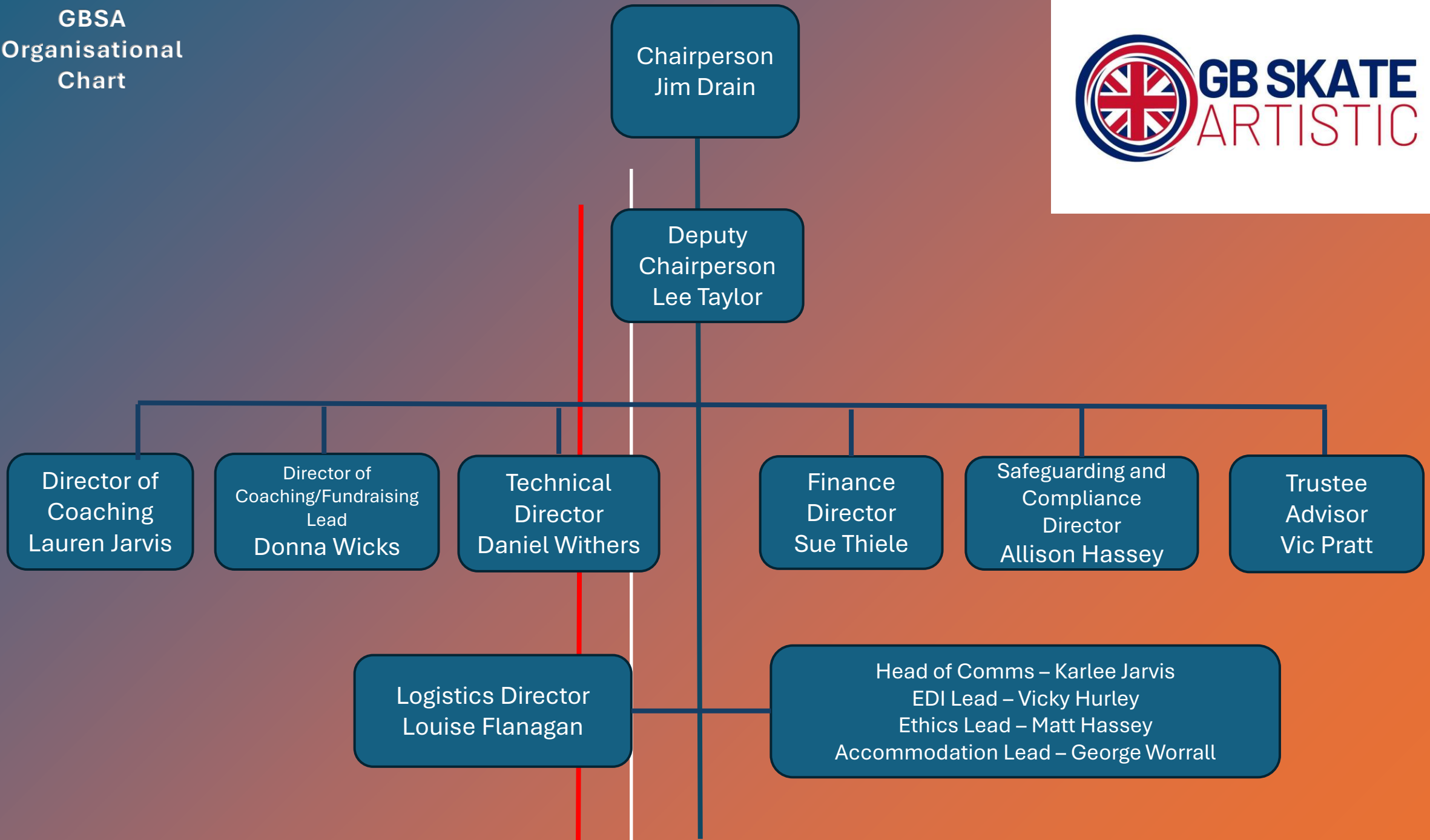


GBSA
Organisational
Chart



Meet the Team

Director of
Coaching - Dance
Lauren Jarvis

CORE TEAM

Kym Caira
Mike Caira
Keilah Lewis-Ovens
Tia Shortall

CORE MISSION

To build a progressive, inclusive, and high-performance development pathway for solo, couples and quartet dance that strengthens coaching, nurtures athletes and partnerships, and drives sustainable growth from grassroots to international levels, supported by clear structures for feedback, mentoring, and continuous improvement.

STRAND 1: COACH DEVELOPMENT

- Create and deliver a Dance Coaches Development Program through online learning, training days and practical assessment.
- Build dance coach capability across technical knowledge, leadership, professionalism, inclusion, psychology, planning, music (selection, formatting & SD validation) and choreography.
- Introduce a structured dance coaching pathway with entry routes, progression and alignment to recognised external standards.
- Strengthen collaboration and motivation through mentoring, coach camps, quarterly training and recognition of achievement.
- Introduce a Coach Mentor Program to link experienced coaches to developing coaches.

STRAND 2: GRASSROOTS DEVELOPMENT

- Build a dedicated Grassroots Programme around the existing merits structure to increase participation and create stronger foundations for long-term athlete development. Developing athletes in all areas of artistic roller skating.
- Use taster sessions, shared branding and stronger links with schools and community settings to improve recruitment, retention and inclusion.
- Standardise grassroots coaching and training methods across clubs, with annual training days that support both skaters and developing coaches.
- Introduce grassroots competitions and training opportunities to build confidence, performance habits and progression into higher pathways.

STRAND 3: ATHLETE DEVELOPMENT

- Re-establish National Squad activity and create an International Squad pathway with clearer progression and personalised support for top athletes.
- Deliver holistic athlete development through technical, physical, psychological and educational support, with an athlete-first focus on health and wellbeing.
- Use online training and training events to improve standards, learning and application of feedback.
- Build a clearer pathway from newcomer to world class athlete, focusing on the pedagogy to support long-term development.
- Strengthen selection, preparation and performance standards for national and international competition through fair criteria and targeted support.

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STRAND 4: COUPLES & QUARTET SKATING

- Target development for underrepresented disciplines to boost future international strength.
- Introduce quartet and couples earlier in grassroots pathways.
- Provide dedicated training and team-building to improve skills and shared goals.
- Use inclusive branding, role models and clear guidance to support participation and retention.

STRAND 5: PERFORMANCE PATHWAY

- Promote and apply GBSA's brand, vision and values.
- Deliver quick wins while pursuing long-term growth in skills, membership and performance.
- Create an annual coach-and-athlete-focused calendar.
- Expand training opportunities for all coaching and athlete needs.
- Set and enforce professional coaching standards to boost credibility and excellence.

STRAND 6: COLLABORATION

- Build a collaborative, professional, values-led culture.
- Run shared learning and annual simulation events.
- Boost cross-discipline and team-based work.
- Reinforce behaviours through recognition and clear standards.
- Grow international links for reputation, resources and athlete opportunities.

Meet the Team

Director of
Coaching – Figures
and Free
Donna Wicks

CORE TEAM

Lee Taylor
Paul McIlhone
Jenna Williams
Natalie Tripaldella
Charlotte Fell-
Nicholls
Vicky Kemp

CORE MISSION

To build a progressive, inclusive, and high-performance development pathway for Figures, Free Skating, and Pairs that strengthens coaching, nurtures athletes and partnerships, and drives sustainable growth from grassroots to international levels, supported by clear structures for feedback, mentoring, and continuous improvement.

STRAND 1: COACH DEVELOPMENT

- Provide education, mentoring, technical resources, and continuous professional development opportunities for coaches across Figures, Free Skating, and Pairs Skating disciplines.

STRAND 2: GRASSROOTS DEVELOPMENT

- Increase participation through club programmes, introductory initiatives, talent identification, and accessible development opportunities for skaters and partnerships.

STRAND 3: ATHLETE DEVELOPMENT

- Support skaters with structured technical, physical, psychological, and performance development while creating clear progression milestones.

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CORE MISSION

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STRAND 4: PAIRS SKATING

- Establish dedicated initiatives to recruit, develop, and retain pairs teams.
- Provide specialist coaching support, partner matching opportunities, technical development camps, and competition pathways to strengthen the discipline.

STRAND 5: PERFORMANCE PATHWAY

- Create a transparent pathway linking grassroots participation to regional, national, and international performance programmes across all disciplines.

STRAND 6: COLLABORATION

- Provide clear, transparent, and accessible avenues for coaches, athletes, parents, and clubs to offer feedback, seek advice, and contribute to programme development.
- Establish regular consultation forums, surveys, mentoring opportunities, and open communication channels to ensure stakeholder voices inform decision-making and continuous improvement.

Meet the Team

Technical Director
Daniel Withers

OFFICIALS COMMISSION

- Claudia Narciso
- Emmanuele Narciso
- Kristen Reynolds

Events:

- Richard Culpan
- Nigel Holmes

CORE MISSION

To provide technical leadership for artistic roller skating in the UK by developing and regulating competition rules, leading and developing officials, overseeing the delivery of national events, and managing the organisation's online systems and digital infrastructure.

STRAND 1: OFFICIALS MANAGEMENT

- Recruit, support and retain officials
- Ensure high standards of officiating performance.
- Ensure sufficient official coverage at events.
- Coordinate training, mentoring and ongoing development.
- Maintain qualification pathways and standards.
- Promote a safe, professional and enjoyable environment for officials.
- Provide guidance on regulations and technical matters.
- Manage official appointments for competitions.

STRAND 2: EVENTS

- Manage the technical delivery of competitions and events,
- Create skating orders and running orders,
- Capture and manage competition entries,
- Organise music submissions and element sheets,
- Ensure compliance with competition regulations,
- Manage results processes and publication,
- Coordinate videographers and video review requirements,
- Manage announcers and event technical personnel,
- Support event planning and operational delivery,

STRAND 3: ONLINE SYSTEMS

- Manage the organisation's email systems,
- Maintain and develop the website,
- Manage the Virtual Learning Environment (VLE),
- Oversee online compliance requirements,
- Support digital systems used for competitions and administration,
- Implement and maintain new online solutions,
- Provide technical support for board members, officials and volunteers.

Meet the Team

Finance Director
Sue Thiele

CORE TEAM

- Ian Dixon
- Emmanuele Narciso
- Rachel Rundell

CORE MISSION

To provide accurate, timely, and insightful financial information that enables informed decision-making, supports growth, safeguards the organisations resources for its members and supports the long-term strategic objectives of GBSA.

STRAND 1: FINANCIAL PLANNING, REPORTING & STRATEGY

- Set the financial budget, with in-year monitoring and cash flow management.
- Delivery of financial reporting and accounts for the board's review.
- Prepare and deliver the annual statutory accounts.
- Responsible for strategic thinking around funding and funding sources.

STRAND 2: FINANCIAL OPERATIONS & CONTROL

- Payments of all invoices and expense claims received by GBSA.
- Raising of all invoices for monies owed to GBSA and ensuring the money is received.
- Responsible for ensuring maintenance of financial records and information.

STRAND 3: GOVERNANCE, POLICIES & CONTINUOUS IMPROVEMENT

- Development of financial regulations and policies, including expenses policy, with regular review and updates.
- Ongoing continuous improvement to ensure systems and processes remain fit for purpose.

Meet the Team

Safeguarding &
Compliance
Director
Allison Hassey

CORE TEAM

- Carla Smith
- Vicky Kemp
- Matt Hassey

CORE MISSION

To build a safe, respectful and inclusive environment across our sport for our athletes, coaches, officials and all participants to feel protected, supported and valued.

STRAND 1: SAFEGUARDING COMPLIANCE, CONCERNS & COMPLAINTS

- Administration for all DBS checks, Safeguarding Licences.
- Providing advice to Club Safeguarding Leads.
- Maintaining safeguarding policies and procedures.
- Liaising with external agencies.
- Following the procedure and investigating concerns against values and behaviours, and GBSA policies.
- Progressing safeguarding investigations.

STRAND 2: EQUALITY, DIVERSITY & INCLUSION

- Supporting everyone in our sport to value different perspectives, value and celebrate difference, and holding ourselves accountable to the standards we set.
- By supporting participants in our sport to ensure that everyone feels empowered, included, and able to contribute fully.
- Supporting GBSA with ensuring we are compliant with the Equality Act.
- Recognising what everyone can bring to our organisation.
- Making sure we don't leave anyone behind.

STRAND 3: ETHICS & VALUES

- Supporting GBSA to create the environment where behaviours are the foundation of how we create a positive, respectful and high-performing environment.
- Supporting GBSA build a culture where respect is evident in every interaction, where barriers are removed and where everyone has a genuine opportunity to be the best they can be.

Meet the Team

Logistics Director
Louise Flanagan

CORE TEAM

- Anna Smith
- George Worrell
- Richard Culpan

CORE MISSION

To provide logistical and operational support for GBSA by managing travel, events, merchandise, supplies, administration, and stakeholder coordination to ensure smooth delivery of competitions and activities.

STRAND 1: EVENT & COMPETITION LOGISTICS

- Organise and book events.
- Manage GB travel bookings (hotels, flights, transfers) Accommodation for judges (with George Worrell).
- Support club competitions administration (with Clare Gowing)..
- Oversee F&F event management: Ticket pre-sales, Skater passes, Venue decoration
- Door management and rotas (with George Worrell and volunteers).
- Judges' hospitality.
- Coordinate door volunteers.
- Support event planning and on-the-day operations.

STRAND 2: MERCHANDISE, KIT & SUPPLIES

- Manage GB Kit provision.
- Coordinate competition merchandise and GB Skate merchandise at events.
- Organise event hoodies/tops via Kit Factory.
- Manage British Champion pin badges.
- Support event pin badges (with Anna Smith) .
- Order supplies and equipment Manage trophy and medal supplies.

STRAND 3: FUNDRAISING & COMMERCIAL ACTIVITIES

- Lead fundraising activities at events.
- Coordinate sponsorship and stalls at events.
- Maintain sponsorship tracking (via admin systems/spreadsheets).

Meet the Team

Logistics Director
Louise Flanagan

PORTFOLIO SUPPORT TEAM

- Anna Smith
- George Worrell
- Richard Culpan
- Dawn Payton
- Julie Withers
- Clare Gowing
- Marianne Hobbs

CORE MISSION

To provide logistical and operational support for GBSA by managing travel, events, merchandise, supplies, administration, and stakeholder coordination to ensure smooth delivery of competitions and activities.

STRAND 4: ADMINISTRATION

- Manage office email communications General administration: Communications messages and letter issuing.
 - Printing forms.
 - Maintaining spreadsheets (e.g. sponsorship, events attended).
- Support membership and affiliation processes (with Richard Culpan).

STRAND 5: RECORDS & CERTIFICATION

- Support achievement level certificates administration (with Anna Smith maintaining database) Support dance test administration: Certificate issuing (Anna Smith).
 - Database updates (Anna Smith).
- Assist with dance skater passes and spectator pre-orders (Anna Smith) Contribute to event programme production (Richard Culpan).

STRAND 6: COLLABORATION & VOLUNTEER SUPPORT

- Work collaboratively with: Anna Smith (certificates, dance admin, passes, badges).
 - Richard Culpan (membership, programmes).
 - Clare Gowing (club competitions).
 - George Worrell (accommodation, door rotas).
- Support and coordinate volunteers across events Provide operational support across multiple functions as needed.

Meet the Team

Head of
Communications
Karlee Jarvis

PORTFOLIO SUPPORT TEAM

- Leighton Williams

Still growing – please contact if you are interested in supporting

CORE MISSION

To elevate GBSA's visibility and reputation across all stakeholders while delivering clear, consistent and values-led communications that champion our mission and support the performance and wellbeing of every member.

STRAND 1: COMMS QUALITY & INTEGRITY

- Deliver consistent, accurate and values-aligned communications that are clear, timely and accessible.
- Align communications to reflect GBSA's mission, priorities, inclusivity commitments and expectations for positive behaviours.

STRAND 2: BEYOND BROADCASTING

- Strengthen meaningful engagement with all stakeholders by delivering audience-focused communication that invites feedback, encourages dialogue and builds active, two-way relationships across the GBSA community.

STRAND 3: RAISING THE GBSA PROFILE

- Raise the profile and visibility of artistic roller skating, and GBSA's role, as the national governing body across grassroots, national, and international audiences.