

HIGH PERFORMANCE

STRATEGY **2024 & 2028**



Sport Starts Here.
www.gymnasticsireland.com

Section 1

About Us

Gymnastics is one of the largest participation sports in Ireland, one of the biggest sports in the world and one of the three 'Category A' sports in the Olympic programme. We are recognised worldwide not only as a major sport in our own right but also as a sport that provides the building blocks for almost all other sport.

Gymnastics Ireland is the National Governing Body (NGB) for the sport of gymnastics in Ireland and is officially recognised as such by Sport Ireland. We are an inclusive club-based member organisation with clubs in all urban and rural communities nationwide. Our clubs come in all shapes and sizes with some being small, voluntary run set-ups; however, the majority are now run as small to medium enterprises (SMEs). These hugely successful community-based sports businesses have been growing year-on-year. Participation demand still greatly outstrips current club capacity; therefore, there is still massive untapped potential for future growth.

On a daily basis our clubs work with their members to unlock the full physical potential of every child or adult who wishes to participate in the sport, whatever their abilities or their sporting ambitions. For the vast majority that will be through the enjoyment and camaraderie of being involved at participation level and for a smaller number it will be as they progress through our pathway to sporting success at the highest level. Our hope is that for all it will be the beginning of a lifelong involvement with sport and physical activity through gymnastics.

Sport Starts Here.

What do we value?

ENJOYMENT

in our inclusive sport, whether it is at recreational or competitive level - a positive experience for our members.

PRIDE

in ourselves, in Gymnastics Ireland and in wanting to represent Ireland well on the international stage.

TEAM WORK

underpins our approach, as working together we are stronger.

HARD WORK

is how we achieve success.

AMBITION

to strive to achieve success in everything we do, from training sessions through to competition results.

FAIR PLAY

is the way we work and the way we win.

RESPECT

for each other, our competitors and ourselves.

1.1 Our Programmes & Events

Gymnastics Ireland offers an extensive range of programmes and events covering participation through to performance levels. Each unique programme has varying elements ranging from education courses through to technical resources and events.



The Floor is an annual showcase event for member clubs. Clubs perform to show everyone just how skilful, fun, entertaining and exciting gymnastics is.



The National Series encompasses all national level competitive events including all National Championships.



GymEDGE is a series of gymnastics-based workshops for any coach from any sport designed to develop the complete athlete/player.



GymSTART is the participation programme for Gymnastics Ireland consisting of coaching courses, workshops, club programming tools and events.



GymABLE is an inclusive programme targeted at creating inclusive gymnastics environments from club to national level for people with disabilities.



GymACTIVE is a fun gymnastics-based fitness program focusing on strength, flexibility, and physical literacy skills for the leisure, fitness & wellbeing sectors.



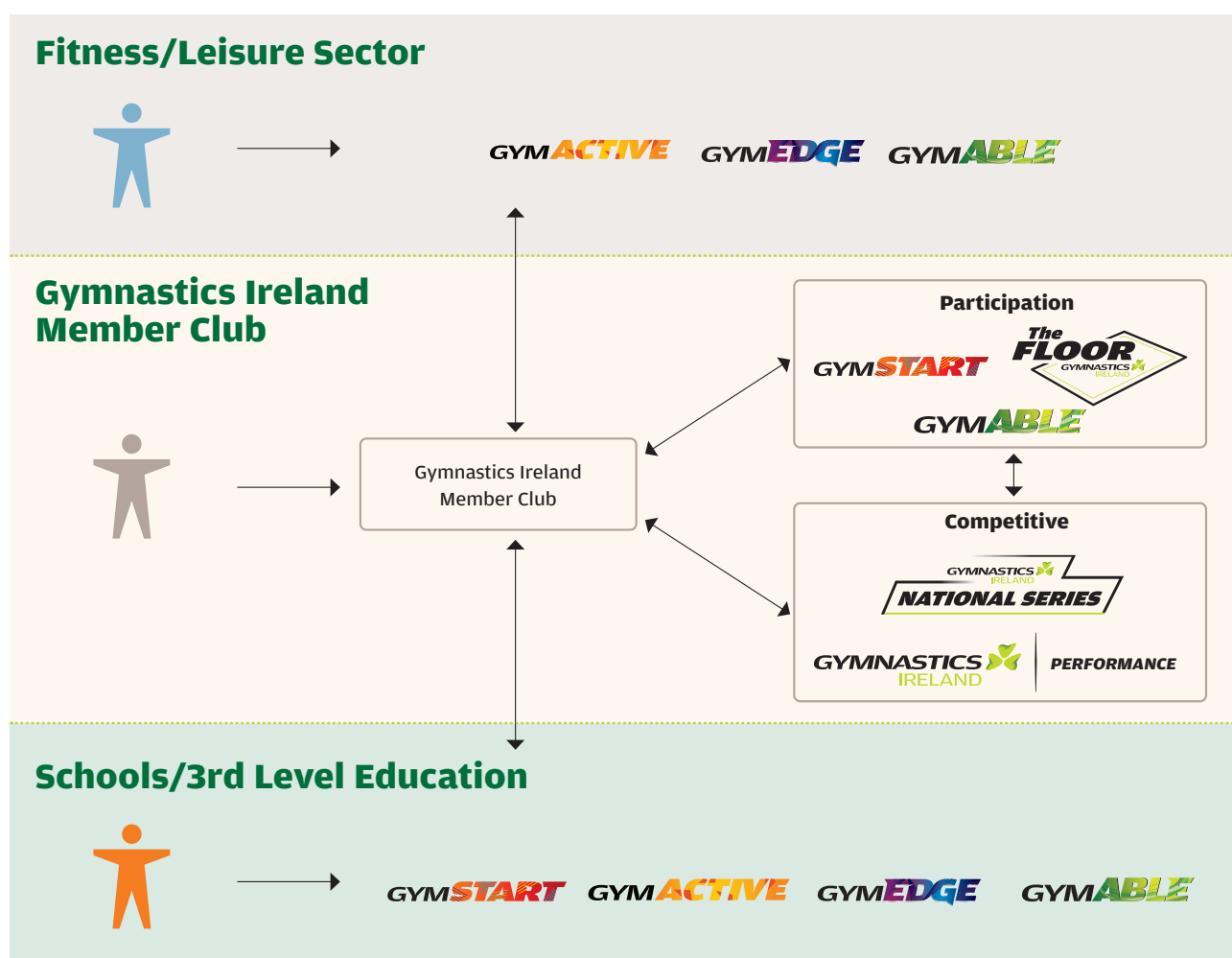
The National Awards Ceremony is an annual celebration of our members achievements from participation through to performance, and club through to national.

The Gymnastics Ireland master brand and all programme sub-brands are legally registered and protected trademarks owned by the company Irish Gymnastics CLG T/A Gymnastics Ireland.

For full programme details visit the programme section of gymnasticsireland.com

1.2 The Gymnastics Ireland pathway

There are three main routes to participate in gymnastics in Ireland. The pathway diagram below illustrates each of these and highlights the relevant Gymnastics Ireland programmes to each pathway route.



This sub-strategy has been developed to support the aims and objectives of the main 'Gymnastics Ireland Strategic Plan 2021-2024'.

To review this please  [CLICK HERE](#)

1.3 Our Partners

While our clubs and members are our main partners we regularly work with a number of key partners outside of our membership to further develop our sport.

Sport Ireland

The government appointed agency tasked with the development of sport in Ireland covering participation, high-performance, anti-doping, ethics & coaching. Sport Ireland also is responsible for the development and operation of:

- The Sport Ireland Campus
- The Sport Ireland Institute
- The Local Sports Partnership (LSP) Network

Olympic Federation of Ireland (OFI)

The National Olympic Committee (NOC) and representative branch of the International Olympic Committee (IOC) in Ireland. Its main responsibility is planning, preparing and supporting Team Ireland to compete in Olympic events in addition to leveraging the Olympic brand in Ireland.

Federation of Irish Sport (FIS)

The voice of Irish sport ensuring sport is kept at the top of the agenda within political, government and media circles in Ireland while providing shared support services for members. The FIS also runs key sports sector events such as the Irish Sport Industry Awards.

European Gymnastics (EG)

The European governing body responsible for the governance and development of the sport on a continental level including the operation of the European Championships.

International Gymnastics Federation (FIG)

The world governing body responsible for the governance and development of the sport on a global level including the operation of the World Championships and Olympic qualification pathway.

Ireland Active

The representative body for the leisure, health and fitness sector in Ireland.

Sponsors

Gymnastics Ireland regularly partners with long-term or project-specific sponsors in the roll-out and delivery of various programmes and initiatives.

Media

Gymnastics Ireland maintains a close working relationship with national TV, digital and print media in order to maximise exposure of our sport to the Irish general public while engaging with the global gymnastics media to ensure Irish stars are visible to gymnastics fans all over the world.

Section 2

High Performance Intention/Ambition

2.1 Where are we **now**?



Successfully qualified for London 2012, Rio 2016 & Tokyo 2020.



Operating a sophisticated gymnast centred National Squad system for approx. 200 gymnasts targeting Paris 2024, LA 2028 & beyond from our world class base at the Sport Ireland Campus.



Operating a sophisticated National Competition structure covering from development through to international levels and providing a world class field of play set-up for each competitive event.



Rhys McClenaghan secured Ireland's first European Senior title in 2018 and first World Championships medal in 2019 while performance standards across all disciplines continue to increase.



Regularly achieving finals and medals on the World Cup circuit.

2.2 Where do we **want to be?**

General



Constantly improving systems in clubs within each major population base feeding well prepared and talented gymnasts into the national system operating through the Sport Ireland Campus in-line with international best practice.



Consistent final and podium finishes at major events including European & World Championships and Olympic Games.



The Gymnastics Ireland High Performance programme recognised as a quality programme within the Irish sports sector and internationally within the world gymnastics community.



Top Irish gymnasts recognised nationally by the Irish public as Irish sports stars providing idols/role models for the next generation of aspiring gymnasts.

2.2 Where do we **want to be?** (continued)

Specific Paris 2024 and LA 2028 Cycles

Sport Specific Targets



Consistent final/podium finishes on the World Cup circuit and at major international championships.



Consistent Olympic qualification.



Field Senior teams for targeted major international teams championships.

2.3 Athlete Welfare & Performance Culture

2.3.1 Introduction

Gymnastics Ireland is committed to an athlete/gymnast centered approach to producing performance on the international stage working together with our partners Sport Ireland & the Olympic Federation of Ireland. We will ensure our system is built on a foundation of respect for each individual while being led by informed international best practice. We will promote a positive experience for all and ambition to achieve the best possible results in competition.

2.3.2 Athlete Welfare

Gymnastics Ireland fully supports and is committed to promoting the values, behaviours & principles enshrined and promoted in the Sport Ireland (SI) Athlete Welfare policy (AWP):



2.3.2 Athlete Welfare (continued)



Gymnastics Ireland will promote the following principles as per the Sport Ireland AWP:



The athlete's voice is heard and welcomed.



Athletes are empowered to take ownership of their journey in a system that supports them to do so.



Athletes recognise that they have a responsibility to their sport. Athletes contribute to improving the performance system for themselves and future generations by engaging with those around them in a positive and constructive manner.



National Governing Bodies (NGBs) operate in alignment with their values, which are explicit and specific to their sport. These values are embedded in the everyday work of the NGB's high performance system.



NGBs have strong processes in place which seek to maximise the performance potential and experience of the athlete.



NGBs are led by Performance Managers/Directors who are supported and appropriately challenged in their decision-making process by their CEO and NGB High Performance Committee. These Performance Managers/Directors are ambitious for their sport and are backed by a highly skilled support team.



Sport Ireland also commits to (through the Sport Ireland AWP):

- Developing policy that is in step with needs of Ireland's high-performance system and informed by international best practice.
- Providing adequate resources and support to NGBs in the delivery of this policy and other strategic documents within high performance.
- Recognising the importance of collaboration amongst individuals and organisations involved in the athlete's life. Sport Ireland facilitates this collaboration and fosters strong partnerships.



The Athlete Voice

The Gymnastics Ireland High-Performance Committee (HPC) includes an athlete representative member with their role being to ensure the gymnast perspective is considered in all decision making and policy development matters (see section 3.3). Debriefs are also conducted following each major event or training camp in addition to annually reviewing the National Squad system/structure and top line reports are developed for review by the HPC with a view to constantly improving gymnasts experience and results in each area.



Athlete Support Services

Gymnastics Ireland recognises that crucial to the success of any high-performance system is the embedding of appropriate level athlete support services. To this end we will work with providers, either through the Sport Ireland Institute or other, to ensure our gymnasts, coaches and support staff are appropriately supported to the best of our ability and within available resources. These services include:

- **Sport Medicine**
- **Nutrition**
- **Performance Analysis**
- **Physiology**
- **Psychology (Performance & Clinical)**
- **Strength and Conditioning**
- **Physiotherapy**
- **Performance LifeSkills**
- **Athlete Welfare Monitoring**

2.3.2 Athlete Welfare (continued)



National Squad Induction

Gymnastics Ireland will conduct an induction session for National Squad members at the start of each year. At this induction session the gymnasts and coaches will be introduced to the individuals they will be working with along with the P&T programme values and provided an overview of the 'National Squad Induction Pack'. This induction pack will be built based on relevant Gymnastics Ireland welfare policies and include additional information as follows:

- **National Squad overview brief**
- **Selection Policy**
- **Gymnast pathway brief**
- **Anti-doping brief**
- **Medical data capture form**
- **Athlete support/wellness and monitoring program brief**
- **National competitive structure brief**
- **Code of Conduct & gymnast contract**



The following Gymnastics Ireland policies are directly relevant to Athlete Welfare and are all available on the Gymnastics Ireland website via gymnasticsireland.com/about/structure-policy

- **Complaints & Discipline**
- **Code of Ethics**
- **Safeguarding**
- **Garda Vetting/Access NI**
- **Anti-Doping**
- **International Travel**
- **International Selection**
- **Club Transfer**
- **Coaching**
- **Judging**
- **National Events**
- **Events Approval**
- **Disability/Inclusion**
- **Data Protection/GDPR**

2.3.3 Performance Culture



Company/Organisation Culture

Gymnastics Ireland is a professionally led & club driven NGB providing gymnastics opportunities for all commensurate with age and ability through a diverse range of programmes covering participation to performance levels. We believe in creating an enjoyable, safe & inclusive environment while continuing to maximise the visibility/accessibility of the sport to the general public in Ireland. Gymnastics Ireland has a wide range of policies/sub-strategies operational and in ongoing development to this end.



High Performance System Performance Culture – Raising the Bar – Stepping to the Podium

Gymnastics Ireland wants to revolutionise the sport of gymnastics in Ireland. We want to create and foster a culture of excellence, ambition and pride whereby results are always maximised and built on, whereby national takes priority over club, whereby positive personal development and hard work from our passionate High Performance team feeds a progressive culture based on our values.



Retention – Lifelong involvement in Sport

Key to the successful ongoing development of the organisations culture as outlined above is retention of passionate and skilled people within the sport in a variety of diverse roles. Gymnastics Ireland aims to promote positive lifelong involvement in our sport by continuing to develop strategies and programmes to maximise retention.

Section 3

High Performance

3.1 The Board & Strategic Plan

Gymnastics Ireland is governed by a Board of Directors who are elected/nominated as per the company constitution and are legally responsible for the strategic governance & development of the company.

Strategic Plan 2021-2024:

The main Gymnastics Ireland Strategic Plan highlights our values as 'Enjoyment, Pride, Team Work, Hard Work, Ambition, Fair Play & Respect'.

Following on from these core values one of the key development areas of focus is 'Culture & Governance'. Here we outline a commitment to ensuring we continue to promote a positive culture and operate to the highest standards of corporate governance by:



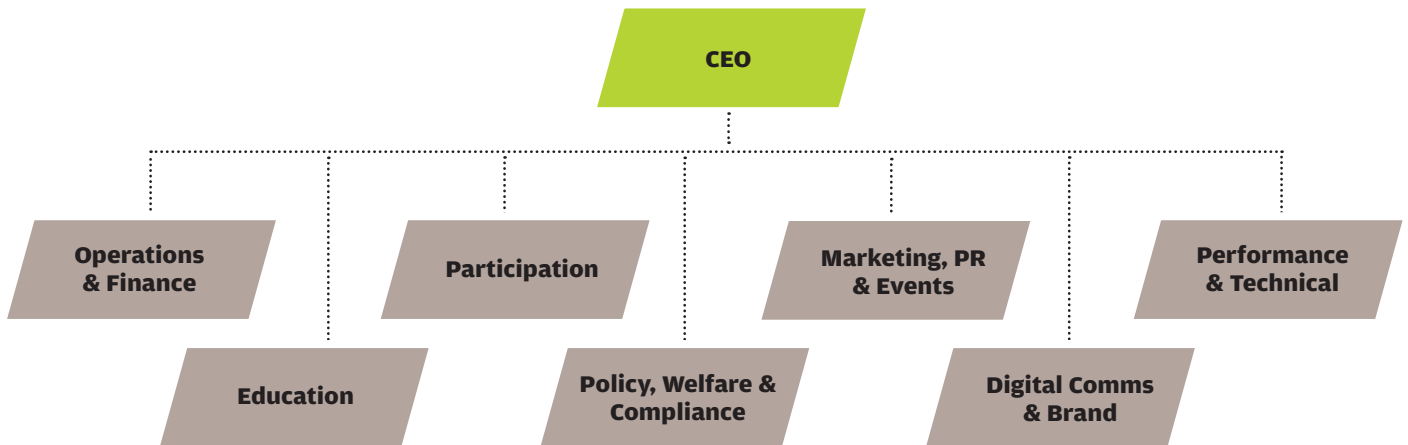
Putting people first – creating an inclusive, safe, secure, enjoyable & rewarding environment where everyone is valued avoiding a 'win at all costs' culture.



Enabling people to be the best they can be through the sport from participation to international competitive levels.

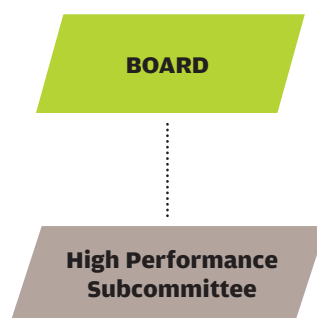
3.2 The Executive/Staff

Gymnastics Ireland employs a Chief Executive Officer who works with the Board in terms of strategy development and manages a competency based staff/executive structure spread out across 7 departments and is responsible for the operational implementation of strategies as approved by the Board.



3.3 The High Performance Subcommittee

The Board has created a High Performance Subcommittee to oversee the ongoing development and implementation of the Performance & Technical/High Performance system in line with the company Strategic Plan and report back re the same.



Committee Responsibility

- The High Performance Committee is responsible for governance in the development of a High Performance system for Gymnastics Ireland that will further the long-term strategic goal of producing consistent final and podium finishes at major international competitive events. In carrying out its duties the Committee may take into account all factors which it deems necessary.

Membership

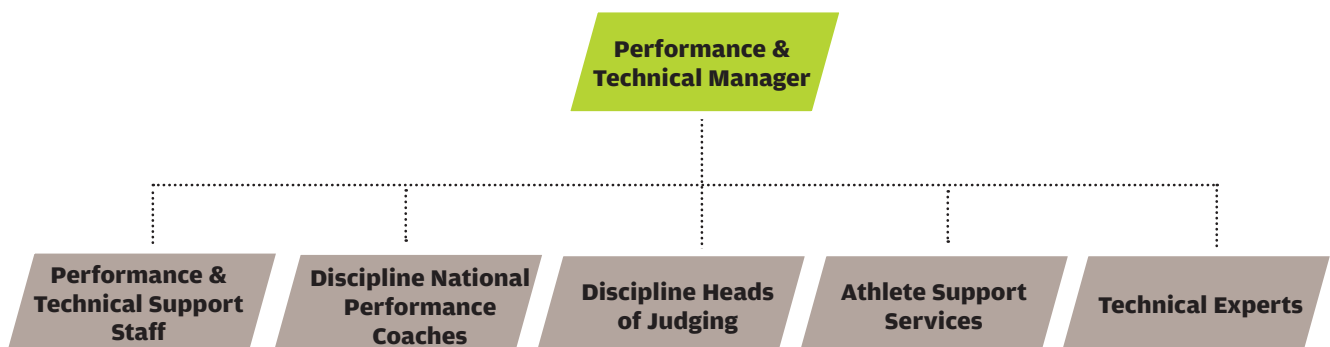
- The High Performance Committee will consist of three persons appointed by the Board as follows:
 - One independent member who has recent & relevant experience in strategy development and administration of High Performance systems within sport, preferably Olympic sport and who will act as Chair of the committee.
 - The Performance & Technical Manager.
 - The CEO.
 - One Athlete/Gymnast representative member who is targeted at being an ex-gymnast with evidenced competitive experience at international level and who will ensure the athletes voice will be represented in all decision making and policy developments.

Duties

- The principal duties of the Committee shall include:
 - Ongoing development and implementation of the Gymnastics Ireland High Performance strategy/policy in line with the main Gymnastics Ireland Strategic Plan and aligning of same to relevant stakeholder strategies such as Sport Ireland (SI) & the Olympic Federation of Ireland (OFI).
 - Development and sign off of annual High Performance operational & financial plans linked to the High Performance strategy and monitoring of the same.
 - Development, sign-off, oversight and reporting for any funding applications with SI, OFI or any other relevant agencies/potential High Performance programme partner.
 - Ongoing development and implementation of Gymnastics Ireland selection policy for major international competitions including ratification of technical specifics for each event (target scores etc.).

3.4 The Performance & Technical Department

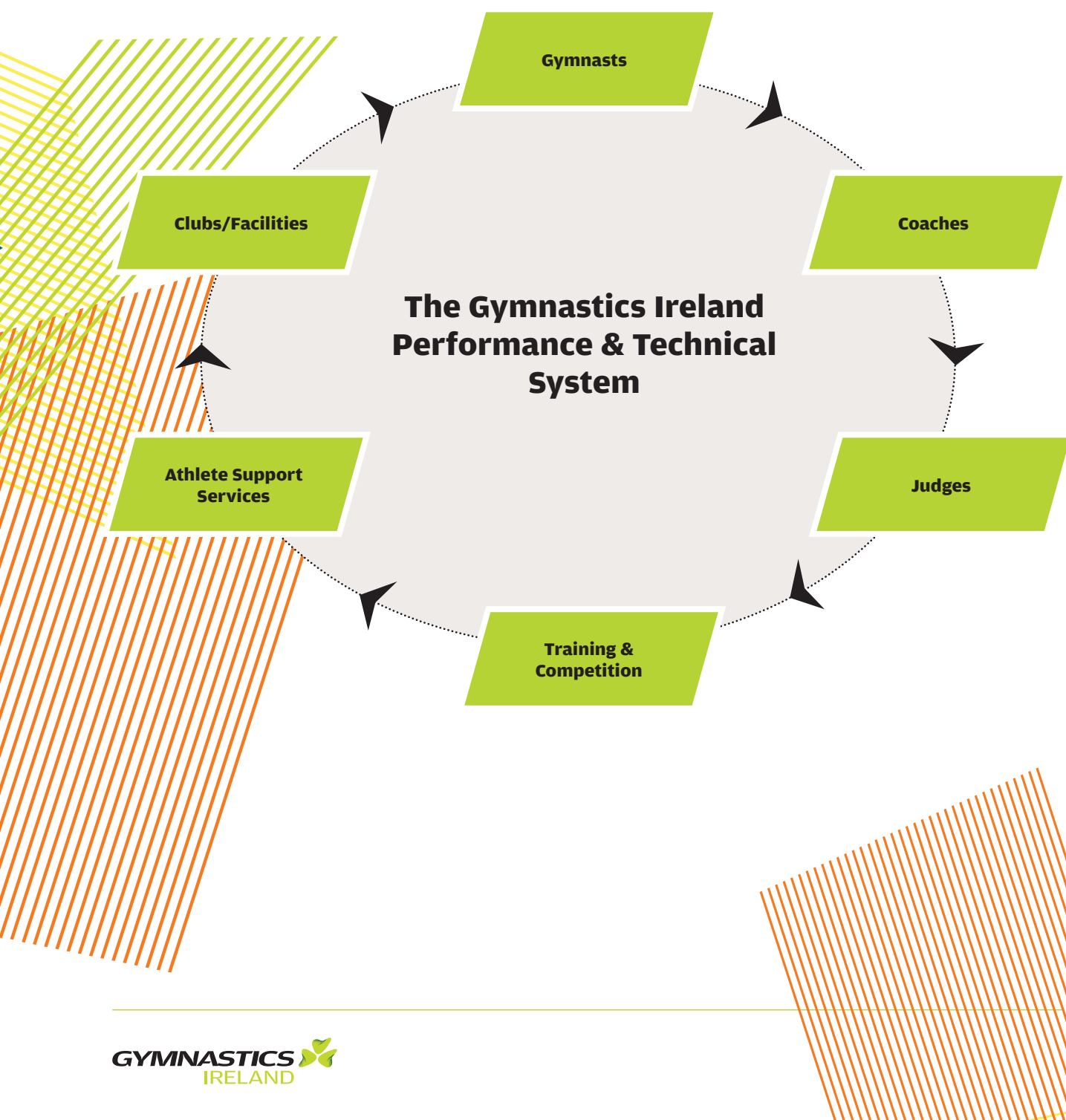
The Performance & Technical department is led by the Performance & Technical Manager who reports directly to the CEO and is supported by a team resourced through a combination of FT/PT employees, 3rd party service contracts and volunteers as per below:



Section 4

Performance & Technical System

4.1 System Overview



Gymnastics Ireland has developed various policies, structures and pathway programmes in each of the above areas that are aligned to allow for smooth transition from participation to performance for our club based system.

Gymnasts – The Long Term Gymnast Training Development Pathway (LTGTD)	<p>Early identification through talent ID, testing and competition results selects gymnasts into the National Squad program. Gymnasts standards are continuously monitored through National Squad testing and competition results. This pathway allows for the early identification of gymnasts that will transition progressively with gymnasts in age for their levels through to senior international standards.</p>
Competitions – Long Term Gymnast Competitive Development Pathway (LTGCD)	<p>Gymnastics Ireland has developed a 3-tiered competitive system providing for participation, development and elite pathways. The competitive system is age group based and allows for a progressive development through to senior level allowing transition between the tiers. Selection to international competitions is managed through the Gymnastics Ireland selection policy in line with international standards and national targets & includes the National Championships plus any other trial event or competition approved by the Performance and Technical Manager in line with the selection policy.</p>
Coaches – The Long Term Coach Development Pathway (LTCD)	<p>The Gymnastics Ireland coaching policy and education structure allows for progressive development of coaches from participation through to performance levels. Talented coaches are identified through the competitive and National Squad systems and invited into the coaching pathway programme that operates through the National Squad programme. Here Gymnastics Ireland supports talented coach development.</p>

4.1 System Overview (continued)

Judges - The Long Term Judge Development Pathway (LTJD)	<p>The Gymnastics Ireland Judging policy and education structure allows for progressive development of Judges from participation through to performance levels.</p> <p>Talented Judges are identified through the competitive and National Squad systems and invited into the Judging pathway programme that operates through the National Squad & competitive programme. Here Gymnastics Ireland supports talented Judge development.</p>
Athlete Support Services	<p>Gymnastics Ireland works to integrate sports science/medical support as an integral part of the Gymnastics Ireland High Performance system to ensure our gymnasts are physically prepared for the sport, training with a reduced potential for injury and supported in terms of their lifestyle habits in order to maximise performance potential.</p>
Facilities	<p>Gymnastics Ireland identifies suitable club facilities with FIG standard training and competitive equipment and encourages talented gymnasts to train locally in these clubs. The National Gymnastics Training Centre within the Sport Ireland National Indoor Arena will provide a central national base of operations for the High Performance programme.</p> <p>See section 4.7 below for more information.</p>

4.2 Long Term Gymnast Training Development Pathway

4.2.1 National Squad Pathway

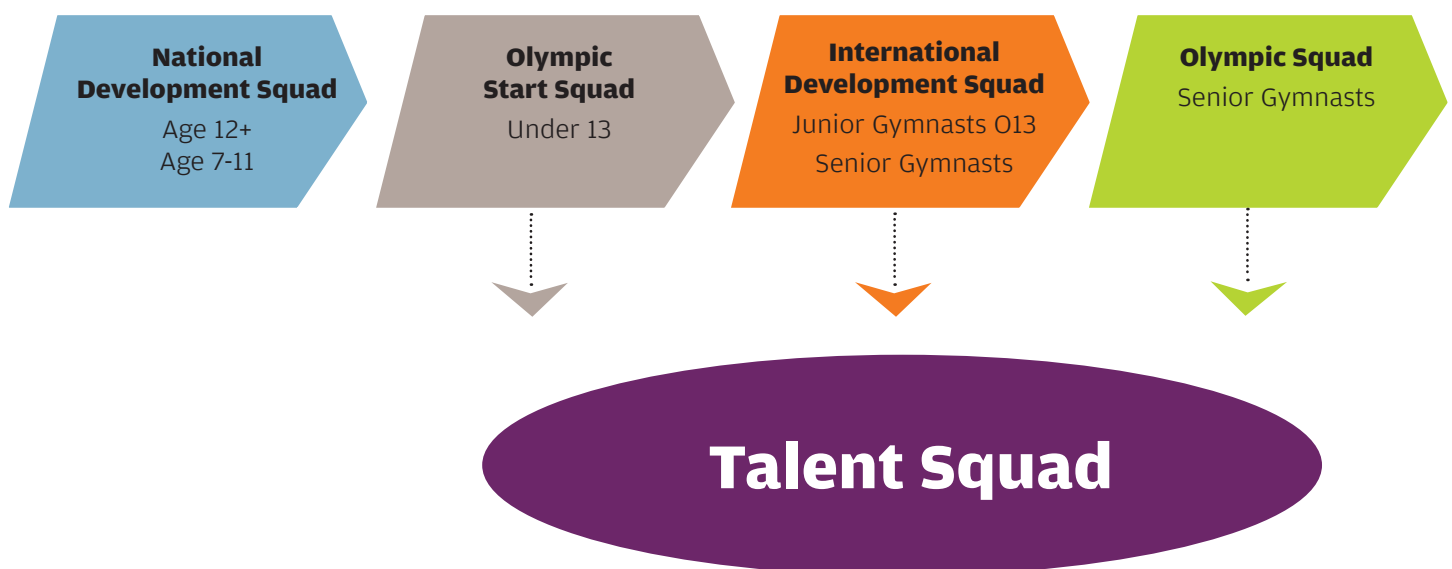
Gymnastics Ireland is a club based organisation and operates with a club to national pathway.

The National Squad system is targeted at creating a sustainable system which aims to avoid generational gaps and focuses on gradual preparation to ensure gymnasts/coaches can develop through to senior international level over a 12 year period.

Gymnasts are selected to the National Squad system through hitting target scores within the National Series competitive system (see 5.3.1 for National Series Competitive info) or by way of talent ID/testing. National squad training occurs largely on weekends and during school holidays in the National Gymnastics Training Centre at the Sport Ireland Campus.

4.2.2 The Talent Squad

We operate 4 levels of National Squad which are outlined as below. From 3 of these squads (Olympic Start, International Development & Olympic Squad) we annually name a select group of gymnasts who demonstrate real potential for future Olympic Games selection to the Gymnastics Ireland 'Talent Squad'. This squad is designed to operate through a semi-centralised/centralised training programme based out of the NGTC and includes weekday training in addition to standard National Squad training sessions with a view to maximising the use of Gymnastics Ireland resources plus the world class facilities at the Sport Ireland Campus including the National Gymnastics Training Centre and the Sport Ireland Institute.



The National Squad Pathway covers all competitive gymnastics disciplines under the same National Squad structure.

4.2.2 The Talent Squad (continued)

SQUAD	OBJECTIVE	AIMS
Stage 1 National Development Squad	National Development Squad supports the national programme by providing a wide base/entry point for clubs into the National Squad structure. The squad focusses on coach education through quarterly training sessions while aiming to raise the national skill level of its selected members.	<ul style="list-style-type: none"> - Targets early identification in grass roots and talented gymnasts - Early physical literacy - Education in coaches - Introduces the national system and program - Transitions to stage 2
Stage 2 Olympic Start Squad	To identify, prepare and help develop all eligible elite gymnasts up to junior age. Squad members should train and progress in line with the aspirations of international selection by junior and senior age. Gymnasts in Start Squad are expected to compete in the elite competition pathway. Competition results are considered and assessed toward selection.	<ul style="list-style-type: none"> - Training to Train - Learning to compete - Developing team potential for junior cycles - Assess & analyse national squad testing stats - Monitoring and evaluation of gymnasts, coaches & judges - Identification, guidance and planning for potential FIG gymnasts - Transition to stage 3
Stage 3 International Development Squad	To identify and allow future FIG junior and senior gymnasts to transition through to senior international competition. Junior pathway targeting Junior European, EYOF, WYOG. Senior pathway targeting European Championships, European Games, World Championships, World Cup & Olympic Games.	<ul style="list-style-type: none"> - Learning to compete internationally - Developing specific targeted talents (e.g. apparatus specialists) - Developing senior team potential - Transition to stage 4
Stage 4 Olympic Squad	Junior & Senior FIG European/World and Olympic standard gymnasts progressing strategically to target key performances in FIG competitions	<ul style="list-style-type: none"> - Final and medal contenders - Team qualification to specific international events

4.3 Long Term Gymnast Competitive Development Pathway

4.3.1 National Competitive Route – The National Series

The Gymnastics Ireland National Series encompasses all national level competitive events. Each discipline has a progressive age-group based competitive pathway designed to develop the gymnasts from national competitive level through to international level.

National Series Qualifiers	National Series All-Around Championships	National Series Super Championships (apparatus championships)	National Series Team Championships
Objective		Aims	
National Series Qualifiers	Dependent on discipline the qualifiers are organised by area/ age-group/level.	<ul style="list-style-type: none">- Provide a world class Field of Play event- Provide entry point to national competition programme- Filter gymnasts into correct/appropriate discipline and level	
National Series All-Around Championships	Each discipline National Championships mirrors the All-Around competition at major FIG events such as World Championships and crowns the disciplines specific All-Around National Champion.	<ul style="list-style-type: none">-Provide a world class field of play event-Develop gymnasts to compete in the FIG All-Around competition format-Provide a key selection event for international events if required	
National Series Super Championships (apparatus competitions)	The National Series Super Championships is the flagship competitive national event where the best gymnasts from every age and level of ability compete. This event has also been designed to easily introduce an international competition to the format so top Irish gymnasts can compete against top level gymnasts from other countries on home ground.	<ul style="list-style-type: none">- Provide a world class field of play event mirroring the FIG Apparatus/ discipline Final competition format- Annual competitive showcase for gymnastics community, wider public and media- Provide a key selection event for international events if required	
National Series Team Championships (and open age)	This Competition is a team competition for all disciplines mirroring the team competition format as per standard international format covering age-group through to senior international level. An open age category competition runs alongside to provide additional competition opportunity for those clubs/disciplines who may not be able to field a team or operate a team competition.	<ul style="list-style-type: none">- Provide a world class field of play event, mirroring the FIG competition format- Annual competitive showcase for gymnastics community, wider public and media- Provide a key selection event for international events if required	

4.3.2 National Competitive Development Pathway

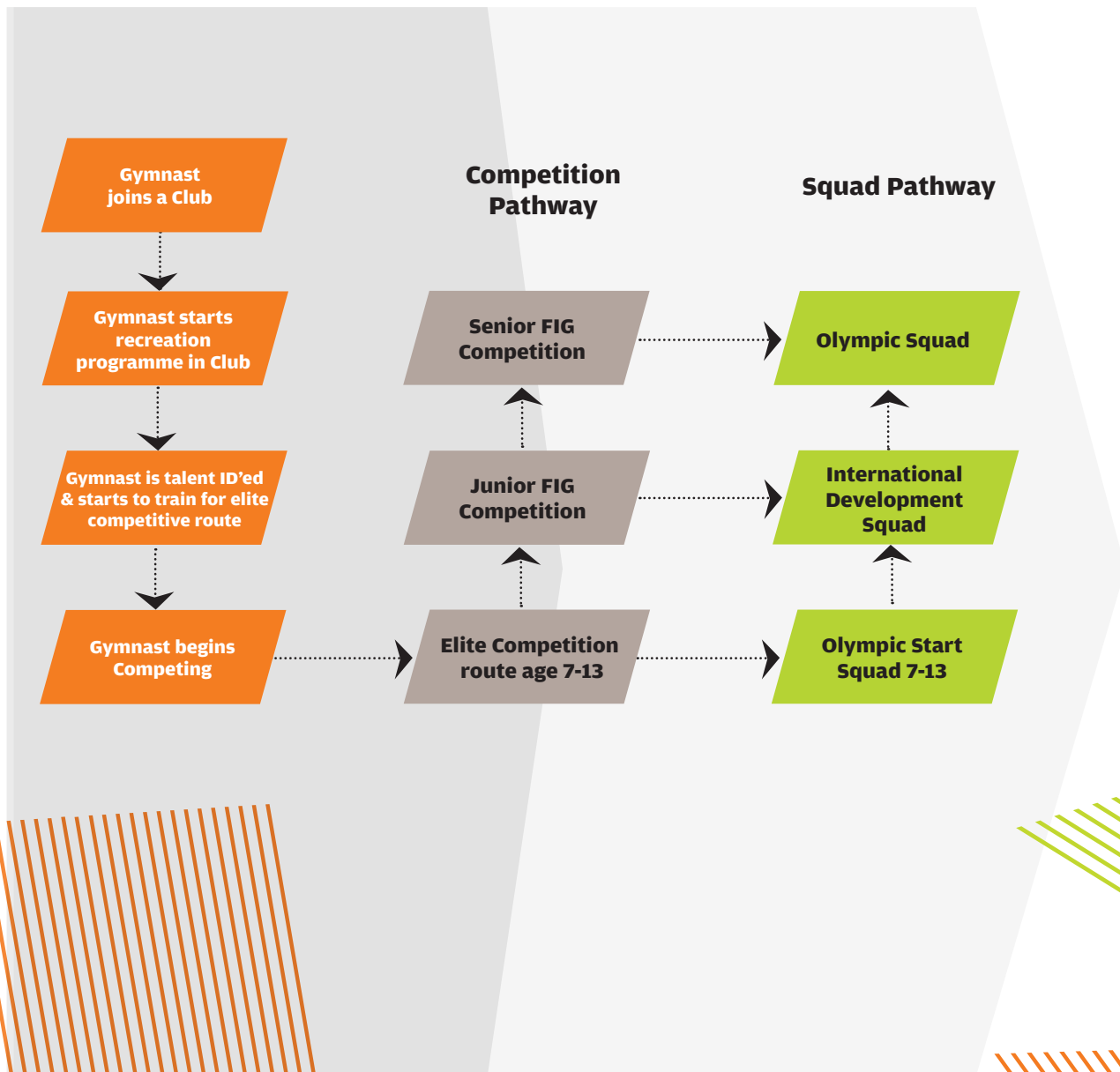


	OBJECTIVE	AIM
National Competitive Pathway	Provide a comprehensive dual route competitive system that allows for transition between participation and performance routes to enable gymnasts to arrive at senior level at an appropriate international standard.	<ul style="list-style-type: none"> - Provides a fair & progressive club based system to specifically train and compete at the correct developmental age. - Enables gymnasts to develop to hit their max competitive potential and ultimately arrive at appropriate international senior standards via the elite path. - Annually evaluate areas of weakness as identified through results and adjust level content to progress these areas.

Provide a comprehensive dual route competitive system that allows for transition between participation and performance.

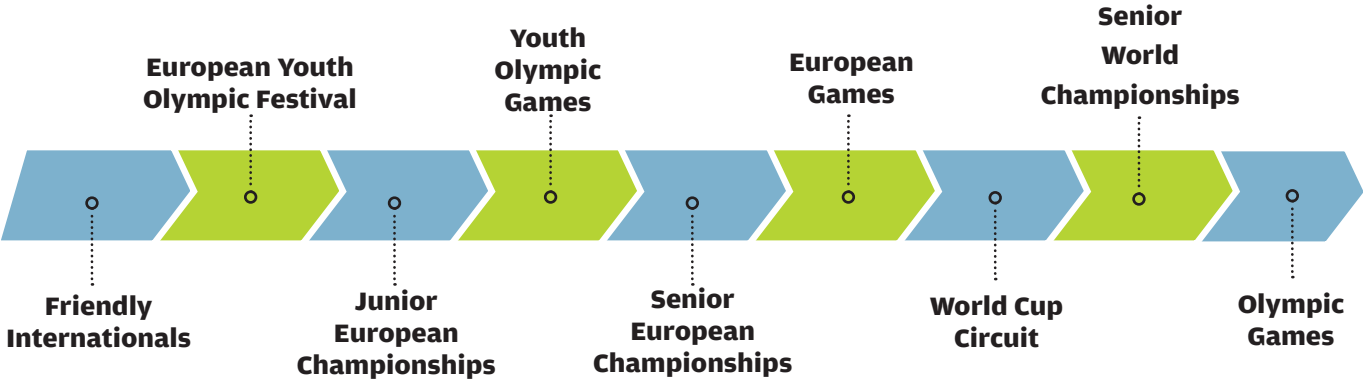
4.3.3 National Competitive Elite Pathway

As per 5.3.2 should a young gymnast enter the elite route of the National Competitive Development Pathway the graphic below shows their pathway from entering the club at local level through to international competitive level.



4.3.4 International Competition Pathway

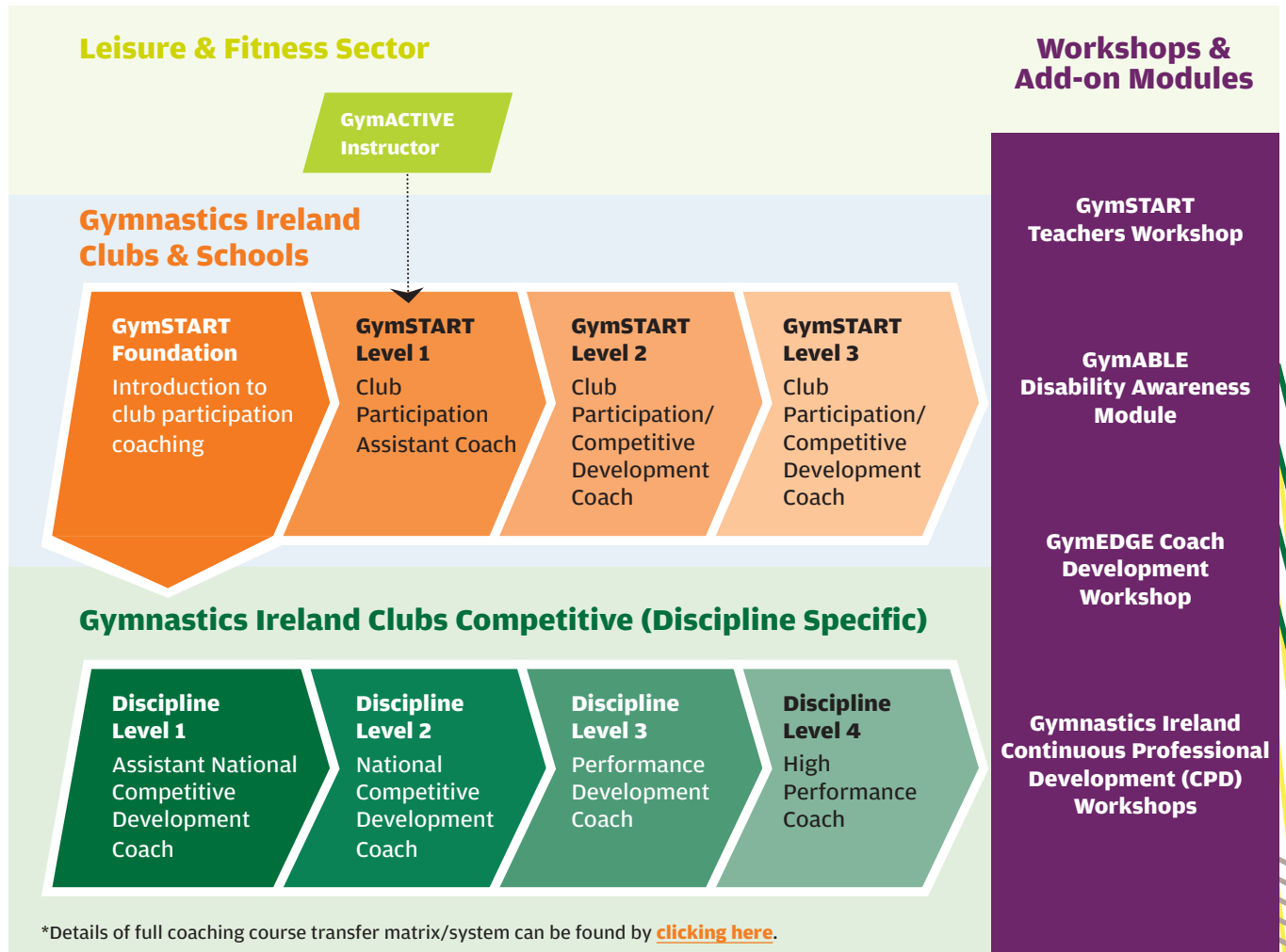
	OBJECTIVE	AIM
International Competition Selection	Selection of appropriate international standard gymnasts targeting final and medal potential at key major international events. Selection is governed via the Gymnastics Ireland International Selection Policy.	<ul style="list-style-type: none">- Clear policy driven selection criteria provided through a fair and controlled system.- Establishment of baseline national standards for international competition selection targeting final and medal potential.



	OBJECTIVE	AIM
International Pathway	To provide a clear stepping stone pathway of international events to ensure arrival at senior international level as a potential finalist and medallist at major senior international events	<ul style="list-style-type: none">- Progressive international competitive development for gymnasts from age groups through to senior level.- Ability to benchmark Irish performances against other competing nations targeting final and medal results.

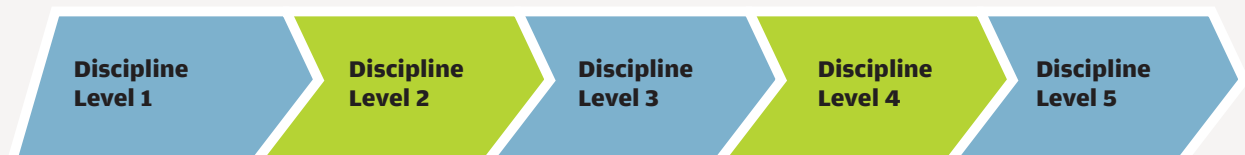
4.4 Long Term Coach Development

4.4.1 Coaching Pathway



Judge Education Pathway

Women's Artistic & Rhythmic



Acrobatics, Trampoline, Tumbling and Men's Artistic



*Details of each discipline specific judging system can be found in Gymnastics Ireland Judging Policy [clicking here](#).

4.4.2 The Coaches

TYPE OF COACH	WHAT DOES THIS LOOK LIKE?
The Participation Coach	<ul style="list-style-type: none"> - Works at maximising the base of participation within the club for all levels and ages providing an entry point for talent ID and in many circumstances commercially focussed. Key activities include: <ul style="list-style-type: none"> o Recreational club programming o Link into national participation programmes such as GymSTART & The Floor o Birthday Parties o Recreational/participation camps/displays - An enthusiastic and motivated coach focused on ensuring that each gymnast has fun in their participation within the sport, creating opportunities for personal achievement, and cultivating an environment where success, no matter how small, is celebrated.
The Developmental Coach	<ul style="list-style-type: none"> - Works under the direction of a performance coach focussing on the following: <ul style="list-style-type: none"> o Physical Preparation o Planning & programing, short and long term goals o Talent ID o Linking into the national performance structure o Qualified as a National Judge - Coach producing gymnasts working within the elite competitive pathway aiming to develop into FIG level - Coach participating in the Development Coach Pathway Program
The Performance Coach	<ul style="list-style-type: none"> - Manager - Developer of structure and programming within the club environment focussing on: <ul style="list-style-type: none"> o Short and long term planning/programing o Talent ID o Linking into the national performance structure - Educator to develop & mentor coaches - Qualified as a National Judge - Coach producing FIG level gymnasts - Selected into the Performance Coach Pathway Program
The Specialisation Specific Coaches/ Technical Experts	<ul style="list-style-type: none"> - Works in partnership with the performance coach & development coach focussing on the following: <ul style="list-style-type: none"> o Ballet & choreography o Strength conditioning & flexibility training o Nutrition o Physiotherapy o Brevet Judging o Discipline specific/specialist apparatus - A specialist working with the coaching team on a specifically identified need for the programme - Selected into the Performance Coach Development Pathway Program

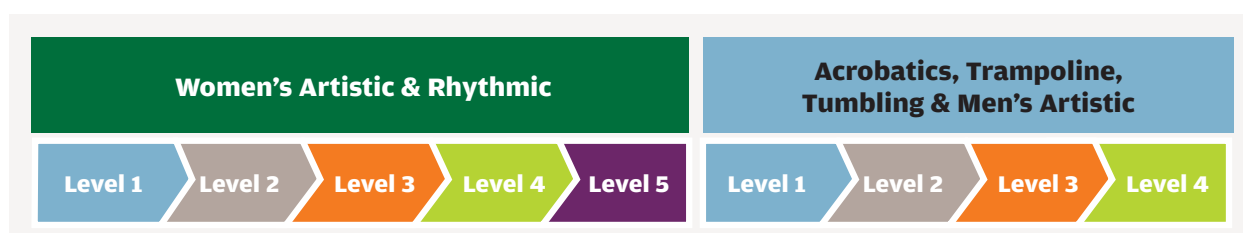
4.5 The Long Term Judge Development

4.5.1 The Judges Pathway

Introduction

The Judge Education programme covers all FIG competitive disciplines and ensures that the process of accreditation for courses, delivery of courses, the assessment of judges and accreditation of qualifications is efficiently administered and managed. The judge education pathway outlines each level of judging across all disciplines from entry point level to high performance judging. Our judging policy provides full detail for each level of course and the requirements needed to qualify/judge at specific levels of competition.

Judge Education Pathway



Women's Artistic & Rhythmic

Level 1 - 3:

- Entry to development level
- Early stages on the Judges pathway with potential to progress

Level 4:

- Development to performance level
- Provides judging support for: Level 1 - 3 Women's Artistic & Rhythmic and Level 1 - 2 Acrobatics, Trampoline, Tumbling & Men's Artistic
- Judges at all national competitive/National Series events
- Judges in international selection trials where required
- Potential to progress to Level 5 International Brevet Judge

Level 5:

- Senior judge within the national programme
- National & International performance level
- Educator for lower judging levels
- Direct involvement in international selection policy/process
- Technical input for national squad system
- Judge at International competitive events

Acrobatics, Trampoline, Tumbling & Men's Artistic

Level 1 - 2:

- Entry to development level
- Early stages on the Judges pathway with potential to progress

Level 3:

- Development to performance level
- Provides judging support for Level 1 - 2 Acrobatics, Trampoline, Tumbling & Men's Artistic
- Judges at all national competitive/National Series events
- Judges in international selection trials where required
- Potential to progress to Level 4 International Brevet Judge

Level 4:

- Senior judge within the national programme
- National & International performance level
- Educator for lower judging levels
- Direct involvement in international selection policy/process
- Technical input for national squad system
- Judge at International competitive events

Details of each discipline, specifically judging course, can be found in the Gymnastics Ireland Judging Course Policy – to view full policy: [CLICK HERE](#)

Section 5

Club/Facility Development

While the National Gymnastics Training Centre within the Sport Ireland Campus provides a venue for nationally coordinated activities, good club set-ups from both a facility and programming perspective are central to feeding into the national High Performance system. The biggest barrier to participation in our sport is access to/lack of gymnastics facilities. Despite the huge growth in our membership in recent years we estimate that for every 1 member we have in our club network there are 2-3 individuals on a club waiting list. The demand is so huge that many clubs have stopped operating a waiting list system and simply release spaces on their bookings systems as they become available on a first come first served basis. In short the more clubs we have and the more efficient our clubs are in terms of programming and operation the more members we will have. The more well structured clubs we have the greater the base of potential talent for the High Performance system.

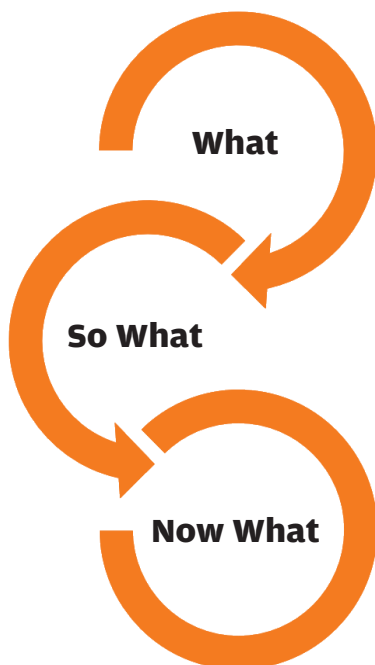
As part of its ongoing work Gymnastics Ireland aims to invest in a facility/club development workforce tasked to:

- Build relationships with Local Sports Partnerships, local councils and other relevant bodies (such as Ireland Active) to identify resources (financial & other) to develop new club start-ups.
- Support the current club network to grow through accessing support/funding programmes for equipment and facility development/expansion.
- Work with current clubs to improve club operation & programming efficiency and therefore increase members in current set-ups.
- Work with a number of targeted clubs who demonstrate potential to develop purpose built facilities.
- Identify potential private sector/commercial partners for investment into current club/facility development and new club/facility development.

Section 6

Monitoring, Review & Improvement

Gymnastics Ireland will set key performance indicator (KPI) targets as part of the annual company operational plan. These KPIs will be set in-line with the stated end of plan objectives/targets as outlined in each previous 'Where do we want to be...' section. We will also complete an end of strategy review to inform subsequent strategy developments. In doing so our approach will be as follows:



- WHAT HAPPENED?
- DESCRIPTION AND FACTS

- WHAT WAS THE EXPERIENCE?
- INTREPRETATION
- THE FEELINGS INVOLVED
- WHAT WAS LEARNED

- WHAT ARE THE NEXT STEPS?
- SEEING THE BIGGER PICTURE
- APPLYING THE LESSONS LEARNT
- PLANNING THE FUTURE ACTION



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