



Welsh Gymnastics
Gymnasteg Cymru

WHERE SPORT BEGINS

Welsh Gymnastics Strategic Ambition
2025 - 2035



sportwales
chwaraeoncymsu

 CRONFA
GYMUNEDOL
COMMUNITY
FUND



Welsh Gymnastics
Gymnasteg Cymru

Gymnastics **is**
where sport begins...



Welcome to our new
Strategy...

The benefits of gymnastics are unrivalled and all encompassing. Flexibility, agility, strength, balance and coordination are the core skills that provide solid foundations for a life-long enjoyment of any and all sport and physical activity. Our strategy heralds a new era for gymnastics in Wales and for Welsh Gymnastics which is the governing body for the sport in Wales, recognised by Sport Wales and Welsh Government.

We now have an opportunity to build on our successes. We continue to respond to the challenges that have arisen at a UK level and we are firmly committed to ensuring everyone in our community feels safe. The key ingredients that have always driven success in our sport will form the basis of this strategy and will pave the way for an even brighter future:

People and Places, underpinned by (best) **Practice**.

Working across our three strategic building blocks will ensure future success, helping us to support our members and propel our sport forward. Our ambitions, set out in this strategy, cannot be achieved overnight. That's why it is set over a 10-year period.

The **benefits**
of gymnastics are
unrivalled
and all encompassing



Our purpose is **Two-fold...**

1 We govern gymnastics
in a **safe, fair**
and **equitable** way.

2 We lead the sport,
enabling gymnastics
to **thrive!**

As the recognised governing body for gymnastic disciplines in Wales, our remit spans:

Artistic, (Women & Men), Trampolining, Rhythmic, Acrobatic, Tumbling,
Team Gym, Double Mini Trampolining (DMT), Aerobic, Gymnastics for All.

We have a

Vision...

For the first time ever, the national governing bodies of gymnastics across the UK have come together to create a collective vision:

**‘LEAP
without limits’,
to deliver an **uplifting**
gymnastics experience
for **all**, to ensure
that gymnastics is
safe, enjoyable, and
open to everyone.**

British
Gymnastics



And we're on a

Mission...



To ensure we nurture **people** through their gymnastics journey, in fit-for-purpose **places**; all underpinned by (best) **practice**, ensuring that quality-assured gymnastics is delivered in safe, positive, fun and inclusive environments.

People, Places, Practices

these are our strategic building blocks for success.

And above all...

the safeguarding and wellbeing of our gymnasts is at the  of everything we do.



We nurture
people through
their gymnastics journey
in fit for purpose
places; all
underpinned by best
practice.



Our Values are **important** to us

We are committed to our values. These have been developed in consultation with our stakeholders – in particular, our gymnasts. Our values will influence our behaviours and culture, making sure we can all play our part in delivering an - **uplifting gymnastics experience for all.**



Aspirational

We are ambitious and inspire each other to achieve our personal best.



Nurturing

We are a community which is safe, fun and inclusive; we use our voice and are empowered to realise our full potential.



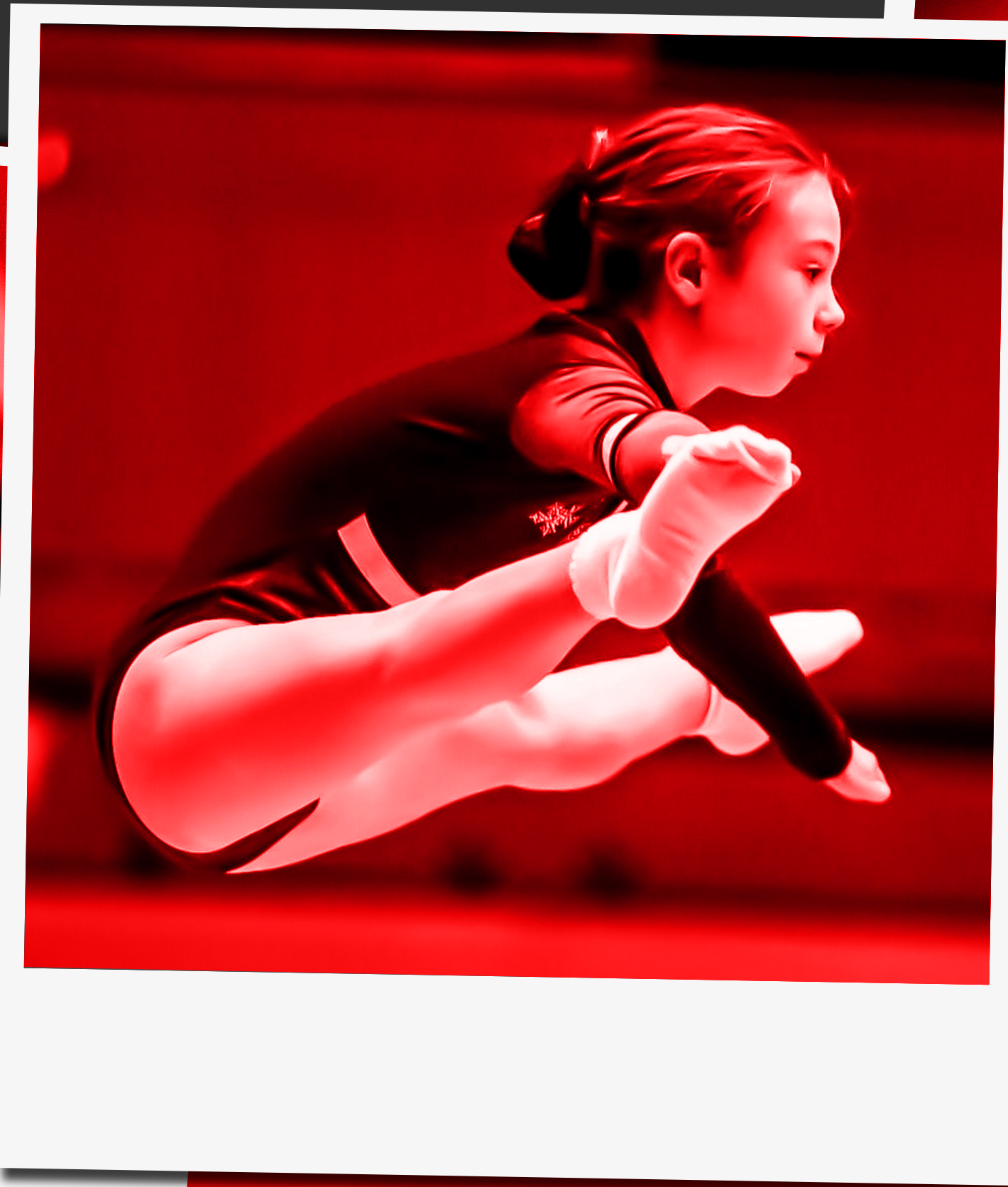
Accountable

We have integrity and are always improving, with our community at the heart of our decision-making.



Our values
will influence our
behaviours
and culture

Gymnastics in Wales is in a
good place.

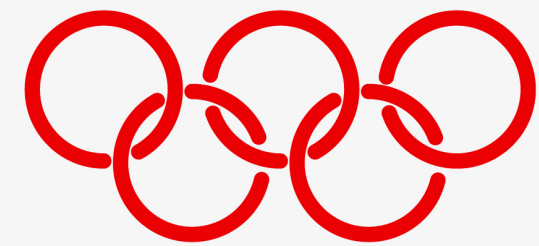


Here is a snapshot...

Our People



Gymnasts on all stages of the British Performance Pathway



Contributing to the Olympic Team



Contributing to Team Wales' medal haul at Commonwealth Games



1,000
coaches



180,000
children in Wales regularly take part in gymnastics ¹



25,000
registered members



1,500
jobs created through our clubs



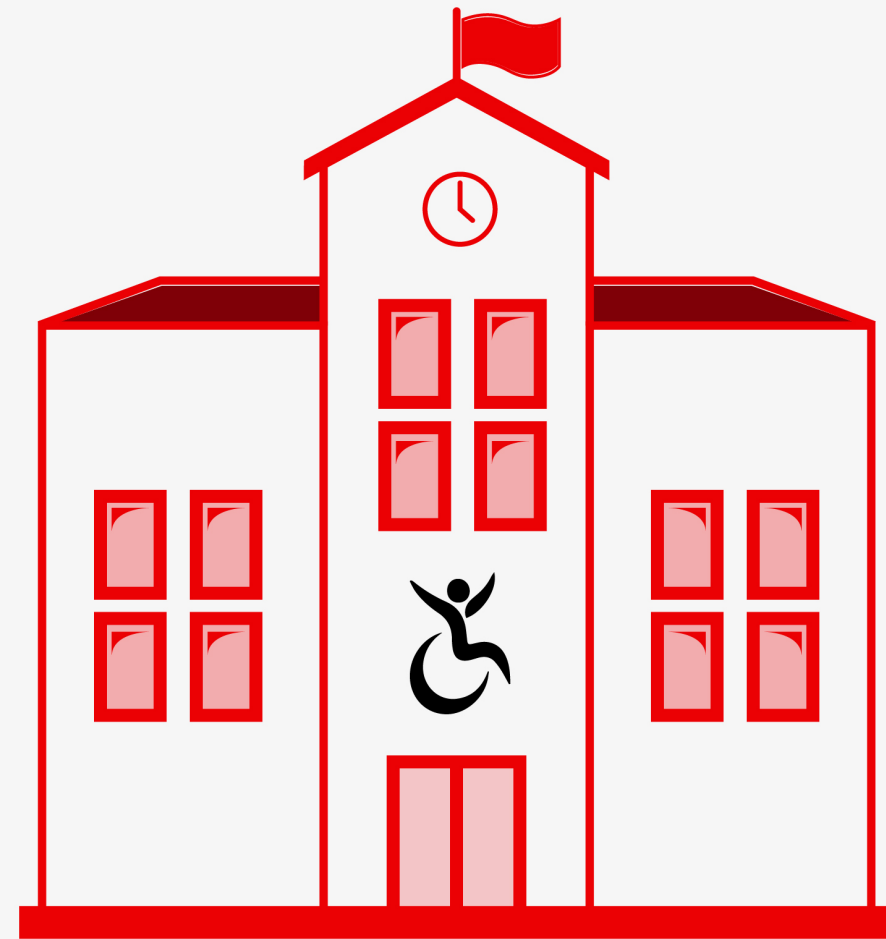
12,000
children on waiting lists for a club



Sport
in supporting entrepreneurial women in Wales

¹ School Sport Survey 2022 | Sport Wales

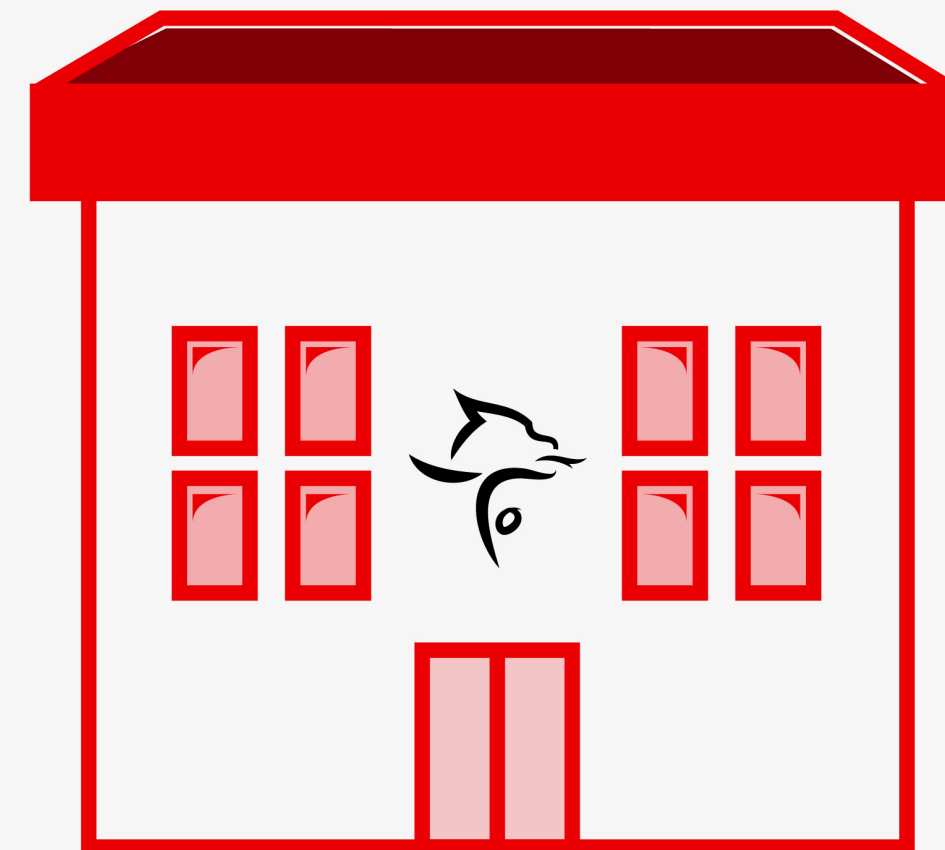
Our Places



85%
of Special Educational
Needs (SEN) schools deliver
inclusive gymnastics



Delivering across
142
SITES



59%
of clubs are in
dedicated facilities

Our Practices

£54m

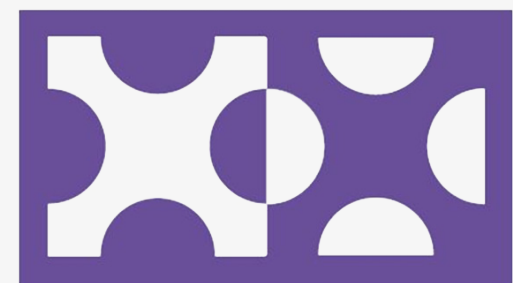
social return on investment annually^{2,3}

90%

of clubs operate as social businesses



**Child Protection
in Sport Unit**



The Equality Standard
A Framework for Sport

Achieved gold standard,
recognising our commitment
to inclusivity

Awarded level 3 in
safeguarding by Child Protection
in Sport Unit of the NSPCC

² Social Return on Investment of Sport in Wales | Sport Wales

³ Combined turnover of WG & registered gymnastics clubs £12.2m. Figure likely to be higher when taking other activity into account in leisure facilities & non-registered activity



180,000
children regularly
participate in
gymnastics

We will continue to make a positive contribution to the people of Wales:

We align everything we do against the seven goals of the Wellbeing of Future Generations Act (Wales). This ensures that Welsh Gymnastics and gymnastics in Wales can make a positive contribution to the social, economic, environmental, and cultural wellbeing of Wales⁴. In doing so, Welsh Gymnastics and its member clubs generate £54M⁵ Social Return on Investment annually.



⁴ Following this link to view a full breakdown of the contribution Welsh Gymnastics makes to the Wellbeing Goal <https://www.futuregenerations.wales/about-us/future-generations-act/>

⁵ £1 invested in sport, provides a social return of £4.44 Social Return on Investment of Sport in Wales | Sport Wales

Playing our part for future generations



WELL-BEING OF
FUTURE GENERATIONS

Wellbeing Goals:

- A Prosperous Wales,
- A Resilient Wales,
- A Healthier Wales,
- A more Equal Wales,
- A Wales of more Cohesive Communities,
- Vibrant Culture & Thriving Welsh Language,
- A Globally Responsible Wales

4

sportwales
chwaraeon cymru

2

Vision for Sport in Wales:

“everyone can have a lifetime enjoyment of sport”

Sport Wales

“enabling sport in Wales to thrive”

3



Llywodraeth Cymru
Welsh Government

Welsh Government Policies & Strategic Objectives: Early Years, Child Poverty, Prosperity for All, Making Life Better for Children in Wales, Supporting Entrepreneurial Women in Wales, National Events Strategy, Net Zero Targets

1



Welsh Gymnastics
Gymnasteg Cymru

Where Sport Begins

“Gymnastics is the foundation sport”



We are... **the**
foundation
sport - this **is**
where all sport begins



Our Goals

are far reaching



**Prioritise
Safeguarding
& Wellbeing**



**Enhance
Financial
Resilience**



**Develop
'Fit for the
Future' Facilities**



**Creating
opportunities
for everyone**



**Implement clear
pathways for
progression to
performance**





GOAL 1

Prioritise Safeguarding & Wellbeing

Without compromise, the safeguarding and the wellbeing of our gymnasts will always be our highest priority. Safeguarding is the golden thread that runs through every aspect of our work, and throughout each goal. In safe and inclusive environments, a culture that ensures the voice of everyone in our community is heard, will continue to evolve. We all understand our responsibilities and are accountable for our actions.

We will...



People

Create a culture where everyone feels safe and valued. We all understand our role in ensuring our sport is safe and inclusive.

Ensure our Board of Directors are the custodians of safeguarding and wellbeing measures.

Work with parents so they can support the gymnast journey at all levels.

Actively listen to our gymnast voices and grow our community of Gymnast Ambassadors.

Continue to employ experienced safeguarding professionals.



Places

Ensure all our places are safe, inclusive and accessible environments.

Create open access to our places, creating viewing areas or live digital feeds for parents.



Practices

Strive for continual improvement against our safeguarding and wellbeing plan, publishing our progress on an annual basis.


Protect the safeguarding budget against the risk of cost-cutting measures.

Continue to work with regulatory bodies to challenge unregulated sport, setting minimum agreed standards.

Maintain Level 3 Safeguarding Standard, awarded by NSPCC's Child Protection in Sport Unit.

Maintain compliance with the Social Services and Wellbeing Act (Wales) and Wales Safeguarding Procedures.

Maintain clear and transparent gymnast-friendly policies.



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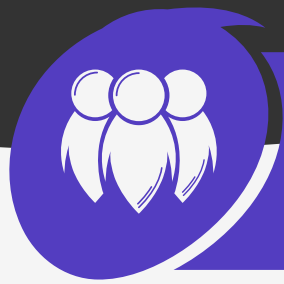


GOAL 2

Enhance financial resilience

Financial resilience for Welsh Gymnastics and the wider gymnastics community will make our sport more sustainable. It requires strategic planning and the pursuit of commercially creative opportunities.

We will...



People

Work with gymnastics providers to identify mutually beneficial financial opportunities.

Forge closer working relationships with government agencies to support growth.

Ensure our membership offer provides value for all members.



Places

Enhance range of competitions and events that are staged in venues across Wales.

Work with schools to use gymnastics as part of the extension to the school day.

Strengthen partnerships with facilities to help meet unmet demand for gymnastics.



Practices

Retain the confidence of public finance investors by maintaining a high-level of governance.

Strike a balance between financial ambition and risk at board level.

Develop an evidence-based advocacy plan to support the case for financial investment among stakeholders.

Embrace technology to lower costs and increase commercial opportunities.

Identify economies of scale to share services across the sports sector.



“

Financial resilience for
Welsh Gymnastics and
the wider gymnastics
community will make our
sport more sustainable



GOAL 3

Develop 'Fit for the Future' Facilities

Gymnastics in Wales has undergone a transformation, with the introduction of dedicated facilities, led largely by skilled, social entrepreneurs. But we must reach further into communities, forge new partnerships and enhance our delivery models to meet demand and further grow the sport.

We will...



People

Facilitate opportunities to enhance the business skills of facility operators, ensuring facilities are utilised to their fullest potential.

Match volunteer business mentors with those running facilities.

Launch a recruitment drive to ensure we have a workforce of facility operators that reflects the communities we serve.



Places

Deliver a National Gymnastics Centre for Wales.

Identify locations with latent demand and find solutions for new places, including shared spaces.

Develop a business model for mobile gyms, focussing on pre-school and foundation level gymnastics.

Negotiate financially sustainable lease agreements for dedicated facilities.

Plan to maximise the use of facility assets, working with statutory and non-statutory agencies.

Prioritise opportunities to develop environmentally sustainable facilities.



Practices

Ensure plans are insight-led.

Prioritise the financial viability of new and upgraded facilities and spaces to ensure sustainability.

Actively collaborate with planning authorities to advocate for the repurposing of industrial units, to create new gymnastics facilities.

Improve accessibility, considering public transport routes and ensuring disabled access.



Gymnastics in Wales has undergone a transformation, with the introduction of **dedicated facilities**, led largely by skilled social entrepreneurs



GOAL 4

Create Opportunities for Everyone

Demand for gymnastics and trampolining in Wales outstrips the supply of opportunities. We need to grow the sport in order to reduce waiting lists. From early years development to supporting the development of physical literacy, gymnastics provides the foundations of a healthy and active lifestyle.

We will...



People

Encourage participation from underrepresented groups and ensure our Hardship Fund supports those in need.

Build more diversity within our workforce and ensure training is accessible to all.

Increase employment opportunities throughout our network, enhancing our entrepreneurial workforce.

Provide ongoing support and education programmes that set clear standards to ensure highly trained, supportive workforce at every level.



Places

Prioritise support for areas with long waiting lists.

Increase the number of leisure centres and school sites that deliver gymnastics.

Expand our network through partnerships, providing community-based provision and develop a recreational programme.

Deliver larger scale competitions and attract international events.



Practices

Ensure all activity is safe, enjoyable and developmental, contributing to the Vision for Sport in Wales.

Adopt a digital-first approach to support efficiencies (cost and time).

Promote and provide opportunities for all stakeholders to communicate through the Welsh language.

Advocate the benefit of gymnastics as a foundation sport, across government portfolios.



Gymnastics provides the foundations of a healthy and active lifestyle



GOAL 5

Implement clear pathways for progression to performance

We will nurture a culture where everyone can achieve their full potential; and their own personal best. We will ensure our programmes are always athlete-centred and coach-led.

We will...



People

Continue to create a culture of actively listening to the athlete voice, building programmes that are athlete-centred and coach-led.

Develop a wider cohort of coaches and support staff with world class knowledge, skills and behaviours.

Enhance subsidies for performance gymnastics so that financial barriers do not stand in the way of achieving potential.

Ensure Welsh representation at every level, role and discipline of the British Gymnastics pathway for Great Britain.

Ease the transition for gymnasts reaching the end of their careers either through talent transfer to other sports or into work.

Make training compulsory for parents and guardians if their child enters the performance pathway.



Places

Secure investment to develop a fit for purpose National Gymnastics Centre, with world-class facilities for performance gymnasts.

Develop an infrastructure of regional performance hubs, serving all disciplines.



Practices

Ensure alignment with British Gymnastics performance pathways in all disciplines.

Establish a Para performance programme to include high performance opportunities for para-athletes.

Create more equity across our disciplines in terms of investment and resource.

Regionalise our Performance programme to nurture talent in every corner of Wales.

Work collaboratively with the development team to ensure smooth transition from development to performance.



We will ensure our programmes are always athlete-centred and coach-led

Our 2035

Vision



Our strategy is ambitious, and we will continually challenge ourselves to achieve our goals. We will publish our progress annually to ensure we are achieving our objectives and remain accountable to stakeholders. Our success will be measured by the lives we affect.

we will continually
challenge
ourselves
to achieve our
goals



What will success look like in 2035?



People

Everyone feels happy and safe and gymnast voices are heard, loud and clear.

Extensive pre-school programmes support physical literacy skills.

There are no waiting lists.

Our gymnasts are excelling on the world stage.

Quality assured education programmes are meeting the demand of the sport.



Places

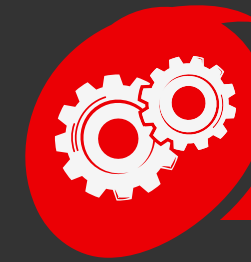
We have a state of the art National Gymnastics Centre.

All places across Wales are open environments, ensuring nothing happens behind closed doors.

More dedicated, local and accessible facilities across Wales.

There are competition opportunities for everyone, at every level.

Wales regularly hosts international competitions.



Practices

We maintain the highest level of compliance within Safeguarding.

We have a positive culture and behaviour right across our sport.

We are recognised by all governing bodies of sport as the foundation sport.

Our sport is financially resilient.

We embrace technology to improve our sport at all levels.

Contribute towards Welsh Governments Net Zero target.

Our sport is more diverse and inclusive.

We have increased our Social Return

We continue to be the number one sport in Wales in supporting female entrepreneurs.



Our

success

will be measured by the lives

we affect.



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