

Gymnastics New Zealand (GNZ) Training Guidelines Working Group

Terms of Reference

Title:	Gymnastics New Zealand (GNZ) Training Guidelines Working Group
Objective:	To review AUT research on training intensity and volume alongside for young gymnasts in New Zealand and propose updated guidelines, which prioritise athlete wellbeing and sustainable long-term development.
Timeframe:	August to November 2023 (4 Months)
Responsible to:	GNZ Chief Executive

1. Background

Gymnastics New Zealand recognises the importance of athlete well-being and is committed to fostering an environment that prioritises the holistic development and safety of its participants and athletes. Recent research and community feedback have highlighted the need to address training guidelines, ensuring they reflect best practices while considering the unique challenges and dynamics within our sport. In response to this, and to promote a collaborative approach, Gymnastics New Zealand is forming a working group (consisting of diverse stakeholders from the community) to review, provide feedback, and guide the formulation of the Training Guidelines.

2. Composition of the Gymnastics New Zealand (GNZ) Training Guidelines Working Group

The Working Group will comprise of a diverse group of up to 10-12 individuals from across the gymnastics communities across all codes in New Zealand (noting that some individuals can represent multiple groups), including:

- Athletes
- Coaches
- Gymnastics Club staff or Committee members
- Technical Committee members
- Judges
- Survivor Advocates
- Parent Representatives
- Sport Scientists (if applicable)

The members of the Working Group will be selected by GNZ based on the following criteria to provide a broad perspective on all aspects of gymnastics training volume and intensity.

- **Relevant Experience and Knowledge (Score: 1-5)**
Candidates should possess relevant experience and knowledge in their respective fields (coaching, gymnastics, club management, etc.). They should demonstrate a thorough understanding of gymnastics training protocols, athlete wellbeing, and youth development.
- **Communication and Collaboration Skills**
The ability to communicate effectively and work collaboratively with diverse group members is crucial for the successful functioning of the Working Group. Candidates should exhibit good interpersonal skills and be open to different perspectives.

- **Commitment to Athlete Wellbeing**

Candidates should demonstrate a strong commitment to athlete wellbeing, long-term development. This should be evidenced through past initiatives or professional roles.

- **Availability**

Members will need to commit to regular meetings and reviewing materials in advance. It is anticipated that this is between 3 and 5 meetings. Candidates must be available for the duration of the project and be willing to dedicate sufficient time to contribute effectively.

- **Community connections**

Candidates should showcase a robust network within the gymnastics community. A strong connection indicates the candidate's ability to gather diverse perspectives and promote collaboration, which is vital for the Working Group's objectives. They should also demonstrate their proactive involvement in community events, initiatives, or programs related to gymnastics in New Zealand.

The selection committee will score each candidate independently and then aggregate the scores for final selection. Candidates with the highest overall scores will be offered positions in the Working Group. In cases where candidates have equal scores, diversity factors such as representation across different roles within the gymnastics community will be considered.

3. Objectives and Responsibilities

Working Group Objectives:

- Review the research findings on training limits from the AUT report.
- Agree upon suitable training guidelines for young gymnasts in New Zealand.
- Identify what support clubs and coaches need for adopting the guidelines
- Develop a draft of the new training guidelines for review by GNZ.

The responsibilities of the Working Group members are to:

- Contribute to discussions actively and constructively.
- Draw upon their personal experience and knowledge in the field of gymnastics to inform the Working Group's recommendations.
- Review relevant materials prior to meetings and come prepared to discuss them.
- Respect differing viewpoints and work collaboratively towards consensus decisions.

4. Scheduled Meetings

It is anticipated that there will be 3-5 working group meetings, all held virtually.

The first meeting will be held online to discuss the planned process and run through the terms of reference.

The second meeting will be scheduled approximately one week after the initial meeting for the group to provide individual and collective input into the what shape the guidelines will take, how much detail and format required.

The third meeting will focus on the content of the guidelines, with additional meetings as required to review and finalise.

The final meeting will focus on getting community buy-in and supporting clubs and coaches to adopt the guidelines/

Working Group Members will be provided with a full meeting pre-read at least five days prior to the scheduled meeting.

6. Project completion

The Working Group will function until the final guidelines are approved by GNZ, tentatively aiming to have a draft of the guidelines by 5th November for the GNZ Club Forum.

7. Outputs

The outputs of the Working Group include, but are not limited to:

- Draft of the proposed training guidelines
- Provide regular progress update reports to GNZ
- Final Training Guidelines following review and feedback

8. Review

The Terms of Reference will be reviewed and updated if required at the first meeting of the Working Group and thereafter as necessary.