

# for Coaches **Code**

The BCU's magazine for coaches

## this issue

- ▶ A GUIDE TO RISK ASSESSMENT AND SUPERVISION OF SOCIAL ACTIVITIES 03
- ▶ THE 'SAFE PERSON' CONCEPT 06
- ▶ BCU STAR AWARD 08



## **Keeping Safe on the water**

The 'Safe Person' Concept - A Dynamic approach to Risk Assessment in Paddlesport



# Welcome

Welcome to the April Edition of Code.

Despite a seemingly endless and relatively dry winter, spring is now with us and for many will herald the long awaited return of 'their' paddling season. Fitting then, as an opportunity to prepare for the summer ahead, particularly in these times of uncertain and changing climatic conditions that we embark on a series of articles covering matters of safety. In this edition we begin with a review of risk assessment along with an interesting perspective on the safe person concept. Hopefully these will lead to other more focused discussions and updates later in the year.

We hope you enjoy this edition of Code and have a great spring/summer.

## Contents

|                          |    |
|--------------------------|----|
| COACH UPDATES            | 2  |
| GUIDE TO RISK ASSESSMENT | 3  |
| SAFE PERSON CONCEPT      | 6  |
| BCU STAR AWARD           | 8  |
| BCU LEVEL 4 UPDATE       | 9  |
| NEWS ROUND-UP            | 10 |

## Canoe England Coach Updates

### East – Barton Turf, Norfolk

13th April 2013

Details available from Andy Ing  
andy.ing@btconnect.com

### North East – Adventure Sunderland

21st April 2013

Details available from Ken Hughes  
rco.northeast@bcu.org.uk

### South – Woodmill, Southampton

27th April 2013

Further details available from Ian Flanders  
rco.southernregion@bcu.org.uk

### Cumbria – Settlebeck School

28th April 2013

Further details available from Mike Sunderland  
mikesunderland@tiscali.co.uk

### East Midlands – Lincoln Canoe Club, Brayford Pool, Lincoln

28th April 2013

Details available from Paul Taylor  
canoeman@me.com

### East – Mepal Outdoor Centre, Cambridgeshire

18th May 2013

Further details available from David Savage  
davidjsavage@btinternet.com

### South West – Wiltshire

25th May 2013

Details available from Peter Pendlebury  
peter@ukwatersports.co.uk

### North East – Location TBC

2nd-3rd August 2013

Details available from Ken Hughes  
rco.northeast@bcu.org.uk

### West Midlands – Wychavon, Worcestershire

15th September 2013

Details available from Jaqui Dutton JDutton@BearCreekAdventure.co.uk

### East – Essex

21st September 2013

Details available from Clive Marfleet  
clive.marfleet@tiscali.co.uk

### North West – Crosby Lakeside Adventure, Crosby Coastal Park, off Cambridge Road, Waterloo L22 1RR

21st September 2013

Details available from George Haisman  
ghaisman@talktalk.net

### East Midlands – Boat House, Barrow Upon Soar, Leicestershire

29th September 2013

Details available from Colin Broadway  
colinbroadway@hotmail.com

### Yorkshire – South Yorkshire

5th October 2013

Details available from Jed Wright  
jed.wright0@gmail.com

### South – Longridge, Buckinghamshire

19th October 2013

Details available from Paul Sutton paul.sutton25@btinternet.com

### East Midlands – Nene Centre, Northamptonshire

20th October 2013

Details available from James McCarty  
jim.mccarthy@dsl.pipex.com

### South East – Cobnor Activity Centre, Chichester

3rd November 2013

Details available from Andy Hall  
rco.southeast@bcu.org.uk

### West Midlands – Leamington, Warwickshire

16th November 2013

Details available from Jenna Sanders  
jennasanders1@yahoo.co.uk

### North East – Location TBC

15th December 2013

Details available from Ken Hughes  
rco.northeast@bcu.org.uk

# A guide to Risk assessment

Despite the sector's good track record there has been a number of serious accidents "off the field" which has demonstrated that more could be done to manage safety on the social side of sporting activity where there is no less a "duty of care". This Guidance aims to highlight this issue and offer simple and effective solutions with the aim of reducing risk.

## What is in it for the Sports Industry?

Serious accidents can be life changing not only for those suffering injury but for those having to deal with incidents. They often damage the reputation of the sporting organisation and can result in less participation and support where there is perceived lack of control. There are consequential increasing insurance premiums for everyone which is especially difficult for those organisations struggling to maintain adequate funding. Accidents can mean loss for everyone involved. There are few, if any, accidents which can be considered "just bad luck", "unfortunate" or the result of folly and negligence of the individual. The vast majority of accidents can be effectively prevented.

## Duty of Care

It is incumbent on all those promoting and offering sporting and adventure training opportunities to look after all persons whether they are participants, instructors, support staff, volunteers or observers to ensure, so far as is reasonably practicable, their health safety and welfare.

Sporting activities are often well regulated in this respect but associated and consequential activities, which

## and the supervision of social activities in the sports industry

The sports, recreation and activities sector has clear awareness of the need to provide personal challenge through sporting activities whilst at the same time tempering this against the need for effective safety management. The sector can demonstrate a good track record in this respect through its providers, lead bodies, councils and clubs.



might include social and fundraising events, prize giving's, down time between sporting events and heats, travel, tournaments by teams and individuals, are not always considered in respect to common and civil law duty of care.

This duty, encompasses all persons who might be associated with activities whether sport or social related, such as participants, spectators, coaches, instructors, volunteers, contractors, visitors and guests and also members of the public.

In terms of criminal liability the Health and Safety at Work etc. Act 1974, Section 2, states that "it shall be the duty of every employer to ensure, so far as is reasonably practicable, to protect the health, safety and welfare of all his employees". It is also an absolute duty under the Management of Health and Safety at Work Regulations, for employers to carry out assessments of the risks in workplaces under their control. This guidance recommends that all aspects of sporting activities including those mentioned above are effectively

## To make gaining awards easier, we've introduced multiple choice.

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We run a full range of BCU qualification courses including the new Level 1, 2 and 3, throughout the year. What's more, if you can't find a course date that suits you in our brochure or on our website, we can arrange one for you. For clubs, or groups of four or more booking together we can programme a bespoke course date specially for you. But we know it's not all about gaining qualifications, which is why we run a huge range of recreational

courses, holidays and expeditions too, including paddling holidays for families.

When you get here you'll be convinced you made the right choice because everything we provide is first class, from the coaching, boats and equipment down to the facilities, food and accommodation.

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managed through the risk assessment process.

Recent Serious Accidents – A New Trend

In recent years there has been a trend toward serious accidents in activities associated with, but not as a direct consequence of sporting activities. These serious accidents have resulted in life changing injuries and multi-million pound settlement claims. The distress caused to all those involved including the organisers and sports body, has also been considerable.

Risk Assessment is the key to ensuring hazards, persons at risk and control measures are identified and implemented.

In most cases it was felt that more could have been done to prevent these incidents adding to the stress and anxiety of those involved. Should this trend continue it is possible that the associated sports could suffer and further compound the calls for more draconian safety measures which recent reports such as the Lord Young Review have been trying to resist.

These incidents have in common their occurrence during “down time” outside of the sporting /adventure training activity. Contributing factors include:

- 1 Alcohol
- 2 Bravado and bad behaviour
- 3 Environmental hazard not appreciated as risks e.g. water courses

4 Circumstances not thought to need control or supervision

They differ in cause but their common opportunities for prevention are three fold:

- Acceptance of the responsibility for risk of injury extends beyond core sporting activities
- Effective control of those involved through supervision by suitably briefed and responsible persons
- The need for simple risk assessment in common with normal safety management practice

If these measures were to be effectively applied then it is more likely that the majority of serious accidents could be prevented.

The Lord Young Review emphasises the need for a return to “common sense” and highlights that not all accidents can be blamed on someone and accidents should not always result in someone paying compensation. It is hoped in time that this approach will be clarified by future court decisions.

The potential for contributory negligence must be acknowledged for those suffering injury as a result accidents where event/ activity organisers can demonstrate that they

did all that is reasonably practicable to prevent accidents. Such contributory negligence is likely to affect the opportunity for compensation claims, especially if there is evidence of failure by the claimant to follow safety measures and instructions required by supervisory staff.

RSA will cover all reasonable compensation claims under its policies but expects a reasonable level of supervision and management of activities outside of the core sporting activity. This will enable the strongest possible defence of claims when this is deemed appropriate.

Effective Control Measures

Supervision – All activities associated with sports, recreation and associated activities needs a reasonable level of supervisory management and control. Supervisors may be designated instructors, volunteers or support staff.

They must have the strength of character and authority to be able to intervene at appropriate times to control bravado or adverse behaviour which might lead to accidents. They need training or briefing to be able to apply effective management to the activity. They will be aware of the key hazards and risks associated with the event. A person in this role is acting on behalf of the club or organisation and in delegating your authority for this duty you must ensure the individuals know what is expected of them. They must be briefed and have full awareness of the

How to assess the risks in activities associated with sport

There are five basic steps

|   |                                              |                                                                                                                                                                                                                                                                                                |
|---|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Look for the hazards                         | Ignore the trivia and concentrate on significant hazards e.g. Potential for falls from height, water courses, crowd control, barriers, separation of traffic, potential for power failure, electrical hazards, equipment fixed to prevent collapse, alcohol use in combination with above etc. |
| 2 | Decide who may be harmed and how             | Participants, instructors, volunteers, visitors and guests, cleaners, contractors, members of the public.                                                                                                                                                                                      |
| 3 | Evaluate the risks                           | Consider how likely it is that each hazard could cause harm. Decide whether, after all precautions have been taken, significant risks remain and whether the existing precautions are adequate. For example level of supervision, adequate briefing etc                                        |
| 4 | Record findings                              | The Risk Assessment must be suitable and sufficient. In addition a simple record of most important and key findings will demonstrate efforts to prevent accidents and support the review the assessments                                                                                       |
| 5 | Review assessment and revise it if necessary | Where there is a change of circumstances for example change of venue of deteriorating weather conditions or in the light of experience                                                                                                                                                         |

Note 1: An example of a risk assessment record form is attached  
Note 2: The risk assessment must be reviewed each time

main hazards and risks identified for the activity or event in question. If you fail in this key task the possibility the event will run safely is likely to be more due to good fortune than good planning.

Safe Environment – Environmental factors which might contribute to accidents outside of sporting activities are many and varied. They might include topographical features outdoors such as elevated locations, nearby roads and traffic or railways, watercourses including rivers, canals, lakes and ponds and underwater hazards including depth, flow/current/tides, mud banks etc. The weather also has a role to play whether travelling to venues or events or hosting events in extremes of heat and cold. The potential effects of altitude might be a further consideration.

Where premises are used hazards might include physical conditions in respect to maintenance and design, lighting levels, extreme changes in level and protection measures, capacity issues and fire precautions including means of escape considerations, window safety, balconies and glazing issues etc. The list is not

exhaustive. Much depends on the social activities planned and the potential hazards and risks evident. Much of it should be common sense.

Alcohol Challenges – It is recognised that club, tour and event activities outside of port can often be centred on socialising and relaxing with alcohol. Safety risks are compounded by inhibition and over-indulgence and when combined with key risks such as water course, falls from heights and other often obvious hazards, they can be a lethal combination.

Designated supervisors must anticipate and recognise this potential and do their utmost to support responsible behaviour and responsible drinking.

The key issue which can result in serious accidents is the combination effect of alcohol, unforeseen environmental factors and the failure to plan or the effect of a change of plan. Impromptu activities which often end up poorly managed and supervised are also a recipe for incidents. It should be acknowledged that the vast majority will not result in any incident causing injury

but a few minutes thought by someone with experience will often make the difference in keeping all activities safe.

Risk Assessment is the key to ensuring hazards, persons at risk and control measures are identified and implemented.

An assessment is no more than a careful examination of what conditions or practices at the event of activity could cause harm to people. Adequate assessments will enable you to determine if sufficient precautions have been taken or if more can be done to prevent harm. The aim of assessments is to prevent injury or illness.

Action Plan

Once all the hazards and risks have been taken account of it is essential that a clear and simple plan should be developed which forms the basis of protecting everyone involved in the event/activity. This will need to take account of first aid and response to any incident should it be needed. All supervisory staff must be appraised of it and their role and responsibility in case of incidents. Perkins Slade Insurance



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## Dynamic Risk Assessment In Paddlesport

# The 'Safe Person' concept

In paddlesport we work and play in an inherently dangerous place. People go there for adventure and it's not always possible or desirable to take all the dangers away from the environment. The alternative is to direct our efforts into making the person (participant, coach, client or student) safe. This approach is called the 'safe person concept'. It must be clearly understood, that all leaders of what ever level, have the authority, as well as the duty, to take immediate action in the interest of safety. This is a fundamental part of the safe person concept.

**T**he safety of an individual paddling white water or of a group is reliant to a large degree on the self discipline, knowledge and skills of the individual person/s. A safe person has a number of important qualities some of which include the following:-

The safe person concept therefore relies on a number of personal attributes together with the right support from paddling colleagues or other coaches allowing for flexibility of response in order to react to unforeseen or changing circumstances. In the end decisions will be made based on underpinning knowledge, skills and experience applied in precise circumstances faced at the time.

We all have a responsibility for our own safety and the safety of other paddling colleagues, those of us that are coaches have a 'professional' responsibility.

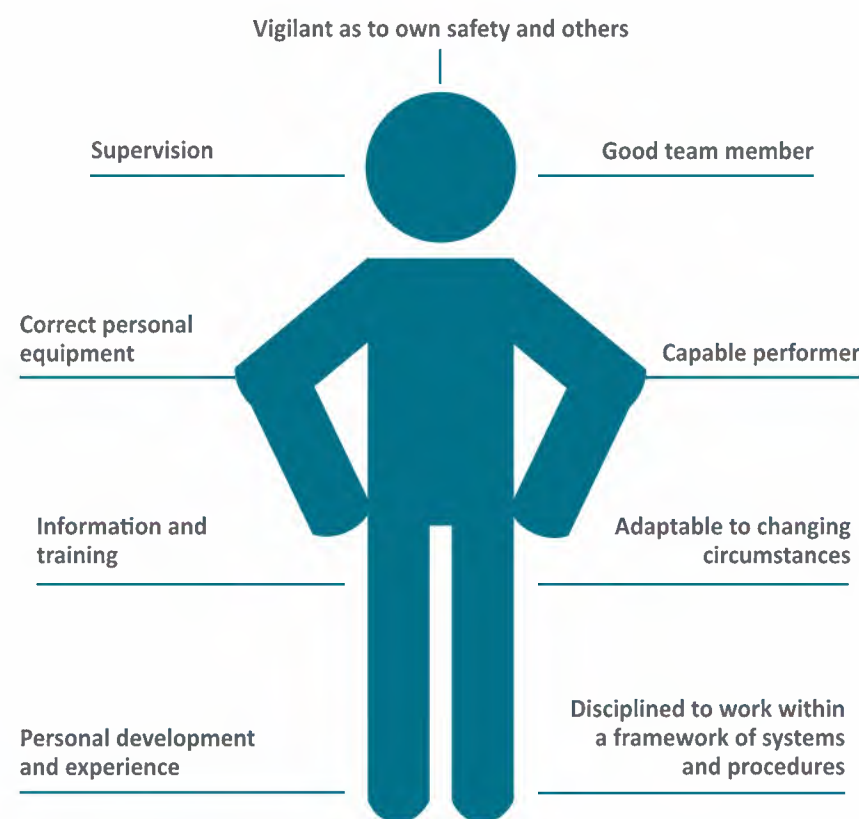
### The Dynamic Management Process

Dynamic management process is the continuous assessment and control of risks in a rapidly changing environment. Each paddler should take on a degree of responsibility for their own and the rest of the parties well being. However, the overall responsibility for this lies with the leader. The leader must ensure that safe practices are followed and that, so far as is reasonably practicable, risks are eliminated or reduced to the minimum. It should not be forgotten that leaders are also responsible, for their own safety.

### Pre-Planning

Is vital to ensure that the 'safe person' is in the best possible position to tackle incidents and to assist with and undertake dynamic assessments. Leadership styles, group control, position of maximum usefulness etc, would form part of this pre-planning requirement as would river selection, group size, ability, equipment etc... the list is almost endless.

It is also important at this stage of pre-planning to consider the resources we have available. Have we taken the necessary rescue equipment, and have we trained and practised in realistic scenarios (the value of formal river rescue training here cannot be understated).



### REASONABLY PRACTICABLE



Think before you act rather than act before you think

The dynamic assessment is the final link in a risk assessment process, it takes place within circumstances that are unforeseeable and / or are changing constantly (i.e our white water river). It is this final assessment which we rely upon to allow us to carry on our paddling activities safely and to make carefully considered judgements. The dynamic approach is a continuous thought process.

As the day progresses, you will need to gather information, evaluate situations and then apply your judgement to decide the most appropriate course of action. Hazards must be identified continuously and the risk to all concerned considered. The benefits of proceeding with a task must be weighed carefully against the risks.

The consequences of a wrong decision in the initial stages of an incident may be irreversible. Start making your decisions before the group arrive, thinking about the weather, water levels, level of paddler, game plan and the kit needed. What information is available? Has someone already done a generic risk assessment? Is there anyone from whom you could obtain some local knowledge?

Although there are always time constraints on decision making in emergencies, this should not be used as a reason for accepting the unacceptable.

If after implementing all available control measures, the potential cost of proceeding with a task still outweighs the benefits, DO NOT PROCEED, but consider viable alternatives or introduce additional controls such as:

- ▶ Use of additional personal protective equipment.
- ▶ Use of specialist knowledge
- ▶ Bank or boat support.

Paddlers, and in particular leaders, need to manage safety by constantly monitoring the situation and reviewing the effectiveness of existing control measures.

### How to play Dominoes

Much work has been done about what causes accidents and it has been shown

that injuries invariably result from a complicated sequence of factors, the last being the injury itself. This is often referred to as the domino theory. The model below shows a series of factors or minor incidents leading up to an injury itself or indeed a major incident. These factors can be in any order.

This means that an accident can be prevented if you take action at any one of the stages of the sequence.

If you are alert and using the dynamic approach to risk assessment, the odds are stacked in your favour. If you manage each of the factors in its own right and in relation to the other factors for the day, you should be able to break the domino effect.

### Decision-making

Stress can adversely affect the quality of the decision-making. Do we always recognise the signs of deterioration in the process.

### Learning from the event

Once we have dealt with the situation you should not become complacent, when does your responsibility for your companions, students or clients officially and morally finish? As the urgency of the situation diminishes you should start to record the information and perhaps pass it onto other leaders. If a review is to take place or feedback given, it should be completed as soon as possible after the activity and the situation is over. This could be formal (i.e. a staff meeting) or informal (i.e. comparing experiences over a mug of tea in the café).

*Keith Hampton/Mike Devlin*

You should be able to break the domino effect





# BCU Star Award Review and Updates

Two years ago the BCU Coaching Operations Group (COG) initiated a review of the BCU Star Awards. This routine review aimed to evaluate the awards following their launch in October 2007. The review is now moving forward on a number of recommendations to keep the awards current. We are now concluding this process and planning for the launch of updated Syllabi, Training and Assessment Notes in October 2013.

**T**o start the process the relevant BCU Technical Groups were tasked (April 2011) with reviewing the Star Awards and make evidence based recommendations for the development of the awards, if deemed necessary. The review found that the awards were generally fit for purpose, with the aims of each award needing little alteration.

In November 2011 a number of recommendations were presented for approval. There was the request for a review/update of the technical content to ensure that it accurately reflected the ethos of the awards and current best practice, and a few more significant recommendations, including that we should;

- ensure the star awards cater for sit-on-top paddlers, stand-up paddle boarders, and paddlers of inflatable craft as these emerging disciplines are showing considerable growth
- continue to gather more evidence regarding the aim/ethos of BCU 2 Star Award, as the review revealed a mixed opinion as to whether it should continue to include canoe and kayak skills, or whether it should be split into two separate awards

- create specific 3, 4 and 5 Star Awards for paddlers of specialist white water canoe (OC1) paddlers. The current awards require these paddlers to follow the white water syllabus, however the provider requirements are inconsistent with the needs of the discipline
- create a specific 3 Star Sea Sit-on-Top award, as it was felt that the requirements to roll were significantly different for each craft
- develop the 4 Star Leader Award so that it is obviously appropriate for leaders who take full responsibility for leading trips, as well as equipping paddlers with the skills to paddle safely with their peers. Along with this comes the need to strengthen the syllabus so leaders could look after less experienced paddlers in easier conditions, and more experienced paddlers out in the top end of the moderate water definition. The review found that the current 4 Star Leader Award was being used in this way and most providers interpreted the Syllabus as above. However, more clarity was required to ensure that it was clearer to candidates, providers, and deployers
- review the process for becoming a provider of the BCU Star Awards, and how existing providers maintain currency

These recommendations were all accepted, and handed back to the technical groups to bring to a conclusion.



The next 12 months, saw the Technical Groups working hard to bring these recommendations to life, with the final syllabi being presented to COG for approval in January 2013. The Syllabus updates on the whole were accepted, and we are now focusing work on concluding the Training and Assessment notes, the 2 Star issue, and provider requirements. We are aiming to publish the updated syllabi and supporting material for use from October 2013.

- An expanded version of this article is available to download from your Home Nation website, this includes;
- a summary of the updates expected at each level
- the work focus for the next 6-months, to ensure we are ready for launch in October 2013
- information about the impact these updates have on paddlers working towards specific Star Awards
- information about the impact these updates have on providers
- information about the impact these updates have on paddlers with current Star Awards

Search for 'BCU Star Award Review April 2013 Update'.

Over the past two years the BCU have been considering and developing a qualification to follow on from BCU (UKCC) Level 3. A scoping/working group has been established to consider the needs of coaches beyond the Level 3, it has been agreed that a BCU Level 4 Award will be developed at Post Graduate Diploma Level.

**T**he award is being established to develop coaching expertise in competition and non-competition disciplines, with candidates typically coaching at a national level in competition, or equivalent in the non-competitive disciplines. The award aims to develop coaches who would then be in a position to influence the development of the sport going forward.

The qualification will be delivered in partnership with Stirling University. The learning programme and assessment will be based over a two-year cycle. Modules will be taught via distance learning, six residential 2-day blocks with integrated delivery from the Stirling university team and BCU Tutors, and mentoring support



## BCU Level 4 Update

from both BCU and academic tutors. Residential weekends will be held at venues around the UK, in response to the home locations of those on the course. Assessment methods will be used to establish both knowledge and the ability to apply this in their coaching practice. Candidates who successfully complete all these aspects will achieve a Post Graduate Diploma in Performance Paddlesport Coaching, and a BCU Level 4 award. An early exit option to Post Graduate Certificate, and the option to continue to an MSc are also integrated.

It is estimated that candidate costs will be in the region of £7,000 for the full programme. This includes costs to Stirling, the six residential blocks, BCU tutor costs, individual mentoring, and a contribution towards administration.

At this stage we are currently running pilots for the 2013 and 2014 intake, in preparation for the first full course in 2015. Applicants will be selected based on their suitability for the programme,

and at this stage we expect the minimum requirements to be BCU (UKCC) Level 3, AWE, or BCU Level 5, with at least 5 years' experience coaching regularly in a performance coaching setting, although as we run through the first pilots this may change. There are no formal academic entry requirements; support will be available for all coaches to develop the academic skills required.

At this stage of the process it appears that it is appropriate for us to consider UKCC endorsement in order for candidates to receive the maximum value from their investment. Developments to date suggest this is achievable without any compromise to our needs, and that we should begin to explore this avenue for the 2015 cohort.

Any comments or questions this update may provoke should be directed towards your Home Nation Coaching Manager who will be able to gain a response on your behalf.

### 3 Star Touring Assessors Wanted

**The BCU have recently revised the 3 Star Touring Assessor requirements to enable more coaches to be able to assess for the award. Feedback suggests that there is popular demand for this award, but a lack of qualified assessors. If you meet the following requirements and wish to assess the award please contact your Home Nation Coaching Department:**

#### BCU 3 Star Touring Kayak Assessor;

- Updated BCU Level 3 Inland Kayak, Sea, or Placid Water Coaches can register to deliver this award; all they need to do is contact their Home Nation requesting registration for the role.
- Updated BCU Coaches with Moderate Water Endorsement White Water or Sea are able to request an Assessor logbook and start working through the process. In the main this involves observing and helping other qualified assessors before gaining a recommendation that it is appropriate for the aspirant assessor to take on the role.

#### BCU 3 Star Touring Canoe Assessor;

- Updated BCU Level 3 Canoe or Level 3 Placid Water Coaches can register to deliver this award; all they need to do is contact their Home Nation requesting registration for the role.
- Updated BCU Coaches with Moderate Water Endorsement Canoe are able to request an Assessor logbook and start working through the process. In the main this involves observing and helping other qualified assessors before gaining a recommendation that it is appropriate for the aspirant assessor to take on the role.



# News round-up

## CANOE ENGLAND RCO & LCO ELECTIONS

### RCO Elections & Vacancies

The following RCO positions are up for re-election and we invite alternative nominations, these are as follows: Channel Islands

• Congratulations and thanks go to the following:

- Mike Sunderland who has been elected as RCO Cumbria
- Gavin Lewis who has been elected as RCO South West (Wessex)
- Mickey Gordon who has been elected as RCO London

### LCO Elections & Vacancies

The following LCO positions are currently up for election and we invite nominations, these are as follows:

- Team North: Teeside; Durham; Cumbria (East)
- Team Central: Shropshire; Rutland; Nottinghamshire
- Team South: Central London; Guernsey

• Congratulations and thanks go to the following:

- Lesley Medina who has been elected as LCO Humber-side
- Robert White who has been elected as LCO Cumbria North
- Alex Shiell who has been elected as LCO Berkshire
- Stephen Moore who has been elected as LCO Hampshire

Anthony Manning who has been elected as LCO South London  
Dave McEneaney who will be continuing with his role as LCO Herefordshire  
Steven Hopkin who will be continuing with his role as LCO East Cornwall  
Mark-Jan Dielemans who will be continuing with his role as LCO Bristol (Avon)

### Please get in touch!

If you (or someone you know) are interested in taking on one of these roles please get in touch with Karen Bagshaw at Canoe England (karen.bagshaw@canoe-england.org.uk) who can help answer your questions and help ensure the required nominations are received.

All applicants must also be proposed by two current RCOs/LCOs, or by five other updated and active Canoe England Coaches registered within the region – these individuals must hold current comprehensive Canoe England membership, be up to date with their coaching qualifications, and be working or living in the area – these all need to be received by Karen Bagshaw in the Canoe England Office by 4:00pm on 3rd May 2013 – so please don't hesitate to get in touch if you are keen.

**Note** – before nominating anyone, please ensure you have discussed this with them and that they are willing to stand.

## SCA Coaching Matters Series

Coaching Matters is a series of workshops at venues across Scotland, delivered in partnership by some of the leading paddling coaches from sportscotland National Outdoor Training Centre, Glenmore Lodge with SCA volunteer Regional Coaching Officers providing local facilitation and input. This new style of event replaces the previous regional coach update events and will offer a wide range of practical workshops suitable for all coaches. The general idea of the day is to work it in three parts as follows:

- Part 1 - The BCU Coaching Pathway, classroom based. Or if attended Coaching Matters in 2012: Observation of performance, class/practical
- Part 2 - Foundation Safety and Rescue principles. A chance to update rescue skills looking at the similarities of rescue across a range of craft. (wet & dry options)
- Part 3 - Evaluation of performance. Discipline specific coaching and technical update where attendees choose which craft they want to work in.

### DATES AND VENUES 2013

- 27 April – Castle Semple (Lochwinnoch)
  - 28 April – Lowport (Linlithgow)
  - 27 July – Glenmore Lodge
  - 24 August – Dundee (TBC)
  - 2 November – Lochore Meadows, Fife
  - 3 November – Firth, Loch Tay
- The events are subsidised by sportscotland, Glenmore Lodge and the SCA and cost £30 per candidate. Find out more and book online at [www.canoescotland.org](http://www.canoescotland.org)

## BCU Level 1 and Level 2 Coach Tutors/Directors Wanted

The Home Nation delivery centres are opening applications for new Level 1 and 2 Coach Educators at the start of May 2013. Applications will be considered based on the individuals skill set against the Home Nation specific demands for new tutors/assessors.

Applications for the following roles are being opened:

- BCU Level 1 Coach Tutor and Assessor
- BCU Level 2 Coach Tutor
- BCU Level 2 Coach Assessor

Applications from existing Tutors and/or Assessors who are ready to progress to Director roles are also being considered. Applications for these roles are not expected to be advertised again until May 2014 unless Home Nations have specific workforce issues that require additional recruitment.

### Applications for Tutor and Assessor Roles:

Applications for tutors and assessors will be considered from active and updated coaches with a minimum of BCU Level 3 Coach, or BCU Coach with Moderate Water Endorsement. The strongest applications will be selected considering:

- Depth and breadth of coaching qualifications and experience
- Tutoring qualification and/or experience
- Assessing qualification and/or experience
- Knowledge and understanding of the award syllabus
- Knowledge and understanding of BCU Qualification pathways
- Fit to Home Nation workforce demands

Further details of requirements will be included within the application pack.

Applications from coaches who have observed a full training and assessment course for the role they are applying for will be considered more favourably. It is recommended that potential applicants without this experience make the necessary arrangements as soon as possible.

Successful applicants will be required to commit to a significant development process before they are able to deliver courses. More information will be provided at the point of application. However, in summary it will include attendance at Orientation (planned for October/November 2013), working through an individualised action plan supporting delivery on courses as an additional member of staff. During this process aspirant

providers will need to complete a portfolio of evidence tracking their tutoring and/or assessing development, and at the end of the process receive a recommendation to be granted the appropriate tutoring and/or assessing role. Aspirant tutors/assessors are expected to have completed this process 3-years from attendance at initial BCU Orientation. Successful applicants are required to pay a fee of £250 prior to attendance at the initial orientation. This contributes to the Home Nation costs in providing support through the whole process.

### Applications for Director Roles:

Applications for directors will be considered from active Level 1 or Level 2 tutors/assessors who hold a BCU (UKCC) Level 3 or BCU Level 5 Coach qualification (or are working towards completion of one of these qualifications). The strongest applications will be selected considering:

- Depth and breadth of coaching qualification/experience
- Tutoring qualification/experience
- Assessing qualification/experience
- Amount of experience in the specific tutoring/assessing role
- Fit to Home Nation workforce demands

Successful applicants will be required to commit to a significant development process before they are able to direct courses. More information will be provided at the point of application. However, in summary it will include attendance at Orientation (planned for October/November 2013), and working through an individualised action plan supporting delivery on courses as an additional member of staff. During this process aspirant providers will need to complete a portfolio of evidence including their own fully referenced learning programme and session plans. To conclude the process they need a recommendation to be granted the appropriate Director role, and will be asked to upgrade to a Director Coach Educator Contract, paying the additional fee associated with this. Aspirant directors are expected to have completed this process 3-years from attendance at initial BCU Orientation. Successful applicants are required to pay a fee of £250 prior to attendance at the initial orientation. This contributes to the Home Nation costs in providing support through the whole process. Anyone interested in applying should contact their Home Nation; application forms and further information will be available from the from 1st May 2013, with the closing date of 31st May 2013.



## Regional Coaching Officers

|                                                                                                                                                |                |              |                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------|--------------------------------------------------------------------------------------------------|
| RCO Central                                                                                                                                    | Steve Linksted | 07710 415539 | <a href="mailto:rco.central@canoescotland.org">rco.central@canoescotland.org</a>                 |
| RCO Dumfries & Galloway                                                                                                                        | Alex Lumsden   | 07920 528119 | <a href="mailto:rco.dumfries@canoescotland.org">rco.dumfries@canoescotland.org</a>               |
| RCO Fife                                                                                                                                       | Ian Vossler    | 07917 044492 | <a href="mailto:rco.fife@canoescotland.org">rco.fife@canoescotland.org</a>                       |
| RCO Grampian, Speyside and Shetland                                                                                                            | Lyle Smith     | 07974 431153 | <a href="mailto:rco.grampian@canoescotland.org">rco.grampian@canoescotland.org</a>               |
| RCO Strathclyde East                                                                                                                           | Willie Mcleod  | 07866 557490 | <a href="mailto:rco.strathclydeeast@canoescotland.org">rco.strathclydeeast@canoescotland.org</a> |
| RCO Lothians                                                                                                                                   | Ian Stewart    | 07963 750557 | <a href="mailto:rco.lothians@canoescotland.org">rco.lothians@canoescotland.org</a>               |
| RCO Borders                                                                                                                                    | Sam Ritchie    | 07724 609483 | <a href="mailto:rco.borders@canoescotland.org">rco.borders@canoescotland.org</a>                 |
| RCO Military                                                                                                                                   | Scott Simon    | 07533 497013 | <a href="mailto:rco.military@canoescotland.org">rco.military@canoescotland.org</a>               |
| RCO Tayside                                                                                                                                    | Richie Neill   | 07747 108902 | <a href="mailto:rco.tayside@canoescotland.org">rco.tayside@canoescotland.org</a>                 |
| RCO vacancies in Highlands & Islands, Strathclyde West. See <a href="http://www.canoescotland.org">www.canoescotland.org</a> for further info. |                |              |                                                                                                  |







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Email: [info@ciww.com](mailto:info@ciww.com)

## Free Qualification Courses<sup>\*</sup>

Offering the full range of BCU coaching, performance, safety & CPD modules

Surf



White water



Sea



Open Boat



<sup>\*</sup>If funding is a genuine barrier to gaining a qualification we offer a range of potential sources of financial support that could in some cases mean you receive your training free. Majority of funding only available to volunteer coaches or leaders living in Scotland.

[www.glenmorelodge.org.uk/sources-funding.asp](http://www.glenmorelodge.org.uk/sources-funding.asp)

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