

**High  
Performance  
Scholarship  
Program**

**Team Policy  
2024**



**gymsports**  
MANAGEMENT



# **Contents**

<b>Overview .....</b>	<b>3</b>
<b>Goals of this policy.....</b>	<b>3</b>
<b>High Performance Programs .....</b>	<b>4</b>
<b>Gymsports High Performance Liaison .....</b>	<b>5</b>
<b>Gymsports Coaching .....</b>	<b>5</b>
<b>Gymsports Athletes .....</b>	<b>5</b>
<b>Leadership and culture .....</b>	<b>6</b>
<b>Scholarships.....</b>	<b>7</b>
<b>Links to the Australian School Curriculum.....</b>	<b>10</b>
<b>Kingborough Gymnastics Association .....</b>	<b>11</b>

## **Overview**

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

Gymsports Management have established strong Mens, Womens and Trampoline 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.

**Recognise and acknowledge the importance of clubs in the development and success of high-performance athletes.**

-Gymnastics Australia



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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.

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## **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 recreations (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*

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3. *Company growth: company growth will happen as a byproduct of attending to the first two*

## **Scholarships**

### **Application Process:**

Team Leaders from each gymnsport nominate athletes with supporting evidence, to the High Performance Liaison at the end of the competition year for the following calendar year. The High Performance Liaison in consultation with the Board of Advisors will be involved in the selection process.

### **Criteria for nominating an athlete:**

- National Squad Member –(Junior or Senior for the current 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 Championships (all teams) or top 10 individual all around for Girls Team

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

\*Nominations are made at the discretion of the Team Leader. 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.

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

### **Gymnsports 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 Gymnsports High Performance Training Camp.
- Individual Learning and Performance Plans (ILPP).
- Personalised training programs.
- Personal coach support at National Training Camps.
- Progress meetings with the High-Performance Liaison and personal coach.

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- Personalised strength and conditioning plan from a specialist, and access to Kingborough Sports Centre Fitness gym at a reduced fee.
- Access to a Back in Motion physiotherapist at the club.
- Access to psychology sessions at the club.

### **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, Child Safeguarding 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.

Attendance of all High-Performance Individual Planning and Performance (ILPP) sessions with High Performance Liaison.

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 maybe 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, Child Safeguarding Policy and Parent Code of Conduct.

Understand and support the training and financial commitment of a high-performance program.

Assist athlete to attending 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 are able to offer families with financial fee assistance through the Financial Fee Assistance Policy.



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## ***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 the 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 includes 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 includes 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 includes 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 includes 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:

***“Enabling the delivery of quality gymnastics programs to the Tasmanian community”***

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).

The Kingborough Gymnastics Association provide fundraising opportunities to assist high performance athletes with interstate and international travel.

The Kingborough Gymnastics Association support Gymsports High Performance athletes with a financial contribution towards National/International competition costs.

### **Strategic Pillars of the Kingborough Gymnastics Association:**

**Endure:** Operating with integrity and transparency, to provide safe, state of the art facilities.

**Enable:** Providing a governance framework where volunteers and sponsors can discuss how to best support our participants.

**Excel:** Developing financial assistance and fundraising opportunities to enable our athlete’s to attend high profile national and international events.

**Engage & Enthuse:** Advocating for diversity and inclusion for our current and future participants to maximize their enjoyment and longevity in the sport.

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