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Safeguarding: Welsh Gymnastics

An independent report, Key Performance Indicators 2023-24

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Summary overview

This is the first independent annual review of Welsh Gymnastics Safeguarding Key Performance Indicators (KPIs). As such, it marks a significant milestone in ensuring a safe and supportive environment for Welsh Gymnasts, their coaches and families, and the broader gymnastics community.

The review is divided into three sections: this summary overview, a detailed review of the relevant KPIs and suggested KPIs for years two and three.

The indicators were developed in 2023 to help Welsh Gymnastics track its activity to deliver its three-year Safeguarding and Wellbeing Plan. This first year involved setting up the processes and structures to drive the required systematic changes.

Assessment

By publishing KPIs, and independently assessing progress against them, Welsh Gymnastics is demonstrating its active and transparent commitment to safeguarding.

The Pollen Shop

Gwilym Morris, The Pollen Shop Ltd, evaluated the Key Performance Indicators and drafted the report. Gwilym has a 25-year record working across health, children and adult social care, evaluating the impact of similar projects often on behalf of statutory and non-statutory bodies. He works closely with the Association of Directors of Social Care Cymru and directly supports children's social care providers in Wales and England's public and private sectors. Over the last decade, he has expanded his expertise by working with national and regional organisations across various sports.

Section 2: Detailed Assessment of relevant KPIs

Review of KPIs about Culture and Strategy

The first two KPIs are responses to self-reported safeguarding questions. These questions are now asked of gymnasts in operational surveys to determine whether they feel safe. At an individual level, a feeling of safety is subjective, and various factors will influence the response to any question about safety.

Welsh Gymnastics creates a safe environment for all gymnasts.

Outcome	Output	Information Item	Data Source	Independent Reporting	Y1	Y2	Y3
Welsh Gymnastics creates a safe environment for all gymnasts.	Welsh gymnasts tell Welsh Gymnastics they feel safe.	Welsh Gymnastics standard safeguarding question (See Appendix 1)	Operational Surveys	Aggregated response to the question: <i>When I am taking part in Gymnastics, I feel safe?</i>	90% respond All the time	95% respond All the time	95% respond All the time

Data

When I am taking part in Gymnastics, I feel safe n= 973	All or most of the time	96.2% (81.8% all the time / 14.4% most of the time)
	Some of the time	3.3%
	Almost never or never	0.4% (0.4% almost never / 0% never)

We are recommending that:

- In years two and three, this KPI will be adjusted to 85% of gymnasts responding “All the time” to the question *When I am taking part in Gymnastics, I feel safe?*

Welsh Gymnastics creates a safe environment for performance gymnasts.

Outcome	Output	Information Item	Data Source	Independent Reporting	Y1	Y2	Y3
Welsh Gymnastics creates a safe environment for performance gymnasts.	Everyone tells Welsh Gymnastics that the performance environment is safe.	Welsh Gymnastics standard performance safeguarding question. (See Appendix 1)	Performance Surveys	Aggregated response to the question: <i>Welsh Gymnastics creates a safe environment for performance gymnasts.</i>	90% respond All the time	95% respond All the time	95% respond All the time

Data

When I am taking part in Gymnastics, I feel safe n= 24	All or most of the time	100% (83% all the time / 17% most of the time)
	Some of the time	0%
	Almost never or never	0%

We are recommending that:

- In years two and three, this KPI should be adjusted to 85% of gymnasts responding **“All the time”** to the question ***“Welsh Gymnastics creates a safe environment for performance gymnasts.”***

Welsh Gymnastics continually adapts to ensure a safe environment for all gymnasts.

Outcome	Output	Information Item	Data Source	Independent Reporting	Y1	Y2	Y3
Welsh Gymnastics continually adapts to ensure a safe	Board has effective strategic oversight of Safeguarding and Wellbeing Plan.	Board receives written highlight reports from the Safeguarding and Wellbeing	Board papers and minutes	Periodic external review of highlight report resulting in a brief narrative statement on	100%	100%	100%

environment for all gymnasts.		Subcommittee on progress of Safeguarding and Wellbeing Plan.		frequency and quality of highlight report.			
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This KPI has been met, and considerable work has been undertaken to ensure the Board effectively oversees the Safeguarding and Wellbeing Plan, for example:

- The board agreed upon the final version of the Safeguarding and Wellbeing Plan, published in June 2023.
- All board meetings receive appropriate reports on safeguarding.
- The safeguarding and Wellbeing Subcommittee has been established to dissect, review, and record safeguarding and well-being matters, with minutes informing the full board.

Welsh Gymnastics demonstrates its commitment to safe sport

Outcome	Output	Information Item	Data Source	Independent Reporting
Welsh Gymnastics demonstrates its commitment to safe sport	All communication channels highlight Welsh Gymnastics commitment to safe sport.	Welsh Gymnastics website, leaflets, social media content	List and examples	Periodic external review resulting in a narrative statement on how communication channels demonstrate WGs commitment to safe sport.

This KPI has been met, and it is The Pollen Shops assessment that communication channels highlight the organisation’s commitment to safe sport, for example:

- The Sport 80 membership system integrates a Safeguarding and Well-being feature accessible to the Welsh Gymnastics community. A dedicated "button" on every page for reporting concerns. This can significantly improve the speed and efficiency of addressing concerns, fostering a safer and more supportive environment.

- Launching a redesigned website with a specific page for policies and procedures is a strategic move towards transparency and accessibility. Making the Safeguarding and Wellbeing Policy easily accessible educates the gymnasts about their rights and the support available and underscores the organisation's commitment to these issues.
- The decision to include safeguarding and wellbeing highlights in every issue of Gym Mail, along with information about significant dates and external support agencies, is an effective way to keep the community informed and engaged.

Review of KPIs about Safeguarding, concerns, and wellbeing

Welsh Gymnastics uses the most up-to-date safeguarding processes and procedures.

Outcome	Output	Information Item	Data Source	Reporting	Y1	Y2	Y3
Welsh Gymnastics uses the most up-to-date safeguarding processes and procedures	Welsh Gymnastics policies and procedures reflect current best practice	Review of WG policies and procedures	List and examples	Periodic external review resulting in a narrative statement and an assessment of how many policies and procedures reflect current best practice	30%	50%	90%

This KPI has been met. The significant underpinning safeguarding policy is now in place, and the year-one target has been exceeded and stands at an estimated 70%.

- **New Safeguarding and Wellbeing Policy (December 2023)**
A policy agreed upon by the Board, aligning with statutory requirements to ensure the safety and wellbeing of all involved.
- **New DBS Policy (October 2023)**
Introduced stricter requirements and expectations, including compulsory DBS checks for judges, support staff (e.g., physiotherapists, choreographers), and anyone in a position of trust or wearing a branded uniform.

- New Performance Safeguarding Policies (November 2023)**
 As part of a home nation initiative, policies focusing on hydration, weighting of gymnasts, and academic education were launched to promote gymnasts' health and educational wellbeing.
- Welsh Gymnastics Case Management and Safeguarding Panels (October 2023)**
 New panels were launched to handle case management and safeguarding issues, ensuring thorough and specialised attention to any arising matters.
- New Codes of Conduct (October 2023)**
 Codes of conduct for coaches, gymnasts, and parents were launched, setting clear expectations and standards of behaviour to support a safe and positive environment. Gymnast ambassadors were involved in reviewing and structuring the codes of conduct.
- Review and Rewrite of Welsh Gymnastics Member Rules**
 A comprehensive review resulted in rewritten rules that focused on safeguarding and wellbeing.
- Safeguarding Training Review**
 An evaluation of existing safeguarding training was performed, with the CEO approving funding for a rewrite of the training materials to enhance their effectiveness.

Welsh Gymnastics processes and procedures reflect the needs of gymnasts, parents and coaches.

Outcome	Output	Information Item	Data Source	Reporting	Y1	Y2	Y3
Welsh Gymnastics processes and procedures reflect the needs of gymnasts, parents and coaches.	Gymnasts, parents, and coaches help improve Welsh Gymnastics approach to safeguarding.	Feedback reports and description of amendments.	List and examples	Periodic external review resulting in a narrative statement on impact of feedback from gymnasts, parents, and coaches.	N/A	100%	100%

This KPI is not being assessed in year one; however, considerable effort has been undertaken in this area, which can be reported on.

- Welsh Gymnastics has established regular forums where coaches, judges, and staff can engage directly with the Executive Directors of Safeguarding and Wellbeing, Development, and Performance. These sessions aim to facilitate open dialogue, exchange ideas, and address concerns within the sport.
- Recognising the importance of continuous feedback, Welsh Gymnastics encourages parents and gymnasts to share their insights and experiences via the organisation's web pages and gym mail. However, there's an acknowledgement that more efforts are needed to capture and respond to this feedback effectively.
- Codes of Conduct Development: Codes of Conduct benefited significantly from the consultation with Welsh Gymnastics Young Ambassadors. The ambassadors' constructive criticism shaped the codes for all members, demonstrating the value of including young people's perspectives in governance and policy-making.
- Parent Engagement in Performance Squads: Regular parent evening sessions for performance squads facilitate direct communication between parents and the organisation. These sessions are designed to share feedback, provide updates, and address parents' questions.

Section 3: Safeguarding Key Performance Indicators for 2024/25 & 2024/25

The following Key Performance Indicators (KPIs) have been developed to help Welsh Gymnastics track the activity it is undertaking to deliver its Safe Sport Plan.

Why use KPIs?

KPIs evaluate performance against specific targets or benchmarks and provide an objective way to measure progress over time. In this case, a range of KPIs will be used to measure progress against the Safe Sport Plan.

By monitoring KPIs, Welsh Gymnastics can determine if the safeguarding measures set out in the Safe Sport Plan are having their intended impact. If they are not, or progress is slow, then Welsh Gymnastics can adjust activities as needed.

KPIs will be monitored by Welsh Gymnastics staff and will be reported individually or collectively within the Safe Sport Board Sub-group Highlight Report.

A full independent report on how Welsh Gymnastics is meeting its safeguarding KPIs will be published annually. This report will also update the KPIs if necessary.

By publishing KPIs and then tracking progress against them, Welsh Gymnastics will demonstrate its commitment to safeguarding. This will enhance the organisation's reputation and increase confidence among gymnasts, parents, and other stakeholders, including statutory bodies and funders, that the organisation is taking the issue of safeguarding seriously.

KPIs about Culture and Strategy							
Outcome	Output	Information Item	Data Source	Independent Reporting ¹	Y1	Y2	Y3
Welsh Gymnastics creates a safe environment for all gymnasts.	Welsh gymnasts tell Welsh Gymnastics they feel safe.	Welsh Gymnastics standard safeguarding question (See Appendix 1)	Operational Surveys	Aggregated response to the question: <i>When I am taking part in Gymnastics, I feel safe?</i>	90% respond All the time	85% ² respond All the time	85% respond All the time
Welsh Gymnastics creates a safe environment for performance gymnasts.	Everyone tells Welsh Gymnastics that the performance environment is safe.	Welsh Gymnastics standard performance safeguarding question. (See Appendix 1)	Performance Surveys	Aggregated response to the question: <i>Welsh Gymnastics creates a safe environment for performance gymnasts.</i>	90% respond All the time	85% ³ respond All the time	85% respond All the time
Welsh Gymnastics continually adapts to ensure a safe environment for all gymnasts.	Board has effective strategic oversight of Safeguarding and Wellbeing Plan.	Board receives written highlight reports from the Safeguarding and Wellbeing Subcommittee on progress of Safeguarding and Wellbeing Plan.	Board papers and minutes	Periodic external review of Board papers and minutes with brief narrative statement on frequency and quality.	100%	100%	100%
Welsh Gymnastics demonstrates its commitment to safe sport	All communication channels highlight Welsh Gymnastics commitment to safe sport.	Welsh Gymnastics website, leaflets, social media content	List and examples	Periodic external review resulting in a narrative statement on how communication channels demonstrate WGs commitment to safe sport.	100% ⁴	100%	100%

¹ To be considered in the independent review of KPIs and published in the annual report.

² & ³ These KPIs have been reduced in line with recommendations made earlier

⁴ This KPI has been amended to reflect highlight reports are not routinely used

⁴ This KPI has been amended to reflect the fact that all communication channels must highlight Welsh gymnastics commitment to safe sport.

KPIs about Safeguarding, concerns, and wellbeing							
Outcome	Output	Information Item	Data Source	Reporting	Y1	Y2	Y3
Welsh Gymnastics uses the most up-to-date safeguarding, policies processes and procedures	Welsh Gymnastics policies and procedures reflect current best practice	Review of WG policies processes and procedures	List and examples	Periodic external review resulting in a narrative statement and an assessment of how many policies and procedures reflect current best practice	30%	50%	90%
Welsh Gymnastics safeguarding processes and procedures are effective	Safeguarding concerns are recorded, assessed, and acted upon in-line with best practice	Management information (MI) for safeguarding system show effective processes are being delivered.	MI	MI plus periodic external review resulting in a narrative statement on effectiveness of safeguarding system.	TBC	TBC	TBC
Safeguarding processes and procedures are accessed by gymnasts, parents, coaches and clubs	Information about safeguarding on Welsh Gymnastics website is regularly accessed	Welsh Gymnastics website	MI	Periodic external review resulting in a narrative statement on website user data	TBC	TBC	TBC
Welsh gymnastics processes and procedures reflect the needs of gymnasts, parents and coaches.	Gymnasts, parents, and coaches help improve Welsh Gymnastics approach to safeguarding.	Feedback reports and description of amendments.	List and examples	Periodic external review resulting in a narrative statement on impact of feedback from gymnasts, parents, and coaches.	N/A	100%	100%

KPIs about Education and Development							
Outcome	Output	Information Item	Data Source	Reporting	Y1	Y2	Y3
Welsh Gymnastics staff recognise and respond to safeguarding concerns	Staff are fully trained in recognise and respond to safeguarding concerns	A set of safeguarding competence questions on a range of subjects becomes part of the appraisal process	Gateway ⁵ assessment	Gymnasts and other Stakeholders correctly respond to survey questions that test competence (high-level)	NA	80% positive response rate	97% positive response rate
Everyone with an active relationship with Welsh Gymnastics recognise and report to safeguarding concerns	People with an active relationship with Welsh gymnastics are trained in recognise and respond to safeguarding concerns	A set of safeguarding competence questions on a range of subjects becomes part of everyday operational process.	Gateway assessment ⁶	Gymnasts and other Stakeholders correctly respond to survey questions that test competence (low level)	NA	80% positive response rate	97% positive response rate
Club welfare officers recognise and respond to safeguarding concerns	Develop and deliver appropriate training for different roles within the community that reflect the requirements in Wales	A set of safeguarding questions becomes embedded in the appraisal process for Club welfare officers	Gateway assessment	Gymnasts and other Stakeholders correctly respond to survey questions that test competence	NA	80% positive response rate	97% positive response rate
Club coaches provide a safe experience for all gymnasts	Coaches attend training and gain competence on a range on safeguarding issues (<i>good practice on load bearing, age appropriate training, coaching techniques etc</i>)	CPD logs	MI	TBC	TBC	TBC	TBC

⁵ A Gateway assessment is an assessment that is required for a role. In this case, it will be a standard periodic assessment for employees to demonstrate safeguarding competence or a similar onboarding questionnaire for sessional or temporary workers. 80% is the target from meeting minimum standard with the competence assessment.

⁶ In this case it a gateway assessment will be part of an assessment that anyone is required to undertake for a role, including for example, those people who assist Welsh gymnasts as a volunteer.