

Culture and Strategy

Delivering a clear vision for gymnastics where the expected behaviours and values are embedded and upheld to deliver a safe, positive, and fair experience for all	Work already started	Year 1	Year 2	Year 3
Work with the Home Nations and the gymnastics community to develop and put in place a clear vision for our sport, underpinned by a set of shared values and beliefs, to create a united approach to gymnasts across the UK				
Write and deliver a new strategy for Welsh Gymnastics for the next 10 years that ensures safeguarding and wellbeing is at the heart of all activity				
Ensure that the Welsh Gymnastics culture reflects the values and behaviours outlined within the strategy				
Deliver a clear and constructive athlete development framework that is clearly communicated and understood across the whole community				
Ensure that the board has the right skills to provide the appropriate level of governance and challenge around the delivery of safeguarding and wellbeing				
Develop additional oversight of safeguarding by creating a board subgroup				
Ensure that all platforms and communication demonstrate Welsh Gymnastics commitment to safeguarding and wellbeing - through our website and social media channels				
Embed the safeguarding and wellbeing practices across all functions of the organisation				
Further develop the working relationships with the gymnastics home nations to deliver positive action and consistent messaging on what is acceptable and identify joint areas of working				
Embed a listening culture across the organisation where gymnast, parents, clubs, coaches and stakeholders are able to have a voice and confident to use it in a variety of platforms				
Develop relationships with additional stakeholders that can challenge and support to bring about changes in the wider sporting arena				
Develop clear processes for enabling a learning culture across the organisation				

Safeguarding, concerns, and wellbeing

Gymnast wellbeing should be at the heart of everything. Working to ensure the right systems and processes are in place that allow young people, coaches and the gymnastic community to raise concerns and for them to be managed in a consistent and supportive manner	Work already started	Year 1	Year 2	Year 3
Independently review and revise the organisational policies and procedures to ensure they align with the Social Services and Well-being (Wales) Act 2014 and that all policies are clearly communicated to members.				
Develop mechanisms to ensure understanding of the policies and procedures within the target audiences				
Review and refine the case management process from start to finish to ensure that it is fit for purpose for Wales				
Ensure that all concerns received can be tracked through fit for purpose systems and recorded in consistent manners and themes are tracked and reported				
Listen and gather feedback from individuals involved in the process of raising concerns to review the process and support available				
Review digital platforms to ensure there is clear information for support for enabling individuals to speak up and raise concerns				
Raise awareness within the gymnastics community of what is good practice and how to report or challenge poor practice				
Provide clarity and guidance on the DBS process in Wales, checking levels associated with different roles				
Provide a clear whistle blowing policy that is linked directly to the board				
Review the current resourcing of safeguarding across Wales and the support provided to the different roles				
Work with the gymnastics community to develop and support the delivery of regular new resources and support for safeguarding				

Education and Development

Delivering comprehensive education and continued development, across every aspect of the gymnastics environment that provides the knowledge, skills, and confidence for all to use their voice and feel valued within gymnastics	Work already started	Year 1	Year 2	Year 3
Ensure all Welsh Gymnastics members are fully trained in recognising and responding to safeguarding concerns as well as wider topics within safeguarding and wellbeing				
Develop and deliver appropriate training for different roles within the community that reflect the requirements in Wales				
Review the role of the club welfare officer and the support and training required as a minimum to deliver the role				
Provide gymnasts with education resources to raise their awareness and understanding of what to expect within a gymnastics environment				
Further expand on the knowledge and inductions provided to parents within the sport				
Ensure that all tutors and assessors have the right knowledge and understanding to identify and challenge poor practices at the source				
Develop the club and stake holder networks to share good practice and information				
Work with culture change and safeguarding and wellbeing specialist to deliver new resources and training to embed the practices within the community				
Develop resources with the community for parents, gymnasts, and coaches to support children moving from recreation to pathway gymnastics; ensuring it is clear what to expect and what not to accept				
Work with a community of experts within clubs' own environments to support the embedding of a safeguarding and wellbeing culture that is underpinned by the values and behaviours				
Further expand the use of digital platforms to provide coaches with knowledge banks on both technical and non-technical skills to coaching				
Create and deliver a club accreditation process and review structure that quality assures the club against a safeguarding and wellbeing criterion				
Work with the gymnastics home nations to deliver continuous professional development for coaches that meet their needs with both technical and non-technical support				