Annual Report: 2017-18 The Year in Review

November 2018

Wrestling Role of Honour
Gold Coast, Australia 2018, XXI Commonwealth Games

Wales
Kane Charig Silver (65kg)
Curtis Dodge Bronze (74kg)

England
Syerus Eslami Bronze (86kg)
Georgina Nelthorpe Bronze (76kg)
Charlie Bowling Bronze (65kg)

5 Home Nation Gold Coast 2018 Commonwealth Medals

LOTTERY FUNDED

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1. CHAIR'S ANNUAL REPORT

In my report last year I thanked the working group under the supervision of Liz Riley for working so well in preparing new Articles of Association for the BWA. The voting members liked the results as well because there was unanimous acceptance of them. The changes implicit in the new Articles then had to be effected. A key change was in the composition of the Board, a change which acknowledges the increased autonomy of the Home Countries but also means that each of them has a voice on the Board. Home Nation directors were appointed for Wales (Ian Wiggett), Scotland (Vasile Jornea) and England (Tony Melling). The situation with respect to Northern Ireland remains unresolved. There is disagreement in the Province between the majority of clubs and individuals and the current governing body: NIWA. Much hard work and a great deal of time have been expended in order to find a mutually agreeable way forward. We are not there yet but I hope that the next few weeks should see measurable progress.

Part of the reason that Home Nation autonomy is desirable is that sport is a devolved area of activity in the UK. Each of Wales, Scotland, Northern Ireland and, indeed, England has its own Sports Council and these statutory bodies are responsible for funding policy within their own jurisdictions. The situation with regard to England wrestling is different from the other Home Countries in that England does not have a separately constituted association, but is subsumed by the British imprimatur. The England Committee, though, is a key component of the BWA organisation. Every club and individual member within Great Britain and Northern Ireland benefits from membership of the BWA, but clubs and individual members can also bid for appropriate funding from their home Sports Councils.

The particular relationship between the British Wrestling Association and England means that the money received from Sport England, just under £1m for the period 2017 to 2021 (81% of BWA income), can benefit all the Association's clubs and individual members. The other national sporting stakeholders are the Sport and Recreation Alliance, which offers advice and services to us, and, of course, UK Sport. UK Sport exists exclusively to fund elite performance with the unalloyed aim of winning Olympic medals. Currently, wrestling is not funded by UKS because the prospect of Olympic medals is some way away. We strive constantly to put the structures in place which will drive performance on, probably not in Tokyo but maybe we'll be nearer in Paris.

The 'Performance' event of 2017 was, clearly, the Commonwealth Games in the Gold Coast of Australia back in April. The combined Home Nations had twelve wrestlers (ENG 5, NIR 1, SCO 4, and WAL 2). As you will know, Kane Charig (WAL) performed out of his skin to secure a silver medal and his fellow countryman, Curtis Dodge, and the English trio of Georgina Nelthorpe, Charlie Bowling and Syerus Eslami brought bronze medals home with them. It was a very respectable return. Athletes need support and the Team Leaders and other support staff did a tremendous job. Refereeing duties were taken up by Ian Wiggett and Richard Philips. All these people were official representatives of their countries and selected or appointed. Truly impressive, though, were the efforts of Stevie and Lee McKeown from Scotland (Tryst Lions), who went all the way out there as volunteers and, without whom, the Wrestling competition would not have run so smoothly.

Kane Charig
Gold Coast 2018
Silver Medallist (65kg)
for Wales

Whilst the Commonwealth wrestling nations were together, the opportunity was taken to reform the Commonwealth Amateur Wrestling Association. A meeting was held with the full support and guidance of United World Wrestling, a new constitution was agreed for, what henceforth will be known as the Commonwealth Wrestling Committee (link), officers were elected and I'm delighted to report that Ian Wiggett was elected as Secretary General of the Committee.

Following on from the successes in the Gold Coast, and with the great news that the 2022 Games will be a home games in Birmingham, there was an imperative to give some impetus to our 'Build for Birmingham' programme. A group of influential coaches, including most of those who were Team Leaders in Australia, met in Birmingham and the basis for a GB National (Senior) Squad was agreed. This has now become a reality and, so far, two squad sessions have been held under the leadership of Eddy Kavanagh. Support coaches have been appointed and I very much hope that this structure will develop and flourish. It's important to point out that this squad does not attract performance funding from national agencies, seen to be the remit of UK Sport) and has to be resourced from within the BWA.

The Academy in Salford continues to be a considerable asset and Barry Pollin works tirelessly to promote its use by wrestlers and those in the local community. The building continues to be improved incrementally as and when it can be afforded. Our funders, Sport England, are very keen that the BWA finances should be more sustainable and not so dependent upon the public purse and one of the avenues to explore is attracting more activity into the Academy and introducing more realistic pricing structures for its use. To this end, and with yet more finance from Sport England, we have engaged with Oaks Consultancy, who will examine our operation in great detail and make recommendations about how we can use the Academy more profitably. I'm also delighted to report the appointment of Mark Cooper as an additional director on the BWA Board. Mark is a wrestler and has enormous experience and expertise in the business and commercial world. Some changes will be on the way.

've reported on, what in my opinion are important matters and issues, but nothing and no-one is more important than the wrestlers, their coaches and families and the myriad people who contribute selflessly, often at considerable cost in order to enable wrestling to take place. A welcome addition to the BWA staff is Andreas Michaelas who has been engaged as the Club Development Manager. Andreas brings with him a wealth of experience from Weightlifting. I know many of you will have met him to discuss club development issues. Through his experience, knowledge and advice, clubs can become much more secure in knowing that their structures, policies and responsibilities properly underpin their operations.

I'd like to thank Colin Nicholson and his staff who put in far more hours than we should decently expect in order that the BWA can remain in good standing with our stakeholders and who also maintain the structures that make wrestling such a vibrant sport. I'd like to thank Jit Rakhra, Trevor Hoskins and Eddy Kavanagh for their work with talent and performance and membership and coaching and also the vital group of Referees and Officials. I thank my fellow directors who take their responsibilities very seriously and make sure that our governance is committed, compliant and working for the good of the sport.

Above all, though, my thanks are due to all those who are far too numerous to mention individually, whose work is in the clubs and on the committees and in the regions and who make wrestling tick.

Jem Lawson November 2018

2. MESSAGE FROM THE CHIEF EXECUTIVE

2017-18 has marked a general stabilising of the Association following the transition period of our operations move to the Academy.

Most indications are positive. Record membership (1788 as at September 2018,) new Articles, improved cashflow, reduced loss-making at the Academy, the initiation of the GBR (Senior) Squad, FIVE Commonwealth medals and TWO World Championship medals, United World Wrestling's preferred location for two pilot courses prior to world roll-out and more UKCC-qualified coaches than ever before.

Operations/Academy Manager Barry Pollin and Club Development Manager Andreas Michaelas are making inroads into the wide-ranging set of activities that a National Governing Body is required to undertake and is expected by its members.

Securing proper control and reporting of our finances continues to take up time, but with the "unqualified" sign-off of the 2016-17 audit, and progress on the 2017-18 audit, this area too is showing signs of progress.

Next-up is improving the selection policies and athletes agreements required to ensure that everyone is aware both of their responsibilities and what is required for all to succeed.

Colin Nicholson November 2018

Slough Open April 2018

3. GOVERNANCE, BOARD, AND COMMITTEE WORK

The Board will have met **six** times since the last AGM, with **four** Face-to-Face meetings funded by Sport England and **two** Skype sessions.

Following adoption the UK Government's new 'A Code for Sports Governance' and the BWA 2017 new Articles, Home Nations Directors were appointed for England, Scotland and Wales. Northern Ireland remains outstanding whilst the Northern Ireland Wrestling Association winds down its activities and leadership of wrestling in Northern Ireland becomes managed by a new body.

It was hoped to hand out tasks to a wider circle of volunteers which should make the Association more efficient, transparent and open.

The lead example in the involvement of more, capable individuals is the creation of the new Sports Committee which has taken an active role in detailed decision-making about the sport and tournaments. (See page 5 for further detail)

Diversity

The British Wrestling Association is committed to supporting diversity in both management and membership.

Diversity is at the heart of successful inter-actions in all walks of life. It is of paramount importance to take into consideration everyone's views and take advantage of the varied backgrounds and experiences which give rise to those views. British Wrestling is reaching out to all to come and take part in a great sport.

However there are other areas within the sport where much work needs to be done. There are more men than women taking part, more men than women coaching and officiating and so our development programmes must take account of this. Of course there are other areas where parity and inclusiveness are relevant.

Everyone is welcome to Wrestling. It is, as an example, a popular sport to many with a BAME background and we know that wrestling takes place in the Gudwarahs and the Mosques. Not only do we want to support this participation, but would wish to explore further ways to increase involvement in the BWA and bring such groups into membership of the Association.

The sport of wrestling also welcomes and reaches out to the LGBT+ community.

The BWA will be analysing membership statistics to try and identify any patterns, including churn, which may have a bearing on how we take forward out aspiration to be one of the UK's most inclusive sports.

The BWA has a Diversity Action Plan which can be found on the website (link)

Board make-up disclosure and other measures:

The following are Sport England's measures, all met by British Wrestling, enabling British Wrestling to be in receipt of Sport England funding during the 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
33% of less represented gender as Directors on Board	Met

It is worth stating that the Association currently has 1/3 female representation on its Board of Directors.

At its September 2018 meeting the Board appointed Mark Cooper, manager of MCSDA, Derby, as an "Additional Director" with responsibility for Business taking on some of Liz Riley's (Business and Legal,) workload.

The Association's three independent non-executive Directors, Shaherah Jordan (Marketing and Communications and "Senior Independent Director,") Daniela Bauch (Finance) and Liz Riley (Business and Legal,) continue to contribute in their own specialist fields.

The Sports Committee

The Sports Committee was established this year as a means to address and progress the more 'technical' aspects of sport administration within British Wrestling. We have brought together representatives of the different elements of our sport that come together to deliver successful events and to provide advice to the Board on specialist issues. Representation includes the office administration, membership, development, officials, event and competition planning and regulation, standards, and athletes.

This year has largely been about finding our feet and establishing our role. We have agreed broad approaches to competition regulations, in particular changed regulations relating to entries and weights for junior and senior competitions. For many years, the BWA have used a 'match on the day' system to reduce walkovers - and subsequently to discourage weight cutting among younger wrestlers. However, this ran against the UWW system, which was not helpful for international preparation, while it was also ineffective at tackling excessive weight cutting. It also led to long delays on the day before the competition could start. The changes seem to have settled in fairly well. We still have the flexibility to adjust regulations to suit individual competitions. We have speeded up start times, which helps present a better image for all.

Importantly, there is a process now for approving competition regulations, and other sports-related decisions that regularly arise, through the committee. This ensures there is a cross-section of experience and expertise taken into account. It may be useful to increase awareness of the committee among the membership.

In the coming months we will need to confirm the revised competition regulations. We should also seek to confirm our role with regards to performance, compliance with standards, and nations and regions matters. I believe the committee has helped fill an important gap, but we must also be careful before reaching into too many areas of business.

Ian Wigget – Chair, Sports Committee

4. UNITED WORLD WRESTLING

The BWA's relationship with UWW has been boosted by the successful delivery of two courses in the UK.

The first-ever Referee/Coach Educator course took place **5-11 Nov-17** when Jatinder Rakhra & Mohamed Shafi joined Trevor Hoskins & Eric Ciake as qualified UWW Coach Educators. A further 15x GBR Coaches & 15 GBR novice Referees benefited from the "UWW Coach Level 1" and "UWW Intro to Refereeing" courses led by the new cohort of educator trainees cutting their teeth.

Then on **12-18 Oct-18** UWW returned to pilot their UWW Coach Level 2 course, prior to global roll-out. 12x GBR Coach delegates put in hard work but resulting in passing the course inspirationally delivered by Vincent Aka and Zach Errett.

Colin Nicholson also spent useful time promoting British Wrestling with UWW, visiting (at his own expense,) their headquarters in Corsier sur Vevey in Switzerland and attending the bi-annual UWW voting Congress in Budapest, aligned with the 2018 Senior World Championships

Budapest 2018 Senior World Championships

Budapest built on the big reputation of the 2017 Paris World Championships. UWW ensures, with the same production company, a significant spectacle and Budapest did not disappoint. The BWA Chief Executive attended the biannual voting Congress on behalf of the BWA and Jit Rakhra, Talent Pathway Lead and various members also attended the Championships.

Georgina Nelthorpe Gold Coast 2018 Bronze Medal (76kg) for England

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.

In September 2018, the Board refreshed its strategic intent in a workshop session complete with the inevitable flipcharts. The output of this meeting remains to be signed off (expected January,) but in the meantime it is possible to promote the three BWA Objectives that every member of British Wrestling should be able to repeat:-

Mission

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

Objectives

Increase Members
Win medals
Keep people Safe

Values

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

Work streams

There are **five** work streams to take forward the Association's critical strategic areas:

MONEY/FUNDING	***PROFILE/IMAGE***	***GOVERNANCE***
DANIELA BAUCH(Lead)	**SHAHERAH JORDAN(Lead)**	**LIZ RILEY(Lead)**
Jem Lawson	Jem Lawson	Jem Lawson
Colin Nicholson	Ian Wiggett	Colin Nicholson
Barry Pollin	Trevor Hoskins	Tony Melling
Vasile Jornea	Mark Cooper	Ian Wiggett
Mark Cooper	Andreas Michaelas	Vasile Jornea
Shaherah Jordan		
PERFORMANCE	***PARTICIPATION***	
IAN WIGGETT(Lead)	**SHAHERAH JORDAN(Lead)**	
Vasile Jornea	Trevor Hoskins	
Jatinder Rakhra	Ellen Morris	
Barry Pollin	Andreas Michaelas	
Jem Lawson	Vasile Jornea	
Charlie Bowling	Safeguarding Rep TBA	

6. FINANCIAL REVIEW AND OUTCOMES: 2017/18

Sport England supports British Wrestling with public finding (£233k 2017-18). But this funding is for specified purposes, and any residual must be returned. British Wrestling continues to be short of (what is termed "Unrestricted") money. Unrestricted funds come from membership subscriptions, club affiliations and athletes. This income is spent, primarily, on insurance, running UKCC courses, The Academy and overseas competitions. Taking each of these items in turn:

Insurance	Insurance has been put out to tender with significant reductions obtained
UKCC courses	After an interregnum on courses whilst losses were examined, new courses are now in place that break-even or better.
The Academy	**Income** is significantly up: driven by increased day/evening occupancy and hall-hire hourly rates increasing towards competitive rates for the surrounding Salford area **Expenditure** is significantly down: with a review of utility providers; whilst holding on with gratitude to the privilege of discretionary rate relief
Overseas Competition	Whilst a significant amount of money comes in from athletes, this goes straight out again, e.g. on flights. The BWA makes no profit on such charges passed-on, merely facilitating the booking so it is money in, money out

The two key recurring items mentioned in the last Annual Report as draining resources were the British Wrestling Academy in Salford and running the UKCC courses. Barry Pollin (Operations & Academy Manager) has put significant effort into turning these around and both of these show improvements.

The relationship with Sport England continues to be key. Their funding of British Wrestling constitutes 81% 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, as stated above, it is important for all to understand that Sport England money is ring-fenced to a set of "investment outcomes" and specific uses as agreed with Sport England.

Academy Income

2015-16*	2016-17**	2017-18***	2018-19****
£550	£5,254	£8,985	£8276

* Result of Boxing-Day 2015 flood
** Part of year recovering from flood
*** 1st yr. Barry Pollin on premises
**** Extrapolation of April-Sept figure

Audits

Slade & Cooper are the BWA's auditors. They have been working during the past few months on finalising the 2016-17 audit. This has taken longer than expected but the accounts are "unqualified." This means that the audit is a true reflection of activities, with nothing hidden. The audited closing balances for the 2016-17 will now be entered on the system for 2017-18 and this audit commenced. It is expected to be complete by the filing deadline of 31 December 2018. New systems are now in place (the QuickBooks on-line accounting system, and the added discipline of partnering with an external financial management partner, GreaterSport.

Surplus/Loss

The Audited figures for past years are available, but estimates only for 2017-18.

	2014-15	2015-16	2016-17
Turnover	361,660	282,461	333,711
Surplus/loss	(-17,834)	6,206	(-3,587)

British Senior Championships October 2018

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. At September 2018, membership stands at 1788, a record, driven by a significant jump in Recreational memberships in Scotland.

Club Affiliation numbers (currently 47) have grown across the year as Clubs have worked to complete the three main affiliation requirements:-

- UKCC Level 2 coach
- Properly completed affiliation form including Club Welfare Officer with valid Safeguarding certificate
- Paid Affiliation fee

Find-a-Club (web-site flag) club numbers have been down during this period as clubs were not posted that did not meet these requirements.

Membership and (Paid-Up) Affiliated Club numbers:

Year	2011 (end-Aug)	2012 (end-Jul)	2013 (end-Aug)	2014 (end-Sept)	2015 (end-Sep)	2016 (end-Sep)	2017 (end-Sep)	2018 (end-Sep)
Individual Full Members	661	701	773	1208	1136	1520	1313	1788
Recreational	*N/A*	*149 (21%)*	*79 (10%)*	*536 (44%)*	*534 (47%)*	*873 (57%)*	*664 (51%)*	*1111 (62%)*
Affiliated Clubs	57	43	46	51	45	53	40	47

Breakdowns of these figures show that at September 2018: -

- 60% of membership are 18+, thus 40% is under18
- 18% are female (rise from 14% in last Annual Report)

2018 (end-Sep)	UK	ENG	NIR	SCO	WAL
Individual Full Members	1788	553	69	48	13
Recreational	*1111 (62%)*	706 (56%)	10 (14%)	393 (89%)	2 (13%)

Coach and Referee numbers:

Year	2011 (end-Aug)	2012 (end-Jul)	2013 (end-Sept)	2014* (end-Sept)	2015 (end-Sep)	2016 (end-Sep)	2017 (end-Jun)	2018 (end-Sept)
Coaches	76	58*	86	23 UKCC L1 39 UKCC L2	29 53	23 56	35 73	85 89
Referees	20	18*	12	14	16	16	12	22

** Change to monitor numbers by UKCC certification*

Go-Membership Database

After an unsatisfactory period with the BWA's current membership database provider, SportsTechnologyGroup (SportsTG), the contract is now past the tie-in date and the BWA is in the process of transferring to a new provider "Go-Membership. The new database will also collect on-line membership subscriptions and competition entries, but a welcome addition will be the ability to store coaching, safeguarding and first-aid certificates, with expiry dates, to ensure that all volunteers are properly qualified with their training up-to-date. This will be important in the BWA maintaining a good relationship with Child Protection in Sport Unit (CPSU) division of the NSPCC. Go-Membership is compliant with GDPR legislation.

Club Development Manager Activities:

Starting in April 2018 and with the support of Sport England funding, the BWA have been able to employ a part-time (3 days per week) Club Development Manager, Andreas Michaelas. Andreas has visited the North, Midlands and South, making progress in the following areas and Clubs wishing for assistance from Andreas should get in touch with him at clubdevelopment@britishwrestling.org

Whilst funding comes from Sport England, any of Andreas' activities that can be used to support other Home Nations, will be. A summary of activity is:-

1. A revamped BWA Club Welcome Pack, including:
   - Club Affiliation Certificate
   - Club Insurance
   - ClubMatters Info Leaflet
   - UKAD 100%ME Poster

2. Visits, (organizing visits to each region periodically through the year, and combining the visits with ClubMatters Free Workshops to benefit clubs) with additional aim that once all regions are

structurally sound, to create a Regional Championships for each:

- South:
  - Reviewing regional committee, only 1 member currently
  - Organizing a conference area for all clubs to meet
  - To build up regional committee
- Midlands:
  - Support and grow existing committee to full capacity
  - Organize Midlands Regional Championships early 2019
- North:
  - Support existing Committee
  - Working with committee to support local clubs
  - Organize ClubMatters Workshops to support clubs through the Committee
  - Organizing North Regional Championship early 2019

3. Networking with other NGBs
   - Attending (Sport & Recreational Alliance) Development Directors' Forums:
   - Learning from/networking with, other NGB's: their sustainability; club affiliation processes; creating partnerships

4. ClubMatters / ClubMark:
   - Draft License agreement for BWA to be able to deliver and adjudicate the standard currently in review
   - Agreement includes support from ClubMark / ClubMatters in individualizing a ClubMark Award for BWA
   - Directing Clubs to the extensive library of templates/'How to' guides for the smooth running of clubs: funding, club structures, constitution, memberships etc.

5. UK Anti-Doping (UKAD):
   - Development Manager now trained up (and certified to deliver) on UKAD Educators' Programme
   - Organising an Anti-Doping Education Strategy for BWA with UKAD
   - Supporting UKAD aims and objectives through:
     - Including UKAD Posters in BWA Club Welcome Pack
     - UKAD pull-up banners at all BWA Competitions
     - Promoting UKAD through BWA social media avenues including UKAD education via BWA website
     - UKAD Educational Services to attend forthcoming BWA events (within agreed strategy) with freebies and advice
     - Support material to be given to BWA to send to clubs
     - Promoting the 2019 List of Prohibited Drugs in Sport

6. Safeguarding:
   - "Time to Listen" course Educator: Development Manager trained up to deliver this course to clubs
   - Working closely with NSPCC to embed a culture of safeguarding for the clubs to achieve BWA timeline for all clubs to have safeguarding embedded by Jan 2019

7. Go Membership: Supporting introduction of new membership database, with "beta-testing" due mid-November

8. BWA Branding: Assist BWA Board "Profile/Image" workstream to move forward with branding

9. Club Support – Website and Social media
   - Promotion of BWA through social media / website avenues
   - Developing resources for the BWA Club Support area of the BWA website including:
     - UKAD resources for clubs
     - ClubMatters resources
     - Supporting Sport England "This Girl Can" media campaign whilst at the same time, gaining leverage for promotion of female participation in Wrestling
     - Club Affiliation to BWA Process

Coach and Referee/Officials Pathway

Trevor Hoskins' UKCC Tutor responsibilities have been extended to include Coach and Officials Development.

For Coaches: to date **174** Coaches have now qualified through the programme. A dynamic listing of current UKCC Qualified Coaches is available on the British Wresting Website (link).

The UKCC Coach Development pathway needs to be reviewed and stabilised and Continued Professional Development (CPD) courses written, externally accredited and implemented.

12x Coaches who had previously attended the UWW Level 1 Coaching course, took part in UWW's UWW pilot Level 2 as part of UWW's preparations for a world roll-out of the course.

For Referees and Officials: A development pathway is to be developed in close co-operation with the Referee community.

A significant boost to Referee recruitment took place with, in November 2017 when UWW chose Manchester to deliver their Referee/Coach Educator course. The newly-trained Referee Educators delivered the UWW Introduction to Refereeing course to 15 novice BWA Referees, many of whom have remained committed to Refereeing.

The intention remains that each club should have a minimum of one qualified referee on their staff. However, this continues to be a challenge to implement. Also, 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.

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.

Numbers of Referees

North		**Midlands**	
UWW I	Sudron David	UWW II	Phillips Richard
UWW III	Druzhynets Oleg	BWA Level 1	Phillips Tony
UWW III	Seggl Lee	BWA Level 2	Hakobyan Tornik
BWA Level 1	Barry Pollin		
BWA Level 2	Gell Colin	**South**	
Under assessment	Tuke Richard	BWA Level 2	Eslami Amir
Under assessment	Kay Kelly	BWA Level 2	Ranjit Singh
Under assessment	Ogg Peter	Under assessment	Soukupova Simona
Under assessment	Higham Joel	Under assessment	Nascu Ioan
Under assessment	Osman Mohamed		
Under assessment	McGlinchey Olga		
N. Ireland		**Scotland**	
BWA Level 2	Elliott Glenn	BWA Level 1	Vasile Jornea
		Under assessment	Lemofack Christelle
Wales			
UWW II	Wiggett Ian		

8. THE BRITISH WRESTLING ACADEMY

Now firmly established as the focal point of the organisation, with the complete transfer of billing, post and communication to the Academy there has also been a fundamental shift in the organisation's culture. The membership now views the place as the hub of Wrestling in the UK.

In addition, the BWA Operations & Academy Manager is in situ on a full-time basis. This enables circumstances where the building can be home to the GBR (Senior) Squad, the National Talent Squad, the North Region Squad (inc. the Female-Only Squad), the City of Manchester Club and City of Salford Wrestling Club as well as FitKid Gymnastics Club. The Academy was also used extensively by Commonwealth Games England (and individual athletes) prior to the XXI Commonwealth Games.

In 2019, the Academy will again host UKCC Coaching Courses and it currently provides office accommodation for the BWA's Club Development Manager.

On 24 February 2018 the Academy held the English Senior Championships and the event will return on 23 February 2019 to kick start the New Year.

The office is now better equipped than ever before and was able to accommodate, at short notice, United World Wrestling's (UWW) first ever Level 2 Coaching Course last September. This was, as alluded to earlier in this Annual Report, the second occasion on which UWW had requested to hold a course within a year.

Rental of the facility is also on the increase. There is now a solid partnership with the local primary school which uses the wrestling mats for regular "FUNdamental" skills and movement classes. In addition, the local mosque holds regular training in boxing and wrestling.

Recently, Salix Homes (a Salford-based social housing provider) provided funding for a group of older residents to run yoga classes on Monday evenings and a new venture with the University of Manchester power lifting club is being explored.

The Academy remains the main vehicle through which the British Wrestling Association interacts with the local community in Salford. Strong relationships with Salford City Council and the Broughton Trust are particularly important and a tangible benefit was achieved at a Council meeting on 25 January 2018 when it was agreed that the local authority would extend the current scheme of making awards of

Discretionary Rate Relief (awarding a vital 85% off the total business rates bill) for a further one year from 1 April 2018.

Local outreach initiatives emanating from the Academy include honouring commitments as a full partner in the Salford Youth Task Group, providing services in kind to support the community "Round-'Ere" programme as well as providing female-only fitness classes for Muslim women. Presentations are continually made to councillors/youth service providers.

In addition, the Academy is central to the development of a local multi agency summer scheme, working with Imitiyaz Ugaradar (a senior youth support worker from Salford) to plan summer activities using the building as a focal point on Wednesday afternoons.

With all these activities going on, the building urgently requires new signage and lighting to capitalise on the potential for marketing to the high volume of passing cars - whilst at the same time, reducing the further occurrence of low-level vandalism and graffiti.

In summary, the Academy is now a vibrant and welcoming place where wrestling remains at the core of activities delivered every day. Running costs are being reduced even though wear and tear is inevitably increasing. Further business opportunities remain to be exploited e.g. greater use of the Strength & Conditioning area. There could be a more wide-ranging schools programme and professional advice has been sought to review opportunities.

None of the recent advances could realistically be delivered without a strong group of volunteers and many see the above developments in the following terms:

"I wish to do something Great and Wonderful, but I must start by doing the little things like they were Great and Wonderful" (Albert Einstein)

Barry Pollin – Academy Manager

9. PERFORMANCE

12-14 April 2018 Gold Coast Australia
XXI Commonwealth Games

Wales took the Home Nation Wrestling Gold Coast honours with 2x medals from 2x athletes and one of those a Silver.

Congratulations to Kane Charig on his 65kg Silver and to Curtis Dodge on his 74kg Bronze and Alan Jones as Coach and Sue Jones as Team Leader. England were next up with 3x Bronze medals and with the only female medallist Georgina Nelthorpe.

Congratulations to Georgina (76kg), Charlie Bowling (65kg) and Syerus Eslami (86kg).

Syerus Eslami and Anatolii Kharytoniuk

Wales and England also provided Home Nations' Referees, Ian Wiggett and Richard Phillips

Mention must be made and thanks given for the long service, loyalty and skill of England National Coach, Anatolii Kharytoniuk for whom the Gold Coast was the last tournament with the BWA.

Role of Honour:

Wales		
Silver	65kg	Kane Charig
Bronze	74kg	Curtis Dodge
England		
Bronze	65kg 76kg 86kg	Charlie Bowling Georgina Nelthorpe Syerus Eslami

Other athletes representing their Home Nations were:
ENG: George Ramm 57kg; Leon Rattigan 97kg
NIR: Sarah McDaid 57kg
SCO: Viorel Etko 57kg; Ross Connelly 57kg; Alex Gladkov74kg; Joe Hendry 97kg

The athletes were supported by numerous support staff, some paid and some unpaid and especial thanks to those who gave up significant time made significant sacrifices to be with the athletes in Australia.

Rob Hamilton, working on the staff of Commonwealth Games England as physio, supported the England Wrestling Team. Philip Roberts, Danny Fisher and Nathaniel Brown travelled to Gold Coast as Training Partners for the England Team.

Charlie Bowling and Anatolii Kharytoniuk

Significant sports rehabilitation support was also provided by Bolton University to the England Team

Team support was as follows: -

Wales	
Alan Jones Sue Jones Ian Wiggett	National Coach Team Leader Referee
England	
Eddy Kavanagh Jatinder Rakhra Anatolii Kharytoniuk Richard Phillips	Team Leader Assistant Team Leader National Coach Referee
Scotland	
Mike Wallace Volodymyr Gladkov	Team Leader National Coach
Northern Ireland	
Barry Pollin	Coach/Team Leader

A special mention should also be made of Steven and Lee Mckeown who put themselves forward as volunteers. They were selected and made the trip to Australia as official Gold Coast volunteers. The organisation of the wrestling events was very slick.

During the Games the Commonwealth Wrestling Committee came into being (link). At a meeting on the third day of wrestling, a constitution was agreed and a Board of Directors, Secretary General and Members were elected (Link to report). Ian Wiggett was elected as Secretary General of this United World Wrestling-recognised committee. This committee takes its place beside other specialised committees such as the Mediterranean Nations Committee.

29-30 October 2018 Veteran World Championships Skopje, Macedonia

Viorel Etko and Mohammadali Haghighatdoust wrestled their way to GOLD medals at the 2018 Veteran World Championships.

Also representing GBR in the World Championships were Stuart McKay and Bruce Irwin, both in Category D (51-55 yrs. old).

Viorel's Gold came in the Category A (35-40 yrs. old) 62kg weight class and Mohammadali's in the Category B (41-45 yrs. old) 78kg weight class.

Due credit should be given to the members of the GBR Veteran Team, including Team Manager Barry Pollin, who all self-funded their travel to, and participation in, this tournament as it attracts no Performance or Development funding from UK Sport, Sport England or the BWA.

Viorel Etko and Mohammadali Haghighatdoust
2018 Veteran World Championships.

Talent Pathway

Jatinder Rakhra took over as Talent Pathway Lead in January 2018. The relationship between the coaches and the Talent Pathway Lead has strengthened during the year and clear lines of communication have been established.

Decisions were taken to revise athlete mat fees and per diem payments for the volunteers supporting the NTS structure and these revisions are now bedding in successfully. Amongst other changes, prior to each NTS Weekend the coaches send the Talent Pathway Lead a session plan according to the aims of the weekend.

The cost to athletes of travel up to Salford has been highlighted as an issue by the Southern Region and a review of the coaching sessions' structure is being conducted, with an increase in Regional sessions that require less travel. A draft 2019 Programme for NTS, Regional Squad and international calendar tournaments has been circulated.

Coaching sessions have been led by our head regional coaches who have brought a variety to the training weekend. Regional coaches are working together to ensure that session plans are discussed prior to each NTS Session.

With the start of the GBR (Senior) Squad and the age for intake being set around athletes of 18+ and/or with potential for Birmingham Commonwealth Games 2022, several of the NTS members have now moved up to this squad.

Jatinder Rakhra (Talent Pathway Lead) and the Regional Coaches attended the UWW Level 2 pilot coaching course. This was a great opportunity for coaches from all over Great Britain to get together and

share best practice. This will drive a change in their coaching styles which in turn will benefit the NTS athletes

International Results for National Talent Squad

February – Austria (UWW)

Malachy O'Rourke – 1 win 2 losses

March – Latvia (UWW Juniors, non UWW Cadets)

Muhammad Mokaev – 1 win 2 losses

Malachy O'Rourke – 1 loss 2 win Bronze Medal

March – Bulgaria (UWW School Boy)

Harvey Ridings – Withdrew due to injury

UWW European Juniors: July – Italy

The BWA Selection Panel chose to send one athlete, Muhammad Mokaev, (60kg,) to the 2018 Junior European Championships. Muhammad lost to Ukraine. (Unfortunately the Ukrainian did not progress to the next round ending Muhammad's chances of progression).

Muhammad was supported by NTS coaches Jesse Bradbury and Leon Rattigan who both gained valuable coaching / managing experience at an international level

Italian Stallion Camp - Naples

11 athletes travelled to the Italian Stallion Camp in Naples, the camp was attended by 185 wrestlers from 7 countries. The athletes were exposed to two mat sessions a day and they had the opportunity to train with and spar with different athletes each session.

The camp was great exposure for GBR wrestlers as the camp attracted wrestlers of all standards, e.g. club level, national level and international level. The French and Italians had their number one cadet teams present, and the Italian team had their junior national team there preparing for the European Juniors in Rome

It was apparent that our athletes were not quite on the European standard when they sparred with the top level athletes. When they were against national level wrestlers they wrestled very well. This helped identify which athletes might aspire to go to the 2019 European Schoolboy / Girl and Cadet Championships.

The girls from GB benefited significantly from the camp as there were over 80 girl's present training as well as female coaches. It was encouraging for our girls to be part of the camp as female wrestling in GB does not attract big numbers.

For some of our wrestlers it was the first time they had travelled away and being exposed to a number of wrestling nations and coaches has left them wanting more international trips. The majority of the overseas athletes spoke English so it was easy for our wrestlers to communicate with other nations. The athletes were not only exposed to wrestler's skills whilst on the trip, but they benefited from time management, decision making, managing finances and most importantly travelling in a team environment.

September – Jelgava, Latvia
Nathan Livesey and Bradley Metcalfe achieved Silver medals. Ellis Crossley, Shaun Thorpe and Joe Seddon performed well.

The Northern Region Squad has continued to prosper in the north, the squad has greatly benefited from having three regional coaches plus additional coaching assistance from many voluntary coaches. The England rash guards have helped the squad to look and feel more like a squad and not just clubs coming together. The North has also launched the first girls-only squad that has had over 20 + girls in attendance at each squad. Going forward the Northern Region has planned out all the dates for 2019.

The Northern Region Squad (and the NTS as a whole) would like to take this opportunity to thank Lesley Kay for her time and effort supporting NTS activities, attending many sessions and overseas trips.

Extra help is encouraged in the Northern Region, especially in the grouped match situation, with an expectation to utilise local coaches to watch over groups to help with injury prevention and observe matches. Thanks go to Ryan Kay for his voluntary help along with Mack Chambers from the USA, Charlie Bowling and Mo Osman for their extra help this year.

On Saturday 17th May the Northern Region ran the first Northern Region Girls-Only squad with an open invitation to all BWA members. 28 female wrestlers attended the session which was a huge success. Jesse Bradbury was lead coach, assisted by Olga McGlinchey & Lesley Kay with voluntary help by Kelly & Ryan Kay. A second session in May was also successful, with Georgina Nelthorpe as guest coach alongside Jess Bradbury and Lesley Kay with additional voluntary help from Kelly & Ryan Kay & Craig Pilling.

The Midlands Squad

The Squad is growing slowly; attendance is between 10 and 25 at the moment, however not all at the same time. There are 2 on the NTS at present with 2 on the next intake, and a further 4/5 that should be ready in New Year 2019.

Awards sections are run in the lunch break and an increase is expected in the New Year from newly affiliated clubs.

Distances present a challenge with clubs as far apart as Birmingham and Peterborough, with a possibility of Colchester, Leicester and Northampton joining.

Dean Brown has decided to stand down as Assistant Regional Coach and a thank you to him for the time that he has put in to the squads. This leaves a gap in the coaching structure and recruitment will begin shortly for this post. It may be that two Assistant Regional Coaches are required in each region and this possibility will be examined.

The South Squad

The beginning of 2018 was a good start to the year for the Southern regional team, building off the success of 2017 by continuing to engage with clubs and coaches from across the region - outlining the clear and transparent pathway for their wrestlers to come and be part of the Southern team and what it will take for them to get to the NTS.

“Homework” is now included in the South and incorporated into session plans. Wrestlers are shown a move from the Orange award and then go back to their clubs and learn it by the next session. This should speed up the time it will take for some of the wrestlers to do their Orange awards.

It is becoming possible to see some of the results of the work being put in, although there were fewer sessions early on due to the Commonwealth England Team commitments of Regional Coach Leon Rattigan and this was made up in the second part of the year.

The addition of another assistant coach to the team, ideally from the North or East of London is being investigated as this would help to include all areas and increase the diversity of the team and insure that the regional training can always take place.

GBR (Senior) Squad

Following 9th June 2018 “Build for Birmingham” inception meeting for GBR (Senior) Squad, the following roles were appointed on 24th August: GBR Squad Team Leader, GBR Support Coaches and GBR Squad Administrator. This was published to BWA website on 30 August together with an initial list of athletes and training partners.

The first squad took place on Sunday 16th September at the Academy with 22 wrestlers attending and a Draft Code of Conduct was discussed with athletes. This initial session took place on the evening of the culmination of the UWW Coach Level II course. This enabled Vincent Aka, UWW Development Officer for Coaching, to give an inspirational briefing to all the assembled athletes.

The second GBR squad took place at the Academy on weekend 13/14th October at The Academy.

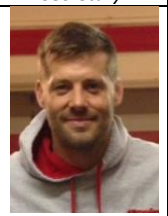
In the October schedule, all athletes were to do a basic fitness test supported by Bolton University using a test used in the past with Rugby league clubs. The test has been put in early so the athlete’s fitness can be measured on a regular basis at squad sessions.

The potential to book squad sessions in Wales and Scotland has been investigated and may happen in the New Year.

Meanwhile, GBR Squad Team Leader, Eddy Kavanagh won the 2019 Bolton Sports Coach of the Year award at the Bolton Sports Awards on 14th September 2018.

10. REPORTS FROM THE NATIONS AND REGIONS

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*

The Northern Region consists of 12 registered clubs:

Aspull Warriors; Barton; Bolton; Castle Hill; City of Manchester; City of Liverpool; Manchester 'Y'; Nelson, Sharples; Stockton; Waterside Sharks (North); Wigan & Leigh.

At the end of September the Region has 366 members, although membership peaked at 408 in November 2017.

Competitions

The English Senior Championship was held at the Wrestling Academy, Salford in February and attracted 66 entries. Great to use our Academy facilities again. The British Seniors was held at the Manchester "Y" in October and 66 freestyle and 26 Greco wrestlers weighed in. The 'Y' is an excellent venue. Both events were successful and ran smoothly thanks to our great volunteers.
The Aspull Warriors Wrestling Club are hosting their 3rd. Tournament on 24th. November 2018 at Robins Park Wigan, and preparation for 3 mats are well on the way.
The Region is well represented at all major Competitions, with both wrestlers and qualified coaches and officials.

UKCC Coaches

In developing Wrestling, UKCC accredited Coaching Programme have been successfully run within our Region. The latest figures state that our Region has 31 UKCC Level 1 qualified coaches and 28 qualified UKCC Level 2 coaches, and 3 honorary coaches.

Assistant Pairing Course

Ellen Morris, BWA Lead Pairing Master, ran an Assistant Pairing Course in April at the Wrestling Academy, and had 6 applicants, 5 of which were from the North. Katie Hayes, Beth McGrath, Selina Berry, Sarah Clossick and Wendy Porter. All passed their assessments at Slough/Derbyshire. Congratulations and welcome to our Volunteer network.

UWW Courses

UWW ran 3 courses in November 2017: UWW Referee/Coach Educator course for high level referees and coach educators, UWW Level 1 Coaching Qualification and UWW Introduction to refereeing course. Our Regional took up this invitation and had representatives on all the course. Hard work but well worth the achievement.

Talent Pathway/Regional Squad

The England Talent Pathway has been structured and approved by Sport England and the Region is committed to develop our athletes. A clear vision of the coaches and athlete's expected progress, via Regional Squads to the NTS has been achieved. Jesse Bradbury, Regional Coach and his Assistant Regional Coaches, Philip

Roberts and Michael Sudron, have been running regular sessions which are well constructed and the coaches are of a very high standard. The coaches are also working continuously on the 'Talent Pathway Award Scheme' to bring our athletes to the highest possible standard. An average squad has 30+ wrestlers. Our top wrestlers have attended International Competitions and have achieved podium places, this emphasises our local wrestlers' ability to compete with other wrestling nations

Commonwealth Games 2018 Gold Coast Australia

Team England Wrestling consisted of 5 wrestlers, 3 of which were from our Region. George Ramm 57 kilo, Charlie Bowling 65 kilo and Georgina Nelthorpe 76 kilo, plus Eddy Kavanagh as Team Leader. Charlie Bowling and Georgina Nelthorpe both came home with Bronze Medals. Great achievements, for themselves and our Region.

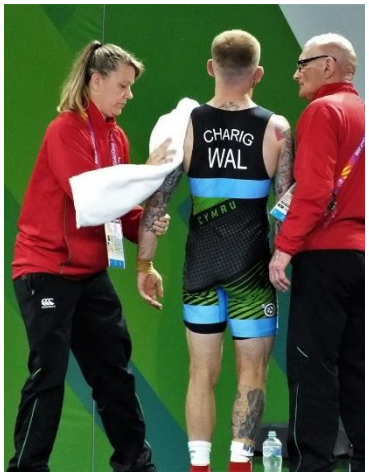
Northern Regional Meetings

Our Northern Regional Executive Committee schedules meetings of the Region, but struggles to attract all the clubs to attend. Let's hope this improves over the next year.

Ellen Morris (Chairperson of the Northern Region Wrestling Association)

Welsh Wrestling Association

Our undoubted highlight of the last year was the performance at the 2018 Commonwealth Games in the Gold Coast. Both our team members took medals - Kane Charig won Silver and Curtis Dodge won Bronze. It was an outstanding achievement, building from our first representation in Delhi and our first medal in Glasgow. It was a pity that we did not manage to take more wrestlers to Australia - a total of five qualified for selection after much hard work, but the overall numbers were limited.



Kane and Curtis generated a lot of positive publicity for us in Wales. Their success reflected their own skill and effort, and also the considerable support and preparation provided by Alan and Sue Jones.

The journey to the Gold Coast had its ups and downs, but the strength of the team shone through and was rightly rewarded.

We are very grateful for the support provided by Sport Wales over the last few years.

In the past year, we hosted a successful British Junior Championships in Cardiff. The Association has also signed up to the Governance and Leadership Framework for Sport in Wales. We are committed to adopting the standards set out in the Framework, which acknowledges the different context for each sport in Wales. There is a need to strengthen our committee.

In the past few years, we have had good levels of participation at clubs in Mid and South Wales, but the lack of qualified coaches has had an impact, Our plans to avoid this did not play out as we hoped, which has sadly affected the number of registered clubs and members. In addition, we learnt that our funding had been cut while further obligations have been placed on us and the other NGBs in Wales.

In response, we have new plans to develop coaches and re-establish clubs - and hopefully extend activity to new areas. We know there is interest to learn wrestling and there are several centres where wrestling/martial arts are being practiced, with which we hope to partner. The partnership/crossover model has been successful for us, and we have established programmes for schools, so we remain confident that we can recover our position.

Scottish Wrestling Association

The SWA had a difficult year after the significant cut of funding from **sport**scotland.

However the SWA have done some hard work to develop a strategic plan for the next funding cycle 2019-2013 and to reach its targets for 2018.

At this point the SWA has a stable and complete board, with all board members ready for another 4 years cycle. We are pleased to have a newly appointed Performance Director (PD,) with a strong background on wrestling. We hope that the PD will be the biggest ever help for SWA performance and development/performance athletes.

The SWA is currently running with a Voluntary National Head Coach. It is hopes that this situation can be sorted out soon as full support from a coach is vital/.

It is a fact that 2018 was a difficult year for Scotland - with Gold Coast 2018 results, but that's wrestling and sometimes results can be unexpected.

Everyone should be assured that the SWA will do everything both possible and indeed impossible, to bring home at least one medal at Birmingham 2022.

This year, the SWA is pleased to have a new and already essential team member: Nicolae Cojocaru. (*pictured with Bronze medal at 2018 European Grappling Championships*) Who, it is hoped, (with SWA and BWA support) will ensure GBR's name is heard at the senior international highest level.

The SWA is also pleased and really happy for Viorel Etko's achievement in wining Gold, at the Veteran 2018 World Championships. This is just the beginning of GBR's long road to success on the international wrestling stage.

The SWA's big hope is that the 2018 wrestling project "GBR (Senior) National Squad" will build the strongest ever GBR (and Home Nations) team and that Wrestling will lead at Home, at Birmingham Commonwealth Games 2022.

Vasile Jornea.
BWA Home Nation Director for Scotland.

The Midlands Region

The Midlands Region continues to grow with membership up again now at 340 members.

This year the Region has seen 2 UKCC Courses (Level 1 and 2) being held and has resulted in a growth of coaches in the region.

Having new Coaches has resulted in new clubs taking the Midlands up to 10. New clubs welcomed this year are Bedford, Colchester and Northampton. Interest in opening more clubs in 2019 is being shown by coaches and parents, supported by the October visit of Andreas Michaelas, the BWA Club Development Manager.

During the year the Midlands has hosted The English Junior Championships as well as the upcoming British Junior Championships to be held in Peterborough on 10th Nov 2018. Other competitions held included the 2 Derbyshire events and the, new to the calendar, Birmingham "Slam" hosted by Impact Fitness.

The numbers attending the Midlands Squad have grown steadily over the year, coming together monthly, mainly at the MCSDA club in Derby. The Midlands has added 2 new members to the NTS, with several more identified for the next intake.

We say goodbye to Dean Brown as the Assistant Coach in the Midlands. The Region would like to extend thanks to him for his commitment and input over the years. Dean has agreed to continue until a replacement can be found.

The Midlands continue to work through the assessment of the Awards, during Squad training.

11. DEVELOPMENT PREVIEW: 2018-2019

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

- Sports Committee and revised Competition Regulations
- Level 2 UKCC coaches to be qualified at all Clubs
- Embedding Safeguarding in Clubs
- GBR (Senior) Squad implementation & Build for Birmingham
- Improved financial reporting for the Board
- Increased profitability of Academy
- Athlete Award implementation
- Revised/Updated UKCC Courses and CPD
- Comprehensive BWA Branding

12. BRITISH WRESTLING ASSOCIATION OPERATIONS

Staff and Output

British Wrestling's small membership and just three salaried staff (one of whom is part-time) are limited as to the amount of activity that can be managed at any one time.

Funding and Partners

Sport England remains the prime funding partner of the BWA. Other Home Nations continue to work on maintaining good relationships with their home sports councils to trigger funding for the Birmingham Home Commonwealth Games.

Part of Andreas Michaelas' Club Development role is to assist the BWA, Clubs and members navigate the many other sources of funds such as SportsAid; Sport Unlimited; Sportsmatch UK; 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. SportsAid have notified British Wrestling that they are again making funding available for Wrestling in 2019, after a break in 2018.

Slough Open April 2018

13. COMMUNICATIONS

British Wrestling Facebook

Launched in April 2017, this focus for social media interaction has been a huge success. It now liked by 648 (587 followers in the previous Annual Report). The content is posted by Barry Pollin, assisted by Andreas Michaelas and many thanks are due to them.

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.

A new website is under construction with go-live now expected within weeks, rather than months.

English Seniors October 2019

The website has performed well with near 100% reliability across the year. Peak usage was 2.2k users for week 8-14 April 2018 during the Gold Coast Commonwealth Games. It is striking how high the peak is and how instant the return is to more normal levels of usage, directly (even in the next week) afterwards.

There were 61k (66k) users in the last year (prior year), down 7.2%. This is likely due to some cannibalism of BWA traffic by the BWA Facebook Group Page. Both website and Facebook have vital roles in communicating with the membership and supporting a vibrant organisation.

British Wrestling Twitter

The BWA continues to use Twitter @GBRWrestlingNGB. Members are encouraged to follow! There have been over 648 (555) tweets since launch with 712 (651) followers.

The England Wrestling squad also have a successful twitter account @team_eng_wrest. 357 (325) tweets; 281 (247) followers.

Surveys

A membership-wide survey was carried out in November 2017, a repeat of the survey in 2016. It is intended to repeat again in November 2018, in line with the Government's New Code of Sports Governance and include some questions to explore diversity within the BWA. The Association endeavours to:

a) act on the results internally, communicating clearly to their employees and volunteers how such actions are to be taken; and
b) make top line data available to Sport England to collate the results for the purpose of developing a greater understanding of the sport workforce.

14. EQUALITY & WELFARE, GOVERNANCE, HR

Equality, Welfare and Safeguarding of Children and Vulnerable Adults

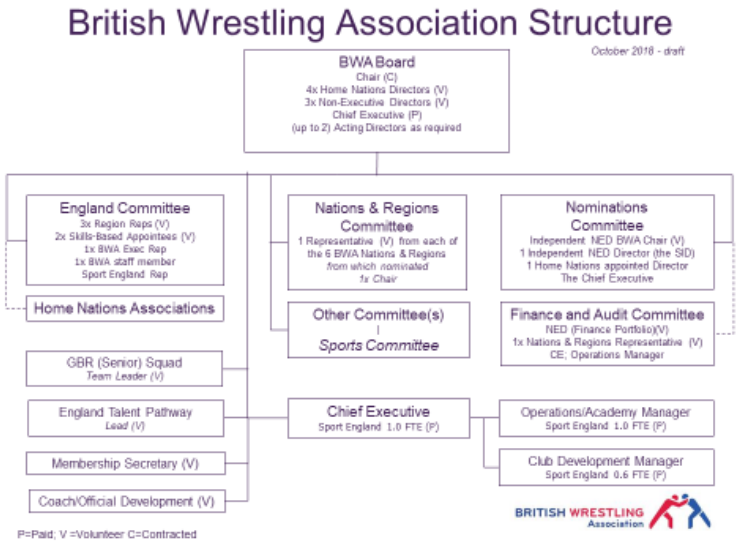
British Wrestling has achieved the Equality Foundation standard. In the area of Safeguarding, based on progress during the 2015-16 Safeguarding Action Plan, the Child Protection in Sport Unit (CPSU) raised its Safeguarding classification of the BWA to Green. After last year at Amber, due to the uncertainties generated by the handover of Yvonne Ball to a successor (still to be achieved,) the BWA has this year returned to a Green rating.

Slough Open April 2018

Complaints and Disagreements

The Judicial Code/Complaint process was not invoked during the 2017-18 period.

15. BRITISH WRESTLING ASSOCIATION STRUCTURE DIAGRAM



Draft Subject to Board Approval

16. CONCLUSION

British Wrestling is hugely dependent on volunteer staff. During the past year there has been a wider delegation of activities and more has been achieved. However, it continues to be difficult to move forward more quickly 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 2018