

MEMORANDUM

DATE: December 21, 2022	STATUS: High
TO: Member Clubs	FROM: Gymnastics NZ
CC:	ATT:
RE: Community Update- Work plan December 2022	NOTE:

Following the [September 2022 Community update](#) on the of [Shaping the Future of Gymnastics in Aotearoa Work Plan](#), we wanted to reconnect to report on the continued progress we are making with this important mahi.

The Gymnastics NZ Steering Committee (GNZSC) have met three times since September, once in person and twice virtually. Along with general updates, project management reviews and communication strategies, GNSZSC members specifically discussed priority actions from the Integrity theme of the work plan. This included covering a full review, discussion and recommendations related to I2: Counselling, I3: Complaints & Discipline, I4: Tamariki & Rangatahi Child Focus on Concerns, Complains and Discipline as well as I6: Tamariki, Rangatahi & Gymnastics Athlete initiatives. These topics were carefully evaluated before final recommendations were formulated to be presented to the Board of Gymnastics New Zealand for consideration.

The GNZSC and the GNZ Board have then actioned the following items:

Theme One: Integrity

I2: Counselling

- Five recommendations for future best practice improvement for Gymnastics NZ to consider implementing.

I3: Complaints and Discipline

- Review of current state, collation of best practice and six recommendations for future best practice improvement for Gymnastics NZ to consider implementing.

I4: Tamariki & Rangatahi Child Focus on Concerns, Complaints and Discipline

- Letter from GNZSC and GNZ Board to the ITC requesting that they ensure that complaints processes are developed with a child-friendly approach, ensuring that they are suitable for athletes of all ages to engage with.



16: Tamariki, Rangatahi & Gymnastics Athletes

- Letter from GNZSC and GNZ Board to the Children’s Commissioner (Judge Frances Eivers) inviting the Children’s Commissioner to consider placing a stronger focus on the Kaupapa of children and sport and in particular the advancement of children’s rights within the sports context in Aotearoa.

Priority actions I1: Restorative Processes, I5: Gymnastics Athlete Voice & Empowerment and I7: Ongoing Monitoring are scheduled for committee discussion at the first GNZSC meetings on the 1 February 2023. While work on the Shaping the Future of Gymnastics in Aotearoa plan will continue through 2023 and 2024, the GNZSC are prioritising the rapid response to the Integrity theme and aim to have all priority actions completed from the committee work by second half of 2023.

Gymnastics New Zealand continues to work on the remaining three themes (Health & Wellbeing, Environment & Culture and People & Programmes) of the Shaping the Future of Gymnastics in Aotearoa Work Plan. This includes specific updates on the following priority actions:

Theme 2: Health & Wellbeing

M2: Gymnastics Athlete Framework

- Initial discussions with research partners to explore gymnastics best practice regarding training (age and stage), selection, calendar, and competition age appropriateness. This research will inform the development of a long-term athlete development framework and also input into the development of the Medical Advisory Panel (M1).

Theme Three: Environment & Culture

E1: GNZ Role in leading culture

- This is closely tied with the development of a new strategic plan for Gymnastics NZ which is planned for 2023. Initial Board level discussion underway and wider community consultation will feed into this.

E2: GNZ supporting Club culture

- Communication plan in place to ensure the community is kept up to date with progress of work plan and to promote and highlight good practice examples within the community.



Theme Four: People & Programmes

P1: Coaching

- Coach Development Framework – research phase completed, and [research report](#) shared with community
- Coach Connect Conferences held in Auckland and Christchurch. These conferences were developed as an early action to address the key themes identified within the framework research. The conferences were well attended, and feedback has been very positive. These will be the first of a range of actions designed to create more connection within the coaching community and to share information and ideas.

The GNZSC are scheduled to meet a further four times in the first half of 2023 to continue their role in overseeing progress of the work plan.

The table below provides further information on each priority action in the Shaping the Future of Gymnastics in Aotearoa Work plan, and this will be developed into our project tracker in 2023.

Theme & Priority Actions	GNZSC Status	Narrative on Tasks	Priority	Start Date	Due Date
I1. Restorative Processes	IN PROGRESS	Desktop review in development	HIGH	31/10/2022	19/04/2023
I2: Counselling	RECOMMENDATIONS MADE TO GNZ BOARD	Report back on current counselling support with recommendation for future best practice in development. Recommendations now with the GNZ Board	HIGH	31/10/2022	19/04/2023
I3: Complaints and Discipline	RECOMMENDATIONS MADE TO GNZ BOARD	Review of current state, collation of best practice and improvement plan in development. Recommendations now with the GNZ Board	HIGH	30/09/2022	19/04/2023
I4: Tamariki & Rangatahi Child Focus on	COMPLETE	Letter from GNZSC and GNZ Board to the ITC requesting that they ensure that complaints	HIGH	05/09/2022	06/12/2022



Concerns, Complaints and Discipline		processes are developed with a child-friendly approach, ensuring that they are suitable for athletes of all ages to engage with. COMPLETED			
I5: Gymnastics Athlete Voice & Empowerment	IN PROGRESS	Work commenced Scheduled for February 2023 in person GNZSC Meeting	HIGH	05/09/2022	21/06/2023
I6: Tamariki, Rangatahi & Gymnastics Athletes	COMPLETE	Letter from GNZSC and GNZ Board to the Children's Commissioner (Judge Frances Eivers) inviting the Children's Commissioner to consider placing a stronger focus on the Kaupapa of children and sport and in particular the advancement of children's rights within the sports context in Aotearoa. COMPLETED	HIGH	05/09/2022	06/12/2022
I7: Ongoing monitoring	SCHEDULED	Scheduled for March GNZSC Meeting	HIGH	19/04/2023	21/06/2023
M1:A Medical & Health Advisory	IN PROGRESS	Linked to M2	NORMAL	30/11/2022	30/06/2023
M1 B: Medical & Health Advisory	IN PROGRESS	Dependent on M1A	NORMAL	TBC	30/12/2023



M2: Gymnastics Athlete Framework	IN PROGRESS	Initial discussions with research partners to explore gymnastics best practice regarding training (age and stage), selection, calendar and competition age appropriateness. This research will inform the development of a Long term athlete development framework and also input into the development of the Medical Advisory Panel (M1).	NORMAL	02/11/2022	30/06/2023
E1: GNZ role in leading culture	SCHEDULED	This is closely tied with the development of a new strategic plan for Gymnastics NZ which is planned for 2023. Initial Board level discussion underway and wider community consultation will feed into this.	LOW	31/03/2023	30/12/2023
E2: GNZ supporting Club culture	SCHEDULED	Communication plan in place to ensure the community is kept up to date with progress of Work Plan and to promote and highlight good practice examples within the community.	LOW	30/06/2023	30/12/2023
E3: Culture of Gymnastics in Aotearoa	SCHEDULED	Scheduled but dependencies with E1 and E2	LOW	01/09/2023	30/12/2023



P1: Coaching	IN PROGRESS	<p>Coach Development Framework – research phase completed, and research report shared with community</p> <p>Coach Connect Conferences held in Auckland and Christchurch. These conferences were developed as an early action to address the key themes identified within the framework research. The conferences were well attended, and feedback has been very positive. These will be the first of a range of actions designed to create more connection within the coaching community and to share information and ideas.</p>	NORMAL	01/09/2022	30/06/2023
P2: Coaching	IN PROGRESS	Started	NORMAL	02/11/2022	30/12/2022
P3: Coaching	IN PROGRESS	Started	NORMAL	02/11/2022	30/12/2022
P4: Judging	IN PROGRESS	Started	NORMAL	30/06/2023	30/12/2023
P5: Technical Committees	SCHEDULED	N/A	NORMAL	30/06/2023	30/12/2023
P6 A: Tamariki, Rangatahi & Whanau	IN PROGRESS	Started	NORMAL	TBC	31/12/2022
P6 B: Tamariki, Rangatahi & Whanau	SCHEDULED	N/A	NORMAL	TBC	30/12/2023



P6 C: Tamariki, Rangatahi & Whanau	SCHEDULED	N/A	NORMAL	TBC	30/12/ 2023
P7: Education	SCHEDULED	N/A	NORMAL	TBC	30/12/ 2023

As the work plan progresses, the community's participation is invaluable. We hope that you have started to see an increase in communication and promotion on this important mahi. The gymnastics community will be asked to be part of designing and delivering solutions that ensure successful outcomes for all gymnasts in Aotearoa.

We look forward to sharing more information on this in early 2023. We wish you all a very Merry Christmas and happy, safe holidays.

Gymnastics NZ

