



EQUALITY PROFILING FOR WELSH GYMNASTICS

SUMMARY OF FINDINGS

As part of the Preliminary Equality Standard and ongoing evidence collection, Welsh Gymnastics conducted profiling research with regard to staff, senior volunteers, squad members, coaches, officials and club members within the organisation. The evidence gathered focused on the four strands of equality: age, gender, ethnicity and disability.

This work has enabled Welsh Gymnastics (WG) to better understand who our participants and workforce are and further understand what barriers there are to participation in the sport of Gymnastics.

Below is the summary of those findings which along with a newly formed Equality Working Group has informed the action plan for the next 3 years.

A copy of the Welsh Gymnastics Equality Action plan is available on the website or by contacting Jo Coombs, National Development Manager, Welsh Gymnastics, CCYC, Ocean Park, Ocean Way, Cardiff, CF24 5HF. E-mail: jo.coombs@welshgymnastics.org. Tel: 029 2043 1240.

Age

The reports for staff, volunteer, coaches and officials showed generally a good age range split across the organisation with high percentages in the 16 – 39 age group particularly for staff, coaches and officials. The conclusion for this may suggest that as a relatively young persons sport requiring physically active roles the age range reflects the demands of the roles they take.

The age range of participant however is predominantly in the under 16 age group, with the majority falling in the 6 – 9 years section (45%). As gymnastics is an early specialisation sport this data would support this, however the dropout rate after 12 years (over 20%) is quite considerable and is an area WG needs to consider in order for members to continue participating in the sport for longer.

Gender

Again the statistics support the general understanding that gymnastics is predominantly a female sport. In all areas of the sport the females outweigh males by approximately 3:1, this is even more marked in the coaches and officials section of 5:1. Based on statistics this is a role reversal against most sports and different from national data of an approximate 50/50 split.

With regard to gymnasts the Gender profile of 22.5% male and 77.4% female, hasn't changed significantly over the last 3 years. This compares to the Welsh national statistics in the under 16 years of age of 51.3% male and 48.7%. As this forms the biggest age range of our participants we would expect to see a higher percentage of boys participating.

Although gymnastics is very much viewed as a female sport, the benefits of the sport in aiding fundamental physical skills would go across the whole gender range and therefore improving the participation of males to experience gymnastics should be a goal of WG.

Ethnicity

In all sections of WG the members are predominantly white. The highest BME grouping is within the gymnasts of approximately 3%. This is in fact higher than the Welsh national statistics of 2.12% and therefore not a huge priority area of development for WG.

Disability

There is a range of percentages across the groups evidenced with the highest in the national committees of 5.2%, down to the lowest in both Board and staff of 0%.

As the Welsh national statistics show the level of people with a disability currently at 21.9%, WG is well below facilitating opportunities for people with a disability and therefore should include this as an area of priority within the action plan.

Following the gathering and analysis of evidence recommendations have been made which need to be considered within the next 3 years of the action plan:

Club members (gymnasts):

- Provide a robust and accurate data collecting tool across Club Members for the four strands.
- Look at strategies to encourage more boys to participation in gymnastics.
- Devise strategies and programmes to prevent drop-out at an early age.
- Provide more opportunities for disabled people to become involved in gymnastics

Coaches, judges and club officers:

- Look at strategies to encourage more males in to coaches, judging and volunteer roles
- Aim to promote the importance of data profiling and encourage more members to provide details of the four strands through the database system.
- Provide more opportunities for disabled people to volunteer in gymnastics.

Board and committees:

- Look at strategies to provide more opportunities on committees for identified minority groups within the gymnastics family.
- Ensure any induction programme for volunteers includes equality training
- Provide a timetable of equity awareness training for the Board of Directors

Employees:

- Look at strategies, particularly around recruitment to provide opportunities for the disabled workforce.
- Ensure the induction programme includes equality training
- Provide a timetable of equity awareness training for all employees, followed by individual training plan based on Performance management review conducted annually.

Full reports of each of the profile groups are available on request or can be found on the Welsh Gymnastics website www.welshgymnsatics.org

A copy of the draft Welsh Gymnastics Equality Action plan is enclosed. As part of the consultation process, WG would welcome feedback on the contents of the plan. Please direct any feedback to Jo Coombs, National Development Manager, Welsh Gymnastics, CCYC, Ocean Park, Ocean Way, Cardiff, CF24 5HF. E-mail: jo.coombs@welshgymnastics.org. Tel: 029 2043 1240.