

Intro

Over the Quad, the D&R WP has focused on maximizing impact based on the limited resources following the unsuccessful “back the bid” campaign towards reinstatement for the LA2028 Paralympic Games.

The IPC has refocused their view on regional impact and competition, something that is driving the work of the WP.

1. Resources

We continue to have strong reasons to believe that there is a demand for a neutral, World Sailing “owned”, resource manual suggesting standards, guidelines, and examples of best practices to support sailors of all abilities.

The manual would be a fundamental but flexible standard and supported by a set of resources consisting of inspirational and informative materials for training centres, networks, MNA's, clubs or programs aiming to include sailors of all abilities, all in an online and accessible format.

Currently the US Sailing adaptive sailing manual sits in this place, and US Sailing support World Sailing by linking those downloads to the Para World Sailing Manager.

There are a number of appendices to the new Para World Sailing Strategy that will be released in the coming months, pending approval that will build on the current resources available.

Appendices include:

A - IDP & Inclusive Events

B - Strategy Review 2020-2023

C - IPC Criteria to selection

D - Sustainability

E - UN Inclusion

F - STC

G - Language Guide

H – References

I – Accessibility of documents

Resources should also include the creation and alignment of all Para Inclusive documentation, that includes Championship bid guidelines and processes, Championship conditions and Sailing instructions etc.

2. Focus on Regional Development

Our intent is to continue to work with WS Training & Development department to see how the Para inclusive side of sailing can be considered and incorporated in current and future development initiatives.

We will also listen in and approach the Development & Regions Committee (future Growth of Sailing Committee) to see how we can

align our efforts and remain open to liaising with other groups such as the women's forum, EDI Committee or others who can help ensure an intersectional and fully inclusive lens is taken.

The new Inclusive Development Program is the cornerstone of continued development, and the aim for 2025 onwards is to increase regional opportunities, and to ensure we get maximum geographic spread.

Linking development opportunities for competitions and events is also a priority through the Inclusive Development program. The IDP should precede all regional and international competitions where feasible to support the emerging nations to attend, and therefore build on the "hub" style activity.

3. Regional Competition

The new strategy also addresses our request for establishing national/regional knowledge hubs to facilitate networking, experience transfer, sharing of resources and cooperation between clubs and nations.

Going forward this will also include the regional competition schedules. Renewed focus is on regional competition and opportunities for classification, as outlined as a priority from the IPC, and we have met this with the creation of the Asian inclusive Sailing Series and the continuation of the Nordic Championships.

Further opportunities have been created in the Caribbean and Africa, with Antigua and Cape Town set to host their first International Inclusive events in 2025.

Another aim for the future is to grow a greater collaboration with all Para Inclusive classes to ensure a centralised calendar, and that we are all ultimately pulling in the same direction.

4. IDP

We are excited to continue the evolution of the Para Sailing Development Program (PDP), that has grown into a three-module Inclusive Development Program (IDP). Each module use customized content to targets specific groups (Grassroots participants, coaches, and developing high performance athletes), making delivery easier and success rates higher.

Hannah's educational skills and experience ensure that the program is easy to access but we need to build a group of people that can deliver the courses to make sure the program is long-term sustainable.

The aim of the PWSC for 2024 was to run 6 IDP's around the world. Sadly due to restrictions and difficulties in obtaining MNA and host support, we will only achieve 3 out of the scheduled 6; IDP-P Rutland September 2024, IDP C/P Singapore October 2024, IDP-C Italy November 2024.

Development Priorities for 2025 onwards

1. Resources

We would like to continue to build the set of resources managing our side of sailing. The process with WS looking into Learning Management Systems, especially with regards to Race Officials is important.

The Para Classification Manual will require significant updates to come in line with the Classification code changes that will be enforced by the IPC in 2025.

Resources should also include the creation and alignment of all Para Inclusive documentation, that includes Championship bid guidelines and processes, Championship conditions and Sailing instructions etc.

2. Focus on Regional Development & Regional Competition

Priority 1 - Run the Inclusion World Championship Platform

Currently the Inclusion World Championship is paused requiring approval of the documentation; bid guidelines and procedures, as well as the Championship Conditions.

There are expressions of interest from Barcelona, Dubai and Oman, and there are reasons to believe that if we were to announce the opening of bids, we would also receive a bid from Weymouth.

Success would be being able to announce the host venue by the Annual Conference 2024, with commitment from both WS and the host venue to sign contracts before the start of 2025.

Priority 2 - Demo/ Test events at the Valencia Test Event 2025

It has been proposed that the Valencia WSC event would be an opportunity to showcase inclusivity, and that they would also like to have a World title event for Para or Inclusion at the event.

As the Para World titles for all events have already been allocated to Gdynia for 2027, it was proposed that the Valencia event might be an opportunity to showcase some other areas of Inclusive sailing, such as Blind Match Racing and Wing Foiling.

Priority 3 – Inclusive Rankings

As part of regional growth, it is proposed that World Sailing create Inclusive Rankings.

Following consultation with the sailors through the Sailors forum, it has become very clear that we are not supporting the sailors enough with our rankings. Currently we only rank our Para classes, and only a very limited section of those; the 2.4mR (open), the Hansa 303 (men and women), and the RS Venture Connect (mixed).

A lot of regions do not yet have access to the Para equipment and are therefore unable to gain ranking points from events sailed in other (Para preferred) equipment.

As Para classification is such a specific area of our sport, it really limits the number of countries that are on the ranking and doesn't show a true picture of the Para Inclusive side of our sport.

Ultimately the IPC needs to see regular participation, as well as growing regional activity, this is something that a more inclusive ranking system would show.

Whilst we must maintain Para specific rankings for the IPC, we are currently looking into the possibility of have a separate Inclusive ranking for those sailors that do not currently meet Para Classification- which it should be noted is a very large part of our community.

Success would be having Inclusive rankings up and running by the Annual Conference 2024 ready to present to the Para World Sailing Committee, as it was a request made at the AC in Malaga in 2023.

3. IDP - Host 6 IDPs annually

In 2025, we would like to refocus the effort on the IDP making sure that there is a full regional spread, with focus areas being the Americas, Asia and Africa as those are currently our participation growth areas. We would also like to revisit the idea of the Inclusive Wing IDP, as that is the event that we have targeted for demonstration for the Sailing World Championship in Valencia 2026.

Ideal scheduled IDPs for 2025 would be:

IDP - F, Antigua – Feb

IDP - P, Australia – March

IDP - F Wing, USA TBC

IDP - F/P, Portugal TBC

IDP - F, India TBC

IDP - C/P, Venue and date TBC in line with the Inclusion World Championships.

Measurement of the IDP success would be to host all 6 of the IDP's, and to receive bids for 2026 and onwards. The 2023 IDP's were previously measured using NPS (net promotor score). Net Promoter Score (NPS) is a widely used metric that gauges satisfaction. It measures how likely participants are to recommend workshops to others, typically on a scale from 0 to 10. Respondents are categorized into three groups: Promoters (scores 9-10), who are enthusiastic supporters; Passives (scores 7-8), who are satisfied but unenthusiastic; and Detractors (scores 0-6), who are unhappy.

To calculate NPS, subtract the percentage of Detractors from the percentage of Promoters. This results in a score that can range from -100 to +100. Scores of 70+ are considered World Class.

One of the aims of the IDP's in 2025 would also be to achieve an excellent NPS across all 6 IDPs of 70 or above, and then being able to train at least 4 regional coaches to help deliver the IDP.

In recent years, competition has been very Eurocentric, therefore it is important to ensure a wider spread of World and Internationals competitions, focusing on regions that have growth opportunities.

The Regional Development Working Party is really pleased with the direction, moving towards a higher level of inclusion on many

different levels. It will not always be “smooth sailing”, but we are convinced that it is the right and only way forward.