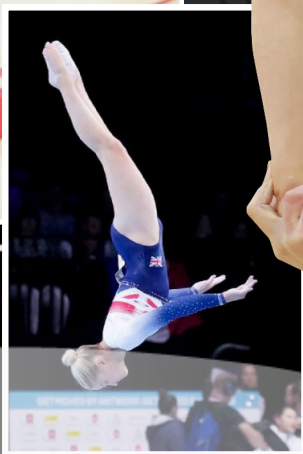




Welsh Gymnastics  
Gymnasteg Cymru



# 2023 Annual Review

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# A message from our Chair

2023 has certainly been a big year for Welsh Gymnastics. In this Annual Review you will read about many changes we are making as an organisation.

The safeguarding and wellbeing of our gymnasts, and all those in our community, continues to be our highest priority. The Board of Directors, that I am proud to lead, is wholeheartedly committed to this priority. This commitment is supported by increased investment into safeguarding and wellbeing which has risen by 300%.

It might be stating the obvious, but Welsh Gymnastics exists to govern our sport in Wales and to serve our members. To ensure we can serve our members effectively, we must listen. I can confidently say that we have achieved this, this year, and will continue to do so.

Thank you to those members and club operators who have provided honest and constructive feedback on how we can support you better. The most notable change we have made, as

a result of your feedback, has been to adopt a new membership system. We hope you like the new system which has made processing memberships quicker and easier. It has also modernised the way in which we take payments, allowing for auto-renewal and direct debits.

Crucially, it also allows for a more flexible membership year - meaning that whenever you join, it is for a full year.

The voice of our gymnasts is important to us and to make sure that voice is heard, we have recruited 8 Gymnast Ambassadors. They are working brilliantly with our executive team to check, challenge and shape policies that are important to the young people in our sport.

As the cost-of-living crisis continues, we have responded by freezing our membership fees for the 3rd year running. We have also ploughed



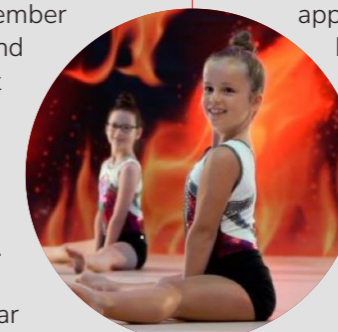
“increased investment into safeguarding and wellbeing which has risen by 300%”



Without the gymnasts, parents, coaches, judges, operators, educators and volunteers, gymnastics in Wales would not be in such great shape.



the entirety of a cost-of-living grant from Sport Wales into our Access Gymnastics fund. We thank Sport Wales as well as the member clubs who have helped make this fund go even further, by reducing the cost of fees for those families that are struggling financially. It is this kind of collaboration that shows how the gymnastics community in Wales joins forces to support those in need.



I am confident that we have the right team in the boardroom, which includes the recent appointment of Finance Director Yash Dave - a former professional cricketer who joins us with more than 20 years' experience of working in FTSE 100 companies and an eagerness to help us drive forward our plans for growth.

Finally, I would like to thank each and every person in our gymnastics family for your hard work, determination and dedication. Without the gymnasts, parents, coaches, judges, operators, educators and volunteers, gymnastics in Wales would not be in such great shape.

2023 has also been an incredible year for our performance gymnasts. We have had gymnasts representing Great Britain at eight European and World events and we have achieved international success across a vast number of events.

As we look forward to 2024, we are waiting to hear the announcement of the host nation for the 2026 Commonwealth Games and whether Ruby Jones and Poppy Stickler achieve the dreams of the nation in getting off the long list for the Paris 2024 Olympic Games and into the Women's Artistic Great Britain Team - good luck to them both!

We know there are challenges ahead. Reduced public funding will mean that we need to look at the way we work, ensuring we can swiftly diversify our income streams as well as generate further income to invest in growing our sport.

**Beverley Smith**  
Chair, Welsh Gymnastics Board of Directors





# Safeguarding and Wellbeing

Without compromise, the safeguarding and wellbeing of our gymnasts remains our utmost priority. Our unwavering dedication has seen us make significant progress in achieving the goals set out in our [Safeguarding and Wellbeing Plan](#), ushering in enduring transformation in our approach.

Having appointed an Executive Director for Safeguarding and Wellbeing, we are leading and implementing a series of improvements in how


we support our members. Our new Executive Director, together with our National Safeguarding and Wellbeing Officer, bring extensive experience from their former child protection roles in social services and the health sector.

Whilst we are encouraged by the cultural and structural changes that have been made and embraced by the whole of the Welsh Gymnastics family – it is important that we continue on a trajectory of improvement for the long term.

## 2023 Key Achievements



Increasing our investment in safeguarding by **300%**



Piloting how raising concerns can be **reported and managed** at club level




Appointing an **Executive Director** for Safeguarding and Wellbeing




**Improved safeguarding measures** for performance squads




Creating a **Wales-based Case Management Panel** so that all concerns are heard by a panel of **experienced safeguarding practitioners**




Publishing our **3-year Safeguarding and Wellbeing Plan**




**Improving** the way concerns are reported by setting up a brand-new **safeguarding advice and report system**




Redefining the role of **Club Welfare Officers** to become **Safeguarding and Wellbeing Officers**, that actively engage in proactive measures




The ability to **raise a concern embedded into all pages** of our membership system and website



Working with **Gymnast Ambassadors** to support the review and development of a renewed **Code of Conduct**



Ensuring that **Gymnastics Development Officers** spend at least **20% of their time dedicated to Safeguarding and Wellbeing**



**Reviewing our policies, procedures and training** to ensure compliance with Welsh legislation



# Inclusion and Diversity



We continue to work hard to maintain and achieve ambitious goals to make sure gymnastics in Wales is inclusive and that it embraces diversity.

I have been impressed with the safeguarding changes that are currently being made. I know safeguarding is a serious commitment for Welsh Gymnastics and that's being backed up by some brilliant work and support from their Safeguarding team.

**Safeguarding and Wellbeing Officer, Neath Afan Gymnastics Club**

## Hardship Funds

- **£91,000** - invested into hardship programmes by Welsh Gymnastics and Sport Wales, to support gymnasts within our clubs and performance squads.
- **Direct support** - from members and clubs to further support gymnasts where finance is a barrier to participation.
- **Club Partnerships** –
  - Teaming up with Street Games Fit and Fed programme
  - Working with local supermarkets to support community pantries
  - Discretionary discounts and free places

**Valleys Gymnastics received £2,000 as part of the Hardship Fund to address inequalities of participation within gymnastics.**

The Hardship Fund has enabled them to offer free of charge gymnastics activities to girls age 7-14 years old on Saturday afternoons. Its Fit and Fed programme, in partnership with Street Games has seen between 15-35 children each week engage in school holiday programmes.

## Insport Gold Award

- **Insport Gold** - awarded by Disability Sport Wales – Welsh Gymnastics is one of only 2 governing bodies to achieve the gold award.

## Welsh Language

- Providing the opportunity for Welsh learners to speak Welsh in the workplace.
- Dedicated bi-lingual member support line.

## Club Development

- Women only coach education – designed to encourage women from a diverse range of backgrounds to become coaches.
- Clubs established in ethnic minority communities.



## Wye Gymnastics Club

What a year it has been for Wye Gymnastics Club – which has transformed its reception area to make room for a community pantry, and won the British Gymnastics Inclusion Club of the Year.





# Development

Modernising and providing value to our members have been the key priorities for the development team this year.

## Digital Membership System

Responding to feedback from our members, we have modernised our membership system. Our new, digital membership system for Wales has been developed in partnership with sports CRM specialists, Sport 80.

Phase one of the system has resulted in the following improvements:

### Phase one

Faster registration for members and less administration for clubs

Auto-renewals – 48% of members now auto-renew

Direct debits

Membership for 12-months from the point of joining

Ability to raise a concern and provide feedback built into the system functions

Integrated DBS checking service

## Insurance

A new Welsh Gymnastics insurance package has also been created, supported by Wales-based Watkin Davies Insurance Brokers. The enhanced insurance offer now includes:

- Income Protection cover for coaches – if they are unable to work due to an injury in the gym
- Enhanced Personal Accident cover for gymnasts – including access to physiotherapy
- Access to the Allianz Sports Fund, via insurance broker Watkin Davies



Our role is to support our members and to govern our sport. The impact we have had this year has been far-reaching:

- 1 Membership fees frozen for the third consecutive year.
- 2 Providing an average annual saving of £200 to members who use our Gymnastics Rewards scheme, which more than covers the cost of all levels of individual membership fees.
- 3 Securing £500,000 investment for club development and environmental sustainability, from the Sport Wales and other grant providers.

## Case Study

2 Clubs secured total of £50,000 from the Energy Savings Grant, from Sport Wales to install solar panels – Carmarthenshire School of Gymnastics and Pheonix Dance and Gymnastics.



## Case Study

Neath Flyers, Dreigiau Dyffryn, Deeside Gymnastics Academy and Wrexham Gymnastics Club were collectively awarded over £10,000 through the Allianz Fund.

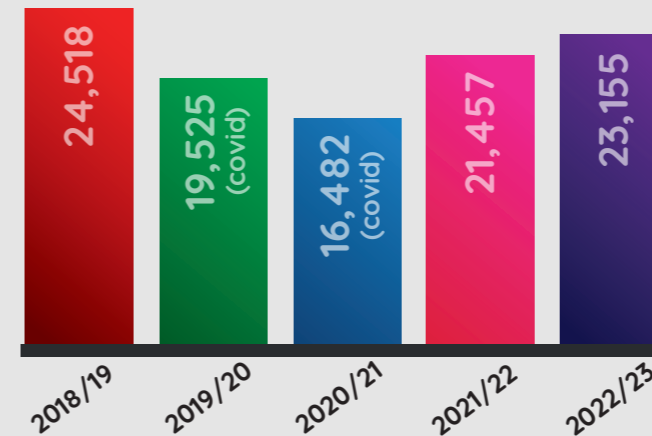
## Case Study

Swansea Gymnastics Centre was successful in receiving over £82,000, for expansion into new space creating opportunities for over 500 children on their waiting list and to support the development of the National Men's Artistic Performance Programme.

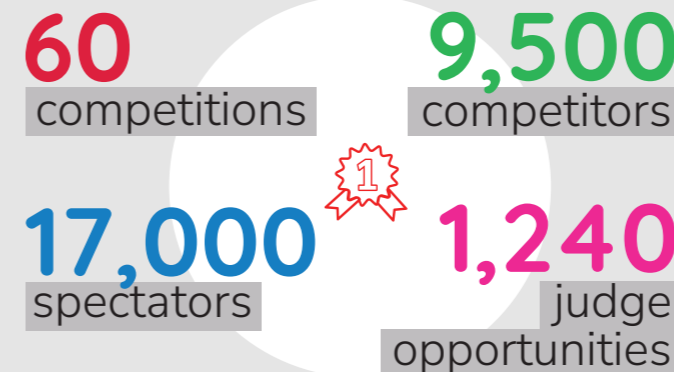


# Membership is on the up!

Membership continues to bounce back, following the challenges of Covid, with clubs experiencing waiting lists and many operating at capacity.



## Competition and Events



It has been a busy period for the events team, technical panels, volunteers, coaches, and judges. We have increased investment into the events with a newly appointed team consisting of Events Manager and Events Officer who have looked to standardising the event experience. We would also not be able to deliver the variety of inclusive opportunities from GFA to High-Performance across Wales without the dedication and passion of the community members.

New competitions were added to the structure with additional GFA Annette Brown opportunities, TeamGym competitions and Rhythmic's offer doubling with the introduction of a new grass roots, Home Nation international and a newly formatted event the Cymru Cup and Future Hopes. New opportunities through live streaming and scoring have been explored and will feature as we move forward into the new year.

The introduction of Welsh Gymnastics membership certainly has been met with enthusiasm, it has undeniably set a new benchmark for user-friendliness and it's a major upgrade from the previous system.

Cardiff Central Youth Club

## Learning and Development

Without a workforce of skilled, committed professionals, gymnastics simply cannot happen.

This year saw the launch of new training to increase participation as well as funding to support new coaches and judges:

- 1 Activity instructor course launched to meet the demand for more recreational gymnastics. 80 Activity instructors qualified across Wales creating 1,280 new opportunities for recreational gymnastics in community environments.
- 2 Financial support for judge education, investing in Regional to Brevet training and increasing volunteer expenses.
- 3 Gymnast Ambassador Programme launched, to ensure the voices of our gymnasts are heard loud and clear. Eight Ambassadors recruited who have influenced the new code of conducts and attended staff days to share their experiences.
- 4 Level 1 courses returned to face to face based on Ambassador and community member feedback.



The URDD group training to be activity instructors



# Performance

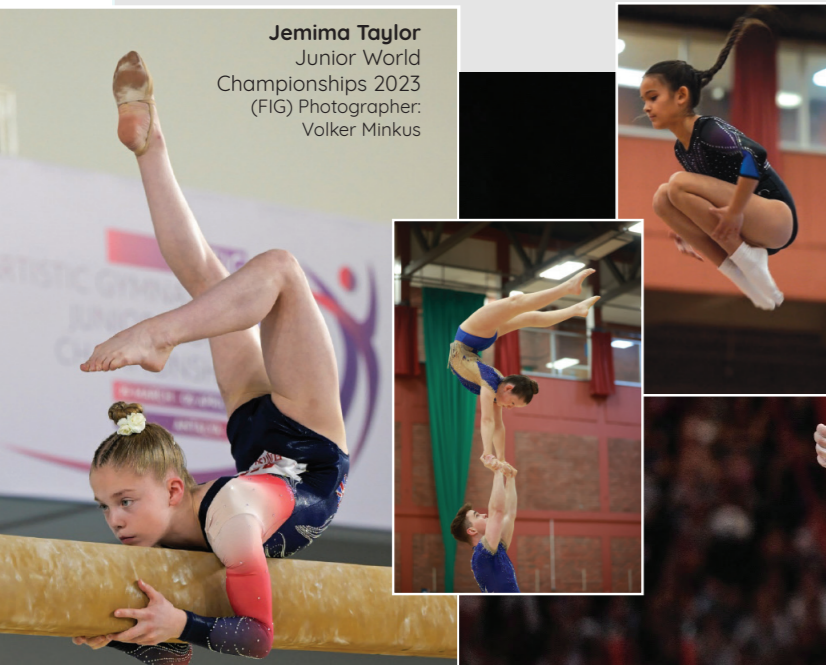
It has been a successful year for Wales' performance gymnasts – as gymnasts on all fronts pursue the dream of emulating the success of our 'golden girl' Gemma Frizelle at the 2022 Commonwealth Games in Birmingham.

Key highlights for our Welsh Performance gymnasts include:

International Selection as part of Great Britain squad



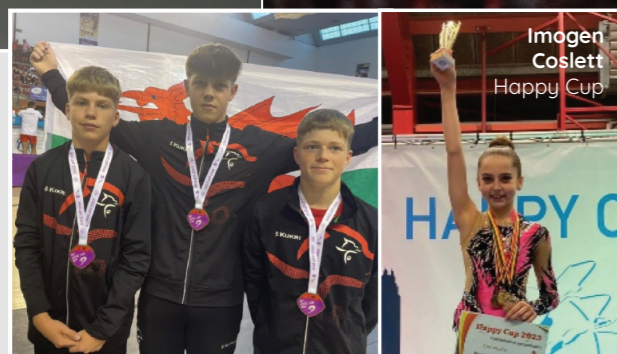
MAG Northern European Team



**Jemima Taylor**  
Junior World Championships 2023 (FIG) Photographer: Volker Minkus



**Poppy Stickler**  
Paris World Challenge Cup 2023 (Alamy) Photographer: ABACAPRESS



**Imogen Coslett**  
Happy Cup

“It's been great being part of the performance pathway and being part of a team. I really appreciate the support provided to enable us to attend trips, meet new people, see new countries, and gain experience.

**Ruby Evans – Women's Artistic Gymnast**

## A year of success

### Athlete Development Framework

The Athlete Development Framework identifies development opportunities for gymnasts, coaches, and parents / guardians, supporting individuals to excel both within and outside of the gymnastics environment. We offer:

Working with Parents in Sport	Nutrition sessions
Induction and exit processes	Coach scholarship programme
Gymnast to Coach development	Tutoring

### Transitions

The establishment of robust induction and exit processes aims to facilitate smooth transitions throughout the various stages. We have supported gymnasts to obtain coaching and judging qualifications:

- Coaching courses
- Judging courses
- Work experience
- Tutoring to support educational goals

### Bursaries

The continuation of the performance bursary along with the additional funds made available through the geographical and international travel bursaries have helped to ease the burden on some families, enabling individuals to continue their journey in the sport.

## Athlete Voice

Ensuring our athlete's voices are heard is important. We were therefore delighted that men's artistic gymnast, Jacob Edwards' was appointed to the Commonwealth Games Wales Athlete's Commission. He will help shape the future of the Team Wales Commonwealth Games programme.

In addition to this, gymnasts within the higher stages of the performance pathway are offered a bi-annual 1-2-1 review process, offering a valuable platform for goal-setting and reflective analysis of their journeys. Exit interviews are conducted to capture the diverse experiences encountered by gymnasts throughout their journeys, with the collected recommendations serving as a basis for organisational enhancements.

Additionally, athlete ambassadors actively contribute by providing constructive feedback on organisational policies, ensuring a continuous feedback loop and the inclusion of athletes on selection panels for both squad and international competition selection has allowed their insights to shape crucial decisions. Furthermore, our athletes actively contributed to the establishment of organisational values and behaviours, fostering a collaborative and athlete-centric environment.



**Jacob Edwards,**  
Commonwealth gymnast appointed to the Commonwealth Games Wales Athletes Commission



## Technical Panels

We would like to thank our **Technical Panels** who work tirelessly to develop our gymnastics disciplines across Wales and help ensure there is a strong domestic programme of competitions and events. We could not do what we do without them.

**Find out more about the work of our Technical Panels:**  
[Celebrating the work of all our Technical Panels - Welsh Gymnastics](#)



# Annual Awards

After a three-year hiatus, Welsh Gymnastics' National Awards made their long-awaited return. It gave the opportunity to recognise and celebrate the achievements of our gymnasts and outstanding contributions of clubs and individuals to gymnastics in Wales.

Among the winners on the night were Deeside Gymnastics Academy, Club of the Year and Commonwealth Games gold medallist Gemma Frizelle, winner of the Gymnast of the Year.

Special recognition was also shown to outgoing Welsh Gymnastics Board member, Dr Lisa Gannon, for her outstanding contribution to the Welsh Gymnastics Board, during her 7-year tenure.



Gemma Frizelle and Dr Lisa Gannon

Gymnast of the Year

Gemma Frizelle  
(Llanelli Rhythmic Academy)

Special Recognition  
Dr Lisa Gannon

## Lockdown Heroes

Lauren Jones (Ruthin & Denbigh),  
Leah Whiffin (Cardiff Central),  
Sharon Evans (Carmarthenshire School of Gymnastics and Neath Afan)

## Gym For All St Tydfils

## Community Coach Gareth Slocombe (YMCA Barry)

## Young Leader Harrison Harris (Valleys Gymnastics Academy)

## Unsung Hero Kathy Jefferies (Welsh Schools)

## Emerging Talent Ruby Evans (Clwb Cymru Caerdydd)

## Performance Coach Paul Edwards (Olympus Gymnastics Club)

## Club of the Year Deeside Gymnastics Academy



Deeside Gymnastics Academy



Paul Edwards  
(Olympus Gymnastics Club)

# Finance



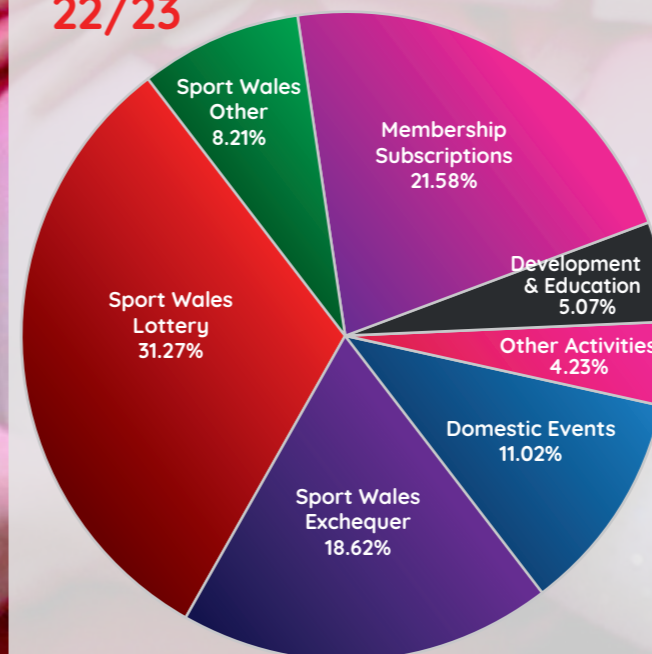
In the year 2022-2023, Welsh Gymnastics exhibited a resurgent financial position, as reflected in its annual accounts. The organisation achieved a turnover of £2,110,683. It is important to note that this included significant support, provided by Sport Wales for performance and development. This support accounts for 58% of our turnover and has been fundamental to the success of the organisation in the last year.

Emerging from the challenges posed by the COVID-19 pandemic, the return of the full domestic programme and face to face training opportunities has strengthened our financial position. This has allowed us to reinvest money into the growth of the sport across Wales.

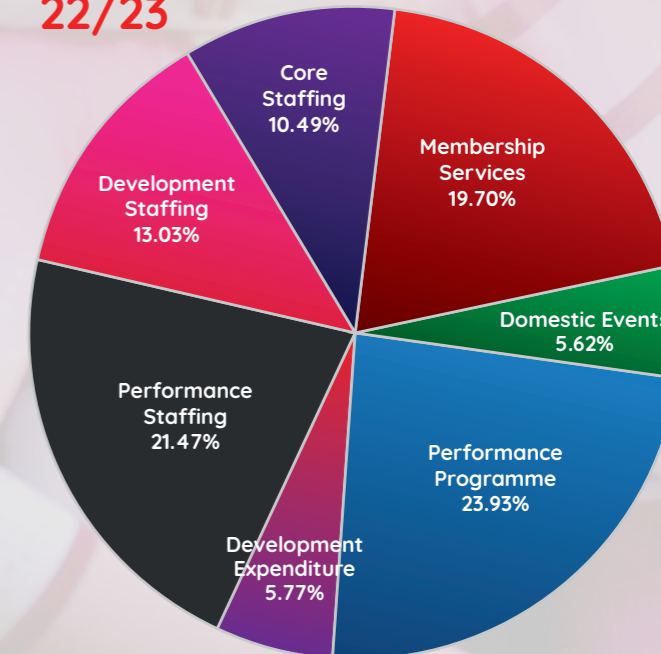
Going forward, our main priority will be to diversify and increase revenue streams, outside of public investment, as we prepare for a significant reduction in funding, as a result of wider public sector cuts. Ensuring these cuts do not have a negative impact on our programmes is a top priority, and work to generate additional income from a diverse range of sources continues in earnest.

The Board of Directors has prepared the [year-end financial statements](#). The Board of Directors will continue to adopt the going concern basis in preparing financial statements.

## TURNOVER 22/23



## EXPENDITURE 22/23





# On the horizon

## 2024 promises to be action-packed, both in the gym and behind the scenes.

We wait with anticipation, for the announcement of the WAG Team GB squad for the Paris 2024 Olympic Games. Early in 2024, we will also discover the host nation for the 2026 Commonwealth Games, where our gymnasts will proudly fly the flag for Wales.

To ensure we provide the maximum support possible to our performance gymnasts to achieve success, we will be working with colleagues across the gymnastics community to strengthen our programmes and ensure a performance pathway for all disciplines.

The potential inclusion of gymnastics as a para-sport holds immense promise for diversifying and expanding the reach of our sport. Adapting gymnastics to accommodate athletes with disabilities not only aligns with the principles of inclusivity and accessibility but also presents an opportunity to create a platform for individuals with varying abilities to engage in the physical, mental, and artistic aspects of gymnastics, fostering a sense of empowerment and community.

Demand for our sport, continues to outstrip supply of opportunities – as evidenced in the most recent Sport Wales School Sports Survey, which identified unmet demand for 30,024 gymnastics opportunities and 53,627 trampolining opportunities. During 2024, we will continue to support clubs in increasing their capacity and we will also examine new models for delivery so

that we can start to meet the unmet demand for our sport and give even more young people the opportunity to participate.

Outside of the gym, we will continue our work on delivering against our ambitious Safeguarding and Wellbeing plan, which will include the roll out of our Globocol safeguarding system, ensuring that every club and delivery agent will be able to manage their safeguarding processes through the system. This will help us to gain a comprehensive picture of the safeguarding landscape across the gymnastics community in Wales.

The system will also include a feature for anyone with a concern to be able to report it anonymously if they wish to.

Phase two of our membership system development will be rolled out to clubs and activity operators – this will give the option for all operators to use the membership platform to operate their business, which will save time and reduce costs. The system will also integrate with our other digital platforms to provide a 'one stop shop' for all business operations for deliverers of gymnastics activity.

2024 will also be the year in which we launch our new 10-year strategy. This will focus on ensuring we support **people** through their gymnastics journey, in fit for purpose **places**; all underpinned by (best) **practice** that ensures that quality-assured gymnastics is delivered in safe, positive, fun and inclusive environments.



Thank you 

We could not do what we do, without the incredible support of all our members, the individuals, the coaches and judges, clubs, schools and leisure centres, the parents and volunteers. Our heartfelt thanks to you all.

We would also like to acknowledge the support of our partners:



[welshgymnastics.org](http://welshgymnastics.org)