Annual Report: 2015-16 The Year in Review

November 2016

George Ramm wins GBR's first ever Junior European Championships Bronze Medal

LOTTERY FUNDED

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1. CHAIR'S REPORT

A year or so ago I was wondering what I had let myself in for; it's been a very full and interesting time. At the last AGM the BWA was being served by a 'skeleton' board; there were places unfilled. Three of these vacancies were for Independent Non-Executive Directors (INEDs). With good governance being one of the top priorities of Sport England, our major funding stakeholder, it was imperative that we signalled our intent. We consulted widely, decided on the areas of expertise that would be beneficial and advertised in the arenas we expected to foster good applications. The upshot is that we were able to appoint from fields of good applicants. There was no doubt in the minds of those on the selection panel that our three new INEDs were absolutely right for the BWA Board. As it happened each of them is female, a fact which gave the BWA some prominence nationally and helped to raise the profile of the sport. The Board now has to perform and we have an interesting mix of those steeped in wrestling and others who have the experience and expertise which will serve the business of British Wrestling.

One of the first actions of the 'new' Board was to get together, with some valuable assistance provided by Steve Bentley of First Ascent, and take a measured look at the guiding principles. This resulted in: -

1. A new mission statement:

   To promote and develop the sport of wrestling so that everyone within it achieves their full potential on and off the mat

2. Changed objectives:

   - ✓ *To develop a sustainable structure*
   - ✓ *To increase awareness, participation and standards*
   - ✓ *To promote a safe and inclusive wrestling community*

3. Re-stated Values:

   - ✓ *Respect for all;*
   - ✓ *Fairness in everything;*
   - ✓ *Our community;*
   - ✓ *Transparency in all our dealings;*
   - ✓ *Realistic aspiration and evaluation;*
   - ✓ *Discipline in our sport;*
   - ✓ *Celebrating success in all its forms;*
   - ✓ *Recognition of hard work as well as achievement;*
   - ✓ *Honesty;*
   - ✓ *Clear communication;*
   - ✓ *Valuing our sport.*

Good governance might not seem to be of the greatest importance to those who simply want to take part in the great sport of wrestling, in whatever capacity, but it is of paramount importance to those organisations we depend upon for our very existence.

Following the publication about a year ago of the Government strategy *'A Sporting Future'*, which led to Sport England adapting its own strategy, published as *'Towards an Active Nation,'* we, along with other sports, are submitting our bids for funding from 2017 to 2021. One of the absolute measures that Sport England will use is good governance, governance which will have to comply with a Charter and a Code for Governance which have been jointly produced by UK Sport and Sport England.

In connection with this aspect of the operation has been the formulation of the BWA's Strategic Intent for the period beginning with the new funding cycle. This can be found on the website (link).

A working group led by Liz Riley and comprising representatives from each of the Home Nations is currently in the process of formulating new Articles of Association which will be put before the Voting Members for adoption before next April, the start of the 2017-21 Sports Cycle. There will be some key differences highlighted in these Articles. Most important will be the intention to increase the autonomy of the Home Nations, but also the basis of affiliation of the clubs and individual members. Although the Association has but six Voting Members (Wales, Scotland, Northern Ireland and the three England regions, North, Midlands and South) we will publicise the new articles and give all members the opportunity to comment.

All of the above is to guide the sport and we have this in common with all organised sports. It is these guiding principles, along with the various policies to do with such things as Safeguarding, Competition Regulations, Anti-Doping, Anti Bullying and many others, which provide a framework in which wrestlers, officials, coaches and all other volunteers and spectators can get on with doing what they do best.

It occurs to me that we can be a fractious family at times, perhaps it's in the nature of wrestlers to be combative (it would be a surprise if it were not) but we have to be conscious of the rules and conventions that govern us... and not just on the mat. As in any family, there will be disagreements but family members need to develop the ability to forgive, forget and move on where appropriate.

A significant and unplanned event occurred on Boxing Day this year; the British Wrestling Academy at Salford was flooded. It was heartening that, at that special time of year, squads of volunteers made themselves available to clear up the mess and a huge thanks to them. Since that time, Yvonne Ball has been tireless in her management of all those processes to do with damage assessment, insurance claims, drying out, cleaning up and refurbishment that have resulted in a pretty smart looking facility. We now have to ensure that this is well used (by a variety of users) and becomes a real asset, even contributing to the BWA balance sheet and giving us more financial independence.

It has been good to see the Academy back in use as an important Centre of Excellence for our Regional and National Talent Squads. In connection with this, it was great to be at the September NTS session. George Ramm was there as well and gave some very measured and good advice to those hoping to follow his path. He was also able to distribute the squad training tops provided by our partner Pure Gym.

NTS wearing Pure Gym squad training tops Sept 2016

The British Wrestling Talent Pathway has been established for some time, but we took the opportunity whilst at Salford, with all the relevant people present, to discuss how it's operating. A whole variety of suggestions was made and these are being assessed and, I'm confident, will result in a route for long term athlete development which will be more understandable and more accessible both to those who want to wrestle and those coaches who want to help the wrestlers achieve their goals.

The British Wrestling Association is small in terms of operation but large in terms of ambition. It's probably true to say that, whatever the type of contribution we make, we're all in it for the wrestlers. The volunteers, and that's almost everyone, make significant sacrifices in order to serve the sport. You help many people, most of them young, attain skills, develop as individuals, grow self-esteem and achieve aspiration and ambition. That's priceless … many thanks

Jem Lawson

English Junior and Senior Championships, Alfreton May 2016

2. MESSAGE FROM THE CHIEF EXECUTIVE

The British Wrestling Assocation's new Chair has been in place for almost exactly one year and progress has been made with revising British Wrestling's Articles of Association, developing new strategy and recruiting members of the Board.

The great proportion of coaches have now achieved their UK Coaching Certificate (UKCC) qualification, membership continues to grow with the addition of new clubs and expansion in others and the Talent Pathway continues on the road to consistent implementation. Elite success has been achieved with George Ramm's Junior European Bronze Medal.

A major focus for the year has been getting The Academy back into action following the Boxing Day 2015 flood. As already said by the Chair, THANKS to all who turned out at short notice to manage the unprecedented situation and for the hard work since.

Efforts now turn to interpreting the Government's 'A Sporting Future' strategy, sport's new 'A Code for Sports Governance' and the Home Nations to presenting their cases for investment to Home Nation Sports Councils. Wrestling is putting its case, with its new strategy, for continued investment in our sport to grow and thrive.

With Wrestling declared a compulsory sport at the Commonwealth Games,there lies opportunity for participation and success of the Home Nations as we enter the Gold Coast 2018 cycle of preparation.

My thanks to all volunteers and staff for their efforts over the past year and my best wishes to the new Chair and the Association as a whole for the period going forward.

Colin Nicholson

3. GOVERNANCE, BOARD, AND COMMITTEE WORK

The Board will have met five times since the last AGM, mostly Face-to-Face with the support of funding from Sport England.

Both the Government's first sporting strategy for ten years, 'A Sporting Future' and Sport England's subsequent strategy, 'Towards an Active Nation' are clear that high standards of governance are expected of sports bodies receiving public investment. UK Sport and Sport England jointly launched the Government's new 'A Code for Sports Governance' on 31st October 2016, although the understanding from Scotland is that Scottish Sports Governing Bodies (SGBs) are not bound by this code, whilst supporting the ''UK Sports Charter principles'' and continuing to implement **sports**cotland's SGB Governance Framework in Scotland. Overall, British Wrestling is well placed when measured against the various requirements.

Board Diversity make-up disclosure and other measures:
The following are Sport England's measures, all met by British Wrestling, enabling British Wrestling to bid for Sport England/UK Sport funding in the coming 2017-2021 funding cycle.

Governance Standard	Assessment
Memorandum and Articles allow for Open Recruitment	Met
25% (or ideally 33%) of Board members are independent and recruited through an open process	Met
Skills-Based Board	Met
Annual Board Evaluation	Met
Term Limits for Directors	Met
Board size of 12 or less	Met
25% women on Board *(this standard was an expectation for 2017). In the 2017-21 cycle the minimum level becomes 33%*	Met

In March 2015 the Board made significant progress in diversity. The Board's eight filled positions now consist of five males and three females, exceeding the Sport England requirements for the next (2017-21) cycle. The Board welcomes the energy and contributions of its new Directors.

Moving forward with the new Code and its evolving criteria, British Wrestling needs to appoint one of the independent non-executive Directors as a "Senior Independent Director."

Nations & Regions Committee

Northern Ireland + Chair	Barry Pollin
Scotland	Iain Maddox
Wales	Ian Wiggett
North	Ellen Morris
Midlands	Trevor Hoskins
South	Jatinder Rakhra

The year has been another busy one for members of the committee and although there have not been bespoke meetings of the Nations & Regions Committee since January 2016 there has been additional contact during domestic tournaments, full British Wrestling Board meetings in March/July/September and a Skype for the national Chairs in May.

There have also been collaborative working on projects of mutual interest, for example, the Midlands and Northern Ireland were instrumental in the development of a creative options paper to address difficulties encountered in the delivery of events that might impact on insurance cover.

Whilst the main function of this Committee is to act as a check and balance for the entire organisation, pulling together the combined experience of several influential practitioners to ensure the sport is

improving, it has become increasing obvious that much of the Committee's work over laps with that of the full Board.

A new set of Articles will introduce some clear blue water between these two important engine rooms and the Nations & Regions Committee stand ready to contribute to production of a modern document.

Of late, Home Nations have been occupied by the "big ticket issues" i.e. the formulation of strategic plans, drafting of Sports Council funding bids that will take the nations through to 2021; preparations for the XXI Commonwealth Games, Australia and delivering good governance

The Coaching and Officials Committee

The Committee has achieved much through the delivery of the UKCC (UK Coaching Certificate) Coaching Programme and 121 Coaches have now qualified through the programme. A dynamic listing of current UKCC Qualified Coaches is available on the British Wresting Website (link).

Other committees

Following the adoption of new Articles, there will be a review of the work streams required to deliver British Wrestling's strategic intent and a largely volunteer Operational Team and committees will be formed around those work streams.

4. UNITED WORLD WRESTLING

United World Wrestling continues to push forward with its agenda for change, with new weight categories and rules.

The BWA's relationship with UWW continues to be strong.

There has been continued BWA-UWW interaction on the UKCC Coaching programme, which already contains of many of the elements that United World Wrestling is now implementing in its new global approach to wrestling coaching. Eric Ciake and Trevor Hoskins have each acted as UWW Educators around the world on several UWW courses, including Georgia Kosovo, Sweden, Singapore and Sierra Leone

UWW held its bi-annual Congress (link) on 4th September 2016 during the final day of competition of the 2016 Junior Wrestling World Championships in Mâcon, France. The Congress was attended by Jem Lawson. The Congress agreed to raise fees for affiliated countries from 200 to 2000 Swiss Francs per year.

The President of United World Wrestling, Nenad Lalovic, continues to work towards Wrestling regaining its place as a core Olympic Sport, building on its current position as a sport for Rio 2016 and Tokyo 2020. Lalovic raises Wrestling's profile as a member of the International Olympic Committee (IOC) and one of the IOC's representatives on the World ANTI-Doping Agency (WADA) Board.

5. BRITISH WRESTLING VISION & MISSION

In March 2016, the British Wrestling Board met and, with external facilitation, revised the Association's Mission and Objectives and agreed a set of Values to guide the organisation's path forward: -

Mission
To promote and develop the sport of wrestling so that everyone within it achieves their full potential on and off the mat.

Objectives
1. *To develop a sustainable structure*
2. *To increase awareness, participation and standards*
3. *To promote a safe and inclusive wrestling community*

Values
Respect for all; Fairness in everything; Our community; Transparency in all our dealings; Realistic aspiration and evaluation; Discipline in our sport; Celebrating success in all its forms; Recognition of hard work as well as achievement; Honesty; Clear Communication; Valuing our sport.

6. FINANCIAL REVIEW AND OUTCOMES: 2015/16

British Wrestling continues to be very short of money. The formal accounts do show a slight positive outturn of £6,204 for the financial year 2015/16. The prime drain on resources continues to be the British Wrestling Academy in Salford. 2016-17 was intended to be the year to widen occupancy and formal charging for use but these plans were interrupted by the Boxing Day flood, (see more at Section 8, The Academy).

The relationship with Sport England continues to be key. Their funding of British Wrestling constitutes 89% of income with receipts from membership and club affiliation contributing 10%. It should be noted that the other Home Nations are also in receipt of funding from their respective Sports Councils.

However, it is important for all to understand that Sport England money is ring-fenced to a set of "investment outcomes" agreed with Sport England.

19th Tryst Open Sept 2016

7. DEVELOPMENT OVERVIEW

Membership

The size and popularity of wrestling in the UK is measured by the Sports Councils in terms of membership of the Association. This is at a high, breaking the 1,500 barrier for the first time since recent records began in 2009.

There continue to be many regular wrestlers who are not members of the Association. However, coaches (who have worked through the UKCC coaching programme) and Club Secretaries are gaining a growing understanding of the importance of securing membership to the profile of the sport, as demonstrated by the rising numbers.

It is worthwhile taking this opportunity to reinforce that all those wrestling regularly (after an initial six-week taster period) should take out either full BWA Membership or Recreational Membership.

Member and Affiliated Club numbers:

Year	2010 (end-Aug)	2011 (end-Aug)	2012 (end-Jul)	2013 (end-Aug)	2014 (end-Sept)	2015 (end-Sep)	2015 (end-Sep)
Individual Members	679	661	701	773	1208	1136	1520
Affiliated Clubs	45	57	43	46	51	45	53

Breakdowns of these figures show that: -

- 45% of membership is over18 and 55% is under18
- 10% are female
- 873 are Recreational members

Coach and Referee numbers:

Year	2009	2011 (end-Aug)	2012 (end-Jul)	2013 (end-Sept)	2014** (end-Sept)	2015** (end-Sep)	2016 (end-Sep)
Coaches	75	76	58*	86	23 UKCC L1 39 UKCC L2	29 53	23 56
Referees	24	20	18*	12	14	16	16

** Numbers impacted by those that have not renewed their rolling memberships*

*** Change to monitor numbers by UKCC certification*

Clubs

The number of elements required to come together for a new club to be established remain formidable, but not insurmountable, with a total of 53 that have affiliated in the UK.

Find-a-Club November 2016

8. ACADEMY

On 26th December 2015, Storm Eva caused some of the most widespread flooding ever experienced in Greater Manchester. Prolonged, intense rain falling on already saturated catchments led to river levels rising rapidly. Many rivers reached record levels with some recording levels over 1 metre higher than previously recorded.

After significant work by many, a refurbished Academy had a re-opening celebration on 26th October 2016 that engaged the local community with events including table-tennis, weightlifting, BuggyFit, Dance, Fun Wrestling and a "Ladies' Only Hour."

Going forward, it is clear that the Academy can no longer be regarded as a free resource for wrestling activities, with all users needing to pay a mat fee or other means of subscription to support running costs of their presence, e.g. heating, lighting and etc.

Renewed efforts will continue to be made to bring in other, (non-wrestling) activities to increase the positive impact of the Academy on the local community and to raise much needed funds towards running costs.

There are many local funds available and further effort should be invested to secure grants for the Academy.

A refurbished Academy back in Action

9. PERFORMANCE

It is interesting to note that out of the 31 Olympic Games of the modern era, (with Wrestling on the programme at 30,) GB had representation at just 16. Medals were won on six occasions, in 1904; 1920; 1928; 1952 and 1984. Since Atlanta 2004 the requirement to pre-qualify was introduced, with the main opportunity via Continental Championships. For Britain this means the European Championships, the hardest continental championship with Russia, Azerbaijan, Georgia, Ukraine and Belarus, all in the top ten wrestling nations of the world. Nowadays, participation, let alone medalling, is a tough challenge for a sport with less than 1600 members and especially when no Lottery funding is made available.

Across the BWA there was much interest in participation in the Rio 2016 Olympic qualifiers, but the cost of participation to the individual is significant as there was no central funding available. (UK Sport's funding principles are to support only athletes who have a strong likelihood of a podium placing in either Rio 2016 or Tokyo 2020).

Yana Rattigan, through huge personal endeavour, competed in the 2016 European Championship (also attended by Chloe Spiteri and Kane Charig) and Olympic Qualifiers, an achievement that is all the more impressive as she was competing largely unfunded. The other participant in the final qualifier was Chloe Spiteri who also managed to raise the funds to compete.

The Selection Panel has met on multiple occasions with voting representatives from Home Nations and the England Regions.

Across the year there has been a lot of positive activity with athletes going to competitions, some with training camps prior,) and coming back with medals. See medallists:

6 Feb: Austria:	*(Gold) Ben Pollin*
	(Bronze) Charlie Bowling
5 Mar: Riga:	*(Gold) Ross Connelly*
	(Sliver) Ben Pollin
	(Bronze) Lewis Brown; Malachy O'Rourke
2 Apr: Tallinn:	*(Gold) Charlie Bowling*
	(Bronze) Ben Pollin; Homam Limam
1 May: Murcia:	*(Gold) George Ramm; Charlie Bowling*
25 Jun: Bucharest:	*(Bronze) George Ramm*

11 Jul: Trabzon: (Bronze) Ben Pollin; Stefan Gradwell (International School Sport Federation Gymnasiade)

George Ramm has had a good year with many successful appearances in the German Bundesliga.

George achieved 5th place in the July Madrid Senior tournament, attended by many Rio hopefuls leading to him ranking 20th in the UWW Senior World rankings at 61kg. George then went on to win GBR's 1st ever European Junior Championships Bronze medal on 21st June 2016. In September 2016 George attended the NTS session and gave some inspiring advice to the squad and in November, George was confirmed as a Commonwealth Games Ambassador for Team England.

Pictured here with Commonwealth Games England President, Denise Lewis.

Trevor Hoskins is working with Scott McNeill of Sheffield Hallam University to review Testing Protocols and their consistent implementation.

National Talent Squad

With no UK Sport funding currently available to Wrestling, no formal funding for a National Talent Squad exists. Sport England funds an England Development Squad and other Home Nation Talent Squads come together with the England Development Squad to form the National Talent Squad.

23 members of the National Talent Squad are attending both domestic and international competitions appropriate to their stage of development, e.g. World and European Juniors, European Cadets and tournaments in Austria, Estonia, France, Latvia, Sweden, Ukraine and Spain.

The National Talent Squad has met regularly at Lilleshall, The Academy with representation from England, Northern Ireland and Scotland and had training camps in Lilleshall, Ukraine, Spain and Estonia. Coaching has largely been led by Anatolii Kharytoniuk, England National Coach supported by Regional and National Coaches.

NTS Lilleshall Jan 2016

In September, Jem Lawson (Chair) and Eric Ciake (England Talent Lead) discussed, with the leading coaches and support staff associated with the NTS, how the pathway was currently operating and the future. A whole variety of suggestions were made to improve the athlete personal development.

At recent sessions there have been seminars led by UK Anti-Doping and British Gymnastics, the latter focussing on nutrition.

A total of 4 National Talent Squad athletes have been supported by SportsAid with individual funding between £500 to £1000, dependent on age, experience and talent.

British Wrestling is grateful to Pure Gym who sponsored team kit for the National Talent Squad which was presented to members of the squad and support staff by George Ramm in September 2016.

Talent Pathway

The 'Talent Pathway,' completed in 2014 complements the new UKCC L1 and L2 Coaching Courses. Copies of the 'Talent Pathway' have been made available to all Nations, Regions and Clubs and can be purchased by athletes wishing to educate themselves (and their parents!) by applying to the Administrator.

The Talent Pathway is athlete centred and creates a pathway where the athlete is, to a very large extent, in charge of his or her own destiny. It is competency and not competition based, e.g. developing athletes are sometimes given a task at a competition such as to attempt a technique that they have been practising. The Talent Pathway also gives structure to coaches on their interactions with their athletes help the athletes to reach their full potential whilst at the same time, improving their own coaching skills.

Work is continuing to embed the Talent Pathway into the routine ways of working across the Home Nations and British Wrestling.

(See also: 10. Work-in-progress: High Profile Projects)

10. WORK-IN-PROGRESS: HIGH PROFILE PROJECTS

Coaching Structure continued development

Courses are now successfully running for UKCC Level 1 and 2 Wrestling Coaching Qualifications. Following a Northern Ireland-based UKCC L1 course that qualified some candidates for UKCC L2, the first UKCC L2 course took place in Northern Ireland which now has 13 UKCC L2 coaches.

A UKCC Level 2 qualification has been developed in conjunction with British Weightlifting, specifically for Wrestling, to focus and enhance athlete performance, (limited to approx. five specific lifts relevant to Wrestling). The outcome will be measured through the Wrestling Talent Pathway physical testing protocols. The qualification will be delivered to all existing UKCC L2 Coaches as part of their Continued Professional Development (CPD) throughout 2017.

Talent Pathway continued development

The Talent Pathway is based on six distinct principles:

- Structured athlete development
- The technical programme, which complements the structured development of athletes and coaches
- The physical testing protocols, which complement the structured physical development of wrestlers
- The mental skills programme which deals with the skills required for wrestling
- Lifestyle advice
- Structured Coach development with UKCC Levels 1 and 2

The implementation of the Talent Pathway is well under way and it will be underpinned by an agreed administrative system which documents every athlete's progress whilst they are part of the National Talent Squad or an elite Senior Squad. Athletes and parents of young athletes will be encouraged to take responsibility for their own development to ensure they become the best they can be. This requires understanding of the need for co-operation with the coaching and administrative processes.

If all those involved in the implementation of the Talent Pathway work together in an atmosphere of co-operation, hard work and determination to succeed there is no reason why British Wrestling cannot in the future, have a squad of full-time athletes and support staff in receipt of UK Sport funding. Whilst this is very much a future ambition, it is one which we should work towards and not shy away from the task in hand.

British Wrestling will review the Talent Pathway on an annual basis.

New Athlete Award Structure

The BWA has in place a technical award scheme aligned to the development of an athlete from beginner to world-class performance:

- The White and Yellow awards help to develop the fundamentals for beginners (*Status: implemented nationwide*)
- The Orange award is targeted at those wishing to specialise in wrestling and who wish to be considered for Regional and National Training Squads (*Status: implemented nationwide*)
- The Green award is targeted at those aspiring to be part of a Home Nation Development Squad (*Status: has been piloted and will be rolled out in 2017*)
- The Blue and Brown awards are there for progression within the Development Squads, through to, in England, the English National Senior Squad and beyond (*Status: Blue to be rolled out during the 2017-21 cycle*)

Referee/Officials Pathway

One of British Wrestling's next targets should be to work upon a Referee/Officials Pathway where the aim should be:

1. To assist every club to have at least one referee and one other official available to assist at domestic competition.
2. To increase our representation at international level.

Club Development England

The Youth Sport Trust (YST)/Sport England continues to support "Schools Combat Hub" project (Hub Schools) that centred on a number of secondary schools.

The aim was for the secondary schools to link up with local clubs, form their own club on site and develop sports leaders who would, in turn, deliver fundamental wrestling (and other combat sports) skills to surrounding primary schools. Work was initiated at several schools and experience gained showed the importance of having a nearby club to receive students and supply coaches. Two schools carry on from last year, Highfields and Our Lady and St Chad, (OLST) Wolverhampton.

With thanks to Youth Sport Trust

The International Schools Federation (ISF) is coordinating an International Schools Combat Games at New Delhi, India in July 2017

11. COACHES AND OFFICIALS

Coaching structure
See above: [10. Work-in-progress: High Profile Projects]

Increased numbers of Referees:
Each club should have a minimum of one qualified referee on their staff.

It is noted that where a club has a Referee, there is an increased respect for referees and the difficult job they do by that club's athletes at competitions.

In a phased approach to officials' development, as the UKCC Coaching Programme becomes business as usual, attention must be turned to a more structured development path for Referees.

With a small base of participation, finding those interested in becoming senior Referees continues to be a challenge.

Provision of Officials at competitions: The aspiration continues to be that clubs should provide officials at domestic tournaments such that clubs provide at least one official (defined as pairing master or assistant pairing master, timekeeper or video operator) per five athletes. As an interim, before clubs have the resources, it was agreed that each Region would provide 2x Referees per competition.

12. REPORTS FROM THE NATIONS AND REGIONS

Northern Ireland Wrestling Association

Formed from the Northern Ireland Olympic Wrestling Association (NIOWA) the Northern Ireland Wrestling Association (NIWA) was established in 2008 is now a company limited by guarantee, first incorporated under the Companies Act 2006 on the 23rd March 2010 (Company Number 602590).

The NIWA is supported by Sport NI under the *Performance Focus 2013/17* programme and the organisation currently has nine affiliated clubs located throughout Northern Ireland with a membership greater than the 189 persons registered with the BWA.

The Mission Statement, Values and Aims of the NIWA are contained within the NIWA Strategic Plan 2013/17 however the overall vision is “to create conditions for a lifelong participation in wrestling and in doing so raise standards across the board so that everyone can enjoy a successful, fair and inclusive sport”

During the course of the year every sport was scrutinised by Sport NI using the Financial Systems Controlled Assessment process and the NIWA systems were considered to be Adequate.

Relationships

Relationships with the NGB have remained particularly strong throughout the reporting period with constant electronic communication; whilst the NIWA is represented at regular face to face Board meetings. The NIWA is central to discussions of national significance and as national governance systems evolve the NIWA is constantly consulted on developments.

Our members sit on the Nations and Regions Committee, the Complaints Panels, Selection/Competition Committees and a formal working group to review the BWA Articles (particularly when it comes to interactions between the NGB and Companies Limited by Guarantee).
In addition, our members are increasingly being used to lead GB developmental teams to international tournaments e.g. Flatz Open in Austria and ISF World School Games in Turkey.

Relationships with other external stakeholders, with a vested interest in the wrestling, are strong including several City Councils (especially Derry City and Strabane Council where the Foyle Arena still has the potential to be the NI Centre of Excellence for Wrestling), the Mary Peters Trust, Policing and Community Safety Partnerships (PCSPs), Child Protection in Sport Unit from the NSPCC, Sports Institute NI, NI Commonwealth Games Council, schools, community groups (particularly St Columb’s Park House through the M Powered Project) and private sponsors.

Relationships with the majority of internal stakeholders including most clubs and committees, athletes, parents and extended family members, officials, administrators are in a good place but others have required additional work and despite several “town hall” meetings the current management was challenged at an EGM in July.

Sport NI investment in performance has been very welcome but weighted the business conducted in a certain direction now the NIWA sees the opportunity to gain investment in clubs (applied for in the next funding round) as an opportunity to redress the overall balance.

Coaching Development

At present there are 14 qualified UKCC Level 2 coaches (with an additional one approaching the end of her training). There are currently no female coaches and no UKCC Level 1 assistants.

Of the 14 coaches trained, 11 operate regularly within Northern Ireland; whilst 2 have chosen to diversify into other sports. Mohammadali Haghighatdoust is our National Coach and is based in Bolton, Greater Manchester.
Preparations are being made for an additional 10 UKCC Level 1 coaches to be trained in November and this should bring some resilience to the system.

Performance Management

The talent system is the only area where Sport NI have significantly invested and is currently assessed at 2.1 i.e. Established. To date the emphasis and greatest success has been achieved by developing and enhancing the skills of the NI Talent Squad (NITS) to ensure that it is fully aligned with the demands of the national pathway and capable of excelling at that level.
Originally the task of creating the NITS fell to the NIWA Talent Development Coach now that work has been taken forward by Jim Toland, the NI Pathways Officer (a part time position funded by Sport NI). The stronger athletes on the NITS feed into the National Talent Squad (NTS) and the NIWA currently has two athletes on the NTS who regularly represent GB at international events.

Opportunities currently available to all NITS athletes include the St. Patrick's Day camp, Enniskillen, a winter training camp in Malta and exposure to high level American athletes during the Celtic Cup (Foyle Arena, May 2015). The NIWA has identified further talent confirmation events in Latvia, Estonia and Finland; tournaments that our athletes have already placed at whilst representing GB.

Significant Events 2015/16

Celtic Cup
Foyle Arena
May 2015

Dominated by the Celtic Cup when the NIWA invited a number of international teams to Londonderry to attend a training camp and compete in an international wrestling tournament to celebrate the opening of the Foyle Arena in St Columbs Park. During their visit international athletes from Malta, Switzerland, Iran, USA, Ireland and the home nations interacted with local clubs and schools thus increasing the profile of the sport, the event, the venue and the city. Coaches and local athletes were up skilled in the process, networks were strengthened and the opportunities for further exchanges enhanced e.g. the NIWA Pathways Officer and two athletes attended a wrestling camp at Roger Williams University, Rhode Island, USA in July 2016.

Sarah McDaid became the first ever female from Northern Ireland to win a British senior title.

Ben Pollin and Chloe Wilson retained their British Junior titles for the third year in a row.

Significant Events 2016/17

NIWA coaches were charged with taking the full GB Junior Squad to a UWW tournament in Wolfurt, Austria where Ben Pollin won the first ever UWW Gold medal for NI. In addition, NIWA athletes attended high level training camps in Kiev and Lviv, Ukraine and two NIWA athletes participated in the IFS World School Games, Turkey

Ben Pollin wins the Derry City and Strabane District "Young Sportsman of the Year Award"

Exceptional Results during the Reporting Period

Flatz Open 2016 (Wolfurt, Austria) – Gold (Ben Pollin)
Tallinn Open 2016 (Estonia) – Bronze Medal (Ben Pollin)
Kundzina Cup 2016 (Latvia) – Silver Medal (Ben Pollin)
ISF World School Games 2016 (Trabzon, Turkey) – Bronze (Ben Pollin) and Chloe Wilson places 5th

Commonwealth Games Record and Preparations

With regard to XXI Commonwealth Games, Gold Coast, Australia the pathway is now strong enough to prepare female athletes and we have actively recruited suitable wrestlers through talent transfer and talent ID programmes. Our higher end female wrestlers will continue to travel to Ukraine whilst the male athletes will be prepared by Mohammadali Haghighatdoust from our base in Greater Manchester.

Scottish Wrestling Association

Like British Wrestling, the Scottish Wrestling Association has also been through an audit process conducted by KPMG on behalf of **sport**scotland. The SWA's audit has also focused on governance and restructuring.

Consequently, the SWA has adopted a raft of new policies and procedures, strengthened its Board and developed a six year Strategic Development Plan underpinned by a costed Operational Plan to implement the strategy.

Welsh Wrestling Association

The Welsh Wrestling Association was successful in receiving funding this year from Sport Wales for coaching development and to assist the preparation for the Commonwealth Games. The 3 clubs and two centres of excellence at Cardiff and Welshpool continue to develop, but there is a need to extend our reach to other parts of Wales. We have been holding successful taster sessions in schools, including 'mini Olympic days', and our next steps are to run schools programmes close to the current clubs.

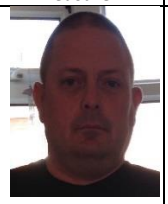
The talent programme is well established, with a clear focus on preparing for the Commonwealth Games in Australia. Kane Charig is gaining in experience internationally and has performed well at a number of European competitions, while Craig Pilling maintains his place as the leading Welsh wrestler. There are regular squad sessions at the centres of excellence.

There are a number of areas which we are now working on in order to make the WWA a resilient and successful association for the long term. These are: -

- Talent and performance development
- Club and membership growth
- Governance

We have several new members of the board, and a good platform for growth, given our small size and limited funding. Key to the future will be securing more qualified coaches so that we can grow the number of clubs and the membership base.

Northern Region

Ellen Morris	*Tony Melling*	*Dave Bowling*	*David Sudron*	*Tony Morris*
Chairperson	*Secretary*	*Vice Chair*	*Treasurer*	*Vice President*
				
Charlie Bowling	*Jess Bradbury*	*Philip Roberts*	*Michael Sudron*	*Lesley Kay*
Athletes' Rep	*Regional Coach*	*Assistant Coach*	*Assistant Coach*	*Safeguarding*

Officers of the Region:
Dave Grundy resigned from his position as Vice Chairman, on the 30th. April and the Executive wish to thank Dave for contribution and services to our Region. David Bowling was elected Vice Chairman at the AGM in June and the executive welcome David to the committee and look forward to working with him.

Clubs:
The Northern Region consists of thirteen registered clubs: Aspull, Aspull Warriors, Barton, Bolton, Bradford, Castle Hill, Manchester 'Y', Nelson, Sharples, Stockton, Wigan & Leigh and York. The region welcomes back Bradford Club.

Competitions
There has only been 1 major Competition held this year within the Region, The Aspull Warriors Tournament, held in February 2016 at Robins Park, which attracted 265 entrants. Looking ahead, the British Junior and Senior Freestyle Championship is to be held on 12th November 2016 at Smithills Leisure Centre, Bolton and is hosted by Bolton Wrestling Development Group (consisting of Bolton Olympic Wrestling Club, Castle Hill Wrestling Club and Sharples Wrestling Club) and is supported by Bolton Council.
The Region has been well represented at all major Competitions.

Membership:
Total membership of BWA stands at 1520 with England membership at 1208; NI (173); Scotland (112); Wales (27)
Northern Region Membership: U14 (185), 14-25yrs (58), 26+yrs (102)

Northern Region Squads:
The Regional Squad Sessions have held 6 times this year so far, with a further 2 sessions planned in November and December. With an average of 22 wrestlers attending.

Jesse Bradbury, Regional Coach and Michael Grundy, Assistant Regional Coach have been running regular sessions which are well constructed and the coaches are of a very high standard.
Unfortunately, Michael tendered his resignation on 5th June 2016 and the Region wishes to thank him for his dedicated services.
The Region advertised for an Assistant Coach and have two newly appointed Assistant Coaches, Philip Roberts and Michael Sudron. Their first session was 15th. October 2016 and look forward to their coaching experience alongside Jesse.

Jesse reports that their 'Session Goals' are based on:
'Great focus on stance, movement and level change, including many sport specific drills and exercises to develop athlete's

positioning. Only two techniques shown on each session to ensure we do not overload and it gives the coaches time to check for understanding. Fun varied sport games specific to needs in wrestling. Build rapport in session with all athletes new and existing team members.

Our Talent Pathway is key to the future of British Wrestling, ensuring we have a wealth of home grown athletes to wrestle for home nations at Commonwealth Games and Great Britain at International, World and Olympic level. All Regional athletes are progressing through the Award scheme and must have White, Yellow and Orange Awards before progressing to NTS Squad ' Our Regional coaching is built upon our 'Talent Pathway' and 13 wrestlers have progressed to the National Talent Squad.

UKKCC Coaches
The Northern Region has 9 Level 1 UKCC Coaches and 24 UKCC Level 2 Coaches. Also, 3 Honorary Coaches.

Volunteer of the Year
Dave Grundy was winner of the Volunteer of the Year category in the 2016 Greater Manchester Sports Awards, November 2016

Commonwealth Games
Eddy Kavanagh, from the Northern Region, has been appointed as England Wrestling Team Leader to direct England's wrestling challenge at the Gold Coast 2018 Commonwealth Games. Eddy is supported by Assistant Team Leader Jatinder Rakhra. The Region wishes Eddy every success in his appointment. The Northern England Region has held two Coaching Sessions, and the Region will have some very experienced wrestlers striving for their place on the Commonwealth 2018 Team. Good luck to our wrestlers.

Bronze Medal in 2016 European Junior Championships in Bucharest, Romania
In June George Ramm made history in the 60kg category, taking a Bronze Medal in the European Junior Championships. Congratulations, George. Charlie Bowling also participated in the European Junior Championship at 66 kg, did not get in a podium position, but gained great experience.

The Midlands Region

This year the Region has seen two UKCC level 1 Courses and a Level 2 course being held, this has resulted in a growth of coaches in the region. There is also considerable interest in another Level 1 early 2017.

The range of clubs is extending with a new club Futuwwa Wrestling in Peterborough that already has 35 members across the age groups making it the second largest in the region. There are also 2 other clubs showing an interest in affiliation for 2017.

This year has seen the Region host the English Championships with over 200 entries.

As well as the other regular competitions which included the Derbyshire this year being held in memory of Frank Morley the founder of M&W wrestling club who passed away in July.

The Midlands Squad has come together regularly mainly at the MCSDA club in Derby, clubs appear to be struggling to work through the assessment of the awards, so the Region is intending to help with an assessment day for 10 to 18 year olds, looking at the White and Yellow Award to increase the pool eligible to attend the Regional Squad and comply with the England Talent pathway that stipulates minimum Yellow Award for regional squads

13. DEVELOPMENT PREVIEW: 2015-2016

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

- Governance and Restructuring
- Level 2 UKCC coaches to be qualified at all Clubs
- Talent Pathway implementation
- Athlete Award implementation
- Increased numbers of Referees
- Provision of Officials at competition

14. BRITISH WRESTLING ASSOCIATION OPERATIONS

Staff and Output

British Wrestling's small membership and just three salaried staff create a limit to the amount of activity that can be managed at any one time. The staff work to strict priorities and trust that members will be patient as the staff endeavour to manage the various issues that inevitably occur as professionally as possible.

Funding and Partners

The focus of UK Sport is the funding of athletes with a high likelihood of a Podium position in Rio 2016 or Tokyo 2020. British Wrestling does not have any athletes deemed to meet these strict and demanding criteria. Thus Sport England becomes the prime funding partner of the BWA. Other Home Nations continue to work on maintaining good relationships with their home sports councils. Welsh Wrestling has achieved priority funding status for the 2018 Gold Coast Commonwealth Games in Australia.

There are many other sources of funds and support that need to be sought out, such as Sport Unlimited; Sportsmatch UK; SportsAid; Street Games; Sportscoach UK; Women's Sport and Fitness Foundation; Sporting Equals; the local County Sports Partnerships across the country; Skills Active; Youth Sport Trust.

In England, one of the accessible areas of funding is Sportivate projects, designed to bring more people into sport and managed by County Sports Partnerships

British Wrestling is grateful to these partners. However, there are so many that British Wrestling needs to provide a handy guide to clubs and parents.

15. COMMUNICATIONS

British Wrestling Website

The British Wrestling website continues to be important in presenting news and competition regulations and results, as well as structuring the large amount of necessary governance information such as policies

The website has performed well with near 100% reliability across the year. Peak usage (573 users) was around 9th March 2015, with the likely aim of accessing the England Senior and Junior results.

There were 72,583 (up 10,000 from previous year) users 1Oct15-30Sep16.

There remains untapped potential, dependent on resource availability to source content and post stories. ***An appeal! Anyone wishing to contribute their time and energy to enhance the website should contact the British Wrestling Administrator.***

The BWA continues to use Twitter @GBRWrestlingNGB. Members are encouraged to follow! There have been over 500 tweets since launch.

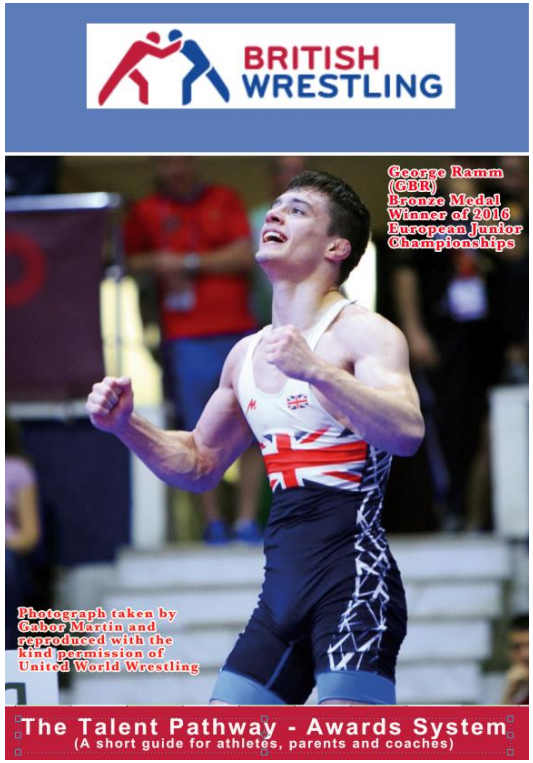
The On-line membership renewal and competition registration has had various issues and British Wrestling is looking to find an alternative provider.

16. EQUALITY & WELFARE, GOVERNANCE, HR

Equality, Welfare and Child Protection

British Wrestling has achieved the Equality Foundation standard. Based on progress with the 2015-16 Safeguarding Action Plan, the Child Protection in Sport Unit has raised its classification of the BWA to Green following the training of the new Board.

There are now three Regional Safeguarding Officers in place, Lesley Kay (North); Sharen Thorpe (Midlands); Shamol Miah (South)

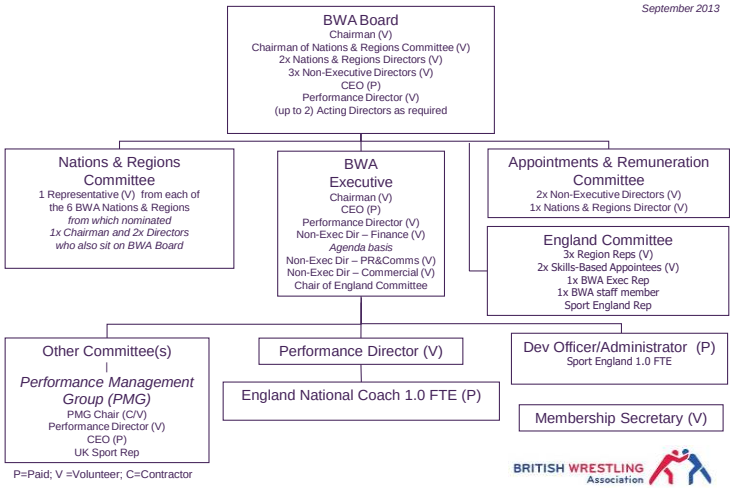


Front page of Flyer handed out to parents attending Positive Parenting Workshop The Academy 6th October 2016

Complaints and Disagreements

The Judicial Code/Complaint process was invoked twice during the 2015-16 period.

17. BRITISH WRESTLING ASSOCIATION STRUCTURE DIAGRAM



Subject to the upcoming governance changes

18. CONCLUSION

British Wrestling is hugely dependent on volunteer staff. It is difficult to move forward more quickly than is currently being achieved whilst depending so heavily on volunteers' goodwill.

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
November 2016