

# GfA Programme Development Project Terms of Reference

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**Gymnastics New Zealand**

**August 2025**

## 1. Project Purpose

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To develop a nationally consistent suite of programmes for GfA Pathway Events across all gymnastics codes (MAG, WAG, RG, AER, TeamGym, TRA/DMT/TUM). This project will seek to update Participation Pathway event programmes, and develop new Social Competitive Pathway event programmes to provide sustainable, structured, and meaningful challenges for athletes not pursuing full competitive intensity.

## 2. Project Objectives & Desired Outcomes

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The project will deliver:

- Nationally consistent and technically aligned Participation event programmes for each code (MAG, WAG, RG, AER, TeamGym, TRA/DMT/TUM).
- Nationally consistent and technically aligned Social Competitive event programmes for each code (MAG, WAG, RG, AER, TeamGym, TRA/DMT/TUM) that also functions as an effective first step toward the national competitive pathway for all codes
- Clear pathway connections between Participation, Social Competitive, and National Competitive programmes.
- Better alignment of programme content with ability levels and training hours within the GfA Pathway.
- Improved ability for sideways movement between pathways through alignment of pathway programmes.
- Event 'routines' that are 'user friendly', progressive and sensitive to GNZ / Club event delivery environments and which enable greater schools participation.
- Effective integration with current GNZ programmes (e.g. Springboard) and adaptation of existing regional programme content where appropriate.
- Increased athlete retention through flexible pathway options and effective skill progression
- Effective programme structures that support athlete growth and retention.
- Alignment with GNZ Education pathways.
- Note Parkour Programme development is occurring in a different GNZ project.

### 3. Scope

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Included:

- Development of technical content, routines, and judging frameworks for all listed codes.
- Consultation with existing programme developers and regional experts.
- Creation of guidelines for movement across pathways (entry, progression, sideways movement).
- Alignment with GNZ coach and judge education systems.
- Finalised documentation for publication within GNZ GfA Handbooks and any Schools Programme Handbooks (e.g. Primary Schools, Aims Games)

### 4. Key Outputs

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- Social Competitive event programme handbooks by code (MAG, WAG, RG, AER, TeamGym, TRA/DMT/TUM).
- Participation event programme handbooks by code (MAG, WAG, RG, AER, TeamGym, TRA/DMT/TUM).
- Code-specific judging frameworks that allow for structured and fair evaluation and support effective event delivery
- Technical content aligned to GNZ Training Guidelines for each pathway and Schools.
- National guidelines for progression and participation.
- Engagement and implementation strategy, including stakeholder consultation and IP mapping.
- Final integration into GNZ resources.

### 5. Project Phases & Milestones

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The project will progress through a series of coordinated phases to ensure robust design, sector engagement, and alignment with GNZ strategic priorities. These phases include:

- **Initiation & Planning**  
Establish the scope, roles, working structures, and timelines for delivery, ensuring clarity of purpose and alignment with GNZ goals.
- **Engagement & Insight Gathering**

Identify and review existing relevant programme content and frameworks across Aotearoa and beyond. Establish collaborative working groups by code and gather insights from key stakeholders.

- **Design & Development**  
Facilitate the co-design of technically aligned nationally consistent Participation and Social Competitive Programme content. Ensure relevance across codes and suitability for the intended athlete profile and training volume.
- **Testing & Validation**  
Undertake targeted testing and feedback processes to assess programme usability, appeal, and alignment with pathway objectives.
- **Education Alignment**  
Ensure integration with GNZ coach and judge education systems to support effective delivery and uptake.
- **Finalisation & Rollout Preparation**  
Refine and finalise all programme content and supporting materials for national release in line with GNZ handbook and planning cycles.

## 6. Governance & Roles

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The project will be governed and delivered through a partnership approach involving GNZ leadership, technical experts, and community contributors. Key responsibilities include:

Role	Responsibilities
Project Lead	Lead the coordination of the project, facilitator stakeholder engagement, and oversee delivery quality and timelines.
Strategic Advisors (GNZ)	Provide direction to ensure the programme aligns with GNZ's broader strategy, event and performance frameworks, and long-term goals.
Advisors	Provide guidance on pathway alignment and participation-focused design principles; support code working group formation.
Working Group	Contribute technical expertise to develop appropriate programme content for each gymnastics code, ensuring it meets the needs of athletes and clubs.
GNZ Education Team	Review and advise on the integration of programme content with GNZ's coach and judge education systems to support implementation and sustainability.

## 7. Key Considerations

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- Must support transition from early recreation participation into social competitive and/or national competitive pathways.
- Technical content must be progressive yet achievable, be aligned with pathway priorities and training guidelines, enable effective event delivery and consider application for school sports where possible.
- Judging frameworks must be aligned with pathway priorities, effective event delivery and consider application for school sports where possible.
- Consistency in format and terminology across all codes is critical.
- Pathway movement (especially sideways) must be clearly articulated and achievable to better promote athlete retention.
- Must cater to schools gymnastics to help promote school to club connection

## **8. Interdependencies**

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- Event Review Project: Participation, Social Competitive and Schools Events will rely on these programmes for implementation.
- Coach and Judge Development: Resources will feed into future education content and workforce development.
- GfA Handbook 2027 Release: Programme documents must be finalised in time for national rollout in February 2027.

## **9. Communication & Consultation**

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- Regular updates to GFA SDC and GNZ leadership.
- Consultation with key regional IP holders and code-specific stakeholders.
- Drafts to be shared for targeted feedback prior to finalisation.
- Club engagement strategy to support future implementation and adoption.

## **10. Review & Reporting**

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- It is anticipated that this project will be separated into two key areas of development; Participation and Social Competitive. The first area of development will be Social Competitive
- Progress checkpoints after each phase.

- Interim updates to GNZ leadership at key milestones.
- Final project review and reflection post-release to inform future pathway and education developments.