

GNZSC Work Plan Tracker						
Theme One: Integrity	IR Recs Covered	Lead	Milestone	Status	May Action update	May Next Steps
<p>Restorative processes Engage an appropriately qualified independent expert to explore & to carry out an investigation into the options for restorative processes in the GNZ context and report back to the GNZSC. Included within this is advice & support to GNZ on their role within a restorative process understanding past harm & impact (consider whether a further apology might be needed).</p>	1.1 / 1.2	GNZSC	March 2023	In Progress	<ul style="list-style-type: none"> • Scope and pre-read materials developed. • Desktop review of current restorative processes in New Zealand, and specific to sport completed. • Multiple meetings with the GNZSC and specifically with the Gymnast Specialists of the committee regarding the design and development of the survivor consultation sessions. • Survivor consultation sessions completed. 	<ul style="list-style-type: none"> • Review outcomes of survivor connection sessions.
<p>I2: Counselling Report back on the level of counselling support available through the SRCMS. Investigate what an ongoing recovery counselling function could look like within the recommendation looking to explore restorative process for ex-gymnasts. Link to MHR1 and mental health, wellbeing, support to educate current athletes for the systemic issues around the transition of finishing competing in gymnastics (preventative initiative).</p>	1.3	GNZ	Dec 2022 June 2023	Complete	<ul style="list-style-type: none"> • Recommendation made in the GNZ Submission to the Integrity Sport and Recreation Bill including suggestion of a hardship fund to extend mental health support for athletes in the future. • GNZSC recommendations made to the GNZ Board, noting that its primary role is to connect the gymnastics community to counselling services where appropriate. 	<ul style="list-style-type: none"> • On-going monitoring of complaints process • Recommendation that the integrity commission being established includes a mental health hardship fund.
<p>I3: Complaints and Discipline Complete the SIU review and include a focus on the Gymnastics New Zealand judicial regulations including the Dispute & Disciplinary policy.</p>	9.1 / 9.2 / 9.5 / 10.1	GNZ	Oct 2022	In Progress	<ul style="list-style-type: none"> • Review of the Disputes and Disciplinary policy shows: <ul style="list-style-type: none"> ○ The policy is complex and would be difficult for most people in the 	<ul style="list-style-type: none"> • Once the final option is agreed, next steps: <ul style="list-style-type: none"> ○ Connecting directly with all parties involved in the GNZ Disciplinary process.

<p>Recommendations are made through the review and actioned by Gymnastics New Zealand. Independent expertise is incorporated into this to support the review and recommendations. Understand the nature of the IWG recommendations around responding to misconduct and assess the extent to which this can be leveraged. Depending on the outcome of that, seek support from Sport New Zealand to form a collective or group of NSOs to come together to share resources and best practice for responding to misconduct.</p>					<p>gymnastics community to understand.</p> <ul style="list-style-type: none"> ○ The policy establishes very thorough processes for disputes and disciplinary, however this is then resource heavy and cumbersome for GNZ to manage and deliver. ● An options paper has been produced for moving forward on enhancing the policy. 	<ul style="list-style-type: none"> ○ Further detail provided to the necessary policy and process change required. ○ An implementation plan developed. ○ Information and recommendations back to the GNZ Board to ensure approval.
<p>I4: Tamariki & Rangatahi Child Focus on Concerns, Complaints and Discipline Provide feedback that the SRCMS is not meeting the needs of GNZ and particularly it's tamariki/rangatahi participant cohorts in relation to child rights, advocacy and voice focus. Strong recommendation that this service needs to be tamariki/rangatahi centric and tamariki/rangatahi welcoming. Seek advice from Sport New Zealand and the Children's Commissioner & other appropriate organisations on how child advocacy can best be delivered in a sporting context and what resources, support and training would be required for GNZ to be successful in this area. Understand the nature of the IWG</p>	9.3 / 9.6	GNZ	Dec 2022	Complete	<ul style="list-style-type: none"> ● No further action 	<ul style="list-style-type: none"> ● Awaiting response from the ITC. ● On-going follow up by GNZ (internal and external).

recommendations around child safeguarding and assess the extent to which this can be leveraged.						
<p>I5: Gymnastics Athlete Voice & Empowerment</p> <p>Complete a needs analysis of athlete advocacy, voice and leadership groups and initiatives in partnership with current athletes, Sport New Zealand & HPSNZ to determine best process to establish, empower and deliver this function at Gymnastics New Zealand.</p> <p>Consider the IWG recommendations around athlete advocacy and assess the extent to which this can be leveraged & connected.</p>	2.1 / 2.2 / 2.3 / 6.1 / 6.4 / 9.7	GNZSC	June 2023	In Progress	<ul style="list-style-type: none"> • Athlete Advisor in person hui held on the 6th May 2023. • Content of the hui: <ul style="list-style-type: none"> ○ To come together as a group, learn more about each other and build the cohort / network of Athlete Advisors. ○ Build an understanding of what best practice athlete advisory and advocacy is. ○ Co-design, develop and decide on the AA roles & responsibilities and the structure of how this will work with GNZ ○ Identify the tools AAs need to succeed and start planning the practical next steps required to move this piece of work forward. 	<ul style="list-style-type: none"> • Outcomes of athletes' hui will be drafted, agreed and sent to Board for approval in June.
<p>I6: Tamariki, Rangatahi & Gymnastics Athletes</p> <p>Understand the nature of the IWG recommendations around the establishment of a national independent child sport commission and assess the extent to which this can be leveraged. If then appropriate, request in writing to Sport NZ that they consider the</p>	9.4	GNZ	Dec 2022	Complete	<ul style="list-style-type: none"> • No further action 	<ul style="list-style-type: none"> • Awaiting response from the Children's Commissioner.

establishment of a national independent commission.						
I7: Ongoing monitoring Provide a range of options that could be considered within and integrated into structures currently recommended or whether a new role, system or structure needs to be created.	11.1	GNZSC	April 2023	In Progress	<ul style="list-style-type: none"> Briefing paper completed and sent to GNZ CEO and GNZSC Chair Scheduled for GNZSC discussion in July 2023 	<ul style="list-style-type: none"> Recommendations to GNZ by end of July 2023 Implementation scheduled from August 2023

Theme Two: Medical & Health	IR Recs Covered	Lead	Milestone	Status	Action update	Next Steps
M1 A: Medical & Health Advisory A desktop review of Medical & Health Advisory Panels (including Medical Directors) is conducted in partnership with current & ex-gymnasts, survivors & HPSNZ to determine the best process to establish, empower and deliver this function at Gymnastics New Zealand. Following establishment, the MHAP will focus on developing modules, information, education, and resources linked to Independent Review Recommendations 1.4, 1.7, 5.2, 5.3 and 6.2 that can then be connected through GNZ strategy and initiatives as well as to the wider gymnastics community.	1.4 / 1.5 / 1.7A / 1.8 / 5.3 / 6.2	GNZ	Dec 2023	Scheduled to Start	<ul style="list-style-type: none"> Dr Mike O'Reilly appointed to provide guidance on potential Medical & Health Advisory Panel (MHAP), or alternative model to deliver required outcomes. 	<ul style="list-style-type: none"> Draft scope expected Q1 2024
M1 B: Medical & Health Advisory Guide GNZ in respect of general injury management and prevention programmes, injury recovery times, and rehabilitation issues;	1.4 / 1.5 / 1.7A / 1.8 / 5.3 / 6.2	GNZ	Ongoing	Scheduled to Start		

<p>set up an injury database with advice and guidance from ACC to ensure confidentiality; consider how to enable parents to have access to medical advice in relation to training following an injury;</p> <p>advise on training limits and training hours for young gymnasts; develop resources and guidelines for primary health care providers to guide best practice care for gymnasts including referral to appropriate specialists as needed.</p> <p>With guidance from a sport dietitian, ideally with expertise in gymnastics, create and implement nutritional guidelines with particular emphasis on appropriate energy requirements for the elite and competitive gymnast.</p> <p>Incorporate cultural diversity and understanding in the panel and guidelines. Seek advice and guidance from the Assistant Children’s Commissioner for Māori in respect to the model of health and well-being drawing upon Taha Tinana (physical), Taha Wairua (spiritual), Taha Whanau (family) and Taha Hinengaro (mind).</p>						
<p>M2: Gymnastics Athlete Framework A desktop review of long-term athlete development including gymnastic specific age and stage information & best practice to inform advice on training, selection & competition age appropriateness.</p>	5.2 / 5.4 / 5.5	GNZ	June 2023	In Progress	<ul style="list-style-type: none"> • AUT is undertaking research to investigate best practice globally in appropriate training levels for athletes at different ages and stages. • The research will underpin the next steps and inform both medical advisory panel 	<ul style="list-style-type: none"> • Completion of AUT initial research due June 2023 • Once findings have been made then there will be a wider community consultation and guidelines will be communicated.

					<p>(once in place) and assist in working with the community for athlete wellbeing outcomes.</p> <p>(This will align with the Sport NZ Balance is Better programme, of which Gymnastics NZ is a part of).</p>	
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Theme Three: Environment & Culture	IR Recs Covered	Lead	Milestone	Status	Action update	Next Steps
<p>E1: GNZ role in leading culture GNZ define their position regarding 'seeking excellence' over perfection GNZ develop a statement that covers their internal & external expectations to support a positive gymnastics culture in New Zealand, that takes a child's rights approach & is athlete centred. GNZ complete an audit of their materials to ensure they reflect the principles of excellence (not perfection). GNZ develop & deliver a communication strategy to promote to & engage with the wider gymnastics community. GNZ review their strategy in the context of these recommendations & utilizes this for future development</p>	1.7B / 6.6 / 7.4 / 3.7 / 4.5	GNZ	Dec 2023	Scheduled to Start	<ul style="list-style-type: none"> • The following programmes are already in place: <ul style="list-style-type: none"> ○ Safeguarding - Gymnastics NZ has partnered with Safeguarding Children to ensure their practices are fit for purpose. For example - child safeguarding is now central to Gymnastics NZ with a requirement in place for all affiliated clubs to have an up-to-date child protection policy and identified and trained safeguarding representative. ○ All coaches must have completed Sport NZ's safeguarding training module and must be police vetted. ○ A youth coach specific safeguarding training programme has been delivered to over 250 young coaches. ○ A focus on club governance, to strengthen club capability in this area. 	<ul style="list-style-type: none"> • Revise GNZ strategy (incorporating these work plan recommendations) To be rolled out in Q3 2023 following consultation with community. • Celebrating success- safeguarding implementation and CDFW, Coach Connect etc.
<p>E2: GNZ supporting Club culture Capture & collate community best practice & progress that reflects positive culture change and share this with the community. GNZ reinforce and promote current programmes & initiatives available to support clubs. Improvements & initiatives will take place from the work plan of the GNZSC in response to the Independent Review. GNZ will develop and implement a communication strategy to communicate & connect information</p>	1.6 / 7.3 / 8.1	GNZ	June 2023 but will be on-going	Scheduled to start		

to clubs and the wider gymnastics community.					<ul style="list-style-type: none"> • A communications plan is under development including sharing best practice between clubs 	
<p>E3: Culture of Gymnastics in Aotearoa Co-design & build an action plan to drive continued positive culture change with the gymnastics community that takes a child's rights approach & is athlete centred. Foster and lead a collective gymnastics community commitment to respect & wellbeing, to collaborate to support a positive culture.</p>	N/A	GNZ	Dec 2023	Scheduled to Start		

Theme Four: People & Programmes	IR Recs Covered	Lead	Milestone	Status	Action Update	Next Steps
<p>P1: Coaching Continue the creation of the GNZ Coach Development Framework to provide the best possible education opportunities to current and future coaches so they can attain the sport specific and inter-personal coaching skills while supported in their own professional & personal development. As this is already in progress, GNZ to provide an update to the GNZSC including next anticipated timeline, required resources & next steps for implementation.</p>	2.4 / 3.3 / 3.5 / 3.6 / 6.1 / 6.4	GNZ	On-going	In Progress	<ul style="list-style-type: none"> • Coach Development Framework – research phase completed, and research report shared with community (on website). Coach Connect Conferences held in Auckland and Christchurch. • Coach Development Framework development is underway. • Coach Developer network is up and running with two meetings held. • Coach Development resource in GNZ. 	<ul style="list-style-type: none"> • Two Youth Coach Connect conferences for September and October 2023
<p>P2: Coaching A scope & budget is developed for a GNZ national coach register that includes what information will be included, what information will be public & the process of registration & management (externally & internally).</p>	3.4	GNZ	April 2023	In progress	<ul style="list-style-type: none"> • Completed a thorough desktop review of the Gymnastics NZ coach register and related practices and compared this against current good practice both in New Zealand and overseas. The findings and recommendations are as follows: <p>Findings</p> <ul style="list-style-type: none"> ○ Gymnastics NZ has already implemented a comprehensive internal national coach register (CRM) that is used for both operational functions such as the capture of education achievements and safeguarding requirements (police vet records and first aid attendance records), and for reporting purposes (Sport NZ). This register is as at the same standard, or higher, than most NSOs in New Zealand. 	<ul style="list-style-type: none"> • Completion and communication of flagging system to community. • The Membership Data Regulation to be updated to reflect the current Privacy Act. • The Gymnastics NZ Privacy Policy placed on the Gymnastics NZ website.

					<ul style="list-style-type: none"> ○ A good process currently exists where the Gymnastics NZ Relationship Managers serve as the key people able to access coach information and can pass on relevant details to interested clubs (whilst adhering to any privacy requirements). ○ All clubs are required to submit full details of all their coaches to Gymnastics NZ making the register a complete and valuable resource. ○ The Membership Data Regulation needs updating and the Gymnastics NZ Privacy Policy needs to be loaded onto the Gymnastics NZ website. ○ Any publication of coach data would require the prior collection of coach consent. <ul style="list-style-type: none"> ● GNZ has developed a flagging system in CRM to ensure that individuals with cases at SIU/JC level or with existing sanctions are flagged at GNZ if they leave the sport and then attempt to re-enter or move between clubs. 	
<p>P3: Coaching Consult current coaches on the option of a gymnastics coaching collective & what priority areas should be focused on. If support exists, then scope how this would be included in the GCDF and determine whether an EOI should be sent to Sport NZ for a wider national coaching collective.</p>	3.1 / 3.2	GNZ	April 2023	In progress	<ul style="list-style-type: none"> ● Completed a desktop review of what coaching support and independent voice mechanisms are already in place for the Gymnastics community and compared this against current good practice both in New Zealand and overseas. The findings and recommendations are as follows: <p>Findings</p> <ul style="list-style-type: none"> ○ There is not an expectation from the wider coaching community to be 	<ul style="list-style-type: none"> ● GNZ to consider Coach membership (2024)

					<p>engaged on the matter of the possibility of forming a coaching collective.</p> <ul style="list-style-type: none"> ○ Gymnastics NZ is in the process of exploring the concept of coach membership that will provide greater engagement with a larger part of the coaching community, but the focus of this concept is on coach development and delivery support rather than obtaining coach voice. ○ Most sports researched obtain coach voice through coaching advisory groups rather than through independent coaching collectives. ○ There is limited independent support available to sports coaches in New Zealand. ○ Independent coaching associations ‘of coaches for coaches’ are becoming increasingly rare as National Sports Organisations are providing quality development opportunities and ongoing support, along with formal advisory groups which obtain coach voice. ○ The existing Technical Committees could serve the role obtaining coach voice in a more structured manner, but this could prove difficult to establish/enforce. 	
<p>P4: Judging Develop a Judge Development Framework to provide a cohesive pathway & mentoring for new judges while supporting best practice for</p>	<p>4.1 / 4.2 / 4.3 / 4.4 / 4.6 / 6.1 / 6.4</p>	<p>GNZ</p>	<p>Dec 2023</p>	<p>Q3 2023</p>		<ul style="list-style-type: none"> ● Project due to begin in July 2023

current judges. The framework will connect with the GCDF & be clearly communicated to the community.						
<p>P5: Technical Committees As GNZ have already added athletes to the TCs, GNZ to schedule a review in a two-year timeframe to give athlete advisors time to embed and reflect back on progress. A communication plan is developed and implemented to cover the roles & responsibilities of the TCs and to give the community more context of their functions</p>	7.2	GNZ	Ongoing	In Progress	<ul style="list-style-type: none"> • Athlete advisors in place for all codes and in addition to attending their code TC meetings, they meet regularly as an athlete advisor group. • Feedback has been sought from the current advisors to maximise the benefit to all parties. Athlete advisors attended GNZSC meeting on 1st February and an in-person athlete advisor session in May. • TC's have been surveyed for input into shaping future role of athlete advisors. 	<ul style="list-style-type: none"> • Ongoing communication with TC's and identification of future opportunities for collaboration.
<p>P6 A: Tamariki, Rangatahi & Whanau List the needed tamariki/rangatahi focused modules, resources & onboarding that ensure tamariki/rangatahi have a positive experience in gymnastics in New Zealand. Engage child experts to partner with GNZ Staff to design, develop and support implementation of these elements to ensure high quality communication, comprehension and education.</p>	5.1	GNZ		Scheduled to Start	<ul style="list-style-type: none"> • Connection made between this initiative and Gymnastics NZ Good Sports work – GNZ Good Sports work will focus primarily on addressing this initiative and initially be centred on children as they enter gymnastics. High level project scope completed. 	<ul style="list-style-type: none"> • Good Sports project plan under development – initial phase will centre on research and will dictate what is created in phase 2 (resource development). • Review of GNZ materials, programmes and events to ensure they are child centred
<p>P6 B: Tamariki, Rangatahi & Whanau List the needed tamariki/rangatahi focused modules, resources & onboarding that ensure tamariki/rangatahi have a positive experience in gymnastics in New Zealand. Engage child experts to partner with GNZ Staff to design, develop and support implementation of these elements to ensure high quality</p>	6.1	GNZ	Dec 2024			

communication, comprehension, and education.						
P6 C: Tamariki, Rangatahi & Whanau List the needed tamariki/rangatahi focused modules, resources & onboarding that ensure tamariki/rangatahi have a positive experience in gymnastics in New Zealand. Engage child experts to partner with GNZ Staff to design, develop and support implementation of these elements to ensure high quality communication, comprehension and education.	6.4	GNZ	Dec 2024			
P7: Education GNZ to report back to the GNZSC on progress being made in education & communication areas, including recommendations P1 – P5 .	6.3 / 6.5 / 7.1	GNZ	Ongoing	Scheduled to Start	<ul style="list-style-type: none"> Review of all current materials is underway and will be reported back in due course. 	