

PADDLESport FOR ALL

OUR VISION FOR
PADDLESport
IN SCOTLAND

“We have an incredibly diverse sport, providing a wide range of activities, undertaken by people of all ages through all kinds of motivations, ambitions and dreams.”
Stuart Smith, CEO

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Welcome

“We remain a volunteer-led organisation and the commitment and enthusiasm of our volunteers, combined with the professionalism of our staff means that we have the necessary resources and we will succeed in delivering our 2022-2025 Paddlesport for All Strategic Plan.”

Brian Chapman, Chair

Paddlesport for All is the long term strategic vision for our sport in Scotland.

We have an incredibly diverse sport, providing a wide range of activities, undertaken by people of all ages through all kinds of motivations, ambitions and dreams. This strategic plan sets out how we support and engage with all those taking part in paddlesport in Scotland.

Sport and activity has been affected by the Coronavirus pandemic - through prohibition and restriction. More recently the great value of outdoor sport and recreation has been recognised by all. This increase in the popularity of paddlesport has led to many taking to the water for their first time. We celebrate this and seek to provide all the relevant information and advice to allow paddlers to be safe.

Our strategic plan recognises and takes account of the increased interest in paddlesport. Going forwards we will focus on widening participation even further, to create an even more diverse paddlesport community which caters for the needs of new entrants and in particular, those from underrepresented groups.

We have made a huge shift towards online engagement rather than relying on in-person communication. As we continue to develop our online services and presence our focus is to make things as accessible as possible for people from all communities.

Paddlesport for All promotes everyone being given the opportunity to pursue their chosen route through our sport and being supported to do so through the inclusive community that they are proud to be a part of.

We are a well run and efficient volunteer-led organisation and the commitment and enthusiasm, experience and skills of our volunteers and employed staff will enable us to successfully deliver our 2022-2025 Paddlesport for All Strategy.

Stuart Smith
Scottish Canoe Association CEO

Strategic Map



- Members, clubs, communities and organisations
- Recreational paddling
- Competition paddling
- Learning and development
- Safety, wellbeing and safeguarding
- Environment, access and facilities
- Grandtully Station Park
- Performance programme

- Striving for equality, diversity and inclusion
- Focusing on people
- Representing advocating and supporting
- Leadership and coordination
- Collaborating and working through partnerships
- Caring for the environment
- Innovation
- Resilient operations and infrastructure
- Good governance

- A resilient and embedded culture of Equality, Diversity and Inclusion across paddlesport
- A larger, stronger, more diverse community of paddlers
- Increased engagement and reach
- More opportunities to participate and progress through our sport
- Modern, Vibrant and sustainable clubs and paddlesport organisations
- A greater awareness of water safety
- Stronger partnerships



We believe that paddlesport is something that everyone should be able to enjoy regardless of background or circumstances. We want to make the sport more accessible and will work in partnership with organisations to seek out how to remove real and perceived barriers that prevent people taking up and flourishing in our sport.



The Scottish Paddlesport community is a strong and welcoming community of people and organisations and we will achieve more when we work together. We will continue to work with and support clubs, delivery partners and other organisations in their work to get people on the water.



We want paddlesport to be inclusive and for everyone to feel it is something that they can engage with on a lifelong basis. We aim to provide leadership to our sector particularly about best practices and how to keep people safe. We work collaboratively with all organisations that share our vision for the growth of our sport.

Vision, Mission, Values





EQUALITY, DIVERSITY, AND INCLUSION IN SCOTTISH PADDLESport

SUPPORTING EQUALITY, DIVERSITY AND INCLUSION IS WOVEN INTO EVERY ASPECT OF WHAT WE DO.

Our vision “everyone can paddle” reflects this and we strive to fulfil this aim throughout every aspect of this strategic plan.

We are currently working towards achieving and maintaining the Advanced Level of the Equality Standard in Sport.



Delivery Areas

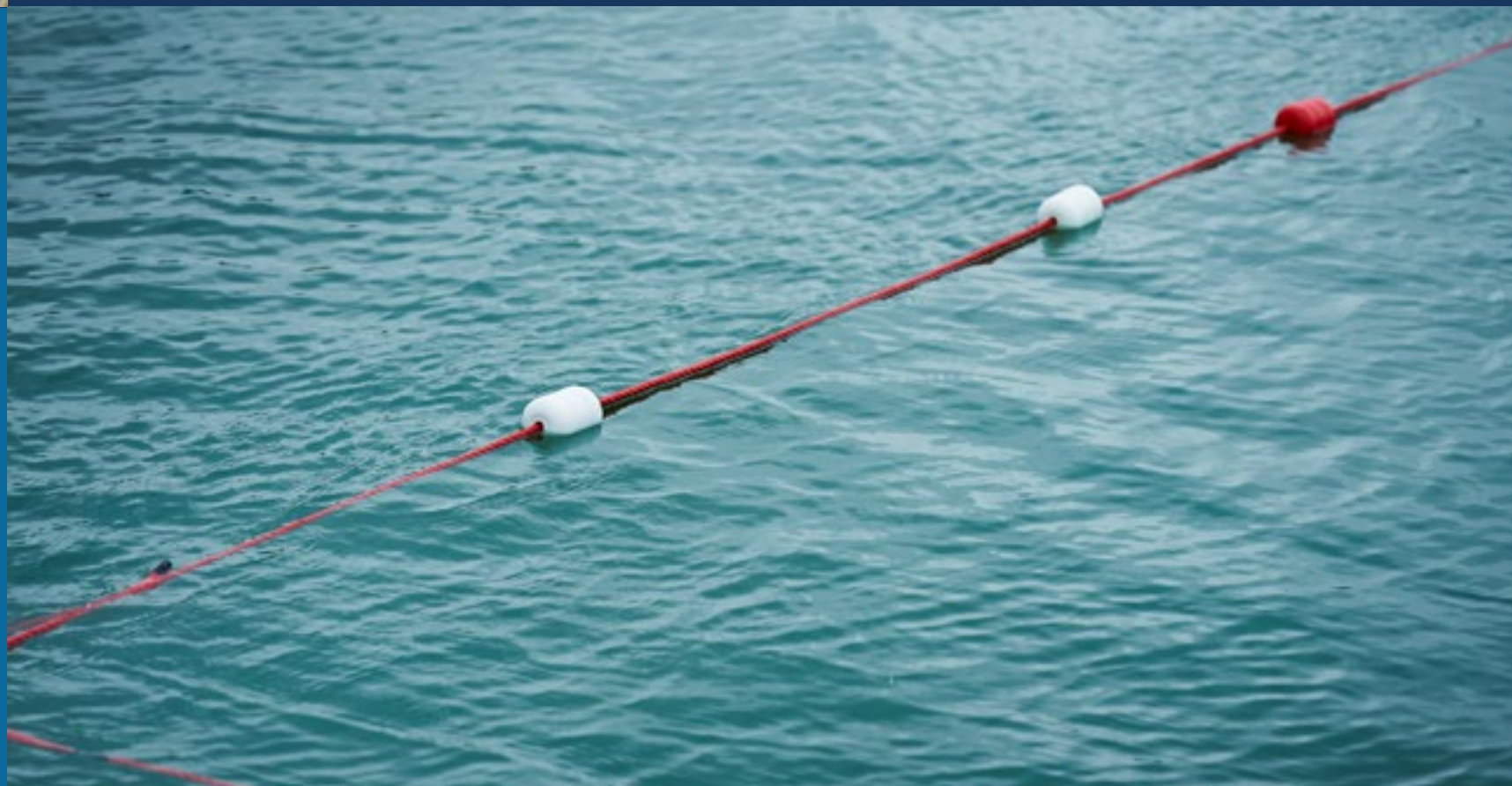




SUPPORT NETWORK

“The aim is to enable everyone in paddlesport to be connected in a self supporting network.”

“We use the full range of modern digital services to engage with the wide range of stakeholders within our sport in an innovative and exciting way. This helps us be responsive to the varied needs of members, clubs, communities and organisations whilst operating as a distributed organisation.”



AIMS AND OBJECTIVES

- Positive, supportive, welcoming to all new members
 - Consistently representing and advocating for members interests
 - Innovative use of digital services to reach beyond our membership and engage the wider paddling community
 - Larger and more diverse paddling community
 - Proactively supporting club engagement with under-represented groups
- = **THRIVING SCOTTISH PADDLESPORT COMMUNITY**



DELIVERY
AREA

Members, Clubs, Communities,
and Organisations

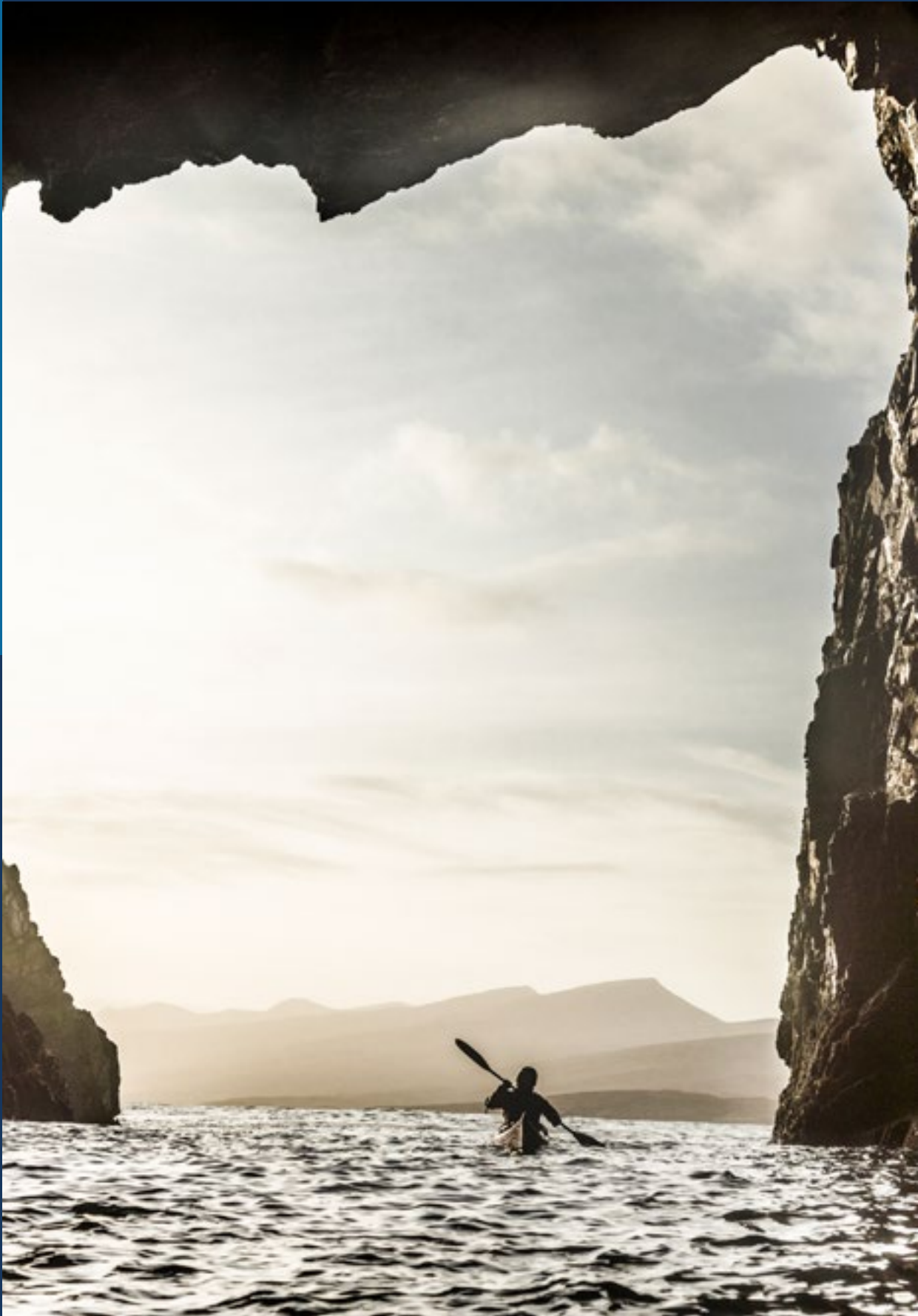


SOCIAL IMPACT

“Recreational Paddlesport is something that many people can benefit from, for the wellbeing, health and social impacts that paddling on water can bring.”

OPPORTUNITIES

“We have an amazing community of volunteers who help us provide opportunities for people to engage with the full range of wonderful paddlesport activities. Our aim is to make these opportunities available for people from all backgrounds.”



AIMS AND OBJECTIVES

- Inspiring and supporting an inclusive and diverse paddling community
 - Providing inspirational and engaging events
 - Creating world-leading paddlepoints and paddle trails for everyone to make the most of Scotland's unique coast and waterways
 - Pioneering support for the growing SUP community to safely progress through this growing discipline
 - Supporting recreational paddlesport participation in the management of mental health and wellbeing challenges
- = **INCLUSIVE SCOTTISH PADDLESport COMMUNITY**

PATHWAYS

“Competition paddlesport provides a wealth of opportunities for everyone. Welcoming paddlers from all backgrounds into the competitive disciplines and supporting them to learn and develop new skills as they progress along their chosen pathway(s).”



AIMS AND OBJECTIVES

➤ Continuing to refine and improve for formats and the running of competitive events to make them more accessible to all with a particular focus on family-friendly formats and using locations that are readily accessible

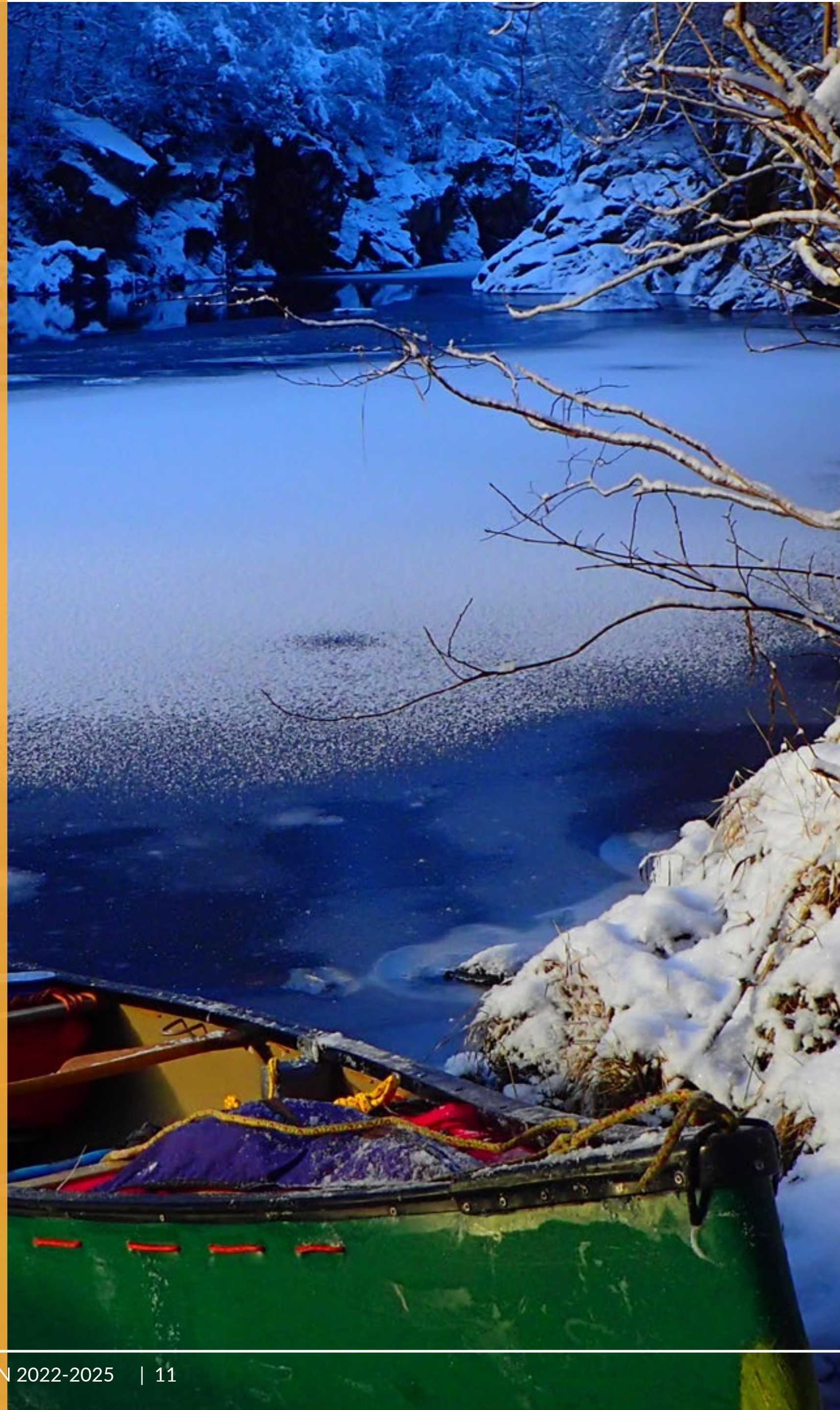
➤ Supporting clubs and other organisations to promote and deliver competitive disciplines, to complement their recreational activities

= **SUCCESSFUL SCOTTISH PADDLESPORT COMMUNITY**



DELIVERY
AREA

Competition Paddlesport



POSITIVE EXPERIENCES

“Safe participation in paddlesport is core to our aims with significant numbers of paddlers participating in safety and safeguarding training each year.

We supply authoritative safety resources to promote safe engagement with our sport and the outdoors environment.

We recognise the challenges to people’s wellbeing in the current climate and believe that paddlesport can be a key aid to preserving wellbeing and mental health.”

AIMS AND OBJECTIVES

- Raising awareness across the public to reduce the risk of watersports related accidents
- Collaboration with partners including the RNLI led #Respectthewater campaign
- Facilitate a range of safety training across all environments and levels
- Leading the adoption of the standards for child wellbeing and protection and supporting affiliated clubs and delivery partners

= **SAFE SCOTTISH PADDLESPORT
COMMUNITY**

LEARNING

“We have a well qualified and engaged community of coaches, instructors and leaders within Scotland. We are committed to providing opportunities for people to begin or continue their learning and development journey in paddlesport through provision of world class qualification and development opportunities.”



AIMS AND OBJECTIVES

- Continue to deliver our leading high quality, accessible, online and in-person L&D programmes
- Enhancing our strong, collaborative, valued relationships with paddlesport providers, instructors, coaches & leaders
- More instructors, coaches and leaders achieving gold-standard qualifications
- Supporting education in the wider community to the health and wellbeing benefits of paddlesports

= **TRAINED AND QUALIFIED
SCOTTISH PADDLESPORT COMMUNITY**



DELIVERY
AREA

Learning and Development



CONSERVATION & ACCESS

“Preservation of the environment, access to the rivers, lochs and the sea as well as the provision of inspirational facilities are core to the continuing development of paddlesport within Scotland. We currently have world leading paddling environments which we will continue to protect and develop to support continued paddlesport participation for current and future generations.”

AIMS AND OBJECTIVES

- Supporting and upholding the responsible rights of access and Scottish Outdoor Access Code across Scotland
- Leading in the Outdoor Sports sector including pioneering environmental approaches that minimise single use plastics usage and promote the use of clean and sustainable energy sources
- Developing leading facilities to enable accessible paddlesport across Scotland
- = **SUSTAINABLE SCOTTISH PADDLESPORT COMMUNITY**



RURAL ACCESS HUB

“Grandtully Station Park is a key asset for our organisation and the paddlesport community within Scotland due to its excellent location and the opportunities that the River Tay provides year-round.

We plan to further upgrade facilities and to increase our income stream in order to diversify our business model. Through these developments we will be able to continue to engage with a wide range of stakeholders and partners.”



DELIVERY
AREA

Grandtully Station Park

AIMS AND OBJECTIVES

- Developing state of the art fully accessible, multi-sport, educational and overnight facilities to facilitate outdoor sporting activity
- Providing a focal point at which volunteers, staff and partner organisations can engage and network
- Facilities that are both inclusive and environmentally friendly to support paddlers and other outdoor activity participants. This includes ev and e-bike charging
- = **ACCESSIBLE MULTISPORT FACILITY FOR SCOTTISH OUTDOOR SPORT COMMUNITY**



“To be a world leading programme balancing
**PERFORMANCE
& WELLBEING**”

VISION

OUTCOMES

- + Increased success in paddling & life, leaving all those who pass through the programme in a better place
- + Scottish Athletes joining British Canoeing WCP and going on to win Olympic & Paralympic medals and further international success

KEY PRIORITIES

- + Wellbeing & mental skills development: for athletes, coaches and parents
- + Equality & inclusion
- + World class coaching practice

UNDERPINNED BY PARTNERSHIP COLLABORATION

SPORTSCOTLAND INSTITUTE OF SPORT
BRITISH CANOEING, SPORTSCOTLAND
WORLD CLASS PROGRAMME, SCOTTISH DISABILITY SPORT
OTHER SPORTS GOVERNING BODIES, UK ANTI-DOPING
INTERNATIONAL CANOE FEDERATION

WELLBEING & MENTAL SKILLS

- Wellbeing Plans co-developed with SIS
- Counselling provision to support key transitions and/or other challenges to wellbeing
- Collaboration with the IGNITE Mental Skills online learning platform
- Established culture of care within squad and coaching team
- Research and support through the University of Stirling to understand wellbeing challenges and refine support strategies



DEVELOPING WORLD CLASS COACHING PRACTISE

- Comprehensive Performance & Pathways Coach Development programme

1. BESPOKE 1:1 SUPPORT
2. COMMUNITY OF PRACTICE
3. PATHWAY HEALTH CHECK

WE INVEST IN PEOPLE - COACHES OF THE FUTURE

- sportscotland institute of sport supported development of SCA performance coaches to train and qualify as UKSCA Strength and Conditioning coaches
- Collaboration with "Slalom Inspires" to increase the pool of female Slalom coaches
- Embracing apprenticeship coaching opportunities
- Focus on young paddlers developing coaching skills and knowledge



EQUALITY & INCLUSION

➤ PARACANOE

Developing a collaborative paracanoe pathway within Scotland to provide further opportunities for disabled paddlers to compete

Enable links with SDS, GB Paracanoe and other NGB's

➤ WOMEN'S C1 PARTICIPATION

Working through "Slalom Inspires" to identify and remove blockers to female participation in specific disciplines

Further support for the Scottish C1 Academy



OUR APPROACH

STRIVING FOR EQUALITY, DIVERSITY AND INCLUSION

We believe that everyone should be able to enjoy paddlesport and are committed to promoting opportunities and to understanding and removing barriers so that everyone can paddle

INNOVATION

We will continue to develop new events and ways to support paddlesport participants and organisations including through online and digital platforms

FOCUSING ON PEOPLE

People are at the heart of everything we do. We will continue to support members, volunteers and staff to enjoy paddlesport within Scotland.

CARING FOR THE ENVIRONMENT

We will be a leader in supporting the preservation of our Environment for future generations of paddlers

REPRESENTING, ADVOCATING AND SUPPORTING

We will continue to consult and engage on all matters relevant to our sport and our community

RESILIENT OPERATIONS AND INFRASTRUCTURE

We will continue to ensure that all our systems and processes are fit for purpose in order to support our desired outcomes

LEADERSHIP AND COORDINATION

Through our actions we will demonstrate effective and appropriate leadership within paddlesport

GOOD GOVERNANCE

We will ensure that we operate within an appropriate and transparent governance framework

COLLABORATING AND WORKING THROUGH PARTNERSHIPS

We will increase the number of partnerships we have with other organisations, not limited to the sport sector



OUTCOMES



A resilient and embedded culture of

**EQUALITY, DIVERSITY
& INCLUSION ACROSS PADDLESport**

A larger, more **cohesive** and more **diverse**
COMMUNITY OF PADDLERS

More opportunities to
**PARTICIPATE
& PROGRESS**
through our sport

**INCREASE
ENGAGEMENT
& REACH**

MODERN, VIBRANT AND SUSTAINABLE
CLUBS AND PADDLESport ORGANISATIONS

**STRONGER
PARTNERSHIPS**

A greater awareness of
SAFETY



Find out more at canoescotland.org
#WeAreTheSCA



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