



PADDLE CYMRU PERFORMANCE PROGRAMME AGREEMENT

Paddle Cymru believe that the development of young athletes is a three-way partnership between the programme, the athlete and their parent or carers. We believe that success shouldn't just be defined by medals or podiums but by the day-to-day enjoyment of canoeing or kayaking, the engagement with others and the intrinsic rewards attained from regular application and the development of skill. We aspire to help young people enjoy taking part in sport, in developing the skills for Sprint racing, as well as the more holistic skills involvement in a performance programme helps develop and which will serve them for the rest of their lives.

Places on the Paddle Cymru Regional and Performance programmes are limited, and eligible athletes can apply if they meet the minimum selection requirements (see appendix 1).

For those athletes that secure selection and chose to join Paddle Cymru's Regional or Performance Programmes (PCRP and PCPP) we will:

- Provide a focussed training programme to support their ongoing athletic development to help them attain the levels of performance to which they aspire. This programme will be dynamic and respond to both athlete progression and other impacting factors. The programme will be cognisant of the athlete's motivations, their age and stage of development, their geographical location and the resources available.
- We will allocate an appropriate coach to support them at this stage of their development. The coach will be supported in the process by the Performance Manager.
- Performance Programme athlete's coaching support will include:
 - Coaching support throughout the year, both locally and at performance camps – (see notification of training)
 - Attend GB regattas, with athlete support, race planning, pre-event discussions and race reflection.
 - Attend international events for race support, if qualified.
 - Individualised training and development plan which will be managed online via shared Google docs to allow all involved to edit and share
- Regional Programme athlete's coaching support will include:
 - Coaching support throughout the year, both locally and at performance camps – (see notification of training)
 - Attend GB regatta, athlete support, race planning, pre-event discussions and race reflection.



- Generic training plan created by Paddle Cymru coach, with support to individualise
- We will look to maximise the impact for the resources available - financial, physical and the time of all involved – athlete, Parent/Carer, Coach and the wider programme. We are aware that all these resources are finite and that there is a need to balance athletic development with the more holistic demands on the young person.

Create a dynamic and live plan for all participants

- Programme efficiency and effectiveness is best achieved through effective planning and the targeting of the resources available. Hence the PCRP and PCPP will look to plan as far ahead and in as much detail as is possible. Inevitably plans will change and become more detailed as time passes. We will endeavour to engage and communicate with all involved as the changes occur. We will look to develop an Individual Development Plan (IDP) for each athlete. These plans will vary in their depth and specificity according to the athlete's stage of development.
 - Regional Programme athletes will have a broad generic annual plan that they can personalise with their coach and/or the Performance Manager to ensure it is deliverable by the athlete and balances other demands such as school/study and any other sporting activity.
 - Performance Programme athletes will develop a more bespoke individualised plan with their coach and the PC Performance Manager to ensure it is highly personalised and targets key aspects of performance to enable them to target GB team selection and other personal goals.
 - All plans will consider the Technical, Tactical, Physical and Psychological demands of Sprint. In addition, they will be cognisant of the more holistic development of the young person and the impact of the wider social-emotional environment upon participants enjoyment and motivations.

Specifically plans will also detail:

- The athlete's outcome and performance goals.
- Squad training camps
- Mandatory camps and competitions
- Other commitments, such as holidays, exams and other non-Paddle Cymru paddling activities that may affect their ability to train or compete.
- Training camps will have a clear focus for each athlete, and these will be linked to their own development needs as identified in their plans.



- Race performances will be reviewed and feed into an athletes IDP.

We have been working with a sport psychologist and understand the importance and impact of athlete wellbeing and mental health on performance. We also understand the physical differences around males and females, particularly around puberty and menstruation, and use this knowledge to tailor training accordingly. We will create opportunities wherever possible to educate athletes and parents on these areas to ensure the team around the athlete is as aware and prepared as possible.

TRAINING AND COMPETITION PROGRAMME

- For each athlete we will help produce a training and competition programme for the year which best suits their development and optimises travel and other associated costs.
- Training camp will be provided for both PCRP and PCPP. These will be outside of the competition season. For PCPP athletes one of these will be locally in the region the athlete is based and one at an appropriate Sprint racing venue.

SAFETY AND SAFEGUARDING

Safety and safeguarding are fundamental aspects of any sporting activity and the PCRP and PCPP will always prioritise these. To this end we will:

- Only use qualified and experienced Sprint coaches in line with the PUK Standards for Deployment policy and who have appropriate:
 - DBS
 - First aid
 - Safeguard training
 - Appropriate UK antidoping training
 - Undertake regular Continued Professional Development (CPD) to ensure that they are following current best practises including relevant water safety
- Undertake and follow appropriate Risk Assessments for both the disciplines of Sprint as well as for the venues being used
- Always follow the current guidance for Safeguarding and protecting young people
- Follow the Paddle UK coaching code of conduct

COMMUNICATION AND CANCELATION

We will provide an overview of the coaching programme for the winter. Any subsequent amendments or additional information will be sent to athletes and their parents or carers via Spond. This means that you will need to frequently review Spond and ensure you are connected to us through the app.



Details of our selection policy, events, criteria and process for squad membership will be published under the Sprint programme pages of the Paddle Cymru website.

We will not cancel a camp unless it is unsafe to travel, or river levels/water quality mean the venue is not safe to use or other mitigating factors. In the unlikely event we need to cancel a camp, we will aim to send out a notification via Spond before 1pm on the day before the camp is due to commence. Where possible, we will aim to re-schedule the training rather than cancel.

PLEASE NOTE

- Our policies and procedures for implementation of our Paddle Cymru Performance & Regional Pathway are subject to change from time to time. This may be for various reasons, some in and some out of our control. This could include variations required to comply with Sport Wales directions on the application of National Lottery funds. However, if any changes need to be made, we will communicate with all involved the changes and the reasons behind them.

Signed on behalf of Paddle Cymru

Name: Dean Sinfield

Signature:*Dean Sinfield*.....

Role for Paddle Cymru: Performance Manager

Date:.....01st November 2025.....



ATHLETES THAT CHOOSE TO JOIN THE PCRP OR PCPP NEED TO AGREE TO THE FOLLOWING:

When choosing to join either of the PC programmes it is important to remember that your development and enjoyment are our main concerns along with that of the other athletes on the programmes. To help maximise this you will need to:

- Remember that Sprint racing is meant to be enjoyable! Prioritise this for yourself and others
- Remain aware of your importance in your own development, the development of fellow athletes and of the wider programme.
- Always prioritise your own safety and the safety of others
- Communicate regularly with your coach to ensure that your programme is enjoyable, attainable and relevant to your development and motivations. It is very important that athletes speak with their coach if they are struggling to deliver their training plan whatever the cause.
- Complete training logs, session reviews and race reviews, if these form part of your development plan
- Follow the PCRP or PCPP 'Spond' posts to ensure that you are involved and aware of programme communications
- Follow the UK Anti-Doping 'Clean sport' principles and undertake appropriate UKAD training when required (See appendix 2)
- As places on the programme are limited it is expected that athletes attend at least 80% of training sessions and training camps. If attendance drops below this level your place on the programme will be offered to another athlete. The training dates that you are required to attend are as detailed in your Notice of Training. They will also be accessible on Spond.
 - If you are intending on missing a camp, please ensure you agree this before the camp with your Coach or the Paddle Cymru Performance Manager.
 - Should you later become aware that you will be unable to attend a camp for any reason (illness, injury, academic or family commitments) then you should promptly notify your Performance Manager, Coach and 'hosts' of the training camp/ race using Spond.
- Attend 80% of eligible races per year including the National Regattas
- Always Comply with the [Athlete Code of Conduct](#)



FITNESS TRAINING, SPORT PSYCHOLOGY AND ASSESSMENT

Physical fitness and sport psychology are important elements of squad training and competitive paddling in general. When joining the programme, you need to be happy to participate in fitness training and sport psychology activities that are included in your training plan and squad camp activity.

We cannot provide coaches for all 'off the water' training sessions, and you will need to take full responsibility for your own physical training programme. Continual improvement should be sought in all areas underpinning physical performance in Sprint and you should follow regular training sessions every week.

To accurately monitor the development your fitness, assessments need to be undertaken from time to time. This would mean undertaking physical activity at or near the extent of maximal capacity. There are inherent risks associated with exercise at this level (e.g. episodes of light headedness, fainting, abnormal blood pressure, chest discomfort, and nausea). You need to understand that though such risks are present, the coaching team and sport scientists will take proper care in the conduct of the assessment to minimise the chance of occurrence, but we cannot remove completely the possibility of this happening.

Any participation in an assessment is dependent on your current physical health. If there is a concern about the appropriateness of completing an assessment either you, your parents, the sport scientist, or the Coach may request that your involvement is withdrawn. Requests made by you or your parents to withdraw from an assessment must be presented to the sport scientist or Coach, ideally before the planned assessment for consideration.

MEDICAL AND OTHER ADDITIONAL LEARNING NEEDS

It is important that we are aware of your current medical information and/or any additional needs e.g. ASD, ADHD, anxiety etc. that may impact your training or performance at competitions so that we can provide you with the best support possible. By taking part, you are agreeing to provide us with this information and any changes, and you confirm that the medical information which you or your parents/guardian supply within your squad application is true and accurate to the best of your knowledge and that you will update that information if your health changes. You understand that you should inform the Sport Scientist or Coach prior to any training or an assessment about any illness or physical defect you have that may increase the risk of further injury or illness.

We will need to store this information about you, and you acknowledge that personal information provided by you or gathered during an assessment may be stored



electronically or otherwise, and accessed by Paddle Cymru employees, agents or contractors in accordance with current data protection legislation and practices.

Athlete name:.....(Please print)

Agreeing signature:(Athlete)

Date:.....

Parent or Carer name:.....(Please print)

Agreeing signature: (Parent or Carer)

Date:.....

Relationship to athlete:.....



PARENTS AND CARERS OF ATHLETES WHO CHOOSE TO JOIN THE PCRCP OR PCPP AGREEMENT:

We appreciate the demands of a parent or carer on a young athlete. We will do our utmost to work closely with you to optimise their enjoyment and achievement. When agreeing to support your young person joining the programme we need you to agree to:

- Work closely with the programme and its coaches to ensure the optimal holistic experience for the young person and all other squad members. This encompasses their wellbeing as well their athletic development.
- Regular communication is often the best way to ensure as smooth a process as possible. Please be proactive in your communications with their coach and the Performance Manager
- Accept and sign the parental consent and risk acknowledgement forms. Without this we cannot allow them to be involved in practical activities
- Athlete safety is of paramount concern. Please speak to either the coach or Performance Manager if you have any safety concerns
- Your safety is also our concern. Please comply with any safety request asked of you by a programme coach or the Performance Manager
- Ensure associated payments for programme involvement and other agreed costs are paid on time this allows us to book facilities etc. in plenty of time and ensure the programme runs efficiently
- Facilitate the athlete's involvement with the training and competition programme for PCRCP or PCPP
- Inform coach ahead of any absence and include the reason or rationale
- Be aware of the UK antidoping guidance and how this may impact the young athlete you are responsible for. Of specific risk are over the counter supplements which can contain banned substances for athletes, as can common cold or flu treatments. Please check with the Performance Manager or UKAD website if the young person is taking any medication or supplements especially ahead of any major competitions

Useful links – Supporting talented athletes a [guide for parents](#)

PHOTOGRAPHY, VIDEO AND IMAGE CONSENT

Promotion of the programmes activities is an important aspect of promoting Sprint and paddle sports more generally. This also can have a positive impact on athlete motivation. We would therefore like to use images from squad training and events for promotional purposes. You are agreeing to give consent to images, videos captured during these activities to be used for these purposes. If for any reason the use of a young



person's image is protected, you will need to inform us of this and once informed we will agree to protect their anonymity.

We will also use video for training or analysis purposes by the coaches and for coach development purposes. As with photos you are giving permission for videos of your child/young person in your care to be used. You can ask to see these at any time.

FITNESS TRAINING, SPORT PSYCHOLOGY AND ASSESSMENT

Physical fitness and sport psychology are important elements of squad training and competitive paddling in general.

We cannot provide coaches for all 'off the water' training sessions, and the athlete will need to take full responsibility for their own physical training programme. You can support the young person by understanding what they are being asked to do, how and why. Helping them find a suitable space for any self-directed training and encourage regular cardiovascular activities e.g. running or cycling. Their training programme will indicate the ideal duration and intensity.

To accurately monitor the development their fitness, assessments need to be undertaken from time to time. This would mean undertaking physical activity at or near the extent of maximal capacity. There are inherent risks associated with exercise at this level (e.g. episodes of light headedness, fainting, abnormal blood pressure, chest discomfort, and nausea). You need to understand that though such risks are present, the coaching team and sport scientists will take proper care in the conduct of the assessment to minimise the chance of occurrence, but we cannot remove completely the possibility of this happening.

Any participation in an assessment is dependent on an athlete's current physical health. If there is a concern about the appropriateness of completing an assessment either you, the sport scientist, or the Coach may request that their involvement is withdrawn. Requests made by you to withdraw the athlete from an assessment must be presented to the sport scientist or Coach, ideally before the planned assessment for consideration.

It is important that we are aware of the young person's current medical information and/or any additional needs e.g. ASD, ADHD, anxiety etc. that may impact their training or performance at competitions so that we can provide them with the best support possible. By allowing them to take part you are agreeing to provide us with this information and any changes, and you confirm that the medical information which you supply within their squad application is true and accurate to the best of your knowledge and that you will update that information if their health changes. You understand that you should inform the Sport Scientist or Coach prior to any training or an assessment



about any illness or physical defect you have that may increase the risk of further injury or illness.

We will need to store this information about the athlete, and you acknowledge that personal information provided by you or gathered during an assessment may be stored electronically or otherwise, and accessed by Paddle Cymru employees, agents or contractors in accordance with current data protection legislation and practices.

LIABILITY AND ASSUMED RISK STATEMENT

Paddle Sports are an 'assumed risk' sport. This means that there are inherent risks in taking part. Whilst we will do our best to minimise these, keep everyone safe and follow best practice we cannot eliminate all risks. You hereby release Paddle Cymru and service providers from any liability for any injury or illness that the young person may suffer while undertaking training, racing, physical assessments, or subsequently occurring in connection with these activities or that is to any extent contributed to by them, other than in respect to death or personal injury arising from those parties' negligence.

Name: Age: M/F

Address:
.....
.....

Email:

Telephone:

Emergency Contact Name:.....

Relationship to athlete:

Contact no:

Doctors' Surgery Address:
.....
.....

Medical Conditions and/or Additional Learning needs:
.....
.....

Parent or Carer name: (Please print)



Agreeing signature: (Parent or Carer)

Date:



APPENDIX 1

ELIGIBILITY

You will not be eligible to join the Paddle Cymru Performance & Regional Pathway or receive an award from us until a signed and dated Participation Contract has been received.

To be included in the Paddle Cymru Squads, paddlers must be eligible (age depending) for Great Britain U18 / U23 age group selection as Paddle Cymru members.

this means athletes will need to be:

- Born in Wales, or
- Have a parent born in Wales, or
- Have been full-time resident in Wales for two years, and living in Wales at the time of selection, or
- Fulfil selection criteria which includes having moved to Wales from outside the UK but have a permanent residence in Wales and be eligible for British selection

You also need hold, and retain, membership of Paddle Cymru .

APPENDIX 2

ANTI-DOPING

Overview

- Anti-doping constitutes a range of activities aimed at eliminating doping in sport, as well as protecting clean athletes and the integrity of Sport. To this end, it is your duty to yourself, us, the Sport and Sport Wales to promote anti-doping.
- You must always comply with the [Anti-Doping Rules](#) (including before this Participation contract was entered into).
- You must not be involved in any criminal offence involving drugs.

Education

- You, and any Athlete Support Personnel, must attend and participate in person or virtually in anti-doping education and awareness sessions run or organised by either Paddle Cymru or Paddle UK.
- If you are under 18, an Adult at Risk or lack capacity to make decisions for yourself, the person with parental responsibility /your guardian/carers must attend such education and awareness sessions.



Disclosure & Reporting Obligations

- You must immediately advise us and UK Sport if you are charged with a breach of the Anti-Doping Rules or with a criminal offence involving drugs.
- In the event you receive notice of an Anti-Doping Rules violation, during the period of this Contract, we may do at our absolute discretion, and without affecting any other right or remedy available to us implement one or more of the following:
 - suspend or end this Agreement with immediate effect
 - keep any Services or Benefits or other support, withheld from you pending the final (non-appealable) outcome of the matter
 - require you to repay all or part of any financial value of the Benefits or Services you received from us from the point that you failed to comply
 - recover damages from you to make up for financial losses flowing from your breach
- If it is finally decided that you have not committed an Anti-Doping Rules violation (and/or the Integrity Rules), any withheld Services or Benefits shall be returned to you as soon as possible (but you are not entitled to any interest or other compensation in respect of this delayed payment or provisions of Services or Benefits) and the Services or Benefits shall be reinstated without delay.

INVESTIGATION

- If an Anti-Doping Rules violation charge is brought against you, then you agree to cooperate fully with any investigation conducted by UKAD or any other competent body, and must not, under any circumstances, seek to, or actually, impede or fail to engage with such investigation
- If you are found to be in breach of the Anti-Doping Rules then you hereby agree to inform UKAD, or any other competent body, of any information you have relating to any doping practices being engaged in by other Participants and you agree to cooperate fully with our any investigation into doping in the sport conducted by UKAD or any other competent body.

APPENDIX 3

CODES OF CONDUCT ATHLETE –

Conduct (Standards of Behaviour and Attitude)

You and your parents/guardians recognise that as a member of the Paddle Cymru Performance & Regional Pathway, your behaviour and attitude will reflect the Squad, Paddle Cymru and paddlesports as a whole. Accordingly, you and your



parents/guardians agree to project a favourable and positive image of the sport and to demonstrate high personal standards of behaviour, good manners and sportsmanship at all times while participating in Paddle Cymru activities. In particular:

- i. You shall not do any act of thing which causes or might cause Paddle Cymru /Sport Wales to be brought into any disrepute.
- ii. You shall comply with the rules of your sport in competition.
- iii. You shall comply at all times with the constitution of Paddle Cymru , including such codes of conduct/ethics as may be laid down or recognised by your sport from time to time.
- iv. At all Paddle Cymru residential camps, you must not leave the site without express permission of your head coach or house parent.
- v. You shall not use recreational drugs and/or smoke or drink alcohol during Paddle Cymru activities (including events, training, weekends, camps) organised by Paddle Cymru or in which the Paddle Cymru Performance & Regional Pathway Squads are participating.
- vi. You shall arrive at the scheduled time for all Paddle Cymru Squad activities.
- vii. You and your parents/guardians shall respect the facilities and environment, staff and personnel, involved in the facilitation of the Paddle Cymru Performance & Regional Pathway Squad Programme and agree to be bound by the rules and the byelaws of the squad training venues.
- viii. You and your parents/guardians shall demonstrate consideration for individuals, their safety and their property. Bullying of any kind (including physical, verbal, sexual or racial) will always be dealt with severely.

CODE OF CONDUCT – COACHES

All coaches utilised by the Paddle Cymru Regional and Performance Programmes will follow Paddle UK's Coaching Code of Conduct. This can be seen here – [Coaches Code of Conduct](#)