- Paddlesport Touring Leader
- Stand Up Paddleboard Inland Open Water Leader
- Stand Up Paddleboard Coastal Leader
- Canoe Open Water Leader
- Advanced Canoe Open Water Leader
- Canoe White Water Leader
- Advanced Canoe White Water Leader
- White Water Leader
- Advanced White Water Leader
- Sea Kayak Leader (non-tidal and tidal)
- Advanced Sea Kayak Leader (non-tidal and tidal)
- Surf Kayak Leader
- Advanced Surf Kayak Leader
- Stadium White Water Leader

## Raft Guides

- Stadium Raft Guide
- Raft Guide (Grade 2)
- Raft Guide (Grade 3)
- River Trip Leader (Grade 3)
- Raft Guide (Grade 4)
- River Trip Leader (Grade 4)

## **The Learning Journey and Achieving a Leadership Award**

The journey towards assessment can be personalised to every individual who undertakes a Leadership Award. Informal learning, experience based learning, and an availability of individualised choices are important to developing skilled leaders. To supplement this, British Canoeing provides quality training opportunities for those that seek them. It is important that individuals take an active role in deciding the appropriate preparation, training and experience that they need, prior to presenting for assessment.

### **British Canoeing Leadership Training**

British Canoeing Leadership Training courses are available in every discipline to support Leaders in the development of the required skills. These courses typically cover leadership skills, and the associated personal skills, safety and rescue skills. These courses are delivered by British Canoeing Leadership Providers who will also be able to identify appropriate action plans to support individuals' progress towards assessment. This is the comprehensive option; courses are normally offered as 2-5 day programmes, with longer courses providing more time for Leaders to practice and develop the skills.

### **Other Training Opportunities**

Leaders can choose to opt for more bespoke training opportunities, choosing how to develop their skills, as British Canoeing recognises that there is a wealth of experience within clubs, centres, organisations, etc. For example, private tuition, in-house training through a workplace, working alongside/shadowing other Leaders, or conference/symposium workshops. Many British Canoeing Leadership Providers are willing to offer bespoke training to individuals or groups of individuals. The benefit of working with a Leadership Provider is that they have explicit knowledge of the award requirements. However, there are also a great many other experienced Leaders who

may be in a position to support a Leaders development. Individuals can check their developments against the 'Assessment Guidance'. This explains, in detail, the standard required and provides a useful supplementary resource to help a Leaders preparation. There is also a digital self-profile tool and skills checklist that can be used to help Leaders evaluate if they are ready to put themselves forward for assessment.

### **Prerequisites to Assessment**

Leaders will require:

- Valid (within 3 years) British Canoeing recognised First Aid award, appropriate for the qualification
- Valid (within 3 years) Safeguarding Training
- Full National Association Membership

At the point of assessment, Leaders must be age 16 or over, or aged 18 or over for Advanced Water options.

For the following Leadership Awards, the relevant safety prerequisite is required:

- **Canoe White Water Leader:** White Water Safety and Rescue (or equivalent)
- **Advanced Canoe White Water Leader:** White Water Safety and Rescue Training (or equivalent)
- **Sea Kayak Leader (non-tidal and tidal):** Coastal Navigation and Tidal Planning (or equivalent)
- **Advanced Sea Kayak Leader (non-tidal and tidal):** Open Water Navigation and Tidal Planning (or equivalent)
- **Stand Up Paddleboard Coastal Leader:** Coastal Navigation and Tidal Planning (or equivalent)
- **Advanced Surf Kayak Leader:** Advanced Surf Safety and Rescue Training

- **White Water Leader:** White Water Safety and Rescue Training (or equivalent)
- **Advanced White Water Leader:** Advanced White Water Safety and Rescue Training (or equivalent)

Leaders wishing to pursue a qualification with a remit in advanced conditions **do not** need to complete the relevant Moderate Water Leadership Award as a prerequisite.

### **Assessment**

To achieve a Leadership Award, the candidate will need to successfully complete a practical assessment focused on their leadership skills, personal skills and rescues in the upper limits of the relevant environment.

Candidates will need to show that they have the ability to lead a safe, enjoyable, quality journey/session based on the group's needs, abilities and aspirations, and within the stated environments. This will include skilful application of leadership principles and strategies, judgement and decision making, safety awareness and risk management.

### **Resources to Support Leaders**

There will be several resources to support individuals in their development as Leaders, which can also be used by existing qualified Leaders to consider further development opportunities:

A **Digital Leadership Self-Analysis Tool** will be available to aid Leaders to identify specific areas of development, enabling them to help plan their own unique learning journey based on the responses.

A **logbook** will be made available to download, enabling an individual to record their experience, forming a diary to capture and reflect. This will aid a Leader in considering progress towards an assessment, as well as a development record for qualified leaders.

British Canoeing recognises and celebrates that the Leadership Awards are used internationally, as well as Leaders venturing into unfamiliar environments. An **eLearning** based around considerations for individuals embarking on adventures in unfamiliar environments will be available in 2021.

### **Provider Matters**

Delivery will be managed centrally by the National Associations. Full details are available on the National Association websites, including recruitment information and application processes.

### **Impact on Aspirant Leaders**

Candidates currently working through their Leadership Award can choose to complete the Leadership Award this year, or slot into the new awards scheme from the 4<sup>th</sup> January 2021.

- **Canoe Leader** – There will be two pathways available, Canoe White Water Leader and Canoe Open Water Leader. Anyone who has completed their Canoe Leader training and still requires both environments, can be assessed over a two-day period and, if successful, certificated.
- **Advanced Canoe Leader** – There will be two pathways available, Advanced Canoe White Water Leader and Advanced Canoe Open Water Leader. Anyone who has completed their Advanced Canoe Leader training and still

requires both environments, can be assessed over a two-day period and, if successful, certificated.

- **White Water Kayak Leader** – Anyone who has undertaken the White Water Kayak Leader training and wishes to complete their assessment will undertake the White Water Leader assessment.
- **Advanced White Water Kayak Leader** – Anyone who has undertaken the Advanced White Water Kayak Leader training and wishes to complete their assessment will undertake the Advanced White Water Leader assessment.
- **White Water OC1 Leader** – Anyone who has undertaken the White Water OC1 Leader training and wishes to complete their assessment will undertake the White Water Leader assessment.
- **Advanced White Water OC1 Leader** – Anyone who has undertaken the Advanced White Water OC1 Leader training and wishes to complete their assessment will undertake the Advanced White Water Leader assessment.

### **Impact on Existing Leaders**

There is no impact on existing Leaders. As long as the Leadership Award still meets the requirements of their leading and they hold National Association membership, a valid First Aid certificate and, from September 2020, current Safeguarding training and evidence of Continual Professional Development.

## Appendix 1: Qualification Operating Environments

Leadership Qualification	Environment
Bell Boat Helm	Sheltered Water
Paddlesport Leader	Sheltered Water
Paddlesport Touring Leader	Moderate Inland Slow moving rivers up to, but not including, grade 2
Stand Up Paddleboard Inland Open Water Leader	Moderate Inland Slow moving rivers up to, but not including, grade 2
Stand Up Paddleboard Coastal Leader	Moderate Sea
Canoe Open Water Leader	Moderate Inland
Advanced Canoe Open Water Leader	Advanced Inland
Canoe White Water Leader	Moderate White Water
Advanced Canoe White Water Leader	Advanced White Water
White Water Leader	Moderate White Water
Advanced White Water Leader	Advanced White Water
Surf Kayak Leader	Moderate Surf
Advanced Surf Kayak Leader	Advanced Surf
Sea Kayak Leader (tidal)	Moderate Sea
Sea Kayak Leader (non-tidal)	Moderate Inland Moderate Sea (non-tidal)
Advanced Sea Kayak Leader (tidal)	Advanced Sea
Advanced Sea Kayak Leader (non-tidal)	Advanced Inland Advanced Sea (non-tidal)

Stadium White Water Leader	Artificial, man-made, white water course
Stadium Raft Guide	Artificial, man-made, white water course
River Raft Guide (grade 2)	Moderate White Water
River Raft Guide (grade 3)	Moderate White Water
River Raft Guide (grade 4)	Advanced White Water
River Trip Leader (grade 3)	Moderate White Water
River Trip Leader (grade 4)	Advanced White Water

**Note:** Environmental definitions stated within the guidance document 'Environmental Definitions and Deployment Guidance for Instructors, Coaches and Leaders'.