



My Voice Matters

Scottish Gymnastics

Wellbeing & Safe Sport

Strategic Framework 2024 - 2027



Year 1

My Voice Matters

Scottish Gymnastics' safe sport strategic framework is further commitment to our vision of an uplifting gymnastics experience for all. We believe gymnastics should be enjoyable, safe, and open to everyone, regardless of age, ability, or background.

It gives us great pride to introduce the *My Voice Matters – Year 1 Annual Report*, a reflection of the collective commitment across Scottish Gymnastics to ensure that every child, young person, and adult in our community feels safe, heard, valued, and supported. This first year of delivery under our 2024-2027 Wellbeing & Safe Sport Strategic Framework marks a defining step forward in shaping a culture where wellbeing is truly embedded at every level of our sport.

This report illustrates not only what we have achieved, but why this work matters. Gymnasts continue to tell us that they enjoy their sport, feel included, and feel safe in their clubs. Parents and carers share strong confidence in the experience we provide. Coaches and volunteers remain dedicated to creating positive and protective environments. These voices, combined, reinforce our mission: to create an uplifting gymnastics experience for all.

At the same time, we recognise where progress must continue. From improving visibility of safeguarding officers, to strengthening reporting systems, to supporting clubs through safe sport visits, we are building stronger foundations for long-term change. The growth in education, the uptake of the club portal, and the meaningful collaborations with clubs, coaches, and partner organisations demonstrate a shared desire to raise standards and support each other.

This year has also shown the power of partnership—across our safe sport team, our member clubs, our national partners, and, importantly, across the home nations. Together, we are aligning to ensure a consistent, transparent, and person-centred approach to wellbeing and safe sport across the UK.

Our sincere thanks to everyone who has contributed to this vital work—our staff team, our safeguarding officers, volunteers, coaches, parents, carers, and of course, our gymnasts. Your voices shape our priorities, your honesty strengthens our systems, and your commitment drives our progress.

As we move into year two, we remain focused on listening more closely, supporting more effectively, and challenging ourselves to do better. My voice matters. Your voice matters. Every voice matters. Together, we will continue to build a sport where every individual feels safe, respected, and empowered to thrive.



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Non-executive Director, Wellbeing & Protection



Lindsey Booth
Head of Wellbeing & Safe Sport

The Team



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Head of Wellbeing & Safe Sport



Gregor Newton
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Nicola McKinley
Safe Sport Officer
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Becca Stewart
Safe Sport Administrator

Safe Sport Mission Statement

Raise the standards for wellbeing and safe sport by championing children's and vulnerable adults' voices and safeguarding their rights. Driving cultural change for an enjoyable, safe and inclusive gymnastics community.

1 Values-Led

Our actions are based on our shared values of *inclusive, supportive, aspirational*, developed with input from the gymnastics community.

2 People Centred

Our actions take a caring, personal approach, putting people first in everything we do.

3 Prevention First

Our approach is both proactive and early intervention seeking to reduce risk and providing a wider range of management options when issues occur

4 Involve Others

We are open, collaborative and consultative – acknowledging we are stronger together and seeking to work with others to develop and deliver collective action.

5 Longterm Impact

Our actions are not driven by quick fixes – we seek actions that lead to meaningful and lasting change.

Achieving Change

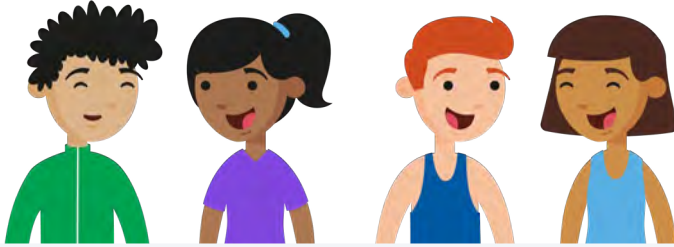
We achieve our mission when children, young people and other vulnerable groups can say:

Success is



“In my sport my voice matters, I am heard, I have fun, I am safe, and I belong.”

The Voices That Matter



Gymnasts tell us

When asked about their experience

95% say they enjoy being at their club, 87% feel included and 98% feel safe.

87% tell us that if they felt unhappy or unsafe, they have someone they can speak to. After an adult at home, most children continue to name their coach as their go to person.

Things we need to work on

39% did not know who their club safeguarding officer was, which was a positive reduction from 56% the year before, with room for further improvement.

30% said they were sometimes or not at all able to influence decisions in their club, even though 94% said they were listened to and 72% were asked their opinion.



Parents & Carers tell us

When asked about their experience

92% rated their child's overall gymnastics experience brilliant (64%) or good (28%).

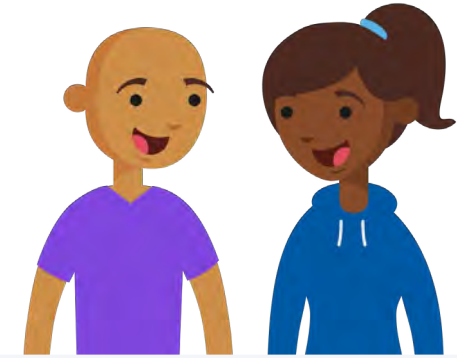
79% reported that safeguarding was a high priority in their club.

82% felt that coaching was delivered in a safe and inclusive environment., slightly up from 77% the year before

Things we need to work on

51% did not know who their club safeguarding officer was or how to contact them, likely linked to 54% reporting their club did not advertise their safeguarding officers or how to contact them.

42% did not know if the coaches had PVG scheme membership or qualifications.



Coaches & other adults tell us

When asked about their experience

84% reported that safeguarding was a high priority in their club.

94% knew who their safeguarding officer was.

97% reported understanding the importance of being a member of the PVG scheme.

Only 22% would report concerns to the head coach down from 51% the previous year, with a shift to 70% reporting to the safeguarding officer is.

Things we need to work on

61% reported that the contact details for their safeguarding officer were not visibly advertised in the club.

24% reported not going through or understanding the safe recruitment process

**208 children and young people responded: during the safe sport club support visit carried out in the 2024-25 membership year.*

79 coaches, volunteers and officials and 418 parents responded through the safe sport club support visit surveys carried out in the 2024-25 membership year.

Focus Areas

Wellbeing and safe sport are golden threads throughout Scottish Gymnastics' strategy *Leap without limits* which has five key focus areas.

The wellbeing and safe sport strategic framework is set out under these five focus areas with strategic goals and priorities for each. This informs our annual delivery plans including measurable objectives, planned activities and dedicated resources.

Delivery

The wellbeing and safe sport team will lead delivery, with implementation through

Scottish Gymnastics staff teams cascading to member clubs and individuals.

Our work takes a three-stage approach.

Each area of work moves through each stage when the project is ready and not in a prescribed year. This ensures what we do is well defined, consistent and sustainable. We are working to build capacity and lasting change and recognise that some projects or areas may need longer than the cycle of this strategic framework to pass through all three stages.

People

Putting people at the centre of gymnastics by ensuring they feel valued and want to be involved in and stay in the sport.



Wellbeing

Ensuring everyone feels safe and supported through positive practice where misconduct is challenged, and abuse is not tolerated.



Experience

Putting the enjoyment, needs and rights of gymnasts at the heart of our activities allowing them to thrive.



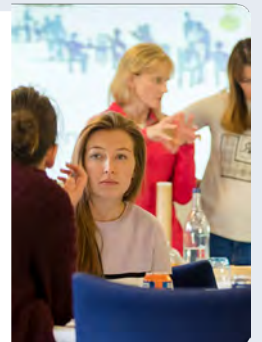
Pathway

Ensuring everyone can take part in gymnastics-based activities at all stages and ages.



Leadership

Ensuring the values of gymnastics are upheld through a network of leaders who own their responsibilities and are transparent, accountable and aspirational.



1 Strengthen the foundation

Review and enhance current wellbeing and safe sport processes, systems, policies, procedure, resources, and practices providing a strong core to enable sustainable growth and development.

2 Embed best practice

Proactive measures, strategic planning, innovation, and investment in initiatives to build capacity, raise the minimum standards for wellbeing and safe sport and foster long-term progress.

3 Build for the future

Focus on ingraining the most effective systems and practices. Continuous evaluation, refinement, and sharing successful approaches, to uphold the highest standards in wellbeing and safe sport.

01 People

Putting people at the centre of gymnastics by ensuring they feel valued and want to be involved in and stay in the sport

Develop and embed knowledge and understanding of wellbeing and safe sport to enhance skills and confidence

Outcomes we worked on

- Deliver accessible, impactful wellbeing and safe sport education programmes and resources to help create safe, enjoyable and inclusive environments for children and adults at risk and ensure everyone can identify and report concerns
- Build on the safeguarding training and resource portfolio to ensure that it continues to be relevant, tailored for different roles with specific training for those working with performance gymnasts that highlights the additional vulnerabilities and safeguarding measure needed for that environment
- Develop and expand the training and support for club safeguarding officers to ensure they are well informed and empowered to deliver their role
- Ensure the wider coach and judging education programmes, eg qualifications, courses, CPD and general messaging, have a child/adult at risk-centered approach embedded as a golden thread throughout

What we did

- Developed and piloted 2 new courses for delivery in the 2025/26:
 - Level 4 Wellbeing and Protection course for coaches and volunteers
 - Level 1 Wellbeing and Protection course for judges
- Implemented PVG legislation
 - changes to via webinars for club leaders, head coaches and safeguarding officers
 - club briefing documents and resources including safer recruitment policy for clubs and suitability decision making policy.
- Safe Sport mini symposium in November 2024 focusing on on “starting the conversation on children’s rights for clubs” following the incorporation of the UNCRCs into Scots law
 - 53 attendees from 43 clubs



1145 learners
73 courses



52 safeguarding
officer Inductions

Delivery phase in
2024/25

Strengthen the foundation

2025/26

Embed best practice

2025/26 priority

- Roll out L4 SWGP & SGWP L1 judge course
- Develop SGWP Board & Committee course

02 Experience

Putting the enjoyment, needs and rights of gymnasts at the heart of our activities allowing them to thrive

Champion a safe sport culture that is fair and person-centered allowing children, young people and vulnerable groups to thrive in a safe environment

Outcomes we worked on

- Undertake a programme of club, event and performance support visits to place wellbeing and safe sport at the heart of activity and to ensure there is a robust system to check and maintain compliance with the minimum wellbeing and safe sport standards
- Develop activities that support the implementation of the UN Guiding Principles for Business and Human Rights, UN Convention on the Rights of the Child and other appropriate relevant sport or national standards
- Empower parents/carers through a range of activities as key partners supporting their child's gymnastics journey

What we did

- Club support programme
 - Provided 30 clubs with templates and resources, posters with QR codes and club safeguarding officers T-shirts .
 - 22 clubs signed up to club portal for reporting and managing concerns.
 - Provided templates and feedback so clubs could update core policies and codes of conduct
 - Clubs reported positive experience due to improved information displays in club, concerns being raised through poster QR codes
 - Anonymous surveys showed that gymnasts reported high (90% +) rating of feeling safe and included at their clubs, with parents rating their gymnasts experience as *brilliant* or *good*.
- Completed recommendations 20, 21 and 24 from independent review
 - added information to performance handbooks on balancing lifestyle, training and transitioning out of programmes



Safe Sport Club Support

17 clubs completed visits
3 clubs on-going
9 registered for next cohort



Independent Review

From 88 to 92%
recommendations complete

Delivery phase in
2024/25

Strengthen the foundation

2025/26

Strengthen the foundation

2025/26 priority

- Complete 30 safe sport club visits
- Club support resources & templates
- Develop the university and adult club support matrix



02 Experience

Putting the enjoyment, needs and rights of gymnasts at the heart of our activities allowing them to thrive

Gymnasts, parents and cares told us in 2023/24 that 56% did not know who their club safeguarding officer was. We want everyone to know who their club safeguarding officer is. That's why we sent red tee shirts to every club with "club safeguarding officer" written across the back to help them stand out from the crowd.

Clubs said...

"Being part of the safe club support programme has helped to demonstrate our commitment to safeguarding and to providing a secure and supportive environment for every gymnast to thrive. . It gave us the opportunity to review and strengthen our safeguarding practices, ensuring that every child, parent or guardian, and coach feels confident that safety and wellbeing come first."

Pentland Gymnastics Club

"Working collaboratively with the safeguarding team, we effectively identified areas for development and established a clear action plan to address them. This supportive process significantly contributed to embedding best practices, strengthening our safeguarding governance, and boosting confidence among those with safeguarding responsibilities. Ultimately, the programme reinforced our commitment to ensuring gymnastics remains a safe, enjoyable, and inclusive environment for all participants."

West Dunbartonshire Gymnastics Club



03 Wellbeing and Safe Sport

Ensuring everyone feels safe and supported through positive practice where misconduct is challenged, and abuse is not tolerated

Implement proactive measures to identify and mitigate risks early, enhancing the capacity of people and systems to address concerns swiftly and effectively.

Outcomes we worked on

- Provide an efficient conduct in sport process that holds people to account and respects, protects and supports everyone involved in or impacted by investigations, cases and decisions
- Provide multiple avenues for people to raise and report concerns into a single receiving channel for end-to-end case management of safeguarding concerns, complaints, and disciplinary whistle blowing
- Carry out monitoring and review of cases to share insights on themes to increase knowledge, awareness and improve interventions
- Maintain compliance with the sportscotland standards for Child Wellbeing and Protection in Sport and the responsibilities under the ministerial code for processing and handling PVG and disclosure information

What we did

- PVG scheme support for legislation change 1 April 2025
 - 4 Webinars, 6 briefing notes, 1 Scottish Gymnastics PVG Processing & Suitability Decision Policy, 1 Club Safer Recruitment Procedure with support templates, 1 Club PVG Process agreement and 1 Club PVG Processor suitability agreement produced
- 24 clubs and 2 departments now using club portal
- “see something say something” posters in venues with club’s unique QR code for reporting concerns.
- Events posters and spectator programme adverts with QR code
- Added QR code to performance handbooks as additional method of reporting concerns



1343 PVGs processed



Maintained 100% compliance with the standards for child wellbeing & protection in sport

Delivery phase in 2024/25

Strengthen the foundation

2025/26

Strengthen the foundation

2025/26 priority

- Review and update the conduct in sport code
- Review and update single system for managing complaints & concerns



03 Wellbeing and Safe Sport

Ensuring everyone feels safe and supported through positive practice where misconduct is challenged, and abuse is not tolerated

CASE MANAGEMENT

SCOTTISH GYMNASTICS



97 cases children & young people



8 adult cases



44 advice



34 level 1



17 level 2

Where concerns happened

58% happened in sport

35% outside sport

4% both in and out of sport

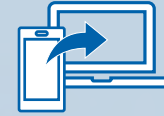
Common Themes

21% general wellbeing - mental health related

18% poor practice - adult to child behaviour

4% bullying by peers

CLUBS



Club Portal

More clubs started using the club portal which is a safe and secure way of recording safeguarding concerns. Each club has a reporting form which generates a report on their unique portal. They can add comments, choose an outcome and, if necessary, refer the case to Scottish Gymnastics. Our team can help your club sign up and start using this free tool to help you and your members

Cases

24 clubs logged and managed 141 club level concerns through the club portal

Themes

40% general wellbeing
14% poor practice
11% bullying by peers

CONDUCT IN SPORT



2 appeals rejected: Conditions remain in place



4 precautionary suspensions



2 investigations paused as coach outside of UK



2 coaches referred to conduct in sport hearing



1 referral to Disclosure Scotland

CLUB SAFEGUARDING OFFICER You said...

"We have been using the club portal for over a year now and find it to be a really useful tool for the club. It has allowed us to effectively log, keep track of, and manage any incidents and accidents in the club. It is extremely user friendly and very easy to navigate. We have encouraged all of our members to report their concerns and have our 'report a concern' poster displayed in our gym."

Stirling City Gymnastics Club

04 Pathway

Ensuring everyone can take part in gymnastics-based activities at all stages and ages

Prioritise wellbeing and safe sport across all programmes and levels so everyone feels empowered to speak up and take action to prevent harm

Outcomes we worked on

- Develop content and support for gymnasts, their parents/carers, coaches and clubs to identify key transition points through their gymnastics journey and for life after gymnastics
- Create environments within gymnastics facilities and programmes that are physically and emotionally safe, free from abuse, harassment, and discrimination, that promote positive experiences and build autonomy for all participants.
- Implement robust reporting and response mechanisms for raising concerns, ensuring timely and effective intervention to address issues and support those affected

What we did

- Female Athlete Health Hub, building on research carried out at the end of 23/24 year.
- Facilitated education input and discussions with performance gymnasts, coaches and parents who had contributed to the research and then shared with all members
- Infographics covering different topics developed in partnership with the sportscotland institute of sport, British Gymnastics and UK Sports Institute. In the 24/25 season via the Female Athlete Health hub on the Scottish Gymnastics website.
- Commissioned final year sport science students to conduct additional research including breast health, period health.



Reporting Concerns Portal

Events and performance teams manage their own portal. Members report via QR code



Facing the Gray

Ethical coaching programme for 25 high performance coaches over a 6-month period

Delivery phase in 2024/25

Strengthen the foundation

2025/26

Strengthen the foundation

25/26 priority

Carry out performance insights review with gymnast, coach & parent/carer feedback. Including wellbeing & safe sport. To inform the next 12-year plan.



05 Leadership

Ensuring the values of gymnastics are upheld through a network of leaders who own their responsibilities and are transparent, accountable and aspirational

Provide strong leadership, governance and accountability in wellbeing and safe sport

Outcomes we worked on

- Work in partnership with the home nations to ensure a united approach to wellbeing and safe sport across gymnastics in the UK based on our shared values
- Establish a national and on-going wellbeing and safe sport campaign to ensure the expected standards, regulations, and policies are clearly communicated to support those in leadership and safeguarding roles to drive and monitor wellbeing, safe sport practice and culture
- Integrate wellbeing and safe sport themes into the national strategic plan, informing the united vision, strategy and values and acting as a golden thread embedded in all operational plans

What we did

- Participated in 4 x home nations joint safe sport meetings, hosting British and Welsh Gymnastics in February 2024.
- Fully integrated wellbeing and safe sport into the operational plan across projects
- member of the safe sport team attends monthly team meetings with each department to ensure wellbeing and safe sport is the golden thread running through all work
- My Voice Matters resources – spectator code of conduct pop-ups displayed at events in the spectator and fan zones



My Voice Matters

Launched the Safe Sport Strategic Framework 2024 - 2027



Working Partnership Agreement

Updated the British Gymnastics WPA including schedule 7 Safe Sport to ensure consistent approach across the UK

Delivery phase in 24/25
Strengthen the foundation

Delivery phase in 25/26
Embed best practice

25/26 priority

Re-establish the national youth forum to ensure children and young people have a voice and structured pathway to share their views



Safe Sport Summary

Safe Sport Should



Communication

Open and encouraged

Look Like

Feel Like

Safe & Comfortable

I can be myself and I belong



Behaviours

Role modeling - positive behaviours displayed by all, poor behaviours addressed

Confident

To ask questions



Empowerment

Children, young people and adults at risk can speak up speak out

Respected

I am valued for who I am, not just my achievements



Policies and procedures

Implemented and used consistently

Listened to

I am asked for and can share my views on things that affect me



Informed

My rights and how to ask for help





**OUR
UNITED
VISION**

AN UPLIFTING GYMNASTICS EXPERIENCE FOR ALL

‘UPLIFTING’

to represent both the physical and mental health benefits of gymnastics and the enjoyment it brings

‘EXPERIENCE’

making positive experiences for everyone central to everything we all do, including the way we involve and treat people and how we deliver gymnastics

‘FOR ALL’

for everyone in gymnastics no matter how you are involved, and ensuring gymnastics is welcoming for people who haven't been involved in the past.

OUR SHARED VALUES FOR GYMNASTICS

What do we want gymnastics to be? These are our shared values for gymnastics, and we need to put them at the heart of how we deliver and engage people in our sport, so that they are reflected in the experiences people have in whatever way they are involved - whether that be as a gymnast, parent, coach, member of staff or running a club or gymnastics facility.

INCLUSIVE

We must ensure gymnastics across the UK is welcoming and accessible to everyone, creating an immediate sense of belonging.

SUPPORTIVE

You should feel safe and supported, knowing there's always someone you can turn to for help if you need it and that your voice will be heard and listened to.

ASPIRATIONAL

So that everyone in gymnastics is inspired to constantly learn and grow.



Inclusive | Supportive | Aspirational

scottishgymnastics.org

