



**SCOTTISH
GYMNASTICS**

Strategic Plan 2015-2027

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Introduction

Building on solid foundations

As Scottish Gymnastics enter our 125th year as an association we introduce our new organisational strategy. This plan sets out a new long term strategic vision for gymnastics in Scotland.

Scottish Gymnastics have made a number of changes to strengthen our governance as we enter our new strategic period. This work has ensured we have a strong foundation for growth moving forward.

Gymnastics as a sport in Scotland continues to go from strength to strength, membership figures are at their highest ever level (18,133). In addition there are now more dedicated gymnastics facilities in Scotland than ever before and awareness of gymnastics has never been greater.

Shaping the plan

The foundations of our 2015-2027 plan started over 18 months ago, with a series of consultations with our membership. Throughout this consultation process our membership highlighted their desire for long-term thinking, planning and commitment that has a strong focus on the development of talented gymnasts and professional coaches to achieve their aspirations for Scottish Gymnastics.

A long term vision of success

The result of this consultation process is the development of a long term vision and strategy to guide the work of Scottish Gymnastics through to 2027. This strategy puts clubs at the centre, and contains a series of strategic objectives designed to develop the people who can transform Scottish Gymnastics to better serve the needs of all Scottish gymnasts.





A strong Scottish Gymnastics, inspiring & nurturing emerging talent

Scottish Gymnastics aspires to:

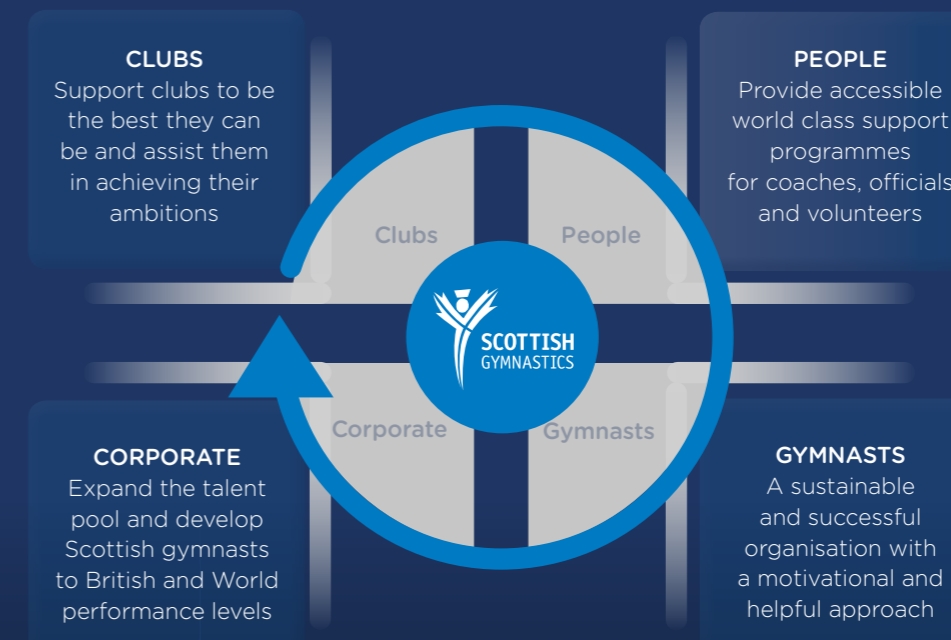
- Invest in and support the development of our members to help them achieve their objectives and aspirations, at all levels
- Develop and maintain an effective partnership with members and wider partners, supporting sustainable club and talent development
- Be a responsive and reflective governing body, building a reputation for effective leadership for the sport, underpinned by strong governance

Vision

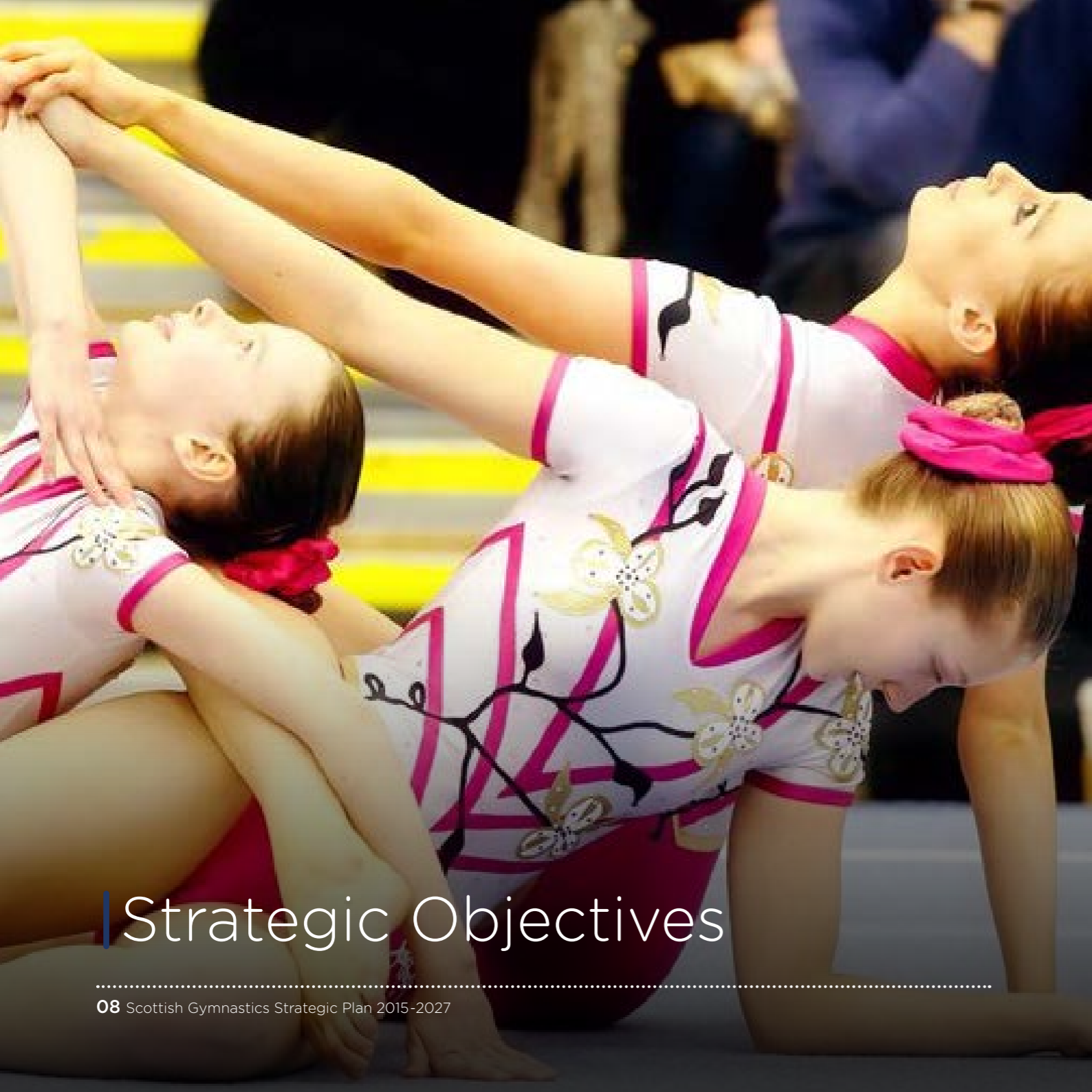
A successful future for Scottish Gymnastics will rely on a commitment to one long term vision.

The vision is focused on the delivery of strategic objectives in four, key inter-dependent areas of Clubs, People, Gymnasts and Corporate, with time lines extending to 2027. The planning, operational delivery and progress will be based around quadrennial sporting cycles.

Above all, Scottish Gymnastics will empower its member clubs to achieve their goals.



Strategic Overview



Strategic Objectives

Clubs:

Support clubs to be the best they can be and assist them in achieving their ambitions

People:

Provide accessible world class support programmes for coaches, officials and volunteers

Gymnasts:

Expand the talent pool and develop Scottish gymnasts to British and World performance levels

Corporate:

A sustainable and successful organisation with a motivational and helpful approach





Facilitating Club Growth

Clubs

Scottish Gymnastics is a club membership based organisation, the needs of the membership is the fundamental priority for the governing body. A strong and professional club base will lead to improved opportunities and outcomes for the sport.

2015-2027 Objective:

Support clubs to be the best they can be and assist them in achieving their ambitions

2027 Outcome:

World class clubs at every level and across all disciplines

What success looks like

- 1 Stronger, better managed, better financed clubs working to business plans
- 2 World class volunteers driving clubs
- 3 More clubs owning or accessing quality gymnastics - specific facilities
- 4 More professional members of staff in member clubs

Member clubs can:

- Grow capacity through enhanced business planning
- Learn best practice from other clubs, disciplines and sports
- Support new jobs and careers providing a professional workforce
- Provide sustainable performance development environments
- Access and benefit from business planning, sports sciences and performance expertise
- Engage in Club Management Training to support the development of their club to world class standard
- Utilise nationally developed resources



Supporting Gymnastics People

People

Scotland needs quality coaches capable of working to high standards across levels. To deliver greater levels of coaching knowledge and better outcomes, Scottish Gymnastics must invest in and develop a structured coach development pathway. High quality officials are also fundamental to a strong competition pathway, Scottish Gymnastics must support talented officials in their development.

2015-2027 Objective:

Provide accessible world class support programmes for coaches, officials & volunteers

2027 Outcome:

A network of coaches, officials and volunteers operating at a world class standard throughout the pathway

What success looks like

- 1 A world class education programme with robust quality assurance systems in place
- 2 A high performance coaching and technical support system established for each discipline
- 3 Professional gymnastics coaching established as a career choice
- 4 Reward and recognise quality coaches, officials and volunteers

Gymnastics people can:

- Aspire to and choose a professional career in Gymnastics
- Learn and share best practice with other coaches, officials and volunteers
- Improve quality of session and reduce travel time and expense for talented coaches
- Be part of a world class regional development pathway
- Access World Class sports science and performance expertise
- Utilise nationally developed gymnastics curriculum and resource
- Support the integration of officials in training, planning and education programmes



Nurturing Gymnastics Talent

Gymnasts

Scotland needs to be able to develop more gymnasts capable of podium level performance at an international level.

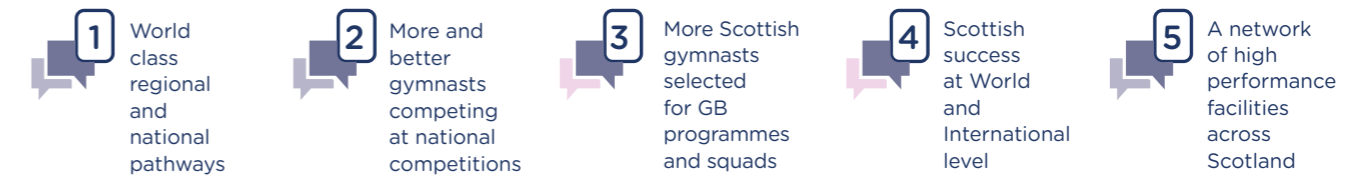
2015-2027 Objective:

Expand the talent pool and develop Scottish gymnasts to British and World performance levels

2027 Outcome:

Talented gymnasts capable of GB selection and world class performance by 2027

What success looks like



Scottish gymnasts can:

- Access a world class regional development pathway
- Maximise use of BG pathway resources
- Receive programme support towards selected competitions
- Receive quality coaching towards selected competitions
- Benefit from a network of professional performance coaching and performance expertise
- Access quality sessions with reduced travel time and expense
- Aspire to and sustain world class performance levels
- Access quality competition opportunities at all levels of the pathway



Delivering to plan

Corporate

Scottish Gymnastics is building stability through the development of strong governance and management.

2015-2027 Objective:

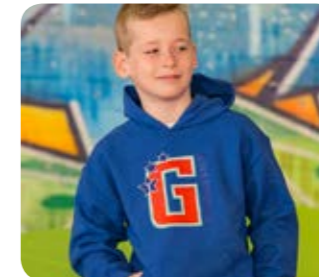
A sustainable and successful organisation with a motivational and helpful approach

2027 Outcome:

An accessible, collaborative, knowledgeable service provider, valued by the Scottish Gymnastics Community

What success looks like

- 1** A trusted, dynamic and transparent governing body
- 2** A financially stable and secure organisation
- 3** A culture of World Class throughout the sport
- 4** A well governed Association delivering to plan





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