



Coaching and Leadership Development Policy

Wansbeck Paddle Sports Club has a proud heritage of long-term Coach and Leader development. We remain committed to continuing this key part of the club.

The underpinning theory is the “cascade model”. Through this we enable members to gain experience, understanding, skills and qualifications and as they progress, they help others through the same processes.

The club supports coach development in the following terms:

- Support is available for club members whose prime motivation in developing their skills and qualifications is in order to offer leadership and coaching to club members through club activity. This does not mean that people will develop skills and qualifications only to serve the club.
- The club seeks to support aspirant coaches and leaders in partnership with other agencies. Prime amongst these is the British Canoeing North East Regional Development Team Scholarship programme and we expect aspirant coaches and leaders to participate in this support
- The club aims to support development to the extent that members who are part of the Scholarship programme don't have to pay more than £20 per day for training and assessment courses (they pay for BC Membership, Registration and Certification) However we can only do this if courses are at a reasonable cost. The club organise these and (using the Coach Sheltered Water Award as an example) there would be 5 days of training/assessment (2 for Core, 2 for Discipline Specific Training, 1 for assessment) and at a reasonable price this would be £400. The RDT will fund £125, club £175 and member £100. Members choosing more expensive training or assessment would pay £100 plus anything over the £400.
- The club is keen to subsidise aspirant coaches and leaders attaining prerequisites and higher awards, again on the basis of value for money courses and the paying no more than £20 per day. Often this will involve aspirant coaches and leaders in organising courses where the club employ providers on a day rate and in promoting such courses to non-club members.
- In order to be able to provide safety, coaching and leadership qualifications individuals have to complete an orientation, gain experience and then be assessed as competent. This process is becoming exorbitantly expensive. For example, some members are considering becoming providers of Leader Awards, having gained the appropriate prerequisites (Advanced Leader and Coach Award) they have to attend 2 days of assessor training (approximately £250), build a logbook of experience by working with other providers (usually includes lots of travel and staying away) and then organise a course where a BC appointed National Trainer attends and assesses their performance (approximately £650). For many awards providers have to attend a moderation event for that award every 3 years (£125). The BC perception is that people should and will recover these costs from the charges levied on people attending courses. The club has a different ethos and we will do all we can to help our members become deliverers but accept that it is becoming increasingly difficult.
- All and any progress in coaching and leadership can be discussed with the Coaching Officer