

Shaping the Future of Gymnastics in Aotearoa – Work Plan Progress

Workplan recommendations	Key work achieved	Status
1. Restorative processes	<ul style="list-style-type: none"> - Engagement with survivor community undertaken by Steering Committee. - Provided opportunity for survivor representatives to be engaged in ongoing projects and consultation. - Ongoing engagement and communication with survivor community who have opted into these processes. 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
2. Counselling	<ul style="list-style-type: none"> - Independent audit of counselling services recommended that GNZ links people to counselling services where required, including SRCMS provision. - Advocated for counselling services to be included in the new Sport and Recreation Integrity Commission through presentation to the select committee. 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
3. Complaints and discipline	<ul style="list-style-type: none"> - Completed review of complaints system and judicial processes. - Recruited expert legal assistance to redraft complaints policy. Launched new policy and processes including online portal that enables higher levels of efficiencies and effectiveness in triaging and working through complaints and discipline issues. - Working with new integrity body (currently Sport and Recreation Integrity Transition Programme). 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
4. Tamariki and rangitahi focus on concerns, complaints and discipline	<ul style="list-style-type: none"> - Successfully lobbied to have tamariki and rangitahi included in Integrity body legislation through the select committee process. - GNZ will utilise the Integrity body's expertise in future. 	Workplan outcomes achieved and completed
5. Athlete voice and empowerment	<ul style="list-style-type: none"> - Athlete advisor roles in place on Technical Committees. - Athlete council under development with their terms of reference completed and formation scheduled for 2024. - Working with the Athlete Leaders Network to support best practice athlete voice mechanisms for GNZ. 	Ongoing project

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6. Tamariki and rangitahi gymnastics athletes	<ul style="list-style-type: none"> - Requested the establishment of a national independent child sport commission through the select committee process. - Engagement with new Children’s Commissioner ongoing on an as-needs basis. 	Workplan outcomes achieved and completed
7. Ongoing monitoring	<ul style="list-style-type: none"> - Continued to report to GNZ Board and Sport NZ on progress of work plan for 12 months following disestablishment of GNZ Steering Committee. - Updates shared with community via Club hui, and newsletters. 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
8. Medical and health advisory	<ul style="list-style-type: none"> - Initial feasibility showed that the establishing of an expert panel is beyond GNZ means however the outcomes can still be achieved. - Guidelines for athletes will be built into the athlete framework (below). 	Ongoing project
9. Gymnastics athlete framework	<ul style="list-style-type: none"> - Performance pathway framework developed for all codes. - Work is underway to develop and share guidelines for training hours. This has included extensive community engagement including the establishment of the Training Guidelines Working Group. - Ongoing work to expand framework to include further guidelines relating to athlete wellbeing. 	Ongoing project
10. Culture and environment in gymnastics in NZ	<ul style="list-style-type: none"> - Steering Committee recommendations built into the new GNZ strategy, with a strong focus on positive gymnastics experiences for everybody. - Ongoing work to build a positive culture at all levels of the community, new communications channels established, in person forum with focus on wellbeing and values. - Safeguarding requirements included within GNZ affiliation requirements. - GNZ communication channels reviewed and updated including weekly newsletter and monthly online club hui. 84% of Administrators reported improvement in GNZ comms in April 2024 Club Survey. 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
11. Coaching – Coach Development Framework	<ul style="list-style-type: none"> - GNZ Coach Development Framework completed and released outlining athlete-centred approach to coaching and broadening from the ‘qualification’ pathway to broader outcomes. 	Workplan outcomes achieved and ongoing work

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	<ul style="list-style-type: none"> - Increased opportunities for coach development aligned with new framework including bi-annual Coach Connect and Youth Coach Connect Conferences, online webinars and in-person workshops. 	incorporated into GNZ business as usual
12. Coaching – national coach register	<ul style="list-style-type: none"> - An independent review of need for national coach register completed. Found that existing database and new safeguarding flagging system was appropriate. 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
13. Coaching – coaching collective	<ul style="list-style-type: none"> - An independent review of current systems found that existing processes including use of coaching advisory groups and utilising the new HPSNZ-supported coach collective activity were more appropriate. 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
14. Judging	<ul style="list-style-type: none"> - Initial work on judging framework underway. 	Ongoing project
15. Technical Committees	<ul style="list-style-type: none"> - Athlete advisor roles added to TC's. - Increased communication with TC's and additional support through introduction of Head of Gymnastics role at GNZ. 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
16. Tamariki, rangitahi and whānau	<ul style="list-style-type: none"> - GNZ Good Sports project work focused on needs of families starting out in gymnastics. - Findings built into Regional Action Plan projects focused on recreational gymnastics. - GNZ participated in SNZ Voice of Participant (VOP) survey. Next VOP survey to be conducted in October 2024 - Next phase of communications review to consider engagement with whānau (recreational, competitive and international) 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual
17. Education	<ul style="list-style-type: none"> - Review and updating of all education materials is ongoing as part of online platform update. 	Workplan outcomes achieved and ongoing work incorporated into GNZ business as usual