

MEMORANDUM

DATE: September 8, 2022	STATUS: High
TO: Member Clubs	FROM: CEO – Gymnastics NZ
CC:	ATT:
RE: Community Update- Work plan September 2022	NOTE:

We wanted to provide a further update following the [July Community Update where we advised that](#) the Steering Committee has now completed [Shaping the Future of Gymnastic in Aotearoa Work Plan](#) and this has been approved by the Board of Gymnastics New Zealand.

With the *Shaping the Future of Gymnastics in Aotearoa* Work Plan in place, focus shifts to the delivery of this plan to continue making meaningful change to the culture of gymnastics in New Zealand. In some areas, this builds on initiatives already well underway and some new projects to address other specific recommendations.

Outlined below are a sample of the activities under the four key themes Integrity, Health & Wellbeing, Environment & Culture and People & Programmes completed or currently underway:

1. Integrity

The implementation of the Sport Integrity Unit and Judicial Committee, along with utilising independent complaints processes including SRCMS, have provided processes for complaints to be raised and addressed. The forward-focused activity is ensuring these are fit for purpose.

Adding athlete advisor roles on the five Technical Committees has begun the process of strengthening athlete voice and perspective within their respective codes. The athlete advisors also meet regularly as a group and are working on ways to further engage tamariki and rangitahi voice.

2. Health and wellbeing

Research, information gathering, and review is necessary before undertaking the development of relevant guidance and resources. There is a direct overlap with several of the principles in [Sport NZ's Balance is](#)



[Better philosophy](#) (of which Gymnastics NZ is a delivery partner) and this work will be linked together directly.

A Coach Development Framework (identified in Theme 4: People and Programmes) is under construction and will be one of the tools to deliver the outcomes of the Health and Wellbeing Theme. Primary and secondary research carried out as part of this process will be utilised within this theme.

[Sport Chaplaincy NZ](#) has been working with Gymnastics NZ since attending the NZ Gymnastics Championships in 2021 to provide in-person support and have provided pastoral care and support directly to several clubs and individuals.

3. Environment and Culture

Developing a strong safeguarding culture within Gymnastics NZ and affiliated clubs has been a core focus and significant progress has been made. Gymnastics NZ has developed a robust Safeguarding and Child Protection policy and reviewed processes across the organisation and clubs. To date 90% of clubs have appointed Safeguarding Representatives, with more than 80% completing enhanced child protection training to support this important work. In addition, 177 youth coaches have completed the new youth coach safeguarding workshop 'Keeping Sport Safe for Youth Coaches'. This has been very well received and will be made a compulsory part of the XTND youth coaching and leadership programme from 2023.

A focus on developing governance capability within clubs has been prioritised with a governance webinar series delivered over the past 12 months addressing the key challenges identified by club leaders. This has been supported with one-on-one governance support for clubs across the country by the GNZ Regional Relationship Management Team.

Raising expectations of the types of behaviour and action we all expect within our gymnastics community has resulted in a willingness to identify and address issues that may previously been overlooked. Addressing integrity recommendations identified in the review forms an essential part in supporting these expectations.



4. People and Programmes

Gymnastics New Zealand appointed a dedicated Coach Development Manager in November 2021 to provide even more focus on coaches and coaching. Research has been undertaken to understand current coach and participant needs, current capability for coaches to meet these needs and to identify gaps. This is being used to create and implement a Coach Development Framework to ensure our gymnastics coaches have the capability to meet the needs of their participants.

A Coach Connect newsletter is also providing a channel to share information, ideas, best-practice and development opportunities with all coaches and two [Coach Connect conferences](#) are planned for November 2022 (Auckland and Christchurch). These will provide development opportunities for coaches across a range of areas including interpersonal coaching skills, health, wellbeing and technical skills.

A review of the Judge Education Framework resulted in the development of the Foundation Judging course. This is to ensure that all new judges get a good grounding in the basics of gymnastics judging regardless of their previous skill/knowledge level. We are now working on the creation of clear progression pathways for judges.

Gymnastics NZ has also signed up to Sport NZ's [Good Sports initiative](#). Three GNZ staff members have received Good Sports training and are now developing an initiative to support parents/whanau to better understand gymnastics – what to expect and how best to support their children at the various ages and stages.

What next?

There will be numerous ways our gymnastics community can get involved in the activities and delivery of the *Shaping the Future of Gymnastics in Aotearoa* work plan. First up, the Steering Committee and GNZ will communicate, educate and gain community insight and feedback on the work plan. This includes community engagement at key upcoming GNZ events and workshops including the GymClub Challenge in October and 2 Coach Connect conferences in Auckland and Christchurch in November, alongside interactive social media and virtual meeting opportunities.





As the work plan activates, the community will be engaged and supported to play an important role in co-design and then delivery to ensure best chance of long-term success. To stay up to date with progress and engagement opportunities, you are encouraged to [sign up for updates](#)

Kind regards,

Tony Compier
CEO – Gymnastics NZ

