

British Wrestling Association Annual Report



Leon Rattigan

2010-11
The Year in Review

24th September 2011



Reunion at June 2011 Southern Region Tournament

The tournament also served as a reunion for a group of wrestlers from the sixties! (Left to right) Douglas Cameron (E&W Midlands Champion, wrestled for England in a Home Nations championship in the mid-1960's,) Chick Cameron (many times E&W Midlands Champion, runner up in the Southern's,) Charlie Radford (Southern Area Champion) and Peter Amey (1960 Rome Olympian, 2x Commonwealths in Perth '62 and Edinburgh '71, United States World Championships '62, Bulgarian Europeans '69 and 5x British Champion)



Olga Butkevych
Presents medals
at 2011 English Juniors



Phil Meade
Presentation of Life membership for
his selfless services to British
Wrestling over many years, particularly
competition pairing and as Company

INTRODUCTION

A message from the Chair

It is essential that the British Wrestling Association (BWA) continues its transition towards modernisation in all its forms.

BWA Board Members and Nations and Regions representatives must work together for the good of the BWA and their members and in so doing demonstrate responsible leadership, vision, understanding and compromise.

I have no hesitation in drawing the attention of all BWA members to the fact that their BWA Executive is continually distracted from moving our sport forward with complaints, the majority of which, if analysed against a background of sound practical judgement, would not have been made; or at best, could and should have been resolved informally. This leaves a question-mark against the motivating factors behind these complaints.

The modernisation of our coaching structure is an issue very close to the forefront of my agenda and I am confident that from October this year we shall see the Level 1 UKCC (UK Coaching Certificate) endorsed qualification rolled out. This, coupled with the Wrestling in Schools Activities Programme (WASP), will allow Level 1 coaches to coach in schools without the supervision of a Level 2 Coach. Work will begin on creating UKCC Level 2 in the next few weeks and we hope to have endorsement for that qualification in April 2012.

Our modern evolved coaching structure will operate alongside and complement a new athlete pathway and athlete award system. Together, these will provide opportunities for the natural

development of athletes and coaches. I am confident that in the years ahead we shall see British coaches leading the way with successful international athletes on the world stage.

My thanks to all those involved in working so hard to create the Level 1 programme. It is a shining example of what can be attained by teamwork, a passion for the sport and a willingness to compromise.



Those on the World Class Performance Programme continue to provide international results which give credence to the programme. At the same time they demonstrate to athletes with ambition, the level of performance, commitment, technique, physical and mental strength required to compete with distinction at world level

The modernisation of our governance structures is a continuing process led by our Chief Executive.

My sincere thanks to all who have contributed to the modernisation of our sport to date and to the many volunteers who collectively create a much wider workforce - without their valuable support our sport would not survive

Malcolm Morley (Chair)

A message from the Chief Executive Officer

The year since the last AGM has been one of slow, but steady progress.

Transition to the new skills-based Board under the new constitution continues, although recruitment has been required to fill the Finance Director and Commercial & Marketing Director positions. A full set of functioning committees remains a goal, rather than an achievement. But UK Sport and Sport England’s self-assurance and audit process records significant progress by British Wrestling in the area of governance and self-assurance, “We are particularly pleased to see the progress that has been made on governance and the associated improvements in self-assurance and audit ratings.”

The World Class Programme continues to deliver on the world stage, where other countries no longer regard GBR as an easy match. The British Olympic Association approved the use of Host Nation Places in April, a significant achievement, but wrestlers seeking a Team GB place outside of the qualification tournaments process must achieve stringent criteria laid down by the BOA.

The number of affiliated clubs has grown, something that needs to continue as part of the Olympic Legacy.

Colin Nicholson (Chief Executive)

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2. GOVERNANCE TRANSITION

Adoption of new Articles of Association and the creation of a new Board

At the 2008 AGM, the BWA Council unanimously adopted new Articles of Association (Constitution) whereby the old BWA Council transformed to a new BWA Board and became competency-based with open and transparent recruitment for positions on that Board.

The Board has met five times since the last AGM.

In line with UK Sport/Sport England objectives to maximise synergies of funding (and they are on target to merge themselves in March 2013,) England's and the British Wrestling Association's affairs are managed together. However, with no grouping that focuses specifically on England issues, steps are being taken to form an England Committee with the full support of the Board. Preparatory meetings were held in February and March 2011 at the offices of Sport England and agreed to form an English Committee. The implementation of this England Committee and drafting a consistent constitution across the three England Regions are goals for the coming year.

The UK Sport/Sport England self-assurance is a tough review process of arrangements and following an on-site audit in May 2011, British Wrestling was given green/amber status, which is regarded as impressive, given the limited resources of the organisation.



3. CREATION OF COMMITTEES

A full set of functioning committees remains a goal, rather than an achievement. The Performance Management group, Membership & Clubs Committee and the Competitions Committee have all met with minuted meetings. The Nations & Regions Committee meets irregularly, with unminuted meetings.

The intention of committees is to widen the pool of talent contributing to the work of the association and to bring order and transparency to decision-making.

During the coming year, the full set of Committees require to meet regularly and with minutes, to drive the Association forward

4. GRAPPLING JOINS FORCES WITH BRITISH WRESTLING

In March 2011, the British Wrestling Board endorsed the joining of FILA Grappling and FILA Combat with the British Wrestling Association. This move is aligned with FILA's policy of NGBs taking these other disciplines under their wings. In the UK, Grappling has about 500-800 active participants with Pankration 50-100 and Combat Grappling 50-ish active participants.

During the next year, a strategy must be formed to allow for other wrestling styles to grow and prosper with the support and co-operation of the British Wrestling Association.

5. BRITISH WRESTLING VISION & MISSION

Mission

To provide opportunities for the peoples of the United Kingdom to become involved in olympic-style wrestling and for those who actively participate in the sport, help enable them to realise their full potential

To strive to ensure the future of British Wrestling by achieving world class performance, increasing participation, revenue and public visibility.'

Objectives

1. To develop an infrastructure capable of absorbing sustained growth in participation
2. To increase participation in wrestling
3. To increase the number of talented athletes eligible for progression onto the National
4. Performance Programme

6. FINANCIAL REVIEW AND OUTCOMES: 2010/11

In the 15 months to 31 March 2011 the BWA recorded a loss of £23,676.

The net assets/reserves position as at 31 March 2011 was £32,575 (Dec 2009: £56,251). The net current asset position is only £17,466 (including an insurance prepayment balance of £8,114), demonstrating that the net cash position of the BWA is now in an extremely difficult position.

British Wrestling continues to be largely dependent on funding from the National Lottery and Exchequer (government funding,) dispensed via UK Sport and Sport England. It is a priority that, whilst challenging in the current economic climate, additional sources of income are sought in order to simply cover basic operating costs. This is necessary to ensure that the BWA is able to sustain itself beyond London 2012, regardless of government funding plans.

In the immediate term, the situation requires very astute cashflow management and continuous tracking of the deferred income position with Sport England & UK Sport. Yvonne Ball (BWA Administrator) is capable of performing this, provided she is given the support required to focus on this as a priority amongst her other multiple responsibilities.

Individual membership and Club affiliations are largely consumed in paying for insurance. It is a strategic priority to diversify the association's income, but difficult in the current economic climate.

A hard fact that UK Sport and Sport England monies are specifically earmarked to particular outcomes. Foremost amongst this issue that generates significant bad-feeling and conflict is the

£1.43m of UK Sport money. This can ONLY be spent on enhancing the Olympic medal-chances of those with potential to qualify for London 2012. UK Sport acknowledges that with this “minimum funding level” little money can be made available for working up a legacy post-2012. British Wrestling must achieve that worthy goal on its own resources. This is a tough message to those aspiring young athletes, not ready for the 2012 Olympics who need to subsist and travel to competitions.

Recent communications with UK Sport lay out best practice for financial arrangements for major championships. UK Sport’s best practice advises that selections should be merit-based, but numbers should be restricted to those for which British Wrestling can support directly.

Some financial help for athletes is available from Home Nations Sports councils and local authority funds, but significant pro-activity is required by the Nations & Regions, clubs and individuals, e.g. the athletes themselves and parents to secure this money. The Home Nations Associations have had some success in securing these funds.

7. DEVELOPMENT OVERVIEW

Grassroots – Roy Wood

With regard to the development and implementation of a Grassroots Strategy’ consistent with the intentions implicit in the Olympic bid, my thoughts are as follows: -

- 1) By Grassroots I am referring to introducing and involving young children to the sport or wrestling.
- 2) In order to develop a strong wrestling presence over the coming years, it is essential we have in place the ‘Grassroots Strategy’ to enable this to occur.

- 3) This can only be achieved by,
 - a. Appropriate levels of funding linked to long term planning
 - b. Developing a training programme for coaches to enable them to introduce and coach wrestling to schoolchildren to an appropriate standard of performance.
 - c. This will require the Nations and Regions and Clubs to work together with the BWA to bring this about.

Membership

The introduction of annual-rolling membership has made it difficult to assess the strength of membership during 2011. However, there is no doubt that there are many regular wrestlers across Great Britain and Northern Ireland who are not members of the Association. The varying attitude of Clubs to encouraging their members to take up membership of the British Wrestling Association can be seen, although there is currently limited visibility of local participation at the national level. All those wrestling regularly (for more than six weeks) should take out either Full BWA membership or Recreational Membership.

Year	2009	2010 (to end-Aug)	2011 (to end-Aug)
Individual Members	806	679	661
Affiliated Clubs	47	45	57

Between January and August 2011, there were a further 435 members who’s membership expired and was not renewed. The annual profile of registered membership with a rolling membership database is very different from the previous en-bloc annual

renewal followed by a trickle of (re-)joining as competitions become due.

A breakdown on age shows that 51% of membership is over18 and 49% is under18.

British Wrestling Association membership numbers are expected to grow from (a) More wrestlers competing; (b) greater uptake of Recreational Membership and (c) more of both once the UKCC coaching Level 2 award is completed and more coaches can be qualified to open more clubs

Included in these numbers are the licensed coaches, referees, competition officials and examiners:

Year	2009	2010 (to end-Aug)	2011 (to end-Aug)
Coaches	75	97	76
Referees	24	22	20

The bulge in number of coaches in 2010 was due to individuals ticking the coach box when registering on the membership database.

Clubs

The number of elements required to come together for a new club to form are formidable. Foremost amongst these is the need for a Level 2 Qualified coach which puts a constraint on growth whilst the coaching structure is revised to meet UK Coaching Certificate (UKCC) standards. However, it is good to note that the number of clubs has risen to 57.

Facilities

The British Wrestling Academy, Salford is the most significant asset of British Wrestling. During the last 12 months the re-build cost for insurance purposes was re-assessed and is now completely up-to-date.

In April there was a briefing from the local authority about their re-development plans for the Lower Broughton area of Salford, which are expected to enhance the land around the Academy, although it is important to note that the Academy itself is secure. Some members have become unduly concerned due to circulating rumours.

8. PERFORMANCE

The Performance Programme has been delivering despite the many and significant challenges due to the unprecedented reduction in funding, currently running at 50% of the anticipated amount.

However, since the last Annual Report, there have been many highlights across the year such as:-

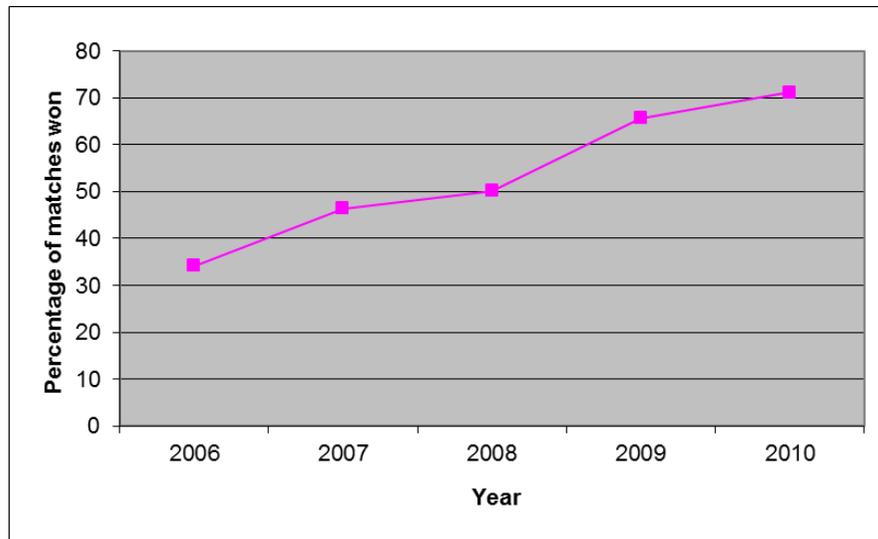
Yana Stadnik achieved Bronze medals at the International Ukrainian tournament; 2x Golden Grand Prix's in Russia and Azerbaijan; Austrian Ladies Open. She also achieved 5th place in the 2011 European Championships.

Olga Butkevych achieved Bronze medals at the International Ukrainian tournament; Golden Grand Prix (Russia). Olga also won a Gold medal at the Austrian Ladies Open and a Silver at the Azerbaijan Golden Grand Prix. Another significant achievement was Bronze at the 2011 European Championships.

Leon Rattigan achieved Gold at the FILA tournament in Sassari, 10th at the Azerbaijan Golden Grand Prix and a 12th place at the 2011 European Championships

Myroslav Dykun continued his progression, through an injury-prone year in Greco Roman and achieved Bronze at the Cristo-Lutte, France and 5th in the Spanish Grand Prix.

Other members of the World Class Performance Programme achieved creditable results across the year.



Foreign training camps continue to ensure the athletes are consistently exposed to a variety of quality training partners, coaches and environments.

In January 2011, UK Sport recognised the addition of Greco Roman wrestling as a part of the World Class Performance

Programme supporting this route for Myroslav Dykun who has shown significant prowess in this discipline

Talent Pathway

A new Talent Pathway is being developed to ensure a clear and effective route to World Class performance and reduce the void between the now established 'performance' level athletes and young 'talent' level athletes. In England there is expected to be an England Development Squad and Senior Squad.

National Talent Squad (NTS)

The NTS now has was formed in October 2009 and started with the selection of 22 athletes from all the Home Nations. It now has 30 members and some of these have competed in international competitions.

The NTS has seen National Development Coaches Volodymyr Gladkow (Scotland) and Anatolii Kharytoniuk (England) coaching the NTS on a regular basis with the assistance of Steven Mckeown, Development Coach.

Some of the athletes from England were supported by SportsAid with individual funding between £500 to £1000, dependant on age, experience and talent. In the 2010/11 season SportsAid will also fund athletes from the other Home Nations on the NTS.



Anti-Doping

The British Wrestling Association has a zero-tolerance view of anti-doping and adopts, in full, the policies of the UK Anti-Doping Organisation (UKAD), fully supporting the efforts of UK Anti-Doping in the fight against doping in sport.



9. WORK-IN-PROGRESS: HIGH PROFILE PROJECTS

Coach Education

This area is seen as critical to the future of British Wrestling. The current quest for UK Coaching Certificate (UKCC) accreditation will ensure that British Wrestling's coaches are of adequate standard and able to provide tuition of adequate standard to develop Britain's wrestling talent. Correctly qualified coaches will then be able to sign-off participant of the FILA Master Degree thus giving coaches and aspiring young athletes access to a structured and certificated coaching and awards system similar to those in Judo and other sports.

In 2009 there was an audit of coach education, followed by a proposal put together by Penny Crisfield (Apollinaire) who is now leads the delivery of the project.

From October 2011 the Level 1 UKCC (UK Coaching Certificate) endorsed qualification will be rolled out. This, coupled with the Wrestling in Schools Activities Programme (WASP), will allow Level 1 coaches to coach in schools without the supervision of a Level 2 Coach.

Work will begin on creating UKCC Level 2 during the fourth quarter and British Wrestling hopes to have endorsement for that qualification in April 2012.

Our modern evolved coaching structure will operate alongside and complement a new athlete pathway and athlete award system.

Together, these will provide opportunities for the natural development of athletes and coaches.



British Wrestling Website

The British Wrestling website has greatly assisted in the dissemination of information across the association, providing a repository of key information, news and results. There remains much more that could be done, but going to the next stage would have a higher dependency on clubs, regions and the membership to feed timely information to the web-master. Anyone wishing to contribute their time and energy to enhance the website should contact the Administrator.

FILA weight classes for open tournaments

Following promotion of the change by the Nations & Regions Committee, the Board endorsed that FILA weight classes should be used for FILA Cadet (16&17) and FILA Junior (18-20) age groups at national tournaments. Linked to this implementation is the introduction of a British Open FILA Cadet Championship. The introduction of FILA weight classes makes it easier to establish who is the national champion at a particular weight, although there are practical difficulties such as limited numbers of competitors in some weight classes resulting in walk-overs. The Competitions Committee will be carrying out an in-depth review of a full year's operation of FILA weight classes experience following the 2011 British Juniors.

GB Cup

The GB Cup was originally scheduled for July 2011. However, it was delayed to align with the December Olympic Test Event.

A re-timed GB Cup and Olympic Test Event will now take place in December, with a training camp between the two events. The dates for the two events are:-

- 3-4 December 2011 GB Cup
- 11-12 December 2011 Test Event for Olympic Games

10. REPORTS FROM THE NATIONS AND REGIONS

Northern Region:

A revised Northern Region Executive consisting of Ellen Morris (Chair), Dave Sudron (Vice Chair), Steve Clark (Treasurer) and Tony Melling (Secretary) was elected at the Annual General Meeting (AGM) of the 12th March 2011.

There was a complaint received following the AGM and a Tribunal consisting of an Independent Barrister (Chair) and 2 members of BWA was held in August 2011. The Tribunal reject all aspects of the Complaint and in addition concurred fully with the rulings given by the Chairman (Dave Sudron) at the AGM.

The Tribunal has limited the progress of the Northern Region Executive in its first six months. However, the Northern Region have successfully run 3 Regional Squads sessions at Bolton Olympic Wrestling Club and it's hoped that with the conclusion of the Tribunal wrestlers from all the clubs in the Region will participate in the future Regional Squad Sessions.

The Northern Region is fully committed to working with the other the English Regions (Midlands & Southern) in forming an English Wrestling Committee and producing a common "English Constitution" over the next 6 months.

Midlands Region:

There are a total of 8 registered clubs in the region. So far this year, there have been 2 new clubs with 2 clubs re-registered.

As at September 2011 there are 93 members. Of these, 15 are registered coaches (50% up on last year) and there is significant

interest in the new UKCC coaching qualification. The Region also has 4 referees, 2 of which are FILA qualified, with 1 more awaiting the next referees course. The Region currently has 1 female wrestler on the National Talent Squad, and 2 male members have been selected this year.

11. DEVELOPMENT PREVIEW: 2010-2011

Key areas for progress over the next 18 months are: -

Consistent implementation of British Wrestling Recreational Membership: This has been implemented in pockets during 2010/11. The membership is a potential source of revenue for Clubs as for each £5 subscription, £4 is returned to the club.

Revised British Wrestling White Award Implementation:

The first iteration of the award was launched in September 2009. Various revisions are being introduced in the light of experience as well as structuring the Award to be within the remit of a UKCC Level 1 coach

UKCC coaching structure implementation: UKCC endorsed coaching levels 1 & 2, starting with Level 1, moving on to level 2

FILA Master Degrees: Dependent on UKCC endorsed coaching levels to facilitate local coaching and sign-off

Increased numbers of Referees: Each club having a minimum of one qualified referee on their staff and adoption of a policy similar to that of FILA with regard to participating clubs providing referees at domestic tournaments such that clubs taking 5 or more wrestlers provide a minimum of 1 referee

Provision of Officials at competitions: Adoption of a policy similar to that of FILA with regard to participating clubs providing officials at domestic tournaments such that clubs provide at least one official (defined as pairing master or assistant pairing master, timekeeper or video operator). As an interim, before clubs have the resources, it will be necessary for each Region to provide 2xReferees per competition.

WASP (Wrestling Activities in Schools Programme): Developed so Level 1 Coaches can deliver in Schools a 6 week activity using pre-prepared BWA approved session plans, thus enabling L1's to be used in schools whilst the L2 coaching award is being developed.

12. BRITISH WRESTLING ASSOCIATION OPERATIONS

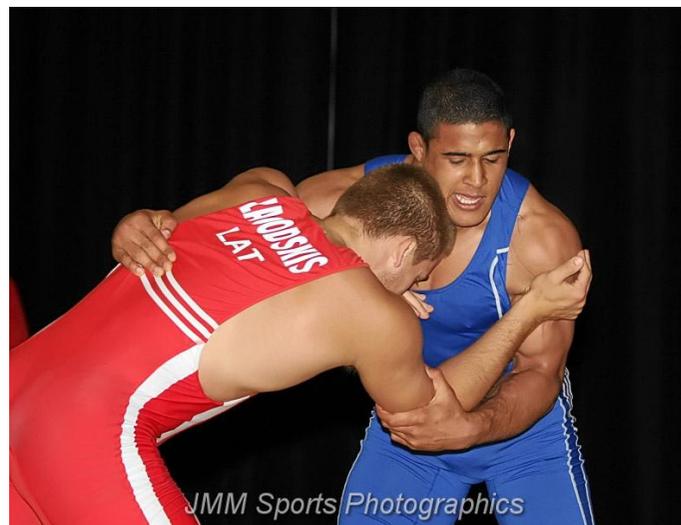
Financial Management and Administration

The vast majority of financial administration for the British Wrestling Association is managed by the BWA Administrator, overseen by the new post of Non-Executive Finance Director. A set of Bank Accounts aligned to ring-fenced funding pots has been established to ensure correct use of funds. The vast majority of transactions are electronic, providing visibility/traceability. The Finance manual that has been in force since 2003 has been extensively re-written to the satisfaction of external auditors.

Funding and Partners

The large majority of funding comes from UK Sport, Sport England, TASS (Talented Athlete Scholarship Scheme) and Commonwealth England. There are many other sources of funds and support that need to be sought out, such as Sport Unlimited; Running Sports; Sportsmatch UK; SportsAid; Street Games;

Sportscoach UK; Women's Sport and Fitness Foundation; Sporting Equals; County Sports Partnerships; Skills Active; Youth Sport Trust. British Wrestling is grateful to these partners.



13. OLYMPIC RELATED ACTIVITIES

During the year members of the Performance Programme took part in activities organised by Team 2012 VISA and LOCOG. In May, there was a wrestling demonstration at the Newcastle offices of Deloitte's (a lead partner in Team 2012). In June, Sasha Madyarchyk, took part in a video shoot for Team 2012 at Crystal Palace in a sequence including many Olympic sports. Also in June, a number of the WCPP (Olga, Yana, Leon and Philip + Nikolai) attended a successful exhibition of wrestling at LOCOG.

14. COMMUNICATIONS

Media

The profile of Summer Olympic Sports continues to grow in the run-up to London 2012. There have been many interviews with members of the Performance Programme, particularly Leon Rattigan.

There was a very supportive article featuring Yana Stadnik in the Sunday Times in January 2011 but less favourable coverage in April from the BBC based on input from some members around the Board-agreed World Class Performance Programme strategy

In April, Zoo Magazine & the Sunday Times brought journalists to wrestle with potential Team GB athletes for featuring alongside coverage to promote the buying of London 2012 tickets.

In June Sky sports carried a live interview with the Chief Executive on Greco Roman Wrestling and London 2012 ticketing. Shortly after, tickets for the Greco Roman events sold out!

Website

The website has performed with 100% reliability across the year. There have been 85,000 visits since 1 October 2010 and the end of August 2011. A small maintenance charge is paid to Nemisys, the website builder and provider to host the site. Nemisys are a specialist provider involved with sports. There is untapped potential, dependent on resource availability to source content and post stories.

On-line membership renewal and competition registration are now becoming routine after initial teething problems. The system is now working well and delivering great benefits in terms of

information about the membership and savings in scarce admin resource.

15. EQUITY & WELFARE, GOVERNANCE, HR

Equality, Welfare and Child Protection

Following successful achievement of the advanced standard in Child Protection, British Wrestling is now working towards the next level in Equality policy to be achieved during 2012.

Governance

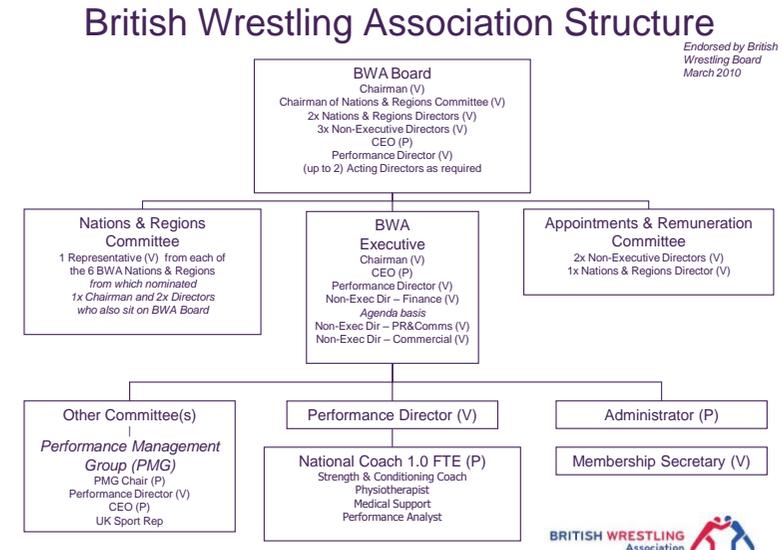
The British Wrestling Association has been under continuous scrutiny from UK Sport/Sport England's joint audit process that ensures the association is a reputable candidate to be in receipt of public funds. The process has been time consuming and exacting, but has helped drive through some of the change necessary to operate an effective business in today's environment. Some of the policies developed in response to the audit process have proved useful to the Northern Ireland Wrestling Association and the Wales Wrestling Association in their work towards official recognition.

Complaints and Disagreements

During the period there has been a series of complaints. These have consumed a significant amount of management. The Association will try, wherever possible, to resolve disputes without recourse to lawyers to retain funds within the sport for wrestling.

A new Disciplinary/Complaints Policy is being written that will align with the modernised structure of the organisation. The first part of this policy, a new section to cater for employees, was put in place In August 2011.

16. BRITISH WRESTLING ASSOCIATION STRUCTURE DIAGRAM



17. FEMALE WRESTLING

Female Wrestling at the performance level is currently doing very well. Yana Stadnik and Olga Butkevych have delivered medals that are better results than anything achieved in GB Wrestling throughout the last twenty years. Scotland and Wales continue to be well represented at International events.



18. CONCLUSION

British Wrestling remains in the early stages of growing pains of a new organisation. With limited staff and most of those involved being highly engaged but also very busy, volunteers, it is difficult to move forward more quickly than is currently being achieved.

A big round of thanks should go to all those who give up so much of their personal time to support British Wrestling.

British Wrestling
September 2011