

JULY 2025

FINAL PROGRESS REPORT

ON OUR COMMITMENT AND
ACTION TO DELIVER ON THE
WHYTE REVIEW AND THE WIDER
REFORM OF GYMNASTICS

British
Gymnastics

REFORM '25

WORKING TOGETHER
TO CREATE SAFE,
POSITIVE AND FAIR
EXPERIENCES FOR
ALL IN GYMNASTICS

A foreword from British Gymnastics'

CEO SARAH POWELL

With the publication of Chris Wagstaff's independent review, the British Gymnastics team reflect on three years of the Reform '25 plan, and we publish our final plan update alongside an Independent Evaluation by Professor Chris Wagstaff. This marks the conclusion of a three-year action plan launched in response to the Whyte Review, aimed at transforming the culture of gymnastics.

We will forever be sorry to those affected by the abuse, the poor experiences they had in gymnastics, and the ongoing adverse impact it has had on them and their families. The Whyte Review, although a dark time for our sport, must be remembered and a constant reminder of our failings.

Culture change is not linear or a finite moment in time, completed and measured in simple metrics or surveys, it is a constant ever-changing aspect, made up of interactions between people, values, beliefs etc. and to that end the focus on culture is an infinite commitment, a constant that will require intentional action learning, review and revision.

The Independent Evaluation shows that meaningful progress has been made to make the sport safer, fairer, and more focused on people. It has taken a real team effort, not just within British Gymnastics, but throughout the gymnastics community. We have laid important foundations that provide the platform to ensure a future for our sport that prioritises the welfare of all those involved.

Our priority has been to listen to diverse voices and a wide range of opinions, be those with lived experiences, experts in the field or those outside of the sport sector, from educations, statutory services to really inform our work and to get to the root of the issue, before taking meaningful action.

My marker of change has been via shared stories and conversations with people willing to express their views or share an experience of the impact, be that in a club, competition or at a national training camp. It has been good to hear coaches feeling listened too, more supported and valued, Welfare Officers with greater confidence and a network of support and gymnasts highlighting positive changes in the training environment.

These are all good indicators of change. I of course also hear and welcome concerned voices, where more work is needed. Despite the increased resources, and the care for those involved being improved, the time taken to resolve the independent cases and the impact this is having on all involved has led to significant frustration, for this I am sorry.

We're making a clear commitment for the future.

We're a year into the LA cycle already and our performance teams will continue to focus on collective accountability, with the individual gymnast plans being central to how the gymnast, coach and support teams lead the programme together. Our approach is one where our ambitions will be realised, because of our culture and care for all involved.

Coaches and a focus on learning and development will be at the centre of our work as set out in our [L&D strategic plan launched in October 2023](#), with Coach Developers in the field supporting coaches with their coaching practice, where coaching happens, in a place-based way. They'll work closely with our Tutor and Assessor workforce to ensure coach learning opportunities are coherent for people engaging in formal learning experiences such as a coach education course, and informal experiences such as a locally organised bespoke workshop or 1:1 support.

We have a commitment to work even better together with coaches to support them as best as possible with a greater focus on non-technical coaching knowledge, skills and behaviours, without losing the critical technical input that we know is so important for coaches to know, understand and be able to do based on the realities of gymnastics and the needs of gymnasts across the community.

We have prioritised our work to better support coaches and this includes the development and launch of our brand new entry-point coach education course 'Foundation Coach', which will replace the current Level 1 and 2 courses from April 2026.

We have also grown the Coach Development Team exponentially in the last few weeks to bolster the bespoke work this team does in gymnastics environments across the country, with our Coach Development plan soon to launch that sets out how this team will engage with the community to help and support coaches.

We are also currently working with strategic stakeholders including UK Sport, Sport England and CIMSPA to develop a coach license, reward and recognition system to ensure coaches and coaching is valued and make the shift towards excellence in coaching practice through celebrating the importance of continuous personal and professional development.

Our future commitment is clear: to do all we can and work together with all those in our sport to ensure every experience in gymnastics is a positive one – at every level and for everyone involved. That commitment is indefinite, and it means continuing to listen and learn, leading with integrity, transparency, care and compassion.

This focus and our drive to maximise the positive impact gymnastics can have on all involved will continue and will see gymnastics play a vital role in keeping the nation active and benefiting from all the positive health and wellbeing aspects of our sport and continue to inspire the next generation by celebrating the success of this incredible sport. Every person deserves the chance to experience the joy of gymnastics and everything it can bring.

Sarah Powell
British Gymnastics CEO



OUR APPROACH

At the outset of Reform '25 we set out approach to be centred in commitment, care and constant learning- a commitment to deliver not only the Whyte Review recommendations, but the reforms necessary for meaningful change.

We committed to working in a way that cared for those who have been affected by our failings and care for all that take part in gymnastics. With a constant learning mindset we worked to ensure that this was not a tick box exercise but a genuine commitment to improve standards and enable safe, positive and fair experiences.

We understood we would face many barriers, some were already known, some we would discover as we progressed through the plan. We tackled these challenges through our commitment to working in a collaborative and open way. Varied, and sometimes challenging, individual and group conversations were at the heart of Reform '25. This ensured we were able to continue to learn from each other, take on different views and understand how to create the best gymnastics environments at all levels, from recreational settings to performance training centres. We recognised this work was going to be multi layered and complex in nature and we understood it would take time.

■ Varied, and sometimes challenging, individual and group conversations were at the heart of Reform '25 ■■

We were guided by five principles:

1.

VALUES-LED

Our actions would be delivered based on a new, strong set of values and beliefs developed with input from the gymnastics community.

2.

PEOPLE CENTRED

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

3.

PREVENTION FIRST

Our approach would be proactive in order to prevent the problems, rather than seeking to react to issues when they occur.

4.

INVOLVE OTHERS

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

5.

LONG-TERM IMPACT

Our actions wouldn't be driven by quick fixes - we would seek actions that would lead to meaningful and lasting change.

Figure 5: Five principle approach

An independent view by **Dr Catherine Bishop OLY**

As the British Gymnastics Oversight Board (OB) finishes this summer, Dr Catherine Bishop OLY, the Independent Expert on the OB set out her reflections, observations and recommendations.

The full piece is available to read on our website [here](#).

A summary of this is presented below:



OVERVIEW

These reflections relate to discussions we've had as part of OB meetings where I took on a role to challenge and support BG leaders and share my broader experience and perspectives from supporting strategic culture change across organisations in sport and business.

By having a culture-specific agenda, the OB was able to focus on the key building blocks of culture which had not been explored in such depth by BG's leaders before: mindset, language, behaviours, relationships, metrics, values, impact and stories. We looked at how these had shown up in the past, how they were shifting, and what further changes were needed in these areas to support:

- The implementation of all the Whyte Review recommendations
- The additional areas included in Reform '25 to go further in creating a deeper sustained cultural shift for the longer-term

- other areas that emerged during the life of the OB, including the development of a social impact framework and a stronger purpose, drive and understanding of what success looks like for BG's operations.

One of the strengths of the OB was providing a meaningful length of time to discuss cultural issues in greater depth and look at deeper aspects of culture. It also enabled space for real learning, to shift thinking patterns, ask questions, challenge assumptions and connect across senior roles.

We also agreed early on to increase the variety of information coming to the OB and invite different voices (e.g. parents of gymnasts who had suffered in the past, coaches, and managers in clubs of different sizes and from different locations.). A pre-mortem exercise helped BG leaders face into potential future risks and derailers thoroughly. So we asked and probed: where and how could another cultural crisis occur? Uncovering blindspots, bringing unvoiced concerns out, and adding a salient perspective to thinking around priorities, progress and risks. It also meant a future-focused discussion around culture, rather than only looking back to the past as the main reference.

Outside formal meetings, I listened to voices across the sport, from Gymnasts4Change to the Welfare Officer Conference (2023) and the Safe Sport Symposium (2022) and supported BG Directors on occasion between meetings when asked for further advice and support.

I applaud BG's leaders for setting up a Cultural Oversight Board and dedicating significant time to deepen their understanding of the culture of the sport of gymnastics and how to lead cultural change. The challenge and opportunity now is to continue that cultural evolution and the necessary accompanying development of cultural competence within the way everyone works in British Gymnastics.

It was a privilege to support the first stage of this journey. I hope the reflections and recommendations shared here will help sustain and strengthen that cultural shift.

Oversight Board (OB) REFLECTIONS

Ways of Working in the OB

The OB created space for deeper conversations. We looked beyond surface-level data to ask questions like: Who was/wasn't asked? What do these numbers really mean in terms of human experiences? Is this number telling the whole story? What assumptions are we making? What else could this information tell us beyond what we initially see? We also widened the perspectives coming into the room by hearing from parents, coaches and others from across the sport. This helped to challenge assumptions and added richer insight.

Observations & Areas of Learning

There was a strong appetite for learning and openness to challenge. At the same time, a natural defensiveness was sometimes present. The desire to show that "everything is ok" can get in the way of exploring deeper cultural questions. Culture is not about marks out of 10 or 'proving' something – it's about understanding and shaping how things get done across the sport and the impact made on others. Early on, presentations to the OB emphasized activities and tasks rather than conversations and relationship-building. This is an ongoing area of development, seeing culture as not just a set of 'tasks' but an ongoing responsibility and area that we are impacting and contributing to with everything we say and do.

BG's Purpose and the Social Impact Framework

A key moment was the realisation that in order to embed cultural change, it could not be an end in itself. Culture always reflects the aims and purpose of an organisation. This is where Reform '25 started to shape broader aims for BG, not simple metrics of

membership numbers and medals. The logical next step became to develop a social impact model, shaped by consultation across the NGB and formed through a theory of change and learning cycle. It's still in the early stages but this work provides a vital structure to help redefine what success looks like in gymnastics.

Communications

Communications internally and externally are an important area that reflect BG's culture. There has been good progress to move away from an overly 'corporate' and 'self-justifying' tone, towards an outward-facing emphasis on others in the sport. There is a really strong appetite to continue developing this and there have been good shifts to date, bringing out a broader set of voices from across the sport.

New Foundations

There has been a clear and positive shift externally and internally under the new Welfare and Safe Sport Director, externally to increase openness and contact, internally to increase competence and experience. [The Independent Complaints Process (ICP) was outwith the remit of the OB but has clearly affected all involved and the work of BG adversely.]

Relationships with those with lived experience of poor practices have been built slowly and genuinely and brought great insight and learning. It will be important continue this work to ensure all voices, even the most critical or distant from the National Governing Body (NGB) are heard and taken into account.

On the performance side, cultural principles are built into the heat of the performance strategy, prioritizing the highest levels of accountability from gymnasts and coaches with a process for regular independent review from outside. Clear changes in both training and competition environments have been visible and commented on from a range of perspectives.



“Culture is not about marks out of 10 or ‘proving’ something – it’s about understanding and shaping how things get done across the sport and the impact made on others”

Oversight Board

RECOMMENDATIONS AND CONCLUSIONS SUMMARY

1. Aligning better to purpose and social impact

The social impact model is helping address the question of what success looks like, but there is more to do to connect this to BG staff's daily work, conversations and activities. This should be a priority area, particularly for line managers and directors to prioritise to move to a different and more meaningful way of interacting within the organization and between the organization and its members and external stakeholders.

2. Learning about culture, not counting it

Developing a greater understanding of collecting and understanding qualitative metrics, rather than relying on superficial quantitative metrics requires further work and commitment. Not to achieve 'the right set of metrics' but to continually use measurement to enhance understanding of culture. (E.g. using survey results not to give mark out of 10 but deeper understanding of experiences within the sport to explore, understand and then develop further.) Metrics should prompt questions, open up conversations and deepen understanding. A high number of complaints might signal psychological safety. No complaints doesn't mean no problems. The focus should be on learning.

3. Strengthen ways of working

Ways of working and 'how things get done at BG' need to continue to develop to reduce siloes, increase leadership and culture capabilities and align systems and processes with cultural and impact goals. . A greater focus on listening should be embedded through the culture of BG – listening to a wide and ever-changing rang of members (athletes, coaches, parents, volunteers, welfare officers, club managers in all settings). Listening to learn, understand, deepen perspectives, not to respond, judge or defend. This will be key in the next phase when BG wants to build stronger relationships and collaboration with clubs.

4. Strengthen welfare and safe culture practices

The Independent Complaints Process (ICP) has not served anyone in the sport well. It's important to strengthen the competence and capacity to further shape safe cultures proactively within clubs and manage complaints early with greater skills in mediation across roles and early contact with BG as issues arise.

5. Understanding and shaping the sport's (deep) culture at Board level

It's important to broaden the Board's access to experiences across the sport over time and not hear the same voices or receive a narrow set of data about superficial aspects of culture. It will be important to maintain a focus on questioning and understanding impact, not activity from the NGB's executive.

It was my privilege to play a small part in supporting the first stage of this important cultural shift vital to the sport of gymnastics, and more widely relevant too to show how participants at all levels of sport can thrive with higher cultural standards.



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OUR FOCUS: Where we are now and what comes next

Over the past three years, we've been working to reshape gymnastics into a sport that feels safer, fairer and more positive for everyone involved. Reform '25 set out our commitment to change following the Whyte Review, but for us, this has always been about more than just meeting recommendations. It's about listening to the people at the heart of the sport and doing the right thing by them.

We've made important progress, and we're proud of what's been achieved so far. At the same time, we know there is still more to do. The independent evaluation by Chris Wagstaff recognised the scale and sincerity of the work so far, but also challenged us to stay open to critique, deepen our understanding of impact, and push further in key areas. The next phase is about embedding what's working, listening even more closely to those most affected, and staying committed to long-term cultural change.

Here's where our focus is now:



1. A Culture That Puts People First

We've changed how we lead, how we support one another, and how we act as an organisation. That shift began within British Gymnastics and is now becoming more visible across the wider sport, including in performance settings. We are focused on building trust and continuing to show that safe, respectful and supportive experiences are not a nice-to-have but the standard everyone deserves.

The independent evaluation by Chris Wagstaff acknowledged that positive change is underway, particularly in language and tone. A current performance coach noted "Coaches have had to have their hard hats on, but it's settling... safeguarding are much better prepared... We are on a journey and we are now preparing gymnasts through the right means."

At the same time, the evaluation highlights concerns that reform is still perceived by some as top-down and concentrated in national structures. A key finding of the report stated: "There exists a disconnect between BG's Reform '25 intention and efforts and the perception and engagement of the gymnastics community beyond the BG workforce and performance area of the sport."

This tells us we still have work to do. The next phase of our work is about continuing to embed shared values across the full community, from national programmes to local clubs. Cultural change must be lived, not just led, and that means creating more space for people across the sport to feel ownership, contribute meaningfully, and see change where it matters most.

2. Listening and Acting

We've introduced new ways for gymnasts, coaches, clubs, parents and carers to shape the future of the sport. This includes advisory groups, training feedback and gymnast voice initiatives. We are also exploring how to better include the views of younger gymnasts so their experiences guide what we do next.

Chris Wagstaff's evaluation acknowledges positive intent and structure but highlights that voice alone is not enough. Stakeholders raised concerns about feedback loops, and the report notes the need for athlete input to be followed by clear and consistent responses. One current gymnast explained "Athletes are being asked the right questions, which is a great start, now there just has to be clear communication after... where's the action and how are we actually following this up? ... where's the action and how are we actually following this up? That's what builds trust... If you have those conversations, and they're actually... you know that they're going to be actually acted upon."

We are now focused on improving feedback loops, being consistent in showing how input shapes decisions, and embedding regular dialogue with gymnasts and families as part of how the sport is led.

3. Safer Clubs, Better Support

Over the last three years, we've worked to improve how clubs understand and apply welfare and safeguarding practices. This has included new policies, scenario-based training, and the Safe & Fair Sport strategy. But we know that translating policy into real-world, everyday action is where the challenge lies. We are focusing more attention on recreational settings, where most of our members participate, to make sure our guidance is practical and meaningful.

As the evaluation noted, "the conditions for culture change are very good in large parts of the BG ecosystem" but "the conditions for change are poor where the relationship between BG, club owners, and coaches is characterised by mistrust and cynicism." We've heard the need for greater visibility, presence and trust-building in clubs. That's what we're working on now – increasing our support, running more audits, and improving communication.

4. A Better Approach to Complaints and Concerns

We know our complaints process has not always worked as well as it should. That needed to change. Chris Wagstaff's evaluation recognised the steps taken to improve case management and oversight. However, it also found that many people experienced the process as unclear, overly formal, and not trauma-informed. We have been working to make the process clearer, more consistent and more supportive.

We are now looking beyond the Independent Complaints Process (ICP), recognising that while it was necessary at the time, its legalistic approach left many individuals hurt and contributed to ongoing mistrust. As the ICP concludes, we are exploring what should follow. This includes developing a more person-centred, trauma-informed and timely approach that embeds mediation where appropriate, ensures transparency and fairness, and provides clearer explanations and constructive feedback even when complaints are not upheld.

5. Smarter, More Inclusive Learning

Coach development has taken important steps forward. Safeguarding, ethics and gymnast welfare are now embedded across our learning and development offer, alongside new content focused on communication, reflection and values-led coaching. One-to-one mentoring, in-situ support and an improved learning platform are helping to make learning more practical and continuous, not just course-based.

Chris Wagstaff's evaluation welcomed this shift and recognised visible progress, particularly in rebalancing technical and human aspects of coaching. It also highlighted a growing desire across the community for learning that includes more on psychology, child development and pedagogy — areas that have historically received less focus. The report acknowledged how difficult it is to meet every preference in such a large and diverse coaching population but reinforced the importance of responding to evolving development needs.

That is exactly what we are working on now. A new Foundation Coach programme is in development to create a more inclusive and accessible entry point into coaching. This will focus on building strong foundations in behaviour, wellbeing and communication alongside technical development, ensuring every coach is better equipped to support positive experiences in the gym from the very start.

6. A More Joined-Up Gymnastics System

We are taking a fresh look at how the sport is structured and governed to improve the connection between clubs, counties, regions and the national level. This includes clarifying roles, improving communication and strengthening shared responsibility for delivering safe and positive experiences. We are also working with other organisations to raise standards in unregulated parts of the sport and promote safe, consistent practice everywhere gymnastics takes place.

Chris Wagstaff's evaluation made clear that while national progress has been made, the wider system still feels fragmented. Some regional structures were seen as resistant to change, and clubs reported confusion around where decisions are made and who is accountable. The report also highlighted growing risks in non-affiliated activity and called for clearer public awareness of what safe, standards-based gymnastics looks like.

We know that building a stronger system is not just about governance. It is about trust, clarity and shared commitment. That is where we are focused now, working across the community and the wider sector to create lasting alignment and consistency.

A STATEMENT OF PROGRESS

from the Gymnast Parent Alliance (GymPal)

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As active participants in the Reform '25 process, GymPal entered the initiative with understandable scepticism, shaped by previous negative experiences during the pre-Whyte review period. However, it was clear from the outset that there is now a genuine commitment from British Gymnastics' leadership team to drive meaningful cultural change within the sport.

While we acknowledge that some pockets of denial and resistance remain among certain coaches and clubs, we are encouraged by the stronger, clearer safeguarding policies and the significantly improved education structure now in place. These developments reflect a serious organisational commitment to reform and will provide a more robust framework to support the enforcement of new standards.

Importantly, we are seeing early evidence that these changes are being implemented at the grassroots level, with policies beginning to influence day-to-day practice among coaches, gymnasts, and parents. Encouragingly, more clubs are becoming open, transparent, and child-centred. We are beginning to see gymnasts and their families feel empowered to ask questions and raise concerns—without fear of exclusion. This is a vital step forward in restoring trust and shifting the culture.

We are happy with the progress made so far, but we also recognise that this is only the beginning. True and lasting reform requires the ongoing inclusion of survivor voices, parental perspectives, and grassroots experience in shaping not only policy—but also everyday practice and leadership across the sport.

To succeed, gymnastics must continue to move towards flexible, inclusive participation routes that value enjoyment, well-being, and personal growth alongside performance. No gymnast should ever feel unsafe, unworthy, or excluded based on their ability, appearance, or willingness to comply with outdated norms.

GymPal recognises that cultural transformation is a continuous process. We remain committed to working alongside British Gymnastics and all stakeholders to ensure that these reforms are not only upheld—but deepened over time to build a sport that is truly safe, inclusive, and supportive for every gymnast.

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STRONGER THAN EVER

Becky Downie on her comeback and her experience of Gymnastics' improved culture

Following the 2024 Olympic Games in Paris, Becky Downie took time to rest and recover body and mind, in reality this turned into two planned shoulder surgeries and bravely talking about how uterine fibroids had affected her health. After taking time to recover Becky has now returned to the gym and is delighted to be training again saying on her Instagram "I'm at the start of a brand new journey. Its daunting knowing I have two brand new shoulders and a return to gymnastics is never guaranteed from any injury, but it is definitely not my first rodeo. I'm excited for the journey ahead and incredibly grateful to have a chance to continue doing what I love." We talked to her about her experience of the last five years and the improved gymnastics culture.

How would you describe your experience of the cultural change that has taken place in gymnastics in the last 3-5 years?

Growing up through such a challenging era of gymnastics and now seeing the transformation has been incredible. Walking into training gyms and seeing the athlete

centred approach to gymnastics and overall, much happier athletes is really encouraging to see.

What positive changes have you seen, and how do you feel about the current culture of gymnastics?

I feel like the culture of gymnastics has changed for the better and it's exciting to see the sport progressing through this new era. Seeing the collaboration between athletes / coaches and staff is so refreshing and really can help enhance the standards across all disciplines.

What do you believe still needs to happen to ensure gymnastics is a safe, inclusive, and positive experience for everyone involved?

I think continue to be proactive and communicate clearly. The changes that have been implemented throughout Reform '25 have been great to see so far and if we can keep moving forwards in the direction we currently are then I feel gymnastics has an incredibly exciting future ahead.





YOUNG LEADERS TO ROLE MODELS

Apprentices **Imi** and **Evie** shine at Rothwell Gymnastics



Evie

Imi and Evie started attending Rothwell Gymnastics in Leeds when they were young children. After progressing through the Young Leadership Program they have now returned to the club as part of the British Gymnastics Apprenticeship Program.

The coaches who used to teach them gymnastics as youngsters have become mentors and colleagues to the girls now. Imi said: "Gary used to be my coach and now I coach with him and he's been really good. Helen, especially when it comes to the management side of things, she's really good at supporting us if we don't understand things to do with that. She talks us through everything and shows us how to do it."

Evie explained her decision to take up the apprenticeship: "My first career path choice wasn't available to me due to me having hypermobility so this came up, and I've always enjoyed doing gymnastics, so I thought, why not take an apprenticeship and see where it gets me."

Meanwhile, Imi originally chose a different path away from

the sport before choosing to take up an apprenticeship. She said: "I was at uni originally when I first left college, so I was doing midwifery there, and it got to about Christmas time, and I wasn't enjoying it. I didn't really have a good experience with my placements so I dropped out. Then about a month later, Helen said to me, there's a new apprenticeship program and Evie is going to do it as well. So why don't you give it a go and see if it's something you want to do?"

Both girls couldn't feel more supported by their club. Evie said: "I do feel supported and cared for when I come here. If we're ever struggling with anything there's always someone we can go to."

What keeps them both striving for a career in gymnastics is the joy they bring to other children's lives, the pride they feel when one of the young gymnasts in their care achieves a new skill. Imi said: "Seeing all the girls achieve all these amazing skills that you've been working with them on, it just makes you feel a bit proud!"

Evie added: "Every time you walk in, they just have a massive smile on their face, or they come up and hug you, or they're just really happy to be there, because of us as coaches. That's why I want to keep on doing this." However, the pair have seen where there could be room for improvement in the sport. Imi explained: "At our club, we've got a few children who are deaf or hard of hearing, Ruby's really good with BSL, but she doesn't coach those classes so sometimes it's a bit hard for the young leaders and the coaches who can't really interact with them. So, maybe making it mandatory for coaches to be able to do BSL."

The advice they give to the young people they now coach is similar to the advice they would give their younger self if they had the chance; to have confidence, never give up and be yourself.

Imi said: "Compared to what I am now, I used to be really shy. When I first started I wouldn't say much, I'd stand to the side but I've learnt it's ok to be loud and to be yourself." Evie added: "Just keep going, don't give up!"

FROM INSPIRATION TO COMMUNITY IMPACT

Anna Linklater, founder and director of Links Gymnastics in Berkshire is a passionate about creating a positive future for the sport she fell in love with as a child. Her club, which now supports around 900 gymnasts has benefited from British gymnastics club capital fund - helping her realise her vision of a safe inclusive space for every child.

I started gymnastics around age 7 or 8 after watching it on TV. I was a very energetic child who loved moving – especially being upside down! Eventually I joined a club in Bath, and that's where I spent most of my gymnastics years until I left for university. It was a big part of my life, I made amazing friends through gymnastics, many of whom I'm still in touch with today. That social connection and shared experience were a huge part of why I loved the sport so much.

After the 2012 Olympic Games my passion was reignited. I was working in IT at the time but started coaching a small session locally and quickly wanted to do more. I love coaching - seeing children grow achieve and enjoy the sport is incredibly rewarding. Their joy when they master a skill whether simple or advanced keeps me motivated. When we started, I was the only coach. Now around 900 children attend Links Gymnastics. I coach less these days focusing instead on running the club, but seeing gymnasts develop into young coaches is just as rewarding.

We were originally operating at both a leisure centre and a school, but we wanted a new, permanent space for our recreational, preschool, party and ninja programmes. We found a unit on a local industrial estate and secured £130,000 from British gymnastics' Club Capital fund to

help fit it out. It was stressful - we had to sign the lease before confirming funding, but British Gymnastics team were incredibly responsive and helped us move quickly. With the funding we installed a disabled toilet, refurbished reception and toilet areas, updated entrances and fully fitted out the gym with flooring mats and equipment. Just four weeks after getting the keys in December 2023 we opened in January 2024. The clubs now on much stronger financial footing and the future looks bright.

Working with British Gymnastics

The policies from British Gymnastics now give us clear frameworks for communicating with gymnasts parents and coaches. The safeguarding team at British Gymnastics has been incredibly supportive as well. Any time an issue has come up, they've been quick to respond, which has been reassuring.

and their rise gymnastics programme is inclusive and accessible. Overall communication has improved with British Gymnastics over the last few years.

That said, one of the challenges we've experienced is a kind of heightened sensitivity from parents. With the increased awareness around safeguarding, some parents

are understandably more cautious. It puts added pressure on coaches and club owners like myself to manage those expectations carefully.

One improvement I'd love to see is better regional communication between welfare officers and clubs, it would help us share ideas and address challenges more collaboratively.

One of my biggest frustrations is the age restriction on Level 2 coaching qualifications. Right now, coaches have to wait until they're 18 to complete the course, even if they've grown up in the gym and have strong spotting and teaching skills.

We invest a lot of time and training into our 16-18-year-old coaches, and it's hard to keep them engaged when they hit that ceiling. I'm not asking for them to run sessions independently, just to be able to spot or teach certain skills under supervision. Changing that policy would be a huge benefit to clubs like ours and help retain talented young coaches as well as help progress gymnasts at the club who are unable to progress certain skills unless they are with a Level Two coach.



Gymnasts told us what they loved about gymnastics...

"It makes me feel happy. I've been doing gymnastics for six years, so I know a lot of things now and I find it easier to do things."

"I love gymnastics because it's just life, I love it. You look at other people doing it and you want to join in."



FREEDOM, FRIENDSHIP AND THE POWER OF GYMNASTICS

During the recent Rise Gymnastics competition we spoke to gymnasts, supporters and parents about what gymnastics means to them and why they love it. Their answers were honest, joyful, full of passion – even occasionally moving, capturing everything that makes gymnastics so special.

We're delighted to share some of the joy.

This is what we want gymnastics to be for everyone.

"It makes me feel relaxed; I make new friends and learn new things. Sometimes it's hard but when you achieve something hard you feel good about yourself."

"It makes me feel strong, like I could do anything, anywhere."

Parents & carers said...

"It gives my daughter a sense of achievement. She suffers quite badly with anxiety, but she's fitted in and now has a big smile on her face."

"I think gymnastics has so many different things that can help my daughter – with her confidence and mixing with other people as well, plus that resilience when you're on your own on the floor as well. It's important for me that she builds all those different qualities."

"My daughter is deeply passionate about gymnastics and therefore me and her mother are. I see her progressing which is important for her to see."

"Gymnastics gives them great physical literacy. It gives them life skills; commitment, personal development, balancing schoolwork and training, learning routines, teamwork and hanging out with friends, it's just great for them."

COACHING WITH PURPOSE:

passion, progress and inclusion

We recently spoke to Matte Hart, Company Operations Executive at Prime Acrobatics, about his journey in gymnastics, how the sport has changed in recent years, and what still needs to happen to make gymnastics safer and more supportive for everyone. From coaching and mentoring to club culture and career pathways, Matte shared his honest thoughts and experiences.

Matte, to start, could you tell us a bit about your background, how did you get into gymnastics?

I started gymnastics when I was around nine. I'd seen some tumbling on TV, and my mum found a local club for me and my sister to try out. We loved it - it quickly became our favourite after-school activity. Over time, I started assistant coaching as a teenager. It just grew from there.

What is it about gymnastics that's kept you in the sport for so long?

I'd say the variety. My career has gone through different phases, from spending hours in the gym coaching to travelling to competitions and events. I've taken gymnasts from recreational level all the way to national and international competitions, which has been a huge part of my journey, and spent nine months at Cirque du Soleil's international headquarters in Montreal. I've always loved developing people, not just gymnasts but coaches too.

What led you to get involved in assessing, tutoring, and coaching development?

I saw it as an opportunity to challenge myself and contribute to the wider community. I thought I'd start tutoring, but actually began with assessing because that's where the need was.

At the time, I was coaching Monday to Saturday and then hitting the road on Sundays to assess. I loved it. I got to connect with other educators and visit clubs across the country, which gave me a fresh perspective. It was gymnastics, but outside my usual club bubble.

I also loved seeing how other clubs operate, what their reception looks like, their branding, and how they engage members. That inspired me too. Tutoring came later, and it scratched that itch of giving back while still growing personally.

Have you noticed any cultural changes in gymnastics over the past few years, especially after the Whyte Review?

Definitely. One of the biggest shifts has been the voice that parents and carers now have. They're much more vocal, which is a good thing, even if it does make things harder for clubs that aren't used to that level of engagement.

Some clubs have had to modernise quickly to meet those expectations, adding consultation meetings, comment boxes, and informal Q&As with coaches. We've started doing that at our club too. It helps build trust and shows parents they're being heard.

I always say, think of coaching as a service industry. If coaches treated it like a restaurant job where a good experience earns a tip, how would they act? That mindset helps clubs align better with member expectations.



What's another change you've seen in the sport recently?

More young people are starting to see coaching as a viable career, which is huge. When I started, it was seen as a hobby job. Parents would ask, "When are you going to get a real job?" Now it's different.

We've had people go through BG's apprenticeship programme, do part-time college and part-time coaching, and even choose to stay and work instead of going to uni. This year, five coaches who we thought would leave for university asked for full-time employment. That's an incredible shift. We're helping them see a clear career path with room for growth, and we make that visible. Not everyone needs to go to university to build a great future, and gymnastics can be part of that.

How do you feel about the current culture of gymnastics in general?

I think it's refreshing. There's much clearer guidance now. Yes, it can feel overwhelming with constant updates and policy changes, but at least we know where we stand now. We're all on the same page.

There's also a better balance now between the focus on performance and participation. The recreational base is what keeps clubs running, it pays the bills and develops the next generation of gymnasts. It's great to see that being recognised more, even in BG's social media content.

What do you think British Gymnastics still needs to work on to ensure gymnastics is safe and a positive experience for everyone?

We've seen progress, but we're definitely not at the finish line yet. One of the biggest things for me is around clear communication and early notice when it comes to updates or changes, especially around coaching qualifications. Clubs don't run week to week. We plan at least a year in advance, sometimes more. I've got spreadsheets that map out the development of our coaches over the next 12 to 18 months, for example who might be ready for Level 1 and who's mentoring who and so on, if there's a big change to qualifications coming, we need as much advance information as possible so we can properly support and plan for it.

I'm also not satisfied with how mentoring for coaches currently works. As an assessor, I can see the gap. Yes, learners need to take responsibility for their development, but it's incredibly frustrating to see a young coach with huge potential get stuck because they don't have a mentor who really cares, or who simply doesn't have the time or resources to support them properly. Not every club is lucky enough to have a leadership team that values coach education the way we do. At Prime, we've invested in it, we have systems and people in place to support that journey. But I know other clubs can't always do the same.

The new Foundation Coach course structure, which removes logbooks and post-course assessments, is going to be a big shift. It'll all be signed off during the course itself. That has pros and cons. My concern is that some coaches will come back from their course without that extra layer of reflection or support. We can't have young coaches just being told, "You're signed off now, good luck," and immediately being thrown into sessions without follow-up or mentoring.

I'm also watching closely how the welfare officer role is evolving. It's vital, especially now that parents and carers are more vocal and rightly want to know who they can go to. In the past, it was often a tick-box, pick a parent, send them on a course, and hope nobody contacts them. That can't be the case anymore. The role needs to be genuinely embedded into the club. However, most clubs rely on volunteers. If you want someone to really do that job well to have enough hours, presence, and authority, you probably need to employ them. But then, how do you manage a conflict of interest if they're on payroll?

At our club, with over 1,500 members, a volunteer welfare officer just isn't enough. We're now asking: should it be one person, or two? What's the right number of hours? What level of training? What should their weekly involvement in the club look like? These aren't easy questions, and I'd really like to see clearer guidance from BG on what "good" looks like.



FROM PERFORMANCE TO PARTNERSHIP: —

how an improved culture is transforming high-performance coaching

We recently caught up with Jemma Maskell from Plymouth Swallows. Jemma is a high-performance coach and balances her responsibilities as Head of Women's Artistic while also being a mentor and role model to others at her club. Alongside gymnast Ruby Stacey, Jemma was awarded the 2025 Performance Partnership of the Year in recognition of her achievements and contributions to the Great Britain women's artistic gymnastics programme. She has shared with us a little about what drew her and kept her in gymnastics as well as the changes we've seen over the last few years.

How did you first get into gymnastics? What drew you to the sport?

My older brother did it so I was keen to go with him, I quickly fell in love with the sport. I loved that it was so diverse, challenging but fun. Also, the sparkly Leo's.

What do you love about your career in gymnastics? What keeps you motivated?

Helping the gymnasts reach their full potential, seeing them achieve things they've been working really hard at and seeing their love for the sport blossom. I love that every day is different, it keeps you on your toes and makes you think outside the box.

Motivation is like a rollercoaster but right now seeing years of hard work pay off and seeing huge goals ticked off for an athlete is amazing. Now setting new goals together and coming up with a 'plan of attack' to achieve them. It's certainly challenged me but also inspired me.

How has coaching changed in the last few years?

For me personally not much, but on a national level it's a much more positive, supportive and friendly atmosphere. Coaches are being listened to on what they need to help their gymnasts and it's being delivered. Gymnasts feel valued and appreciated and then in turn are doing more because it's noticed.

Have you seen evidence that cultural change has taken place in gymnastics in the last 3-5 years? How do you feel about it?

Yes, massively and I'm all for it. Our club ethos has always been to enjoy the journey and look back with fond memories. We've taken our time and built up slowly and enjoyed the little things. Things are much more on a personal level now and individualised where needed and appropriate. Seen as whole people and not just gymnasts. The fun element has been upped, which in turn has bought more buy in. I firmly believe lots can be achieved whilst having fun.

What positive changes have you seen, and how do you feel about the current culture of gymnastics?

Definitely shifted in a positive way. There's a more personalised approach, also rounded so not just about the gymnastics about life skills support too.

Also gymnasts are taking more accountability for what is expected of them, what they need to do to achieve their aims and deciding what support they require to make it achievable - all supported obviously. There is lots of open discussions including coaches and gymnasts. I'm happy with the current culture.

Finally, what do you believe still needs to happen to ensure gymnastics is a safe, inclusive, and positive experience for everyone involved?

More support for the coaches. Also to share more information and coach CPD at the higher ends with coaches not just with those with kids on squads. Earlier communication where possible- the earlier coaches receive information quicker we can process, plan and discuss with families and gymnasts ahead of potential events.



UK SPORTS INSTITUTE

a powerful partnership driving wellbeing and performance

Support for Performance gymnasts is vitally important and at the heart of that is the close partnership between British Gymnastics Performance Sport teams and the UK Sports Institute (UKSI). UKSI work with BG to provide the performance expertise and resources athletes and coaches need to thrive. This includes everything from medical and rehabilitation support, psychology, strength and conditioning.

They work with British Gymnastics staff to deliver Gymnastics & Beyond, a programme to support elite gymnasts with their personal development for an additional two years when transitioning from the World Class Programme. Younger, Performance Pathway gymnasts are also supported with their holistic development that goes beyond gymnastics training, through three key aspects; Live, Train & Compete. The programme aims to support gymnasts to develop in all of these areas and has the ability to fulfil their potential.

We spoke to Matt Archibald CEO of UK Sports Institute and Lynsey Marsh, Head of Performance Sport (British Gymnastics) the working relationship with British Gymnastics.

Has the partnership between UKSI and BG changed in the last 3-5 years?

Matt: Communication between colleagues at all levels of the UKSI and British Gymnastics has become more regular and more thorough. This has helped to drive greater alignment on our approach to safeguarding, as well as allowing us to be more joined up in our thinking and providing time and space to share feedback in both directions.

Lynsey: There has also been a meaningful shift in how sport science and medicine practitioners within British Gymnastics integrate with the wider performance team. Where there was once a more distinct separation between UKSI and BG teams, there is now a more cohesive and unified approach. This integration has enhanced the exchange of ideas and deepened working relationships, contributing to more effective support. The sport continues to value the insight and innovation that the UKSI central teams bring to both health and performance optimisation.

Have you seen evidence cultural change that has taken place in gymnastics in the last 3-5 years?

Matt: There has been a clear and strong emphasis on culture from the CEO and Performance Director down, which has been evident and encouraging in the interactions I have had. We have also experienced an openness to engage on occasions when we have identified any concerns in our work together.

Lynsey: The cultural change has not only been communicated through strategy but is also reflected in everyday actions and behaviours. Performance is viewed as an outcome of a positive and supportive culture. We've seen a tangible increase in initiatives that promote gymnast leadership, coach development, co-production, and cross-disciplinary collaboration. From my perspective - having worked in the sport for 13 years - this period marks a significant and encouraging evolution in how success is defined and pursued.

What positive changes have you seen, and how do you feel about the current culture of gymnastics?

Lynsey: The most positive change has been the shift towards a performance culture that still has the ambition of major Games success, but places wellbeing and collaborative practice at its core. The increased

openness, stronger emphasis on leadership at all levels, and meaningful engagement with feedback have all contributed to a more inclusive and values-led environment. The current culture feels far more aligned with what high-performance sport should represent: excellence achieved through care, respect, and shared responsibility.

Finally, what do you believe still needs to happen to ensure gymnastics is a safe, inclusive, and positive experience for everyone involved?

Matt: To continue the positive progress that has been made in gymnastics, I think an ongoing commitment to the learnings from Reform '25 is crucial, as well as from the recently published Safe Sport Report. There is also a need for that emphasis on safeguarding to be demonstrated and upheld in the daily training environment. There is a shared responsibility for coaches, practitioners and administrators at all levels to ensure gymnastics remains a safe, inclusive and positive experience.

Lynsey: Reform '25 marked a pivotal moment in the sport's history. Maintaining that accountability is vital. Looking ahead, the continued implementation of Leap Without Limits and the Collective Accountability plan can help ensure that core values translate into everyday standards. Ongoing honest reflection, meaningful measurement of progress, and - most importantly - genuine listening to and learning from the experiences of people across the sport are key to continuing to make gymnastics a truly safe, inclusive, and positive space for all.



BRITISH ELITE ATHLETES ASSOCIATION, —

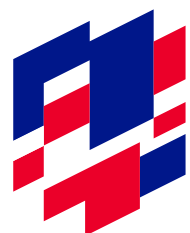
an independent voice for athletes

We have continued to develop our relationship with British Gymnastics' World Class Programme following the publication of the Whyte Review to ensure that athletes have access to the independent support and representation offered by the BEAA.

Our work in this space centres around three key areas: athlete education, selection and athlete representation. As part of this, we attend selection meetings as an independent observer, supporting transparency and fairness in the process. We also deliver workshops to World Class Programme athletes, raising awareness of our services and providing guidance on important topics relevant to life as a high-performance athlete.

In addition, we facilitate experience capture sessions so that every athlete who leaves the World Class Programme has the chance to provide honest feedback to an independent body regarding their time on programme. We share this with the Performance Director who is committed to responding within three months to ensure athlete experiences are listened to and acknowledged.

As the independent, representative body of Britain's elite athletes, we welcome British Gymnastics continued engagement with our services and look forward to maintaining our support to their World Class Programme athletes moving forward.



**British
Elite
Athletes
Association**



APPENDIX

The tables below summarise the state of play before Reform '25 and the progress made across each focus area.

Where actions are marked as complete, this refers to delivery of the specific actions we committed to in our original Reform '25 plan to meet the Whyte Review recommendations.

However, we recognise that completion does not mean the work is finished.

A core principle of Reform '25 is that meaningful change is not a one-off. It requires ongoing attention, reflection and long-term commitment to embed and sustain progress.



OUR OVERSIGHT

The British Gymnastics Board had overall responsibility for ensuring the Whyte Review recommendations were delivered and the necessary reforms were put in place to sustain them in the future. British Gymnastics believes sport should be a positive and safe experience regardless. British Gymnastics believes sport should be a positive and safe experience regardless of age and ability. We set out to ensure gymnastics provides a safe positive and fair experience for all through the delivery of Reform '25.

Beginning with the establishment of Club, Gymnast, Coach advisory groups and later the Recreational groups the board wanted the gymnastics community's voice to play a vital role in informing and supporting the work of Reform '25. They have provided their lived experience, insight and challenges and have helped develop and challenge policies and process. This was a learning experience and British Gymnastics have taken on board the Groups' desire to be involved and consulted earlier, and therefore allowing more time and scope for influencing decisions.

In addition to the advisory groups, a specific subcommittee known as the Oversight Board was established with relevant members of the British gymnastics board and an independent advisor Dr Catherine Bishop, an Olympic rower, former diplomat and leadership and culture coach. Doctor Catherine Bishop provided additional scrutiny and challenge from an individual independent perspective on how we developed and implemented reforms.

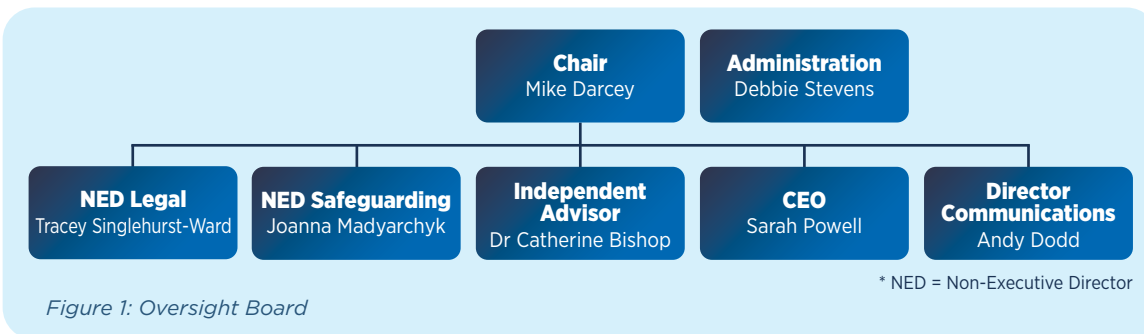


Figure 1: Oversight Board

The Reform '25 delivery was led by an executive implementation team consisting of directors from across the organisation who oversaw and facilitated the delivery of actions across the full interconnected focus areas of: culture and strategy, welfare, safeguarding and complaints, learning and development, and performance.

In March 2025, British Gymnastics (BG) appointed Professor Chris Wagstaff of Lancing Consultancy Limited as an external partner to conduct an independent evaluation of Reform '25 programme and BG's response to the Whyte Review recommendations. The scope of the evaluation was to help BG determine whether the Reform '25 programme was making a meaningful impact on the culture, welfare, and overall environment of the sport, both within BG and across the gymnastics community. British Gymnastics felt it was important to understand the true impact rather than simply tick the boxes and mark our own homework. Had our work truly aligned with our vision of creating an uplifting gymnastics experience for all and our purpose to ensure gymnastics is enjoyable, safe, and open to everyone?

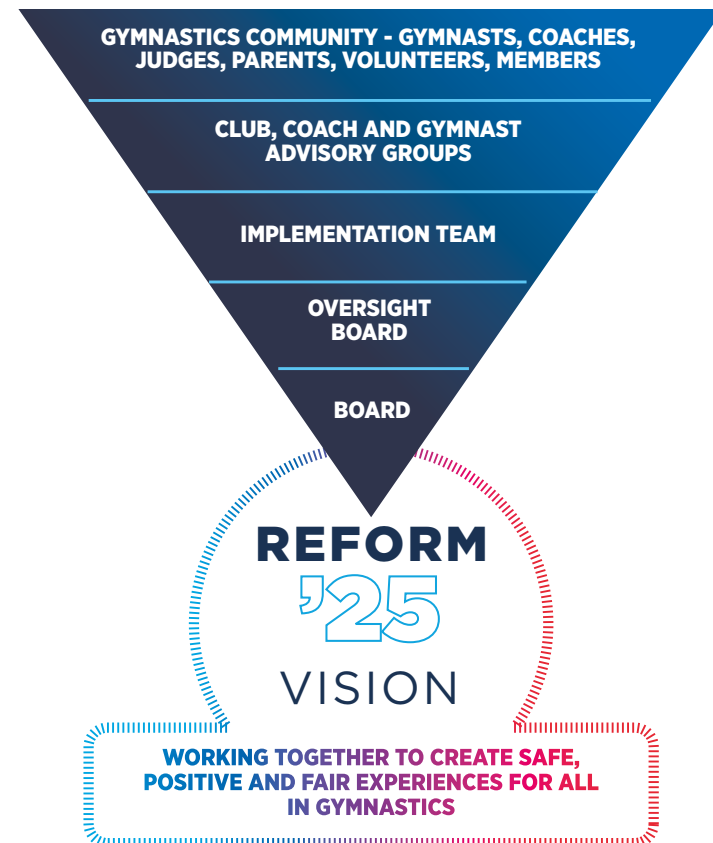


Figure 2: Collective Oversight

1. CULTURE & STRATEGY

Where we were:

Gymnastics had lost its way. Too often, culture was shaped by silence, hierarchy and fear. People felt powerless to challenge poor behaviour, and many did not trust the system to listen or act. British Gymnastics itself was seen as distant and reactive, more focused on reputation than the reality.

What we said we would see:

We committed to creating a sport where everyone is supported and gymnast welfare is paramount. We said there would be a shared culture based on collective values, clearer relationships across the community, and British Gymnastics playing a leading role in wider sector reform. Many of these elements are now in place, with ongoing work to embed them fully.

What we've done:

Reform '25 marked a turning point. Over the past three years, we have reshaped our leadership, involved gymnasts, coaches and parents in decision-making, and started to rebuild how we think and act as a governing body. We introduced national advisory groups, restructured our Executive Team, and made a long-term commitment to cultural change that goes beyond policy alone.

Key initiatives:

- Leap without limits: Gymnastics unites to launch '[Leap Without Limits](#)'
- Set up [Gymnast, Coach and Club Advisory Groups](#) to centre lived experience
- Established an Oversight Board, supported by an independent Dr Catherine Bishop
- Launched our [Diversity & Inclusion Action Plan](#) (DIAP) and introduced the People Plan
- Created the BG Impact Framework to help track the difference our actions are making across the sport
- Strengthened our partnership with [Working with Parents in Sport](#) to improve how parents are supported in performance pathways
- Maintained open dialogue with individuals in the sport, including parents, carers, gymnasts, and advocacy groups such as Gymnast Parent Alliance (Gympal) and Gymnasts for Change
- Led sector-wide safe sport reforms, including co-hosting the inaugural [FIG Safe Sport Symposium](#) and co-chairing a UK-wide Safe Sport report

The difference it's made:

We have many more voices shaping the future of gymnastics, our work is better informed, and our actions and impact constantly reviewed. We are hearing areas where the impact is positive and where there is still more to be done and this is welcomed. We are establishing stronger and open relationships across the sport, including with clubs, technical committees and Home Nations. Trust is starting to rebuild, supported by clearer expectations, more visible leadership and shared values.

1. CULTURE & STRATEGY

WHYTE REVIEW RECOMMENDATION	ACTIONS	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	STATUS
16	Work with the Home Nations and the gymnastics community to develop and put in place a clear vision and strategy for our sport, underpinned by a set of shared values and beliefs, to create a united approach to gymnastics across the UK.							Complete
16	Provide appropriate governance for our sport by reshaping the Board to ensure we have the necessary skills and experience to guide what we do, including experience in safeguarding and performance gymnastics.							Complete
16	Ensure we are fit for the future by redesigning the organisation, putting a greater emphasis on working together with our gymnastics community, and building trusted and valued partnerships across and beyond our sport.							Complete
2/All	Ensure we as British Gymnastic embody the culture that we want to see across our sport by appointing people from throughout the organisation to lead by example, role model our values, reinforce behaviours and guide others in a supportive way, so that we continue to embed, evolve and shape a safe, positive and fair culture in everything we do.							Ongoing
17	Listen more to the gymnasts, coaches, and clubs at the heart of our sport through three new Representative and Advisory Groups – Gymnast, Coach and Club – supporting, developing and empowering them to advise the Board and Executive team on key policies and programmes to ensure our thinking and action is fully informed, relevant and connected to all involved.							Complete
16	Provide additional scrutiny and focus on all safeguarding and welfare areas by putting in place a Safeguarding Sub-committee of the Board.							Complete

PHASE KEY

Phase 1: July – December 2022

Phase 2: January – June 2023

Phase 3: July – December 2023

Phase 4: January – June 2024

Phase 5: July – December 2024

Phase 6: January – June 2025

	Involving & Developing
	Action Implementation
	Action Undertaken

1. CULTURE & STRATEGY

WHYTE REVIEW RECOMMENDATION	ACTIONS	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	STATUS
1/10	Enhance our Strategic Leadership Team with the appointment of a Director for Learning & Development and Director for Communications and Stakeholder Engagement.							Complete
3/All	Take a leading role in driving forward wider sector changes by working with other National Governing Bodies of sport, international federations and the UK Government to support cross sector reforms to ensure safe sport for all.							Complete
15	Ensure the changes we make have the desired impact by undertaking regular reviews of this Reform '25 action plan, evolving it as necessary, and update our gymnastics community and the wider sector on progress made, with updated versions published as we review and learn from the impact of our actions.							Complete
17	Identify and implement a means to ensure we listen to the parent voice and build it in to our thinking, plans and actions.							Complete

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Phase 6: January – June 2025

	Involving & Developing
	Action Implementation
	Action Undertaken

2. WELFARE, SAFEGUARDING & COMPLAINTS

Where we were:

The safeguarding team at British Gymnastics was under resourced, inconsistent, and often reactive. Volunteers were left to manage complex issues with limited support, and the complaints process lacked transparency, structure and care. Some gymnasts felt unsafe speaking up. Others did raise concerns but did not receive a compassionate response, were not heard or supported.

What we said we would see:

We said we would create a zero-tolerance culture for abuse, build safer environments across all levels of gymnastics, and provide clearer guidance, more consistent complaints handling, and better tools for reporting and case management. We also committed to increasing support at both national and regional levels.

What we've done:

We have overhauled how safeguarding, welfare and other related complaints are managed across the sport. This included investing in, and restructuring our safeguarding team, investing in new systems, and supporting clubs to take a more preventative, proactive and collaborative approach to safe practice. We have increased resourcing at both national and regional levels, introduced club safe sport reviews, improved tools, support, and continued personal and professional development (CPD) for our Welfare Officers. The specific aim being to strengthen an already competent and capable resource to have capacity and confidence in keeping people and environments safer.

Key initiatives:

- Introduced the Globocol case management system
- Recruited a [Director of Welfare & Safe Sport](#)
- Launched the [Safe & Fair Sport hub](#) and campaign ([#BeTheChange](#))
- Launched the [Welfare and Safe Sport Strategy](#), setting out a long-term, values-based approach to safeguarding
- Partnered with LimeCulture to produce a [national best practice guide](#) on safeguarding principles in sport
- Rolled out scenario-based safeguarding training and new CPD
- Piloted and prepared for national rollout of club-level digital case tracking
- Worked closely with other sports, as well as the sports councils to scope and explore new ways of working, including a connected approach to Safeguarding and Welfare across the sporting system

The difference it's made:

Complaints are now processed more efficiently, with transparency and clubs and members now know what's expected, have better systems in place, and can access expert support more easily. Complaints are being logged, tracked and responded to consistently, and our community is engaging with the training and campaigns. The evaluation recognises “clear and sustained improvement in safeguarding infrastructure,” while highlighting the importance of keeping momentum; especially in managing cases involving emotional harm. We agree. This remains one of our top priorities.

2. WELFARE, SAFEGUARDING & COMPLAINTS

WHYTE REVIEW RECOMMENDATION	ACTIONS	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	STATUS
6/7	Independently review and revise our safeguarding policies, and work with the coaches, clubs, and parents to ensure these policies are clear, understood and acted upon to keep all involved in our sport safe.							Ongoing
8	Put in place a revised complaints process to ensure all welfare related complaints about British Gymnastics employed coaches are independently investigated and, where relevant, determined by a wholly independent panel.							Complete
9	Put in place a revised system to ensure we notify complainants and respondents involved in a complaint about actions, developments and outcomes in a consistent and prompt manner.							Complete
1/14	Review and revise our work on integrity to put a greater focus on welfare and preventative support.							Complete
3/5	To engage with UK Sport and Sport England as part of the new sport integrity pilots, which will include an independent disclosure service for those involved in high performance gymnastics.							Complete
3	Build a strong and collaborative relationship with the British Elite Athletes Association (formerly British Athletes Commission) and their role in providing an independent and confidential advice and support service for athletes by putting in place a new Service Level Agreement and memorandum of understanding with them.							Complete

PHASE KEY

Phase 1: July – December 2022

Phase 2: January – June 2023

Phase 3: July – December 2023

Phase 4: January – June 2024

Phase 5: July – December 2024

Phase 6: January – June 2025

	Involving & Developing
	Action Implementation
	Action Undertaken

2. WELFARE, SAFEGUARDING & COMPLAINTS

WHYTE REVIEW RECOMMENDATION	ACTIONS	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	STATUS
1/2	Provide additional welfare support and training for the gymnastics community, and ensure we look even further than simply the process of safeguarding.							Complete
3	Work with and listen to gymnasts who have suffered abuse to understand and explore how we can best provide support, for instance through a restorative programme or one-to-one support, as well as continue to support all those involved during the complaints process.							Ongoing
5	Ensure every complaint that we receive about emotional, physical or sexual abuse can be tracked and reported against by putting in place a new fit for purpose complaints management system (Globocol), allowing us to keep a record of the nature and number of complaints received so that complaint handling performance is monitored, and patterns of behaviour can be identified.							Complete
3/12	Raise awareness of and support the entire gymnastics community to understand good practice, what is acceptable and not acceptable and how to report concerns through the delivery of a Safe Sport Campaign.							Complete
1	Undertake a review to ensure we have the appropriate level of safeguarding resource and support in place to meet requirements at a regional level.							Complete
2.13	Work with the gymnastics community to develop and support the delivery of new resources for safeguarding, providing support to help embed their use across the sport.							Complete
1/14	Enable the adoption of a preventative and active safeguarding culture throughout gymnastics by working with our regions to build capacity, competence and support for safeguarding.							Complete

PHASE KEY

Phase 1: July – December 2022
 Phase 2: January – June 2023
 Phase 3: July – December 2023
 Phase 4: January – June 2024
 Phase 5: July – December 2024
 Phase 6: January – June 2025

 Involving & Developing
 Action Implementation
 Action Undertaken

3. LEARNING & DEVELOPMENT

Where we were:

Coach education courses in gymnastics focused too heavily on technical skills, with limited attention to safeguarding, welfare or ongoing development around wider critical coaching and leadership skills. Too much focus was placed on formal education provision as a mechanism to support coach learning, actions and behaviours. Many coaches never revisited safeguarding after qualifying, and there was little support to continue learning or reflect on practice. Training felt outdated and disconnected from the reality of what coaches and gymnasts needed across the gymnastics community.

What we said we would see:

We committed to building a contemporary, inclusive learning framework that develops both technical and non-technical knowledge, skills and behaviours. We said we would support a gymnast-coach co-led environment, invest in one-to-one bespoke support, and help coaches feel more confident, capable, supported and valued throughout their careers.

What we've done:

We have shifted the focus of coach learning to highlight the way ethics is marbled through everyday interactions, wellbeing, communication and reflection. We have introduced a Coach Developer network to offer one-to-one coaching, mentoring and in-situ support. Safeguarding and gymnast welfare are now a visible and mandatory part of every coach's development, not something optional or separate.

Key initiatives:

- Appointed a new Director of Learning and Development to lead the education, training and development agenda across the sport
- Published a Learning and Development Strategic Plan to guide how coaches, clubs and the wider workforce are supported
- Launched new safeguarding refresher and scenario-based workshops
- Developed and rolled out the Flexibility CPD, with more than 8,000 uptakes
- Introduced Coach Developers, with support from UK Sport and Sport England
- Re-launched high-performance coach education courses with greater focus on reality-based learning and assessment
- Built the BG Academy learning platform and expanded access to CPD and learning and development resources
- Reimagined approach to supporting Judges to learn and be assessed, maximising learner choice and recognising prior experience
- Renewed approaches to International Transfers and Recognition of Prior Learning (RPL) prioritising culture and behaviour in practice

The difference it's made:

Coaches now have more relevant guidance, better support, and more coherent pathways for development. Safeguarding knowledge is improving, and engagement with new training has been strong. Chris Wagstaff's report notes that coach learning and development has clearly moved forward, highlighting the positive balance between technical and non-technical knowledge and skills.

We are now developing a new Foundation Coach programme to offer a more useful and inclusive entry-point coach education, shaped by the needs of the community and demands of our sport. With digital and in-person innovations on the horizon, and an evolving Coach Development Team in place, we are also committing to more place-based working across the country.

This is part of our longer-term ambition to build a continuous, lifelong learning approach where coaches and the wider workforce, including Judges, Welfare Officers, Club Managers and others in key roles are supported, rewarded and recognised for the great work they do to support gymnasts and the sport as a whole.

3. LEARNING & DEVELOPMENT

WHYTE REVIEW RECOMMENDATION	ACTIONS	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	STATUS
10	Director of Learning and Development to work with the Coach Advisory Group to develop a new long-term strategy for learning and development, appropriate to the challenges of gymnastics at all levels and for all disciplines, ensuring it meets the needs of all involved in delivering a positive and safe gymnastic experience with an appropriate focus on how to coach as well as what to coach.							Complete
10	Listen and work with the coaches, external partners and specialists to ensure we reflect the needs of a modern coaching approach by reviewing and adjusting the coach educational framework, to include athlete development, health & wellbeing and sports psychology.							Ongoing
13	Support coaches with their commitment to constant learning by introducing a suite of Continuous Professional Development modules that meet individual needs and appropriate to every level of learning across the disciplines.							Complete
13	Ensure that all Performance coaches remain up to date with current best practice by working with coaches, CIMSPA and other sport NGB's to develop an appropriate approach to coach licensing.							Ongoing
13	Inform and shape our approach in what is a vital area of change for gymnastics by establishing a steering group to undertake research partnerships, with the group to include UK Coaching, UK Sport and academic experts.							Complete
13	Work with a variety of specialists in safe sport to develop new resources for safeguarding and delivering courses to upskill the community and support these being embedded.							Complete
13	Modernise our learning management system and ultimately launch the 'coach zone platform' giving coaches access to technical learning.							Complete
10	Overhaul our International Coach Accreditation Process to ensure cultural as well as technical alignment.							Complete

PHASE KEY

Phase 1: July – December 2022
 Phase 2: January – June 2023
 Phase 3: July – December 2023
 Phase 4: January – June 2024
 Phase 5: July – December 2024
 Phase 6: January – June 2025

■ Involving & Developing
■ Action Implementation
■ Action Undertaken

4. PERFORMANCE SPORT

Where we were:

Performance success sometimes came at a cost. Gymnasts did not always feel heard or respected, and some harmful behaviours were tolerated in pursuit of medals. There was a lack of connection between coaching, athlete welfare and support, and not enough clarity around what good environments should look like at the highest levels.

What we said we would see:

We said we would put athlete wellbeing at the centre of performance sport, strengthen oversight and consistency, and ensure that gymnast voice is embedded into decision-making. We committed to building values-led, high-performance cultures that balance care and ambition.

What we've done:

We are redefining what success means in performance gymnastics. The wellbeing of our people now sits at the heart of how programmes are planned, delivered and reviewed. We have created new leadership roles to drive culture change, brought in performance-specific policies, and integrated sports science and safeguarding into the daily experience of gymnasts and coaches.

Key initiatives:

- The appointment of a Performance Director to lead the performance department, including the UK Sport-funded world-class programme, with a performance plan that aims to empower gymnasts to take ownership towards shared goals
- A development programme for coaches to set the direction for a thriving and positive learning environment for them to grow and succeed – towards maximising trust in, and from, British Gymnastics
- Developed performance policies on nutrition, flexibility, weighing, academic education, training load and injury
- Rolled out the Professional Practice in High-Performance Coaching (PPiHPC) course to replace aspects of previous 'Level 5' to address wider non-technical coaching knowledge and skills gaps, with greater assessment focus on embedding these in practice
- Strengthened gymnast voice through the Gymnast Advisory Group and parent inductions
- Increased leadership and support for BG-funded performance programmes, a discipline-specific approach and an enhanced provision of science and medicine to enable higher standards of practice
- Strengthened collaboration between coaching, athlete support and safeguarding staff to improve the overall gymnast experience

The difference it's made:

There is now a clearer focus on building high-performance environments that are values-led, collaborative and grounded in respect and care. Gymnasts are more involved in shaping their own experience, and coaches have better tools to support them. The independent evaluation notes progress in developing a gymnast-coach led culture and recognises this as one of the most significant shifts in the sport. We know this work must continue, and we remain committed to supporting cultural change at every level of performance sport.

4. PERFORMANCE SPORT

WHYTE REVIEW RECOMMENDATION	ACTIONS	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	STATUS
3	Drive the cultural and welfare reforms required within performance environments by appointing a second Performance Director with specific focus on Culture, Strategy and Athlete reform and a remit to connect this work across the organisation.							Complete
3	To work with the gymnasts, coaches and support staff to develop expected standards across all disciplines and environments by defining and embedding a framework for High-Performance Cultural and Athlete reforms.							Complete
11	To work with the performance coaches to support and develop a Coach Reform Programme, to aid the development of the next generation of performance coaches.							Complete
11	To enhance greater cross-discipline learning and the development of positive training environments by appointing a Performance Technical Advisor.							Complete
3	Produce and deliver a digital Gymnast Handbook for all gymnasts and parents that clearly sets out information including our Standards of Conduct, an explanation of and links to key policies, and information on safeguarding and how and where to report concerns.							Complete

PHASE KEY

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Phase 6: January – June 2025

	Involving & Developing
	Action Implementation
	Action Undertaken

4. PERFORMANCE SPORT

WHYTE REVIEW RECOMMENDATION	ACTIONS	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	STATUS
4	Ensure leadership and strategic direction for the non-Lottery funded disciplines of gymnastics and to ensure welfare is paramount in the development of these disciplines by appointing a Head of Non-Olympic Disciplines, with the objective of creating a more consistent experience across the pathway.							Complete
11	Ensure the risk and challenges associated with Women's Artistic Gymnastics are given the appropriate focus by establishing a WAG reform programme. This will include coach succession and development, application of sports science methodology and creating an open and transparent culture.							Complete
11	As part of the wider review of policies, work with relevant experts to review and rewrite all the Sports Science and Sports Medicine related sections, ensuring they provide clear expectations and guidance to all clubs, coaches and support teams who impact on the gymnast experience and clearly set out what conduct is and is not acceptable.							Complete
11	Establish, together with the UK Sports Institute, a research group to capture and develop policies and practices that put the gymnast's health and safety central to our thinking (including looking at training loads and competition age limits).							Complete
17	Develop the Gymnast Representative Group so that it becomes skilled, autonomous, and effective, enabling quality consultation, communication, decision-making and reporting to its gymnast constituency and the British Gymnastics Board.							Complete

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	Action Implementation
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