

### Three Discussion Items

Two Proposed by Katherine Burbeck ..... Seconded by Sue Hawthorn

**a) Proposal to adjust the Standard for Racing for Women and Girls to provide equality of Opportunity and bring them into line with the Standards for Men and Boys:**

**Background**

Standards for Racing are based on a comparison of an individual's speed relative to Olympic and World Championship times for men. Women and Girls standard are set based on an historic assumption that women and girls are 10s slower over 500m and 20s slower over 1000m. This is fitted into a handicap system.

**Facts**

A review of World Championship and Olympic times from 2000 to 2009 show an average difference of 13s per 500m and 26s over 1000m and more recent results do not show a variation from this position. An average of 13% (Data can be provided)

**The Proposal**

That a separate table be used by the SRC for Women's and Girl's racing standards from Men's when determining promotions and demotions taking in to account the real difference in times averaged over a suitable period (currently 13%) as shown in appendix 1. This table to be reviewed in line with current practice of reviewing the current standards as World Championship and Olympic times progress.

**Rationale**

Women and Girls participation in Sprint is less than Men & Boys; increasing this participation is key to supporting our Olympic medal future and the enjoyment of our female athletes participating in a well supported sport. Current set up gives an untrue perception of how our female athletes compare to our male athletes nationally. In addition, the progression is slower through the rankings for them, leading to frustration and disillusion for the female athletes when comparing themselves to their male counterparts. This results in demotivation and has an impact on the number of female athletes entering and remaining in the sport.

**Potential Effects**

Immediate effects are the top end of each current class would move up to the next division, this would increase numbers in A, B & C, making them more competitive. Women and girls of all ages will see their standard as a more direct comparison to those of the Men's classes.

Long term effects are more Women and Girls will see progression, receiving the psychological boost of being promoted. Leading to higher motivation to train hard and seek progression. The aspiration would be that this will result in more Women and Girls racing and staying within the system.

**Arguments Against**

It makes working out who gets promoted more cumbersome as there are more break points to review and we appreciate this is done by volunteers.

The HC system where 1 handicap point + 1 second slower over 1 minute ceases to apply to women and girls. Some thought would be required as to how to make this work, for example looking at where this is used out-side of sprint mainly such as in marathon and time trial handicapping.

**Further Work**

It may be appropriate to carry out a similar review of the Canoe Class standards but this has not been covered in this proposal.

See below for Appendix 1

**Appendix 1**

HC	National Sprint Racing Class	Men			Women Proposed			Women Current			Change		
		1000m	500m	200m	1000m	500m	200m	1000m	500m	200m	1000m	500m	200m
	0 Olympic / World Champs	03:26	01:36	35.00	03:53	01:48	39.55						
	1	03:30	01:38	35.66	03:57	01:51	40.30	03:50	01:48	39.00	00:07	00:03	1.30
	2 Senior A Kayak	03:34	01:40	36.33	04:02	01:53	41.05	03:54	01:50	39.66	00:08	00:03	1.39
	3	03:38	01:42	37.00	04:06	01:55	41.81	03:58	01:52	40.33	00:08	00:03	1.48
	4	03:42	01:44	37.66	04:11	01:58	42.56	04:02	01:54	41.00	00:09	00:04	1.56
P	5	03:46	01:46	38.33	04:15	02:00	43.31	04:06	01:56	41.66	00:09	00:04	1.65
D	6 Senior B Kayak	03:50	01:48	39.00	04:20	02:02	44.07	04:10	01:58	42.33	00:10	00:04	1.74
	7 Junior A Kayak	03:54	01:50	39.66	04:24	02:04	44.82	04:14	02:00	43.00	00:10	00:04	1.82
	8 Senior A Canoe	03:58	01:52	40.33	04:29	02:07	45.57	04:18	02:02	43.66	00:11	00:05	1.91

	9	Masters A Kayak	04:02	01:54	41.00	04:33	02:09	46.33	04:22	02:04	44.33	00:11	00:05	2.00
P	10		04:06	01:56	41.66	04:38	02:11	47.08	04:26	02:06	45.00	00:12	00:05	2.08
D	11	Senior C Kayak	04:10	01:58	42.33	04:43	02:13	47.83	04:30	02:08	45.66	00:12	00:05	2.17
	12	Junior B Kayak	04:14	02:00	43.00	04:47	02:16	48.59	04:34	02:10	46.33	00:13	00:06	2.26
	13	Senior B Canoe	04:18	02:02	43.66	04:52	02:18	49.34	04:38	02:12	47.00	00:14	00:06	2.34
	14	Masters B Kayak	04:22	02:04	44.33	04:56	02:20	50.09	04:42	02:14	47.66	00:14	00:06	2.43
P	15	Junior A Canoe	04:26	02:06	45.00	05:01	02:22	50.85	04:46	02:16	48.33	00:15	00:06	2.52
D	16	Senior D Kayak	04:30	02:08	45.66	05:05	02:25	51.60	04:50	02:18	49.00	00:15	00:07	2.60
	17	Junior C Kayak	04:34	02:10	46.33	05:10	02:27	52.35	04:54	02:20	49.66	00:16	00:07	2.69
	18	Senior C Canoe	04:38	02:12	47.00	05:14	02:29	53.11	04:58	02:22	50.33	00:16	00:07	2.78
	19	Masters C Kayak	04:42	02:14	47.66	05:19	02:31	53.86	05:02	02:24	51.00	00:17	00:07	2.86
P	20	Junior B Canoe	04:46	02:16	48.33	05:23	02:34	54.61	05:06	02:26	51.66	00:17	00:08	2.95
D	21		04:50	02:18	49.00	05:28	02:36	55.37	05:10	02:28	52.33	00:18	00:08	3.04
	22	Junior D Kayak	04:54	02:20	49.66	05:32	02:38	56.12	05:14	02:30	53.00	00:18	00:08	3.12
	23	Senior D Canoe	04:58	02:22	50.33	05:37	02:40	56.87	05:18	02:32	53.66	00:19	00:08	3.21
	24	Masters D Kayak	05:02	02:24	51.00	05:41	02:43	57.63	05:22	02:34	54.33	00:19	00:09	3.30

P	25	Junior C Canoe	05:06	02:26	51.66	05:46	02:45	58.38	05:26	02:36	55.00	00:20	00:09	3.38
D	26		05:10	02:28	52.32	05:50	02:47	59.12	05:30	02:38		00:20	00:09	
	27	Junior D Canoe	05:14	02:30	52.98	05:55	02:49	59.87	05:34	02:40		00:21	00:09	
	28	Regional Regatta	05:18	02:32	53.64	05:59	02:52	60.61	05:38	02:42		00:21	00:10	
	29	other classes	05:22	02:34	54.30	06:04	02:54	61.36	05:42	02:44		00:22	00:10	
P	30		05:26	02:36	54.96	06:08	02:56	62.10	05:46	02:46		00:22	00:10	

.....

**b) Proposal to introduce a fair demotion system to prevent sub-standard racing in the racing divisions.**

**Background:**

Historically automatic demotions were issued to all athletes when a demotion time was hit. Although this ensured a high standard of racing, it was deemed an un-suitable system to continue as it could have a demoralising effect on athletes if they had one bad result. Some paddlers would yoyo between divisions and others felt it was better to abandon a race rather than complete it and risk demotion. The current system is that all demotions must be requested by the race leader.

**The facts:**

- Athletes appear to feel less demoralised. They can focus on racing and not worry about any demotion impact
- Requesting demotions works successfully for those athletes/coaches who identify the need to drop divisions to a more suitable racing standard

The issue lies with those athletes/coaches who do not identify the need to drop divisions:

- There are more paddlers going up through the system than coming down, resulting in the middle divisions emptying.
- This leads to straight finals for the middle division with little competition.
- This can mean that middle division races are of similar speeds (e.g. women's C & B races would have a large overlap), leading to substandard racing for both divisions.
- The middle divisions thrive on the experience and speed from this paddler movement to drive increased competition and performance in the races.
- Some paddlers feel demoralised and feel they should be promoted as they are as quick as many of the higher division, whereas the reality is often that the other athletes in the higher division are competing at a lower standard and should therefore be demoted.
- Paddlers can become complacent knowing they will remain in their division regardless of their current form.

If allowed to continue in this projection, without objective intervention, the impact will worsen in the coming years as more paddlers are promoted with minimal demotions requested.

**Proposal:**

Instate a similar system to Marathon where a D notices are issued. Proposal that sprint apply this as follows:

- D notice is issued to any paddler who achieves a demotion time. This will be referred to the race leader to discuss with the athlete/coach to decide if it will be taken or not.
- If two D notices are issued in succession (across two regattas) the demotion will be automatically applied and race leader/athlete will be informed

**Further work:**

- Understand if this process should be open (similar to HRM in Marathon where D? is issued on the results) or closed process via email or similar.
- Identify if two consecutive D notices is appropriate and how this is managed if an athlete does not race every regatta and/or has a large gap between regattas.

.....

Third Proposed by Katherine Burbeck.....      Seconded by Kelly Barkway

**c) Proposal: remove Women's Masters class from all regattas, except the Masters Nationals, where it will be compulsory for all Masters Women's to race in a single Masters Class (as per the Women's Senior class at the Senior Nationals). Except for Masters in Women's A who are not eligible to race Masters.**

Issue:

Not enough competition in Women's Masters sprinting throughout the calendar making the races not worth travelling for and paying entry. Women Masters are choosing to race Women's D to ensure they get a good race.

In addition, standards are too tough for Masters meaning there are almost no women in Women's Masters A and other good women are excluded from B.

Why fix it: It is important that these women are able to race as it keeps women in the sport. These women are good training partners for junior boys and girls coming through the ranks. These are also often coaches and/or parents of children coming to events. Not being able to paddle, or having poor races may lead to these adults choosing not to travel to being the children.

Proposal:

Remove Women's Masters from all regattas EXCEPT the Masters National Championships. This will fill the divisional categories and make for good races.

At the National Championships, split out Women's Masters into one category: Women's Masters (as per Senior Women's at the senior nationals) and make it compulsory for all Women's Masters.

NB: This proposal hangs on ensuring the standards of women's racing are adjusted to 13% as per our previous proposal, as currently many Masters women are not eligible to race in the regattas due to the current minimum requirements. The 13% adjustment would re-balance this.

Further work:

Women's and Women's Masters are already combined, however the Masters women are asking for this change. The final solution should be worked up with a group of active masters women to ensure the correct regatta line up that will result in the good racing they desire.