gymsports
MANAGEMENT

High Performance Scholarship Program

Team Policy
2027



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Overview

Gymsports Management are committed to their mission of "Developing Friendly, Active and Responsible People".

Gymsports Management have established strong Mens, Womens and Trampoline Gymnastics Team programs over the past 20 years, these programs have been highly competitive within this State and Nationally. Gymsports high-performance programs are based on a holistic approach of athlete development that provides the opportunity for each athlete to achieve their potential.

Gymsports Management understands that being involved in a high-performance program requires far more than a skilled athlete. Being involved in a high-performance program requires the commitment and sacrifice not only of the athlete but of the financial and time resources of a whole family. This **is** not a commitment that Gymsports Management, athletes, families, and schools should make without considerable thought.

This document will outline all aspects of being involved in a high-performance program and will guide successful decision making for all parties.

Gymsports Management is committed to supporting athletes that have the development potential and necessary attributes to be a successful high-performance athlete on an international pathway of competitive men's, women's and trampoline gymnastics.

Goals of this policy

To clearly outline the commitment and the responsibilities of all parties involved in the development of a high-performance athlete.
To have clearly identified processes and pathways to support athletes and families in the decision making process of joining the high-performance program.
To ensure all parties are focused on the same objective.

To implement an effective communication platform to ensure high-performance policies, processes and review mechanisms are in place for informed contribution, decision making, transparency and awareness.

High-Performance Programs

As identified by Gymnastics Australia and listed in the Gymnastics Australia High-Performance review, a high-performance program is underpinned by six key areas:

- Athletes
- Coaching
- Leadership and culture
- Daily training environment
- Competition
- Knowledge and growth

The relationship between athlete, family, school/workplace and coach are a key factor in the success of a high-performance athlete.



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Gymsports High-Performance Liaison

Gymsports Management will provide athletes and families with a high-performance liaison. The Liaison will be the link between athletes, families and team program coaches.

The role of the high-performance liaison is to;

- Set the high-performance calendar annually to include key events, training camps and educational opportunities for scholarship holders.
- Liaise with personal coaches and team liaisons regarding high-performance scholarship holders annual progress and to address any individual needs.
- Assist in confirming the high-performance scholarship holders from the nominations.
- Assist to coordinate and conduct annual performance reviews of scholarship holders
- Coordinate and provide annual educational opportunities for scholarship holders, including and not limited to in-club sport psychology sessions, nutritional seminars, media training, anti-doping information and physiotherapy screenings
- Plan and coordinate the annual Gymsports High-Performance Training Camp
- Assist in the development and education of scholarship holders and personal coaches in Individual Learning and Performance Plans (ILPP)
- Key contact personnel for scholarship holders in relation to media and workplace/educational institutions

Gymsports Coaching

Gymsports high-performance athletes are educated by the most experienced, highly educated, and accredited team of coaches.
Gymsports Management believes in a culture of growth and lifelong learning of all coaches.
Gymsports coaches maintain a high level of Federation International Gymnastics and Gymnastics Australia accreditations.
Gymsports Management financially supports high-performance coaches through training and development funding and opportunities.

Gymsports Athletes

Gymsports high-performance coaches ensure the holistic development of high-performance athletes, their readiness and resilience to compete on the National and International stage and to perform at their best.
Gymsports provide an athlete centered approach with individual Performance Plans, lesson planning, strength testing, goals and routines.
Gymsports Athletes have access to world class equipment.
Access to onsite physiotherapy with individually tailored injury prevention, maintenance and recovery plans.
Access to sports psychologist group sessions or private bookings.
Access to the nutritional expertise and information sessions.

Leadership and culture

Gymsports Management, coaches, officials and athletes are guided by clearly defined values and guiding principles.

Respect: *Having due regard for someone's wellbeing, feelings, and rights.*
The 4 C's
1. Children
2. Customers
3. Colleagues
4. Company: Our Company requires your respect, as many people depend on the company for their growth and recreation (children) and their livelihood (the employees). As an employee you are responsible for defending and protecting our Company's principles, profits, image and security

Safety: *Safety is at the forefront of our operations;*
1. Child Safety: Ensure we are best practice in the protection of children from all forms of abuse
2. Athlete Safety: Ensure that Athlete safety is the priority in training and at competition
3. Staff Safety: Ensure we have a culture and provide a safe workplace for all staff
4. Company Safety: Ensure we have processes in place to reduce the risk of incidents

Integrity: *Building strong character traits and work ethics including trustworthiness, honesty, dependability, loyalty and lives out these values in relationships with co-workers, customers, and others.*

Teamwork: *Teamwork making the dream work.*
1. Teamwork is the ability to work together toward a common mission and purpose.
2. We are committed to a positive team culture that is supportive, encouraging and built on respect.
3. Teamwork means working with a group of people in an effective manner to achieve a goal or outcome.
4. Good teamwork means listening to other members of the team, taking everyone's ideas into consideration, and work for the good of the group rather than individual gain. Setting aside ego in favour of working together.

Open Communication: *Communication is open and honest*
1. Communicate positively, saying what you would like to see, rather than what you do not want
2. In a disagreement with another, speak only with the person with whom you disagree and the person who can help you solve the problem
3. First seek to understand and then be understood

Growth and Initiative: *the ability to keep growing and learning*
1. Personal growth and initiative
2. Professional growth and initiative
3. Company growth: company growth will happen as a byproduct of attending to the first two

Scholarships

The High-Performance Liaison will create a *long list* of eligible athletes from the eligibility criteria. A meeting with the high-performance coaching team will provide coaches the opportunity to provide additional information on the athletes listed.

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The High-Performance Liaison in consultation with the Board of Advisors will be involved in the selection process. **Each year Gymsports Management can support approximately twenty scholarship holders. The intention is to have all gymsports represented with an understanding of current trends in high-performance outputs and how this translates for the three gymsports.**

Eligibility criteria for gaining a High-Performance Scholarship:

- National Squad Member – (Junior or Senior for the previous year)
- Australian Representative – (past or present)
- Emerging International Athlete
- Podium finish at the Australian Gymnastics Championships in an individual event (international stream for TRP/TUM; all streams for Boys and Girls Team)
- Overall State Champion at the GT Senior State Championships (Boys and Girls Team – in the past calendar year)
- Overall State Champion at the GT Junior State Championships (Boys and Girls Team level 5 and 6)
- Podium finish at National Clubs Carnival (all teams) or top 10 individual all-around for Girls Team
- Podium finish at key benchmark events as identified by the High-Performance Liaison
- Current High-Performance Scholarship holder*

Current scholarship holders who do not meet the eligibility criteria may still be considered for a scholarship where injuries, illness, or other extraordinary circumstances have impacted their ability to meet the required criteria. Consideration may also be given to the athlete's commitment to training, engagement with the scholarship program, and overall performance trajectory.

Team Leaders may nominate additional athletes that do not currently fit the above criteria but demonstrate potential though domestic results, strength testing and commitment to training.

Successful applicants will receive a *Scholarship Agreement* outlining the expectations of the scholarship holder. Scholarships will be valid for 1 calendar year.

In the case where an athlete/family has not met the expectations or has breached one of our other policies, their scholarship will be terminated. The High-Performance Liaison will inform the athlete and family of the termination and why in a meeting.

Gymsports High Performance Scholarship Holders Receive:

- Direct access to the High-Performance Liaison.
- Educational opportunities, including and not limited to in-club sport psychology sessions, nutritional seminars, media training, anti-doping information and physiotherapy screenings.
- Annual Gymsports High Performance Training Camp**.**
- Individual Learning and Performance Plans (ILPP) **with progress updates from the High-Performance Liaison**
- Personalised training programs.
- Personal coach support at National Training Camps.

- Personalised strength and conditioning plan
- Access to a Back in Motion physiotherapist at the club.
- Access to psychology sessions at the club.
- Access to financial support for Benchmark Event/s from the Kingborough or Clarence Gymnastics Association (KGA/CGA)

Expectations of the Scholarship Holder

Follow all Gymnastics Australia and Gymsports Management Policies and codes of conduct, including but not limited to; National Integrity Framework, Member Protection Policy, Safeguarding Children and Young People Policy, Improper use of Drugs and Medication Policy and Athlete Code of Conduct.
Attend 90% or greater of all scheduled training sessions.
Attendance at the Gymsports high-performance education opportunities and camps.
Completion of an Individual Planning and Performance (ILPP) plan prior to the commencement of the competition season
Be on time for all training sessions.
Be self-driven and hard working.
Be open to constructive feedback.
Clearly communicate with High-Performance Liaison and coaches.
Understand that the opportunity to participate in other activities/sports may be limited.

Expectations of the family of a Scholarship Holder

Follow all Gymnastics Australia and Gymsports Management Policies and codes of conduct, including but not limited to; National Integrity Framework, Member Protection Policy, Safeguarding Children and Young People Policy and Parent Code of Conduct.
Understand and support the training and financial commitment of a high-performance program.
Assist athletes to attend all scheduled training sessions on time.
Clearly communicate with High-Performance Liaison, Team Leader, Coach and Administrative staff.
Family holidays may need to be scheduled around yearly training plan.
Pay tuition and competition fees at the scheduled time.

Expectations from a Scholarship Holders educational institution or workplace

Understanding and flexibility from the school to accommodate a small amount of training time during school hours.
Willingness to be flexible around in-club training schedule, competitions and training camps.

Expectations from Gymsports Management

Gymsports Management commits to having policies and procedures in place that support an effective and safe training environment.
Gymsports Management commits to allocating a substantial financial budget to support a high-performance training program, including but not limited to access to a High-Performance Liaison.
Gymsports Management is committed to a high level of risk management and health and safety standards.

Gymsports Management commits to employing coaches with a high level of technical knowledge and passion for the high-performance training environment.
Gymsports Management are committed to funding the training and development opportunities that will lead to high-performance accreditations and technical knowledge applicable for high-performance programs.
Gymsports Management can offer families with financial fee assistance through the Financial Fee Assistance Policy.



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High-Performance Scholarship Athlete of the Year

Awarded annually at the Gymsports Team Award Dinner, this award is calculated on a points-based system whereby gymnasts receive points for performances at key benchmark events as identified by the High-Performance Liaison. Only individual results (including synchronized trampoline) are included in the calculation. Events included for award calculation are all events held since the previous Gymsports Award Team Dinner.

	Gold	Silver	Bronze	Final	Semi-Final	Attend
Tier 1 Events						
Olympic Games World Championships World Games	100	95	90	70	60	50
Tier 2 Events						
World Cups SNR	90	85	80	60	40	30
Tier 3 Events						
World Age Junior Worlds	80	75	70	50	30	20
Tier 4 Events						
Other GA International Events/Tours (International))	60	50	40	30	20	15
Tier 5 Events						
Other GA International Events/Tours (Levels))	55	45	35	25		15
Tier 6 Events						
Australian Gymnastics Championships	50	40	30	10		8
Tier 7 Events						
National Clubs Carnival	20	15	10	5		4
Tier 8 Events						
Other Interstate Events GT Other Interstate Events Club	12 10	10 8	8 6			6 4
Tier 9 Events						
GT Senior State Championships	10	8	6			NA
Tier 10 Events						
GT Junior State Championships	6	4	2			NA

Notes:

*Tier 1-5 events Finals points only allocated for positions 4th-8th for all gymsports

*Tier 6-8 events Finals points are calculated as finishing in the top 50% of gymnasts in the event per apparatus
*Tier 9-10 events the best two results across all apparatus are added together. If All-Around or Overall Champion the points for gold are added on also

Links to the Australian School Curriculum

Fundamental Movement Skills

Gymnastics is important for children:gymnastics plays a very important role in developing movement competence in children and developing skills for life across a wide range of sports
the development of confident and competent movers is an important outcome for physical education
children who have developed competency in fundamental movement skills are far more likely to participate in sport and recreation throughout their life and will have reduced obesity risk
positive links between fundamental movement skills and a child's social skills, self-esteem and academic performance.
Fundamental movement skills are about a child's ability to have an awareness of their body relative to their environment, to control their movements and to maintain or regain their balance. Gymnastics provides programs to develop these core skills.
Skills such as balance, run, throw, kick, catch and leap are known as fundamental movement skills because they are required to participate proactively in a high number of physical activities.
Fundamental movement skills need to be practiced in order to master them.

Australian Curriculum (Health and Physical Education) Focus Areas – links to Gymnastics
Fundamental movement skills include the development of fundamental movement skills that provide the foundation for competent and confident participation in a range of physical activities such as games, sports, dance, gymnastics and physical recreation.
locomotor and non-locomotor skills: rolling, balancing, sliding, jogging, running, leaping, jumping, hopping, dodging, galloping and skipping
Object control skills: bouncing, throwing, catching, kicking and striking – incorporated into gymnastics games and activities.

Games and sports include the development of movement skills, concepts and strategies through a variety of games and sports. This content builds on learning in active play and minor games and fundamental movement skills. Modified games – gymnastics games with or without equipment
non-traditional games and sports (including student-designed games)
traditional games or sports – incorporated into gymnastics games

Lifelong physical activities include physical activity that can enhance health-related fitness and wellbeing across the lifespan. Individual and group activities in gymnastics - including general gymnastics, aerobics, cheerleading, acrobatics, trampolining, resistance training, flexibility

Rhythmic and expressive movement activities include movement that is composed and performed in response to stimuli such as equipment, beats and sounds, images, words or themes. All can be incorporated into gymnastics games and routines creative movement, movement exploration
dance styles and dance elements**,** circus skills, rhythmic gymnastics**,** educational gymnastics.

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Kingborough Gymnastics Association

The Kingborough Gymnastics Association is a not-for-profit organisation whose mission statement is:

"Empowering Tasmanians through inclusive, high-quality gymnastics experiences - from grassroots to elite - in a safe, vibrant and community driven environment."

As a non-for-profit association, we are responsible for the long term stewardship of the facility, equipment, community, partnerships and athlete support - reinvesting every dollar back into the development of gymnastics at Kingborough.

The Kingborough Gymnastics Association leases the State Gymnastics Centre and owns its equipment. The contractor running the programs in the State Gymnastics Centre is Gymsports Management Pty Ltd (trading as Kingborough Gymsports). Kingborough Gymsports hire the facilities from the Kingborough Gymnastics Association.

Values:

ENABLE
Lifelong movement, participation and wellbeing by nurturing healthy, active, resilient children, families, and communities through gymnastics.
DEVELOP AND MAINTAIN
Safe, accessible, state-of-the-art facilities and systems that support every gymnasts journey - community, recreational, competitive, high performance.
FOSTER
Collaboration and transparency through strong governance where volunteers, sponsors, and leaders unite to ensure a safe, inclusive culture and environment that elevates the sport.
EXPAND
Access and opportunity through financial support, scholarships and fundraising, enabling athletes to shine on state, national and international stages.
PROMOTE
High quality gymnastics in Tasmania - celebrating achievement at all levels, supporting development and building an inclusive and resilient sporting future.

Roles of the Association:

- **Enabling Lifelong Well-being:** The Association plays a role in nurturing healthy, active, and resilient children, families, and communities by encouraging lifelong movement and participation in gymnastics.
- **Developing and Maintaining Facilities:** The Association is tasked with providing safe, accessible, and well maintained facilities and systems. This ensures dedicated support for every gymnast's

individual journey, whether they are involved at a community, recreational, competitive, or high-performance level.

- **Fostering Governance and Culture:** The Association unites volunteers, sponsors, and leaders through strong governance, collaboration, and transparency. This role is vital to ensuring a safe and inclusive environment that elevates the culture of the sport.
- **Expanding Access and Opportunity:** The Association helps athletes shine on state, national, and international stages, the association actively works to break down barriers by facilitating financial support, scholarships, and fundraising.
- **Promoting Quality and Achievement:** The Association advocates for high-quality gymnastics throughout Tasmania by celebrating achievements at all levels, supporting ongoing development, and building an inclusive, resilient sporting future.
- Ultimately, a central financial and ethical role of the association is to ensure that every dollar is reinvested back into the development of gymnastics, securing the sport's growth from the grassroots to the elite level.



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