





Welsh Gymnastics (WG) has experienced significant and unprecedented growth in performance and development over the last 4 years. Gymnasts secured a historic 10 medal haul in the Glasgow Commonwealth Games 2014 and an increasing number of Welsh gymnasts feature on the GB pathway. Membership has reached over a staggering 20,000, there are a record number of coaches and officials 2,500 and 450 respectively. There are more gymnastics clubs in Wales than ever. At present WG have 97 affiliated clubs with another 50 individual satellite clubs. WG have achieved the highest governance standards as well as high standards in equality, inclusivity and safeguarding. WG are also delivering ambitious community business projects and social enterprises breaking down barriers to engage hard to reach groups. WG have created a gymnastics family community in Wales where the whole sport works together welcoming as many children as possible to enjoy gymnastics.

In 2011 WG launched it's 2020 Strategy – the majority of those targets have already been surpassed, however we take nothing for granted and realise that we need to do more to ensure that more children, young people and adults from all background, abilities and communities have the opportunity to engage with gymnastics to develop their physical literacy skills and enjoy a

rewarding fit and healthy life. We are therefore presenting this re-focussed strategy which aims to further improve the gymnastics experience, grow the workforce and place gymnastics at the heart of the community. We will develop the whole pathway from grassroots to podium to ensure Welsh gymnasts achieve more success on the international stage. Our ambition is to see over 30,000 children taking part in gymnastics by 2022 in over 100 clubs that include at least 3 performance clubs in the Olympic disciplines that develop elite athletes. Our workforce of volunteers and officials also needs to surpass 3,600.

This is a living strategy that will be agile and flexible in a changing world. Volunteers, coaches, officials and the gymnastic community is at its heart. Partnership with Sport Wales, British Gymnastics, our funders, sponsors, national and local government, leisure providers and all our other supporters is the blood flowing through its veins.

We ask for your continued support in enabling gymnastics and gymnasts in Wales to fulfil their potential.

Helen Phillips

Rhian Gibson
Chief Executive

Our Vision

Creating great communities and champions through gymnastics

Our Mission

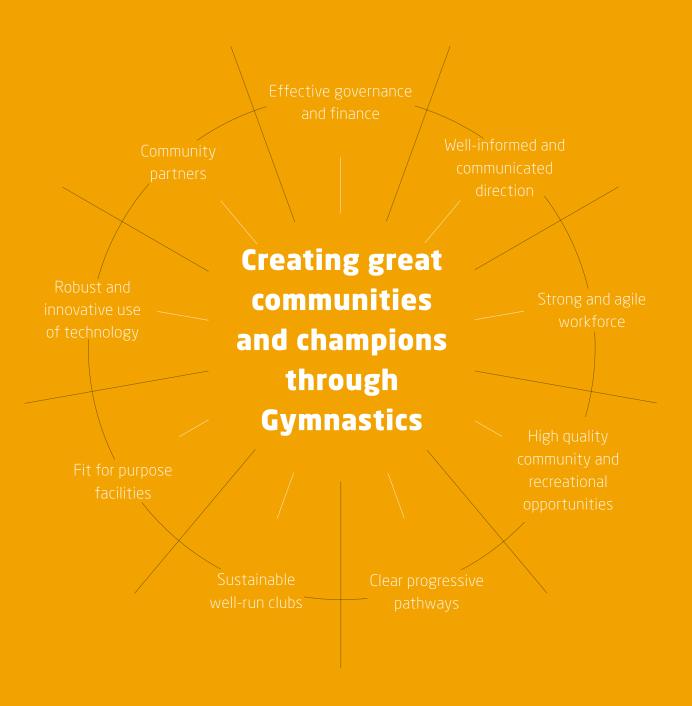
Wales to be recognised as a leading gymnastics nation producing world class champions and creating vibrant, inclusive communities where every gymnast has a high quality experience

Our Purpose

Welsh Gymnastics' purpose is to lead, develop, support and be the guardian of the sport in Wales

Welsh Gymnastics cannot deliver its strategy and ambitions without the support of partners, funders, local and national government, leisure providers, volunteers, businesses and communities All have a role to play in ensuring the future sustainability, growth and success of the sport. Facilities, great events and competitions, a strong and agile workforce and well governed clubs are essential. WG will also ensure that all its work will be delivered with effective governance and finance and with its values at the core.







Goal 1

Medals at international events and Welsh gymnasts on the GB pathway

We will:

- Grow a high performance structure that will deliver results in all Olympic disciplines
- Ensure better identification and development of emerging talent in appropriate settings and competitive environments
- Support talented gymnasts to develop and stay at the highest level by providing the best coaching and support
- Secure facilities and environments that are conducive to sustained medal success
- Develop robust evaluation, monitoring and communication systems that identify key milestones or interventions to improve success and achieve targets
- Increase the number and level of international judges across all disciplines
- Work with the technical committees to develop and strengthen the elite pathway for non-Olympic disciplines

Goal 2

Clear pathway for gymnast progression on every level of the sport

We will:

- Deliver and communicate a WG whole sport pathway model
- Identify, develop, and support coaching expertise across all stages of athlete development
- Provide excellent and defined squad structures at all levels for all disciplines in all areas
- Deliver competitions and events for all gymnasts from beginner to high performance
- Develop better community based training environments through facility development, club programming support and identify more funding avenues
- Grow stronger partnerships with gymnastics and leisure providers, schools and other community partners
- Develop and deliver new gymnastics offerings that will ensure that gymnasts stay in the sport for longer

Goal 3

Strong and vibrant community and performance clubs

We will:

- Set and communicate robust and clear criteria for becoming a performance club and work with the relevant clubs to achieve this status
- Conduct a full audit of clubs to identify the growth potential of clubs and implement a pan Wales delivery plan
- Support and guide clubs in facility development and procurement of new permanent facilities
- Introduce education and project plans following BG and WG systems to ensure strong governance, inclusivity and effective running of clubs
- Secure strong partnerships with leisure providers and schools to enhance and grow the club provision in the community contributing to the physical literacy and health and well-being of participants
- Secure working partnerships with businesses and agencies that have strong track record and expertise necessary for successful clubs in areas of business, governance, finance and funding
- Identify areas of Wales where there is currently no gymnastics provision and prioritise WG work programmes to grow gymnastics across Wales

Goal 4

Excellent workforce for every level and discipline

We will:

- Launch and deliver a new whole gymnastics workforce strategy following detailed research and evidence gathering
- Develop a more skilled workforce for every level of the gymnastics pathway through increasing the number of formal and informal coach education opportunities
- Strengthen and grow the WG mentor and tutor team
- Introduce better talent identification and career development system for coaches
- Improve the level and number of international and all-level judges across all disciplines
- Launch coaches and officials recruitment drives in partnership with universities, higher education providers, schools and other relevant identified partners
- Provide programmes and incentives to recruit and sustain the wider workforce of officials, committee members and volunteers

Goal 5

Even more members and participants enjoying quality gymnastics

We will:

- Work with clubs to ensure the highest quality
 provision so that each gymnast has a positive
 experience learning how to be physically literate and
 enjoying fitness, health and well-being
- Introduce and deliver participation projects with local authorities and leisure providers to offer recreational gymnastics in every area of Wales
- Introduce new initiatives to improve the pathway between schools and clubs and update and revitalise the A-Z resource
- Create a new pre-school strategy to ensure children are introduced to gymnastics at a very early age to ensure their physical literacy
- Ensure a vibrant and strong competition and mass-participant event structure for all levels of gymnastics
- Continue to implement strong legacy programmes following significant events such as the Olympic and Commonwealth Games and sustain the high profile of Welsh Gymnastics through effective communication

Goal 6

Gymnastics for all

We will:

- Lead clubs to be inclusive and offer diverse gymnastics provision and encourage delivery of outreach work with hard to reach groups to promote health and wellbeing, physical literacy and opportunities for all to engage in sport
- Attain the advanced level of equality in sport
- Achieve in partnership with Disability Sport Wales the gold inSport award
- Develop and replicate successful projects and best practice in different areas of Wales to target hard to reach groups prioritising BME women and girls to get more children hooked on sport and enjoying the benefits
- Strengthen and grow the structure and opportunities within the disability gymnastics discipline in Wales
- Offer more accessible and affordable gymnastic opportunities in areas of poverty in Wales ensuring more children are healthy and active
- Maintain a strong gymnastics provision and commitment to the Welsh language



Goals will be rolled out in annual business plans in order of need and priority with specific goal holders responsible for monitoring and delivering those plans. WG will annually measure achievement of all goals and report to Sport Wales through the partnership funding agreement. Progress on goals will be reported in every WG board meeting.

regularly reviewed in order that they remain relevant and meet the needs of gymnastics in Wales in an ever changing world.



In order to deliver the above goals the board and executive of WG will lead in ensuring that and opportunities will ensure financial stability and will also commit to improve our commerciality and WG will ensure that it operates the highest level of Safeguarding in our sport. We will continue to Gymnastics to ensure the best opportunities for all our gymnasts and the gymnastics community positively and effectively in the delivery of physical literacy, health and well-being in Wales. We will communication strategy supported by the best transparency and clarity at its core.

Welsh Gymnastics as the guardian and leader of the sport in Wales engages with hundreds of members of our community on a weekly basis. This includes our gymnasts, volunteers, partners and stakeholders, we pledge to demonstrate and use our core values when engaging with all

