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# Sport Wales

## Annual Report 2023-2024

### Lottery Distribution Annual Report and Accounts

### HC 250



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Lywodraeth Cymru  
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Welsh Government



YN DYFARNU ARIAN ODDI WRTH  
AWARDING FUNDS FROM  
**THE NATIONAL LOTTERY®**





# **Sports Council for Wales Lottery Distribution Account 2023-2024**

**Presented to Parliament pursuant to Section  
26(1) and Section 26(3) of the National  
Lottery etc. Act 1993 (as amended by the  
National Lottery Act 1998).**

**Ordered by the House of Commons to be printed on 17 October 2024.**

**HC 250**

# Introduction

## Sports Council for Wales Lottery Distribution Account 1 April 2023 - 31 March 2024

### History and Statutory Background

The National Lottery etc Act 1993 (as amended) nominated the Sports Council for Wales (known by its trade name, Sport Wales) as the body responsible for distributing funds generated by the lottery to sport in Wales. The duties of Sport Wales in performing its Lottery functions are carried out pursuant to the account directions issued by the Secretary of State for Culture, Media and Sport, in accordance with Section 26(1) of the National Lottery etc Act 1993 and the Statement of Financial Requirements issued under Section 26(3) of the Act.

### Management

The management and administration of the Lottery function is carried out through the Sports Council for Wales and the panels established by Sport Wales to assist in distributing Lottery funds to good causes in Wales.

### Registered Office

Sophia Gardens  
Cardiff  
Wales  
CF11 9SW

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ISBN: 978-1-915287-48-9

Printed in the UK on behalf of the Controller of His Majesty's Stationery Office.

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# A Message From Baroness Tanni Grey-Thompson, Sport Wales Chair

In my second year as Sport Wales Chair, I have been pleased to see the breadth of work that continues to shape our efforts to deliver the Vision for sport in Wales. Our commitment to an Inclusive Sport System which delivers person-centred experiences for everyone throughout their lives can be seen throughout our work with coaches and athletes but also in how we work with children and older people on our programmes.

We recently learnt more detail about what we already knew:

“Sport provides huge benefits to the economy - £4bn worth - and has major **preventative** health benefits as well as social capital.”

Of course, thinking of investment into sport, it would be remiss of me not to mention the tough economic climate we are facing. The Welsh Government’s budget is facing huge challenges, and our recent 10.5% budget cut will require us to think differently about how we deliver the work which is responsible for these returns.



The economic climate isn’t just difficult here in Wales of course, and the Commonwealth Games no longer being held in Victoria has also been a focal point over recent months.



We continue to work with parties who are committed to exploring all options for continuing with a Games, as we also look forward to a summer of sport in 2024 which includes the Olympic and Paralympic Games and a chance to see Welsh Athletes on the World Stage.

This year we have also stepped out of our comfort zone in many ways, including our advocacy work. In September I was pleased to meet over half of all Senedd Members in a session which showcased Welsh Sport and we used last year's Annual Report to springboard our conversation with Welsh MPs and Peers too.

I look forward to building on these relationships in future.

We thank our partners and funders for their ongoing support on delivering the Vision for sport in Wales, and to the commitment to getting more people active, for the **long-term**.

# Performance Overview

## A message from Brian Davies, Sport Wales CEO

It has been another great year for Welsh sport and our athletes, with continued success on the international stage across a breadth of sports, including West Wales cyclist and World Champion Emma Finucane, who was named BBC Welsh Sports Personality of the Year.

We also saw Cardiff being named as the first UK city to stage the LGBTQ+ inclusive EuroGames multi-sport event, which will take place in 2027. And in the Sport Wales National Centre we were pleased to welcome the Wheelchair Fencing World Cup, the first time a senior World Cup fencing event was run in Britain in over a decade.

More personally, I was humbled this year to be confirmed in my post as CEO. Throughout the time I held the post as Interim CEO, the organisation and the sport sector responded to the need to adapt and develop our offering to get as many people as possible active, enjoying sport and taking advantage of the health, social and economic benefits that it brings. Towards the end of this year however, it became clear that we would be facing another challenge – this time along with other public bodies in Wales our budget was cut due to the Welsh Government's financial constraints.







Previous challenges, such as Covid and the cost of living crisis, have seen the sector unite, **collaborate** and consider working differently – now that we are aware of our budgetary constraints over the next few years, we know that such approaches must continue and that further adaptations will be required. We have been working with partners in the sector to look at possibilities and help transform where required to ensure that sport continues to deliver such positive outcomes for the Welsh public.

This year we published our latest Social Return on Investment study which again highlighted why sport is so important. For every £1 invested in Welsh sport, there is a £4.44 return to the country, providing increased savings to the health service; offering

individual benefits such as improved wellbeing, and helping to strengthen our economy. We know our product can change the lives of Welsh people for the better, and we will not stop in our efforts to realise the benefits of sport and physical activity.

Finally, I must thank former members of our Board, Pippa Britton OBE, Alison Thorne and Ashok Ahir, who after many years of service, completed their term and stepped down in this last year. We are grateful for the support they have provided over many years. We now welcome Nuria Zolle, Chris Jenkins OBE and Rhian Gibson and have confirmed Ian Bancroft as our Vice-Chair. We look forward to working with them in our ambition to achieve the Vision for sport in Wales.

# Delivering the Vision

## Overview

### The Vision for Sport in Wales

'An Active Nation where everyone can have a lifelong enjoyment of sport'



Active Nation



Everyone



Lifelong



Enjoyment

### Our strategy

#1

Be Person Centred

#2

Give Every Young Person a Great Start

#3

Ensure Everyone has the Opportunity to be Active Through Sport

#4

Bring People Together for the Long-term

#5

Showcase the Benefits of Sport

#6

Be a Highly Valued Organisation

### 5 Ways of Working



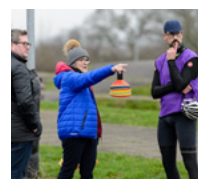
Long-term



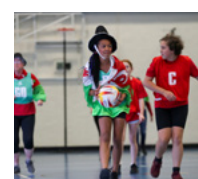
Prevention



Integration



Collaboration



Involvement

### Integrated Annual Reporting



Well-being of Future Generations



Welsh Language



Equality



Biodiversity



Socio-economic

## The Vision for Sport in Wales



'An Active Nation where everyone can have a lifelong enjoyment of sport'

The Vision for Sport in Wales underpins our work as an organisation, the **collaborative** work of the sport sector, and the **involvement** of wider stakeholders. The Vision is not just for Sport Wales to work towards, rather it is the collective vehicle for cross-sector engagement in transforming Wales into an active nation.



### Active Nation

We want as many people as possible to be inspired to be active through sport.



### Everyone

The vision is for everyone. From people who don't see themselves as sporty to those that win medals.



### Lifelong

The vision is for life; it responds to the needs of people at different stages of their life.



### Enjoyment

The vision focuses on creating a range of positive experiences so everyone can enjoy sport.



## Our strategy

Our strategy was formed to play our part in delivering on the Vision for Sport in Wales. Our strategy is formed by six strategic intent statements. These statements also act as our Wellbeing Objectives, and we utilise them to frame our Wellbeing Future Generations (WBFNG) (Act) Wales 2015 public duties reporting.

### #1 Be Person Centred

The needs and motivations of the individual lead the delivery, whether just starting out, aiming to progress, or striving for excellence on the world stage.

### #2 Give Every Young Person a Great Start

Every young person has the skills, confidence, and motivation to enable them to enjoy and progress through sport; giving them foundations to lead an active, healthy and enriched life.

### #3 Ensure Everyone has the Opportunity to be Active Through Sport

Sport is inclusive and provides a great experience for all.

### #4 Bring People Together for the Long-term

There is a **collaborative**, sustainable and successful sport sector, led by collective insight and learning.

### #5 Showcase the Benefits of Sport

The impact of sport is evidenced, and sport's reach is fully understood, showcased and celebrated through Wales.

### #6 Be a Highly Valued Organisation

Sport Wales is a respected organisation, striving to overachieve by delivering an exemplary service through valued staff.

Read more on pages 18-70.

## 5 Ways of Working

At Sport Wales, we have embedded the 5 Ways of Working from the Wellbeing of Future Generations (Wales) Act 2015, which also underpin the Vision. You will see these bolded throughout the document, showing how the ways of working affect our day to day activities.



**Long-term** – The vision ensures we, alongside our partners plan for the **long-term**, developing opportunities that respond to the needs of all people in a changing society.



**Prevention** – The vision is about ensuring sport is accessible, fun, and affordable, and leaves no one behind. It also ensures we put resources into **preventing** problems occurring, or from getting worse.



**Integration** – The vision unites decision makers and organisations through its ambitions. It is built on the **collaborative** impact of what we can achieve when we work together.



**Collaboration** – The vision belongs to and needs the support of everyone in Wales – working, investing, learning, and succeeding together.



**Involvement** – The vision was built following conversations with individuals from every part of Wales and continues to promote **involvement** into shaping the future of Wales being an active nation.

## Integrated Annual Reporting

We continue to report on our Public Duties throughout this one report, giving an holistic view of our work. Throughout this report you will see these icons below which relate to our individual duties.



**Well-being  
of Future  
Generations**



**Welsh  
Language**



**Equality**



**Biodiversity**



**Socio-  
economic**

Read more on pages 70-93.

# Our Areas of Work 2023 – 2024

Through the lens of the Vision, our strategy and ways of working we determine the business priorities for the year ahead, agreed by our Board and Government. Throughout this report you will see each area of work denoted by the icons below.



## Environmental Sustainability

- Launch Environmental Sustainability Plan
- Understand sector needs to provide targeted support
- Green Energy grants
- Staff awareness
- Embed sustainability into procurement



## Inclusive Sport System

- Understand need
- Support opportunities to improve practice
- Coach development
- Investigate digital hub
- Content outlining how an inclusive sport system is different



## Education

- Advocacy and influence to support the Vision for Sport in Wales
- Daily Active Offer – Sport Wales role
- Horizon scanning – broadening networks, evaluation and learning from existing pilots and innovation



### Investments

- Evaluation of the Investment Model
- Implement principles-based investment approach
- Confirm approach for funding partners that do not fit within current approach
- Review Capability Framework
- Implement new Investment System



### Health and Wellbeing

- Targeted delivery interventions including Daily Active and 60+
- Advocacy – Welsh Government and Public Health
- Horizon Scanning
- Mental Health – Sport Wales' role



### Sport Partnerships

- Support Actif North Wales
- Stakeholder engagement
- Enhance visibility and profile of Sport Partnerships
- Governance and relationship management
- Internal review of progress



### Equality, Diversity and Inclusion

- Investment model
- Inclusion in Sport Framework
- Race Equality Action Plan
- Inclusive workforce at Sport Wales
- Relationships and partnerships

# A Note on the Inclusive Sport System and Thriving Environments

The sport sector, and beyond, signed up to delivering the Vision for Sport in Wales, to transform Wales into an active nation.

In supporting the sector to realise the Vision for Sport, we have highlighted the importance of creating an inclusive sport system.

This can be easier to think of as 'an attitude' rather than 'a thing.' How can we make the sport system more inclusive so that everyone can have a lifelong enjoyment of sport?

An inclusive sport system creates opportunities which are person centred, led by people's needs, that are safe, enjoyable and developmental.

Environments that are created in this way allow participants to thrive, have a great experience of sport and physical activity and keep coming back for more.

In these pages you will read about projects which have embraced this ethos and created opportunities for people in sport and their environments to thrive.





# Our Strategic Intent as Our Wellbeing Objectives

To check the progress being made towards our wellbeing and equality objectives we conducted a review cycle in March / April 2024.

Following this review we have determined that the current objectives remain appropriate. Our Wellbeing Statement also remains unchanged.

Our Annual Report is structured around the progress we have made on delivering our Wellbeing Objectives and provides a comprehensive account of the progress we have made. Our review has also centred on where we can further progress with an accompanying analysis outlining some of the learning and challenges that we have identified. An analysis can be found at the end of each section.



# #1 Person Centred

The needs and motivations of the individual lead the delivery, whether just starting out, aiming to progress or striving for excellence on the world stage.

## Developing people in sport

### School Careers



Since we refreshed our strategy in 2019, we have recognised that our workforce is not as diverse as it could be. One of the ways in which we have been aiming to diversify the future workforce is by engaging with schools within 'lower socio-economic' areas to raise awareness and inspire young people to pursue a career in Sport for the **long-term**. Over the last few years, we have attended career sessions within schools, which then progressed to an open day at the National Centre in Cardiff last year, **involving** pupils directly in experiences of different roles such as operations, nutrition, and strength and conditioning.

This year, we have reviewed our approach to address the balance of reaching a large number of pupils to inspire them about our careers and offering a more in-depth hands on experience. Through and between departments, we have produced a careers presentation showcasing the varied roles across the organisation, which can be used at careers fairs or delivered by teachers across Wales. To offer a more in-depth approach we will be running another open day in March 2024 where pupils can get hands on experience of careers they are interested in.

### Diversity Focused MSc's and Graduate Scheme



We have **collaborated** with Cardiff Metropolitan University to try and tackle the persistent lack of sport science postgraduates with a disability and/or ethnic minority people.

The sport science career pathway requires the completion of an MSc (Master of Science Degree) and gaining high quality work experience in order to be shortlisted for interview. Through our **collaboration**, we found that diversity on sport science postgraduate programmes is lower than those studying on undergraduate programmes. To increase the **involvement** of under-represented communities, we have recruited to a graduate scheme position on a full-time two-year fixed-term contract which guarantees an entry grade salary and waives all tuition fees for the MSc course. Working hours include two days per week completing academic study and three days placement attaining practical experience within the workplace.

# Positive Action in Leadership (PAL)



Building on last year's **collaboration** with AKD Solutions to help develop the confidence and capability of an ethnically diverse workforce in Wales, this year the programme has been strengthened and developed via a number of actions including:

- **Integration:** Developing enhanced communication and strengthening relationships between Sport Wales and key individuals who have with the capability to engage and have a deeper understanding of ethnically diverse communities.
- **Involvement:** Building a network of individuals and organisations who can offer guidance, foster connections, and actively engage with the sports sector in Wales, ensuring that inclusive thinking, planning, and delivery are central to the decision making process.
- **Collaboration:** Learners were given and valued the opportunity to co-create the leadership programme which empowered and engaged them.
- **Long-term:** A cohort of learners who have established connections, exchanged learning experiences, and recognised their responsibility as role models for future generations.

Leadership holds varied meanings for different individuals. Success isn't tied to progressing to a board or senior role;

it also encompasses excelling in one's current position, making a positive impact at the grassroots level, and inspiring others.

**Quote from learner:** "I have really seen the benefit from the programme not only for myself, but in allowing those of us from diverse backgrounds working in the sporting sector in Wales to connect, share ideas and work together to change the narrative for the next generation. It has also been great to have the support from Sport Wales to support our personal development as role models within the sector."

The programme has been evaluated throughout and will continue towards the full evaluation when we will review if intended outcomes were achieved.

Learning has so far been shared with UK Sport who are working with consultants to deliver a similar development programme for the home nations which also responds to the Tackling Racism and Racial Inequality in Sport (TRARIIS) review to support **long-term** change.

**We were also thrilled to see PAL being shortlisted for the best EDI initiative at the prestigious Chartered Institute of Personnel and Development Wales' Awards for 2024.**



## Pathway Coach Developer Programme



Coaching behaviours have a direct impact, positively or otherwise, on the sporting experiences of athletes, particularly young developing athletes, on their progress, enjoyment, and retention within the sporting pathway.

Through a 24-month-long programme we have **collaborated** with Cardiff Metropolitan University to provide a learning and development programme to a group of Sport Pathway coach developers from a range of different sports (rugby, gymnastics, tennis, triathlon, equestrian and badminton) who are learning to develop other coaches.

The role of a coach developer is to support coaches to consistently display inclusive coaching behaviours, and to help them gain a greater understanding of the needs and experiences of those they are coaching.

Through this work we want to grow a more inclusive and representative workforce for the **long-term** that has the capability and capacity to positively impact on the quality of coach development, coaching, and the experiences of young people and athletes within the Welsh sports system.



## Coaching Leaders



A Coaching Leader is someone who leads, develops, influences and evaluates the coach education and development systems within sports and sporting organisations. They also lead the development of the workforce and other initiatives to deliver these systems effectively. They play an important role within sports, partner organisations and the sector, ensuring coaching meets the need of participants and has a positive impact on the inequalities in sport.

Through a **collaborative** learning and development programme between Sport Wales, Sport Northern Ireland and sportscotland, Coaching Leaders have been brought together from within Wales and across the UK. It provides them with access to the leading researchers, subject experts, and up to date insight into coaching, coach development and system leadership, helping them to identify how to be more effective and inclusive in developing and supporting coaches and coaching. This year, participating sports have been basketball, boxing, cycling, football, gymnastics and swimming.

# Developing Athletes

## Athlete health and wellbeing



Increasing numbers of athletes are failing to prioritise their health and wellbeing and this can stop transition to high level sport. One of the factors being neglected is adequate nutritional intake to support health at the same time as additional energetic demands of their sport.

Within the Sport Wales Institute, we **involved** and engaged coaches and parents through Welsh Triathlon to better understand athletes' barriers to eating enough and have used this insight to support appropriate fuelling strategies, looking at education on nutrition for sport (beyond public health messaging); upskilling with planning and cooking to prepare them for life away from home; encouraging coaches and older athletes to role model positive nutritional behaviours.

Through this work, athletes have reported better consideration around their fuelling needs, and are now confident in their nutritional requirements as young athletes. We are now seeing the older athletes educate the new athletes on the benefits of nutrition.

The **long-term** goal of this project is to reduce injuries & illnesses, **prevent** sport drop out and improve **long-term** athlete health and wellbeing.

Most recently, we have extended the project to include puberty and female health and we know that many athletes drop out of sport during their late teenage years.

## Welsh Athletics Testing project



As part of the new approach towards inclusive athlete development, practitioners within the Sport Wales Institute Team have identified that supporting sports with their physical testing needs may provide an opportunity to add value beyond simply collecting performance data. By providing a positive athlete testing experience, emphasising holistic interpretation and feedback of results, and promoting sustainable practices we can shift testing towards a focus on **long-term** developmental outcomes.

In October we partnered with Welsh Athletics to support two testing events, catering for over 100 athletes across pathway and performance squads. During a **collaborative** planning process, we co-created an **integrated**, sustainable system for data to be uploaded, shared and interpreted. We will continue to support Welsh Athletics as they progress and develop these systems, and hope testing data can be used positively to support athlete development, identify coach development opportunities and support knowledge sharing across the system.

# Swim Wales Thriving Coffee Club

## Coffee clubs for change



We have been working with Swim Wales for the past three years to develop a bespoke 'Thriving Road Map' for the sport, to assess, develop, monitor, and evaluate experiences leading to positive change for the **long-term**.

The Thriving Coffee Club has been formed to ask questions and drive change within the Welsh Swimming Pathway. Underpinned by a concept of relationship building, gaining trust, upskilling people, and research over a series of months, or even years; at its heart is a commitment to **collaborate** with the community and ensure they hold the power over the process and its outcomes.

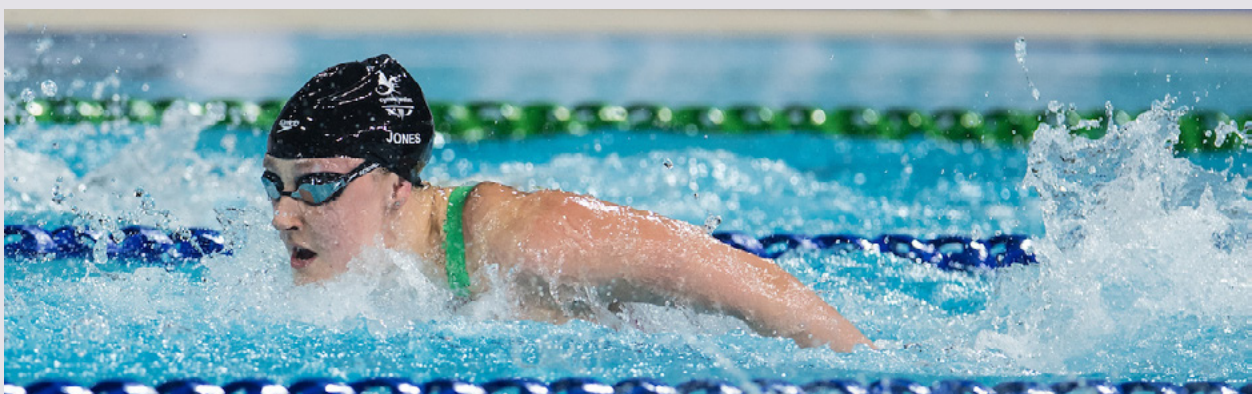
In August 2023, we **involved** swimmers, coaches and support staff from the high performance centre in Swansea to become co-researchers in a consortium for 2-3 months of weekly meetings, facilitated by a Sport Wales staff member, who was outside of the daily training environment.

In this informal setting and spurred on by coffee and cake, they used this "free space" to create opportunities for dialogue.

Challenging topics were discussed, such as 'does growth and wellbeing matter in elite sport?' 'who holds the power in your environment and why?' and 'who is responsible for change?'

Once expectations and boundaries were agreed, our role was to create an open space to air unspoken thoughts and views. We did our best to ensure all the voices were heard, not just the loudest. In return, we asked the consortium to take the collective responsibility for any actions that might result from these discussions, and where appropriate, to engage the wider swimming community.

Difficult and potentially challenging topics were discussed, and everyone took on the responsibility for holding each other to account and driving change. The group is constantly reshaping itself, engaging new and different voices from their community, and exploring ways to make the project more sustainable in the **long-term**.





## Developing opportunities

### Mental Health



We know a great deal about the role sport places in improving mental health and wellbeing. However, after reviewing what support there was for the sport sector to create welcoming and supportive sporting environments, we felt there was a need to develop resources for the sector for the **long-term**.

Over the past year, we have developed our approach to mental health, through a 'relational' lens. This recognises the importance of positive, healthy connections with others, in safe environments, which overall can reduce the impact that stress has on our physical and mental health.

Some examples of how this approach can be achieved in sport are:

- developing trusting relationships with others (such as coaches or teammates).
- meaningfully connect with your local community (clubs, activities).
- develop a sense of belonging.
- feeling a sense of pride through learning new skills.

We have therefore **collaborated** through partnerships with organisations that have expertise in mental health, who have delivered workshops for National Governing Bodies (NGBs). The workshops focus on how they can help their clubs, volunteers and coaches feel more confident and capable to create sporting environments in which people can truly thrive, not only as athletes but as people. We plan to develop this further through bespoke support, working with more NGBs and ensuring the approach is embedded across Sport Wales.



## 60+ Active Leisure Scheme



The 60+ Active Leisure Scheme (ALS) has been running since early 2021 for older people across Wales. All local authorities (LAs) have developed their offer this year. Most have sought to co-produce the offer, **involving** the local community. The alignment of the 60+ ALS with the National Exercise Referral Scheme (NERS) has been welcomed and the scheme offers people with a range of abilities the opportunity to enhance, or maintain, their physical activity levels.

Individual LAs are now also connecting together in groups with a targeted approach in individual areas:

- **Ethnic minority people** Swansea, Cardiff, Newport
- **Geography / Rurality:** Powys, Blaenau Gwent, Ceredigion
- **Link with NERS:** Bridgend, Carmarthenshire, Neath, Torfaen
- **Outdoor / community:** Pembrokeshire, Flintshire, Gwynedd
- **Social connection:** Vale of Glamorgan, Conwy, Monmouth
- **Inactive:** Wrexham, Caerphilly, Anglesey
- **Underserved Communities:** RCT, Denbighshire, Merthyr

Over the course of this year, this programme and ways of working have been embedded in the Sport Partnership model, (p.50) which will see multi-agency and regional working to meaningfully increase activity levels.

A key priority of the 60+ ALS was to target health and groups which are less likely to be active, from a **preventative** approach. These target populations require considerable investment to increase the uptake of the programmes, but some success has been reported, especially by **collaborating** with relevant community organisations. The significant social benefits for those taking part in the 60+ ALS are some of the most positive outcomes of the scheme.



There are ongoing concerns relating to the sustainability of the programme due to funding. There is also a recognition that its reach can only be grown through an holistic approach linked to the Age Friendly Wales strategy; it is clear that solely 'offering activities' is not sufficient to successfully engage the most inactive and disinterested people in communities.

# Glow in the dark basketball



Aberystwyth Basketball has developed a creative solution to encourage more women and girls to participate in the sport. Their innovative glow in the dark sessions take place with UV lighting, requiring all participants to wear neon bibs, with the ball and hoop taped in illuminous strips.

The aim is to break down barriers and the idea that women don't like being watched when they take part in activities.

One parent of a participant, Danny, explained: "My 12-year-old daughter, like many teenage girls is worried about her image and how she looks.

But what she really enjoys about this session is the fact that it's in the dark, you can forget all about that and put all that self-image stuff behind you. You just play for the love of the game."



The club's 'UV Me' project was awarded £3,825 through the Be Active Wales Fund to help with costs such as bibs, balls, coaching courses and venue hire. The age-range of participants varies from 14 to 40, with the number of women and girls taking part averaging between 15-20.

**Coach Lee Coulson said:** "My advice to other clubs in all other sports is to think outside the box. Get out in the community and ask them what they want and see what they come back with."





## Analysis

User research has been a crucial concept in implementing the Person-Centred objective. Awareness of this work was high with the group of staff interviewed for the review cycle and views were positive on its progress and early adoption. Some noted it had further to go to be embedded and the work would only achieve the impact required when it was widely embraced in the sports sector.

Staff leading on user research have seen a shift in the last 12-18 months with a wider understanding that user needs are critical to the success of anything we do as an organisation and as a sector, and that projects and initiatives need to be rooted in a firm understanding of who our users are, and what they need.

There is also evidence from the Digital and Service Design Team's emphasis on the need for user research activities throughout projects, and for those activities to not be tokenistic, but to inform each stage of the project lifecycle. Moreover, colleagues are increasingly coming to the project inception stage asking important questions of themselves to challenge their own assumptions of what is required to meet those needs.

### **Things we need to consider and where we need to go further**

We have been keen to act on user research this year. Do we need to go further, for example with training, to embed this, especially in the sports sector with our partners?

# #2 Ensure Every Young Person has a Great Start

Every young person has the skills, confidence and motivation to enable them to enjoy and progress through sport; giving them foundations to lead an active, healthy and enriched life.

## In Schools

### Daily Active



We have continued working on our **collaboration** with Public Health Wales, the Daily Active Offer. This year however, the pace of progress has been slow due to the difficult financial constraints. We note that the Children's Commissioner for Wales sees the huge potential benefit of a programme which will support a child's activity in and around the school day from her Annual Report for 2022-23 in which she called for it to commence without delay.

Whilst we await further progress, we continue to try and develop the offer by **involving** partners and developing an assessment tool which will suggest where a school needs support to **integrate** daily activity for their pupils. This will provide an action plan for schools so they can become active school settings. This year we have engaged with Bradford University and their 'Creating Active Schools Programme' as leaders in this field of work to develop our programme.



# Physical activity in the Curriculum for Wales

## Citbag

[citbag.sport.wales/en/](https://citbag.sport.wales/en/)

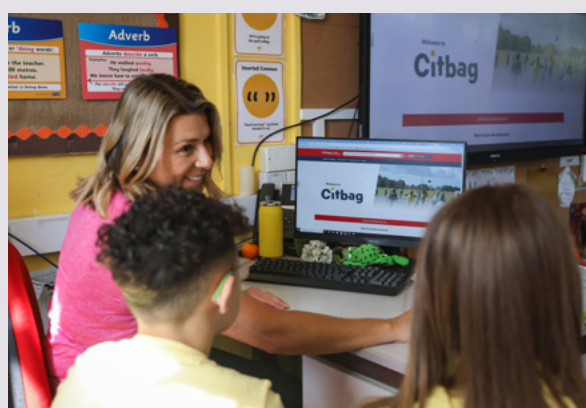


This year, significant research work was undertaken **involving** teachers to understand their needs for delivering physical activity in the Curriculum for Wales. As a result, we changed the design and user journey of Citbag to reflect the Curriculum for Wales, including adding a skills tracking tool on the platform. Following the user journey refresh, we undertook a marketing campaign to promote Citbag, which saw a huge increase in subscribers and use of the resources.

We know that anyone offering and delivering physical activity need to feel comfortable and confident to support children and young people's development and support the understanding that physical health and wellbeing has lifelong benefits.

### Professional Learning offer

As a result of insight we gathered this year, we are also exploring what skills and training a prospective teacher needs to undertake to ensure that all young people get a great start in their physical activity journey, through school settings. There are currently 5 universities and a number of experts **collaborating** on what a professional learning offer could entail and the practicalities of delivering in school settings.



# Understanding children's activity

## School Sport Survey Dashboard



Our School Sport Survey is one of the world's biggest surveys of its kind, capturing young people's behaviours and attitudes towards sport. Last run in 2022, this year our insight team designed and tested a dashboard using PowerBi software to make key findings such as participation and demand for sport easily accessible and allowing the opportunity for the user to explore the data based on their specific requirements.

This means insight can be used more widely and effectively across the sports sector to further the aims of the Vision – getting more people active and for the **long-term**.

The **long-term** aim is to learn and improve the dashboard to be able to display and coincide with the 2026 iteration of the School Sport Survey.



## Foundations Framework Cymru



Sport Wales worked with National Governing Bodies of sport, Local Authorities, Sport Partnerships, Play Wales, Early Years Wales, wider National Sporting Partners **collaboratively** to co-create the Foundations Framework Cymru this year; a good practice guide for all enablers of sport who are **involved** in organising, promoting, and delivering physical and sporting activities for children aged 3-11 years, in school, extra-curricular, community and grassroots settings.

The term 'Foundations' refers to the development of every child's physical skills, confidence, and motivation to allow them to go on and lead active, healthy, and enriched lives and the Framework will ensure every child can grow up in a Wales that supports them to be the very best they can be.



Through consultation we found a clear ask and need for an approach which was owned by all which would help to develop a sports system which is inclusive, and child-centred, through a committed approach to:

- Understanding what the 'offer' for children should look and feel like.
- Creating environments that support a child's stage of physical, social, emotional, and cognitive development.
- Offering multi-sport opportunities which are safe, enjoyable, and developmental.
- Promoting the daily movement and key physical activity experiences that contribute to healthy development.
- Valuing child-led play as much as facilitated and adult-initiated opportunities.
- Recognising the biological, physiological, and neurological developmental stages of children to inform our provision of opportunity.

This framework will now be branded and brought to life through resources which helps to engage and change practice in grassroots sport. Sport Wales will monitor and evaluate its progress.

## Pipyn Actif Project



After significant work scoping this two-year pilot in the last financial year, the project is running in three areas across Wales led by sector partners: Cardiff 'southern arc' (Cardiff Met Sport), Merthyr Tydfil (StreetGames) and Ynys Môn (Môn Actif).

The offer is innovative, differs in each pilot area, and each lead organisation is **collaborating** with different partners who have local knowledge to ensure they can reach the right groups of people. However, there is an EDI focus across all, with the aim to provide safe and enjoyable sessions for families with children aged 0-7 who are experiencing, or at risk of, obesity, to **prevent** future unhealthy lifestyles.

All delivery staff on the project have attended Level 3 accredited SKIP Cymru training, which trains adults to teach children the physical skills they need to be confident and motivated movers in a play-based, inclusive approach. The staff are expected to **integrate** this new learning into their sessions with families.

The impact of the project is being evaluated by an external team, by gathering stories from children and families **involved**, and capturing learning from those leading on the project. This collective insight will help shape what the future of this project could look like beyond this pilot.





# Underwater hockey makes a splash



Pembroke Octopush Club is removing the cost barrier of equipment for children in less affluent areas to take part in the unique sport of Octopush.

Octopush is played at the bottom of a swimming pool with players using small sticks to push a weighted puck into their opponent's goal.

Making waves since 1989, Pembroke Octopush Club has been crowned Welsh champions 12 times since 2007 with many of the club's members playing for Team GB at the European and World underwater hockey championships.

The west Wales club was awarded £3,559 through the Be Active Wales Fund to purchase pucks, goals, starter kits for new players and to help pay for up to ten hours of venue hire for a new group of swimmers.

## **Chair Nick Barnett explained:**

"One of the things I find really interesting is the fact there's so many different backgrounds that people are coming from into this club. If anyone has problems with purchasing kit, thanks to this funding we now have kit which we can provide in order to bring these youngsters on."



# Giving young people more reasons to choose squash



The much-awaited addition of squash to the 2028 Olympics, combined with an emerging junior scene in Wales, gives Squash Wales every hope of exciting times ahead.

It's expected that the greater exposure on the global stage will spark the interest of the younger people.

However, with the Los Angeles Games still four years away, Squash Wales is focused on giving more opportunities for youngsters to take up the game now by setting up new junior sections in four clubs across the country – Abergavenny, Old Penarthians, Llanelli and Builth Wells.

Prior to this decision, Squash Wales considered data from our School Sport Survey to show participation levels and latent demand for sports among young people – to identify the potential hotspots.

Even before the first ball was struck at Abergavenny Squash Club, children who had shown an interest in the sport were asked what days and times would suit them best for training, while decisions over whether to enter a competitive league were also made as a collective. The result is a thriving junior section, being led by families' needs and with youngsters able to fit in squash around their other commitments.



## **Dave Evans, Squash Wales**

### **Performance Director, explained:**

"It's still very early days to see how much the Olympic news will impact on the game in Wales, but I'd like to think that it will. More exposure can only be positive for squash. Our fundamental aim is to make sure that everyone playing squash has a fun experience. If it isn't enjoyable then players won't come back, simple as that!"



## Analysis

In our ongoing efforts to ensure every young person has a great start in sport and physical activity, significant strides have been made despite the challenges posed by the impact of the Covid-19 pandemic and financial constraints. The introduction of innovative pilot projects and **collaborative** frameworks reflects our commitment to addressing the needs of children and families across Wales. While progress may have been slower in some areas, the collective aim to prioritise equity, diversity, and inclusion underscores our commitment to fostering environments where every young person can thrive.

Squash Wales' use of data from the School Sport Survey ('SSS') to identify their potential hotspots for squash interest, with children who had shown an interest in the sport were asked what days and times would suit them best for training shows the maximising the benefit and insight of SSS data.

This could be a crucial factor for future generations. Our investment is allocated and influenced by the national surveys as measures of participation. The potential is there to extend the benefit by using the survey data and insight at grass roots level to maximise participation.

### **Things we need to consider and where we need to go further**

To make significant progress on this objective requires other organisations to contribute. Those organisations will have their own constraints. Resources and budgets can be a limiting factor in making progress. There is a need to make full use of the School Sport Survey insight across the sports sector.

# #3 Ensure Everyone has the Opportunity to be Active Through Sport

Sport is inclusive and provides a great experience for all.

## Participation

### Be Active Wales Fund



Implementing a new expression of interest form has had a major impact on the number of applications received for our community funding.

A record number was received this financial year – 1,054, including 634 from organisations who had not applied either at all, or at least since before the pandemic.

931 were successful, with a total awarded of £6,468,617.

Our communications and investments work has expanded the reach of our funds and put significant resource into the sector. We will now look into the spread of funds by sport and geography and continue to try and ensure our funding has the biggest impact on driving participation and breaking down barriers for the **long-term**.



## Female Health and Performance



The Female health and performance Institute team is a **collaboration** of practitioners from Sport Wales and the Welsh Institute of Performance Science (WIPS), working together to provide evidence based, **long-term** solutions for improved health and performance for women and girls. The team take a proactive, **preventative** approach to identifying solutions and supporting women and girls in sport across Wales.

This year we have worked with young people on sport pathway programmes to provide the information and resource to not only have a great start in sport but also keep them active for life by understanding their menstrual cycle, symptoms and interaction with health and performance. The vision is to empower women and girls to achieve their optimal health, wellbeing and performance.



## Concussion in sport



Following the UK Parliament's Digital, Culture, Media and Sport Committee's Concussion in Sport [Report](#) 2021, which outlines the effects of sport related concussion (SRC), the Sport Wales Institute Medical Team **collaborated** with the Concussion in Sport Working Group to publish formal [guidance](#) to support those that participate in school and grassroots sport. The guidance seeks to provide clarity and consistency for the management of concussion in sport at grassroots level.

To ensure these guidelines have maximum impact within the Welsh sporting system, we have commissioned two insight gathering projects, both seeking to understand how SRC is currently being managed within school, grassroots and performance sport. This insight has enhanced our understanding of the barriers and enablers that support

the recognition and management of SRC. Work is already underway to support Welsh Sporting NGBs to adopt sport specific policies and protocols that ensure concussion is more effectively managed to **prevent** SRC's impact on players.

# A Year of Growth in Ramadan Sport Participation



This year saw the exciting expansion of our initiative to increase sports participation and **involving** under-represented communities in Cardiff. Launched in 2023, the programme initially offered male-only sessions, and was very popular. Sport Wales **collaborated** with Foundation for Sports Coaching team, who create inclusive spaces.

Building on this success, 2024 witnessed a significant expansion. The programme ran for three nights a week, catering to both men and women. New activities were introduced, alongside access to the facilities of the Sport Wales National Centre Arena and High-Performance gym.



Over four weeks, the programme attracted over 400 participants who enjoyed badminton, football, basketball, table tennis and squash. Transportation across Cardiff was provided by Foundation for Sports Coaching, ensuring accessibility for all. Positive feedback poured in on social media, highlighting the programme's impact.

Recognising the needs of participants observing Ramadan, our nutrition team created a programme specifically designed to help maintain energy levels throughout the day, providing practical skills for healthy eating. Participants also had the opportunity to interact with a sports scientist and experience the anti-gravity treadmill, adding a unique element to the programme.

# Female bowlers keeping active into their 90s thanks to new equipment



Forming part of the Rhiwbina Ladies Outdoor Bowls Club, the newly formed 'Veterans Ladies' group play bowls every week following the support provided by a £1,152 grant through the Be Active Wales Fund.

Many of the 25 women, some of whom are in their 90s, have mobility issues. However, the new equipment helps the group keep active, including the new 'ferrules' which mean their walking sticks are safe to use on the green, the 'bowls and jack lifters' which help them collect equipment without needing to bend, as well as a new 'bowls gatherer' which doubles as a walking aid to help the women walk up and down the green.

The club's oldest member is 91-year-old Moya, who said: "I use all the equipment that's been supplied, because I need it. The walking sticks, the scoops, the lifters... I'm grateful for them. Luckily, I still drive.

As long as I can keep driving, I'll keep coming to the club!"

For many of the ladies, it's the only time they get to be active during the week. For others, the social aspect of the club is just as important in contributing to their quality of life.

## Club member Glo Bird explained:

"When I joined, I'd become a widow. I've since been diagnosed with Parkinsons, but my friends here at the bowls club have rallied around. It's just been a lifesaver for me. I wouldn't want to be without my club."

Encouraging the older generation to participate in sport and physical activity is crucial, particularly with our Wales Activity Tracker survey noting that people over 55 are less likely than younger people to have the ability to be physically active.



## Spotlight On

### Our Investment Approach



This year we began a full evaluation of our 'data driven' investment approach which was implemented from 2020 onwards. The evaluation committed to reviewing the:

- Testing of existing data and any improvements.
- Partners included in the Data Driven model.
- Impact on survey metrics.
- Consequences of the model on partners approaches and behaviours, including the managed increases and decreases of the funding commitments.

Building on this first model of investment, this year we also rolled out the 'principles driven' investment approach for all partners for whom data cannot be easily collected.

Finally, we built on the momentum of the data driven and principles driven investment approaches, implementing a new 'Thriving Sport System' Investment Stream. This application based approach allows Sport Wales to recognise the value of national-level partners that can play in a thriving sport system.

This third approach now ensures that a robust investment approach has been implemented for all of Sport Wales's partners.

### The Moving to Inclusion Framework



The Moving to Inclusion Framework is a UK-wide Framework developed and adopted by all four home nations' Sports Councils and UK Sport. A number of our funded partners **collaborated** with us on the review of the previous Equality Standard for Sport and the development of the new Moving to Inclusion Framework.

### The Framework:

- Launched in 2023 .
- **Involves** nine partners (a mix of NGBs and National Partners) receiving mentoring support in groups, pairs and one to one support for 12 months.
- We have also committed to using the Framework in parallel with our partners.





## Safeguarding



Safeguarding in sport is pivotal, and the Child Protection in Sport Unit (CPSU) and Ann Craft Trust (ACT) work with NGBs in developing child and adult safeguarding standards respectively. We have been pleased to see a really positive increase in **involvement** from NGBs as the importance of safe sport has been shared across the sector.

A lot of insight was garnered this year on the challenges and needs of the sector via:

- 14 panel assessments to check safeguarding standards in partner organisations.
- 19 annual reviews.
- 3 NGBs who are piloting the Adult Safeguarding in Sport Framework.

Alongside assessments and reviews, there has been learning and development opportunities, as well as chances for NGBs to celebrate and share good practice.

There are expectations and conditions of all NGBs to continue maintaining and developing safeguarding standards in their organisation, highlighting the importance we are placing on safe sport.

## Guidance for Transgender Inclusion in Domestic Sport



This year, we have continued to support and share learnings with our NGBs through **collaborative** home nation-run workshops, which **involve** partners and help them to understand and implement the Guidance for Transgender Inclusion in Domestic Sport (2021). Workshops are continually being reviewed and redeveloped.

# 11

### Monthly central workshops

Chaired by the home nations, facilitated by Carmill Consultancy, to explore the Guidance and the approaches our partners can use when reviewing their policies.

# 4

### legal workshops

Facilitated by Harper Macleod to explore the legality of The Equality Act and The Gender Recognition Act in regards to the Guidance and how / what partners need to be legally aware of when exploring or developing policies. A Legal resource is being developed to support partners further.

# Reviewing our policies and frameworks

## Capability and Governance and Leadership Framework



The Capability Framework has been operational since 2019-20 and there is a need to review it and the Governance and Leadership Framework for Wales (GLFW) to ensure that they are fit for purpose.

Initial consultation and independent analysis highlighted the capability approach compares very strongly in an international and cross sector context and the frameworks remain fit for purpose. However there is a desire to streamline, reduce duplication and improve the user experience.

Over the next year we will therefore look to create a new simpler way, which would establish one consolidated and streamlined Welsh framework (bringing together the Capability Framework and the GLFW).

### Recognition Policy Review

Recognition is a process which determines the National Governing Bodies (NGBs) responsible for governing the sporting activities that the Sports Councils are willing to consider supporting and working with. The existing policy was implemented in 2017 and is currently under review by the UK Sports Councils. We are looking to engage with an independent consultant to support the review to ensure the updated policy is fit for purpose.





## Making sport inclusive for players who are deaf or hard of hearing



“Every child should play.”

That’s the motto at Shotton United Town Junior Football Club in Deeside where all coaches are trained in deaf awareness, so they are skilled in how to adapt their training sessions to include members who are deaf or hard of hearing.

The club was founded eight years ago by a group of parents, including Brian Valentine. Brian’s inspiration was his son Dylan, who is deaf. Now aged 14, Dylan enjoys coaching the younger players as well as taking part himself.

Brian explained: “A football pitch is a noisy environment, and that noise is amplified for someone who uses a hearing aid.

But by making some simple adaptations to your communication style, you can make sure that everyone feels fully part of your football sessions.

“For example, making eye contact and grabbing someone’s attention before speaking or signing is important. Be aware that if you shout or speak too slowly then this will affect your lip patterns for someone who lip reads, while it can be harder to understand you if you’re moving around a lot while you’re talking.”

To commend his incredible contribution to sport in Wales, Brian was nominated for the National Lottery Awards 2023.

The club was awarded £3,882 through the Be Active Wales Fund to help with costs such as equipment and coaching courses, so they can continue to upskill their volunteers to deliver person-centred football.



## Analysis

Equality, diversity and inclusion ('EDI') remains a high priority at Sport Wales and it was the driver for two of the 7 business plan priorities during 2023-24. The Business Plan incorporated an internal focus through an EDI priority with an external focus in the Inclusive Sport System priority. There are examples of high commitment to EDI work across all directorates and teams and examples of excellent projects that have been nominated for awards or have clearly made an impact such as the Positive Action Leadership programme (PAL) and the expansion of the Midnight Ramadan programme. Aspects of the work appear to be becoming business as usual. However, the surveys for both adult and young people demonstrate that the gaps in participation between the most and least disadvantaged are not reducing.

Whilst there may be opportunities for everyone, not everyone can reach them and there are still barriers to sport in many aspects, more is needed to reduce the financial barriers to sport.

### **Things we need to consider and where we need to go further**

Would we benefit from an increased focus on useful data in a balanced way, as we have matured our approach away from KPI's? The phrase 'data to improve, not to prove' was something we talked about a lot 5 years ago but still seems relevant. Do we need to acknowledge negative indicators and not be afraid to share problems?

# #4 Bring People Together for the Long-term

There is a **collaborative**, sustainable and successful sports sector, led by collective insight and learning.

## Capital Funding



By the end of the financial year, we had delivered approximately £10m in capital investment projects. This includes the initial £8m commitment from the Welsh Government and a further award of £2.3m in-year.

The funding has been delivered across a range of areas. This has included direct investment into major facilities via partner applications and directions

from the Welsh Government, funding of grassroots community clubs via Crowdfunder and a new Energy Savings Grant, delivering significant financial and carbon savings. Furthermore, investments have been delivered to improve the Sport Wales National Centre and the National Outdoor Centre at Plas Menai.

An evaluation of the investment will now take place, considering the geographical, sport and demographic distributions.



# Energy Savings Grant



We made funding available this year through a new programme to help sports clubs to become more energy efficient, and helping them save money for the **long-term**. Our Energy Saving Grant was available for applications of up to £25,000 which could be used towards the cost of energy-saving measures, such as the installation of solar panels or better insulation.

Energy efficient LED lighting and motion sensors, improving heating and hot water systems, as well as sustainable water sourcing were also potential bids under this scheme.

We had a funding pot worth over £1m for these grants, and the scheme was so heavily in demand that we repurposed other funding to ensure the maximum number of projects were supported. A total of 80 sports clubs across the country were awarded Energy Saving Grants to a final total of £1.4m during 2023/24 to help make their facilities more energy efficient.

Clubs who applied for the funding were required to either own their building or have a minimum 10-year lease. They were also expected to contribute a minimum of 20% towards their total project costs.

## Saving money, saving energy across Wales

These two exciting projects are just a snapshot of some of the ways clubs will be putting the fund to good use.

### Briton Ferry Llansawel AFC

This football club's electric and gas bills have doubled over the last two years, while their water bill is ten times higher. A £24,995 Energy Saving Grant will go towards the purchase of a new energy efficient boiler, together with new radiators, so that the central heating system which serves their clubhouse, cafe and changing rooms can be overhauled. All of the taps at the facility will be replaced with water-stopping ones, while the shower heads in the changing rooms will be replaced with new high-pressure fittings that save water.

### Pwllheli Sports Club

The annual electric and gas bills for this multi-sports club are currently around an eye-watering £20,000. The installation of solar panels and an air source heat pump, supported by a £24,440 Energy Saving Grant, will help to make the club more environmentally and financially sustainable for many years to come.

## A Place for Sport: Crowdfunder



The 'A Place for Sport' fund, which is delivered in partnership with Crowdfunder UK has continued this year, investing in 13 projects, securing £43,750 from us and a further £88,302 in amplified funding from the public. This total funding of £132,032 for community clubs has resulting in an amplification rate of £3.02 for every £1 of public investment.

This fund is our mechanism for investing in all the areas that do not directly deliver sport but have a huge impact on the experience of participants. This may include protecting or improving equipment or facilities or enhancing services to make clubs more financially or environmentally sustainable.

The fund works on a matched fund basis and so every successful application is demonstrating there is a genuine commitment from the local community.

Once we support any application, we pledge between 30%-50% of the total project costs, with the remaining sums drawn from individual supporters. The higher end of the pledge is specifically targeted towards areas of deprivation, as measured by the Welsh Index of Multiple Deprivation, to ensure we best support those communities most in need.

## Holywell Town Football Club

Project description: Fundraising to cover the cost of upgraded power supply cabling into the Halkyn Road Football Ground

Overall Project Target Total: **£16,000**

Sport Wales Pledge: **£8,000**

Total Funds Raised: **£16,310**

Total Number of Community Supporters: **121**

Holywell Town Football Club are a JD Cymru North Club based in Flintshire, which have a development squad, a junior section of 150 across all age groups and have recently launched a Girls development section. The first team were runners up in the 23/24 JD Cymru North League with a 400 strong regular supporter crowd.

The club is based at the Achieve More Training Stadium, which is also used for Welsh Schools Representative Football matches, and has hosted Flintshire Junior league finals in recent seasons, as well as educational provision. Having reached capacity on the facilities, the stadium requires development through power supply upgrading, which will provide spectators and visitors with a better experience.

The improvement will give the opportunity for a multisport offering, as well as regular use of the clubhouse. It will also open up opportunities for renewable energy installations, reducing the environmental impact of the club, promoting a cleaner and healthier environment for everyone, making the sport more inclusive and enjoyable for all.



## **Penallta RFC**

Overall Project Target Total: **£17,981**

Sport Wales Pledge: **£4,500**

Total Funds Raised: **£17,981**

Total Number of Community Supporters: **82**

A community rugby club based in the small village of Ystrad Mynach in South Wales, the club was established in 1952 and caters for all age groups from under 6 through to seniors. There is also walking rugby for the older members. The offering caters for over 250 local children in the mini and junior section, and many of the children and adults come from areas of social deprivation.

The club's crowdfunding campaign focuses on redeveloping the back patio area of the club which has become dilapidated over time and remains out of use for members and the public. The area was once a central hub in the community providing a seating area next to the park & fields for families, teachers and local business staff during the week.

Due to rising costs and the impact of the pandemic, plans that the club had to redevelop this area were made unrealistic and the crowdfunder campaign has supported their aims to rejuvenate a central community hub.





## Biodiversity training and sector sustainability



To ensure we can meet the biodiversity ambitions in the Sport Wales Environmental Sustainability plan, 17 staff were **involved** in the Nature-wise course on ecology and the environment with Cynnal Cymru. Reversing the recent loss of biodiversity in Wales is a vital part of tackling climate change and the course included information and discussion on the science behind ecology and climate change; the changes that are happening to nature in Wales; and the actions we and sports organisations can take to **prevent** the loss of biodiversity and to maintain and improve ecosystems. The course will enable Sport Wales to develop effective actions to address biodiversity.

Additionally, we **collaborated** with colleagues in Sport England and sportScotland to commission a piece of work to better understand progress and the needs of the sector in respect of environmental sustainability. The project identified varying levels of progress, training needs and barriers around funding for sustainable facility improvements.

# Sport Partnerships



Over the last 12 months the development of five Sport Partnerships continues to demonstrate our commitment to the Future Generations' five ways of working. Each Sport Partnership is uniquely placed to address inequalities within sport participation, by thinking about **long-term, preventative** measures and **integrated** system design, with **involvement** from local communities.

We have made steady progress to support the development of the partnerships across the work areas of staff recruitment, governance, and evaluation in the last year. This year, we also tendered and commissioned an evaluation framework for the partnerships moving forward. Engagement has begun with a variety of stakeholders, with the expectation to implement first use of the framework with Actif North Wales in April 2024.



Actif North Wales has now been fully operational for over two years. This year, we have progressed partnership working with the entity across several thematic areas – leadership coaching, sport foundations and insight collection, for example. Actif North Wales are now fully **integrated** into the progress, learning and accountability approach. As an entity, they are also driving forward initiatives in line with the original vision for Sport Partnerships, with one example being the newly formed Innovation Fund.

Over the last year significant progress has been made across the four remaining regions to formally establish a Sport Partnership entity.

At the time of writing, key highlights of the progress within these regions includes - West Wales formally being established as a legal entity with a fully operational board and independent chair. A shadow board has been confirmed for Central South and Mid Wales – with advertisements for an Independent Chair for each of these regions imminent. Staff recruitment for each of these regions will begin in Spring 2024. The Gwent Sport Partnership continues to develop its operational model.



## Recycling



Finding a company capable of recycling kit with logos and personalised uniform down to its fibre has been an historic problem. Our Registry team have sourced new recycling suppliers this year who can help and these services have proved popular with our resident NGBs, who can access these services in with us. Costs are recovered from NGBs for all services used.

Since June 2023 we have recycled 19 sacks (190kg) of textiles which have been turned into energy, and 45 sacks of paper (over ½ a tonne) which have been turned into different paper products such as egg cartons. Of course, not everything can be recycled, and items such as DVD data discs and athlete X-rays, need to be disposed of and certified to relevant ISO and GDPR standards.



## Sport Wales Athlete Panel



The Athlete Panel was set up to create space for athlete's voices to be expressed, heard, and listened to for the **long-term** and was a response to the [Duty of Care in Sport](#) report (2017) which Tanni Grey-Thompson delivered to the UK Government. The Athlete Panel has two main functions:

- i. To explore areas of interest or hot topics suggested by athletes and identify actions that the panel can take or raise.
- ii. Sport Wales employees / other stakeholders to request attendance to consult with the Panel on ideas / policies.

Whilst we were motivated to attract a diverse panel and made the application process modern and inclusive, our appointees were not as diverse as we hoped.

The panel had their first meeting in February 2023 and have met 11 times on a wide range of topics across safeguarding processes, supporting retiring athletes and educational resources through to our female athlete project.

Moving forward, the panel has two main priorities, firstly tackling the lack of diversity on the panel. One way of addressing this is to achieve the second priority which is to better connect and advertise that this group exists. This will initially be done by establishing a Sport Wales Athlete Panel webpage, which will be used along with social media to better connect and **involve** athletes to this work. We will be highlighting that all athletes' views are welcome. It is hoped that this will help to increase awareness of the panel, highlight the topics that the panel discusses at its meetings and any impact made.

# Partner collaboration



**Collaborative** working and bringing people together for the **long-term** has been at the heart of our Principles Driven national funded partners' work this year.

**Colegau Cymru** has continued to develop their relationship with **Disability Sport Wales** as event partners across a number of large planned sporting events through the year, highlighting the importance of fully inclusive opportunities.

They have also worked with **Table Tennis Wales, Youth Sport Trust** and The **Urdd** to expand opportunities to be active in Further Educational settings.

An exciting partnership took place between **UDOIT! Dance Foundation** and **Girlguiding Cymru** who developed a streetdance challenge pack for Guide units to work through and earn a badge. The pack has challenges suitable for all sections from Rainbows through to Rangers which has been downloaded over 10,000 times.





## Green Energy at Ebbw Vale Football Club



By installing solar panels on the roof of their changing rooms, RTB Ebbw Vale Football Club believe they have taken a major step towards securing their future for generations to come. The club was recently awarded Sport Wales funding, distributed by the Cymru Football Foundation, to make the shift.

The new panels generate enough electricity to run the changing rooms without the need for mains electricity. Any excess energy is stored in two lithium batteries with the remaining energy sold back to the national grid. Over the solar panels' 20-year life span, it is estimated that the club will save around £70,000.

The club will pass on those financial savings to their members by keeping the cost of activities low, while they also hope to give more community projects the chance of using their facilities free of charge.

**Funding Officer Darren Mott explained:** "With energy prices at their peak during the day, we were limited before on what times we could offer, but we're now able to open up for more regular use without worrying about a huge energy bill."

The football club will also link their solar panel system to their boilers, further reducing their dependence on fossil fuels, as well as begin to replace the lighting in their facility with energy efficient LED bulbs.

As well as the cost benefits, the environmental aspect has also been important to the club, as Darren highlighted: "We're keen to reduce the club's impact on the environment and we want to share the benefits that energy sustainability can offer with our members and the community. The solar panels have become a real talking point and a great way of raising awareness of issues around energy and climate change, particularly among our younger members."

# Analysis

There were different perspectives on this in the review group and some of this seemed to relate to the depth of joint working. Sport Wales staff will readily raise **collaboration** as an important part of how we work, and some group members saw real progress in this aspect in 2023-24. There was consensus that **collaboration** remains an area of focus, however for those where **collaboration** requires a greater depth, or a more significant change from traditional approaches then some felt the progress made wasn't enough.

Sustainability work continues to move ahead steadily with enabling work, the investment of over £1m in the first dedicated scheme on energy saving and sustainability is an important milestone. It isn't clear when the upward shift in progress could happen when sections of the sports sector (be that NGBs or larger numbers of clubs / sites) commit to sustainability as a priority in their futures.

Sport Wales's continued commitment to data and insight is exemplified in the development of the School Sport Survey Dashboard: the dashboard enables stakeholders to explore survey data and make informed decisions. Proposals to **integrate** the dashboard with a Sport Wales 'Data Lake' will give partners and wider stakeholders access to information that informs approaches to supporting wellbeing.

## Things we need to consider and where we need to go further

At times it can feel like there's an expectation to keep starting new projects and to try something new. However, evolving and improving existing work can have a greater impact.



# #5 Showcase the Benefits of Sport

The impact of sport is evidenced, and sport's reach is fully understood, valued, showcased and celebrated throughout Wales.

## Spotlight On

### Social return on investment of sport



We **collaborated** with the world leading Sport Industry Research Centre at Sheffield Hallam University to establish a new Social Return on Investment Study for sport in Wales. The research has helped quantify the impact sport has on improved quality of life for the people of Wales.

#### Key findings:

**£5.89bn**

#### Social value to Wales

This comes through a range of areas including health, subjective wellbeing, social capital and volunteering.

**£1.35bn**

#### Spent on sport

For every £1 spent  
**£4.44 return.**

**£621m**

#### Health benefits

There are significant benefits from sport aligned to **prevention** of depression, back pain, chronic heart disease, dementia, stroke, diabetes, and cancer.

There is the financial benefit of **prevention** of injury and illness to the NHS directly, but also the impacts of increased productivity and social cohesion by avoiding issues.

**113,000 cases**

Over 113,000 cases of ill health were **prevented**, across these areas of risk, in 2021/22 due to sport.





This is drawn from statistics where individuals report better mental health and wellbeing because of **involvement** in sport, as either a participant or volunteer.

The issues of volunteering were also explored in regard to the services that are provided to the public. The volunteer contribution through sport in Wales is enormous with:

**£430m**

**Provided in-kind to Welsh sport.**

This research has helped promote the role of volunteering as the sector works to entice greater engagement following the Covid-19 pandemic.

**£2bn**

The research estimates a £2bn contribution from sport to subjective wellbeing.

**(£2.87bn)**

Significant impact on social capital.

Which includes values for the networks that are created through sport. Establishing impacts for the enhanced wellbeing that is driven by those relationships.

This report shines a bright light on the power of sport and how it plays a crucial role in creating not just a healthy nation, but a happy, confident and connected one. Sport Wales has, and will continue to use the findings to work **collaboratively** with those in health, education and beyond to maximise the opportunities that working together can yield.

## Wales Activity Tracker



The 'Wales Activity Tracker' (previously referred to as the 'ComRes' survey) was first established in May 2020 during the first national covid-19 lockdown. The nationally representative online survey helped us to understand the attitudes and behaviours of adults in relation to physical activity during a time when face-to-face surveys were no longer an option. In doing so valuable insights were generated which helped Sport Wales and partners to navigate the various risks and opportunities which presented themselves during this time of profound change and uncertainty.

Four years on and we have now conducted 11 waves of the survey and have increased the frequency of fieldwork to provide Sport Wales and partners with new insights every quarter. A new contract with Savanta that was set-up in 2023 will see this agile survey process continue until 2026 and will allow us greater opportunity to monitor seasonal trends. Over the past financial year, in addition to our core tracking questions, we have explored pertinent topics such as social-prescribing and volunteering, environmental sustainability and cost-of-living.

### Impact of the cost-of-living:

**2 in 5**

Adults consistently report a negative impact on their ability to be active as a result of increases in the cost-of-living.

(and 15% of adults reporting a significant negative impact).

**1 in 3**

Around 1 in 3 say that they are doing less sport as a result.

### Physical activity for mental health:

Since April 2023 we have consistently seen a higher-proportion adults taking part in physical activity to manage their mental health, as compared to those taking part to manage their physical health.

### Environmental sustainability:

Two in five adults (40%) say that they 'take steps to act sustainably and reduce negative impact on the natural environment when participating in sport or physical activity'.

While just over a third (35%) agree that 'environmental sustainability is an important factor' for them when choosing what sport or physical activity to take part in.

Younger adults (aged 16-34) and men were more likely to agree with these statements than their counterparts.

## Advocacy



Growing our role in advocating for the Vision for Sport in Wales and the sport sector, we have further developed our engagement with the Senedd and helping Members to understand the challenges faced by the sector, as well as how our investment is making a difference across Wales.

### **Senedd Event September '23:**

In September, our chair Tanni Grey-Thompson and our CEO Brian Davies attended the Senedd to **involve** Members across all political parties in our work. The two-hour event saw them engage with over half of all Senedd Members and was a great opportunity to share some of Sport Wales' key priorities. It also gave Members an opportunity to see how much money had been invested into grassroots clubs in their constituencies, with several following up with visits to clubs in their constituencies.



### **Member Visits:**

Following the event in September, several Members have been **involved** in visits to local clubs across Wales.

This includes a boxing club in Cardiff North, a tennis club in Arfon and a gymnastics club in Ruthin.

All visits have had extremely positive feedback from both MSs, and the clubs **involved**. It gives members first-hand experience of the positive difference Sport Wales investment is having in their local area and gives the clubs an opportunity to proactively engage with their local member whilst showcasing future priorities.

### **Committee relationship development:**

This year we also broadened our relationships with a range of committees in the Senedd. With the impact of sport and physical activity far reaching we made a conscious decision to **involve** several Senedd committees themselves in order to ensure sport is considered for the **long-term** when launching potential new inquiries. As well as our connection with the Culture, Communications, Welsh Language, Sport and International Relations (CCWLSIR) Committee, we also engaged with the Health and Social Care Committee, Children and Young People Committee and the Equality and Social Justice Committee and contributed to several inquiries.

As well as developing relationships, we also had a number of opportunities to appear before committees such as our annual scrutiny session with the CCWLSIR committee and an invitation to give evidence to the Senedd's Local Government and Housing Committee on their inquiry into local leisure centres and libraries. The final report and debate took note of the huge importance of leisure centres to communities' physical activity.

## The Welsh institute of Performance science (WIPS)



The Welsh institute of Performance science (WIPS) is a three-way partnership between Sport Wales, Wales' leading academic sport scientists and relevant industry partners. The purpose of WIPS is to conduct multi-disciplinary, world-leading applied performance science projects in line with Sport Wales strategies to enhance the performance of Welsh athletes and businesses, improve the performance pathway, and build capacity in these areas for the future. Additionally, WIPS aims to train future scientists, and increase strategic **collaboration** between Welsh sport, academia, and business for the **long-term**.

In the last year, WIPS has worked on projects with sports across Wales, such as:

- **The WISGYR (Welsh Injury Surveillance in Girls' Youth Rugby)** – in **collaboration** with World Rugby and the Welsh Rugby Union, the research project is one of the

first studies worldwide to address the lack of injury risk information available in youth female rugby, specifically in the community game. The research will have a great impact across rugby: making the game safer and **preventing** injuries; identifying welfare risks to young female players; investigating ways to reduce these risks and then developing and sharing best practice guidelines.

- **The wellbeing and mental health of elite athletes: a collective case study** – Since the Duty of Care in Sport Report, released in 2017 by Tanni Grey-Thompson, there has been an increasing spotlight on the wellbeing and mental health of athletes in the UK. This research project worked with Welsh Judo and Welsh Cycling to understand key factors that affect the wellbeing and mental health of performance athletes. The team of experts then used this insight to create resources aimed at supporting and protecting the athletes' wellbeing and mental health.



# Communications, Learning and Insights Programme (CLIP)



This year, CLIP has continued to offer informative and insightful learning opportunities to communications leads in the sector. This important project offers partners free learning opportunities and resources to support their communications, alongside sharing the findings of Sport Wales-led research.

An annual evaluation of the programme was held in January 2023 to ensure it was meeting our partner's needs. The network asked for more chances to **collaborate** and to share learnings across the sector, one to one feedback opportunities, and to ensure that session topics reflected the skills and knowledge in demand from the sector. Examples include sessions around equality, diversity and inclusion, sustainability, and digitalisation.

This year, there were over 400 attendees across 16 learning sessions, with 90% telling us that the sessions met or exceeded their expectations.

Three bilingual 'hybrid' learning events were held across the country, where attendees were able to have the rare opportunity to speak and challenge one another around their work. Most recently, our CLIP Showcase gave the network the opportunity to celebrate their work and to look ahead to a very exciting year for sport. The sector's communications leads will continue to play an important role in advocating for the value and benefits that sport brings to society during 2024-25.

This programme is a truly **collaborative** and person-centred approach to learning. All three areas – the website, biweekly newsletter and learning events - are shaped on the input and needs of those who use CLIP. The use of digital analytics, event data and qualitative feedback enables Sport Wales to build on the reputation and quality of the programme. Whether it's a template on how to write a press release, access to a Welsh language glossary, reminders of important awareness days and weeks or a morning of learning at an online event – all of CLIP's free support for the sector is appreciated by the network, and it is demonstrated in the amount of engagement the programme consistently receives over the **long-term**.

## National Survey for Wales - Sport and Active Lifestyles



The National Survey for Wales (NSW) has historically **involved** around 12,000 people each year being surveyed on a wide range of topics. It runs all year round, across Wales.

We last published detailed results from the NSW on the topic of 'sport and active lifestyles' in November 2023. The findings reveal factors affecting adults' activity levels and how this changes with age or due to demographics.

**The latest results have shown:**

**2 miles**

Most adults participate in fitness activities such as running or jogging, cycling, swimming, or walking over 2 miles.

How often people are active (39% participated in sport or physical activity three or more times a week).

**39%**

People participating in sport three or more times a week. (Up from 34% in 2021-22).

Findings also point to the types of activities people want to do more often which can help us understand how we can get more people active in the future. They are used to support Sport Wales's 'data driven' investment in sports across Wales, and results are published as Official Statistics and as a national [Future Generations Indicator](#).



Going forward, the survey will also contain questions about attitudes towards physical activity, sport volunteering, barriers to future participation, the level of participation (recreational, amateur, semi-professional / professional), access to suitable sport facilities, and attendance at sports events as a spectator. Results will be published from Summer 2025.

**Frequent participation in sport and physical activity was associated with higher levels of mental wellbeing.**



## Analysis

With the renewal of SROI research and a significant engagement programme with Senedd Members and policy advocacy Sport Wales has addressed two big pieces of work that should benefit this work over coming year.

The review cycle asked for examples of Sport Wales messaging being used by other organisations as an indication that those organisation value sport and that our showcasing and advocacy has been effective. The Welsh Sports Association strongly championed the SROI research through their networks with an in-depth press release on the report.

The Welsh Government's report: Mental well-being (National Survey for Wales): April 2022 to March 2023 showcases the positive role of regular sports participation in better mental wellbeing.

### **Things we need to consider and where we need to go further**

We can be too humble, and sometimes aren't confident to suggest our work to partners or stakeholders as excellent work that could benefit their networks.

# #6 Highly Valued Organisation

Sport Wales is a respected organisation, striving to overachieve by delivering a first class service through our valued staff.

## Working together for the long-term



In summer 2023, WRAP Cymru carried out a Sustainable Procurement Maturity Review of our procurement. Recommendations under six themes, identified work which we can undertake to embed sustainability into our procurement activity.

A refreshed version of the Sport Wales Procurement Strategy is being developed to reflect our ambitions around socially responsible and sustainable procurement of services, suppliers and works.

Amendments focused on sustainability are to be made to the Procurement Policy and tender template, ready for implementation in 2024.

We are currently part of a **collaboration** with Amgueddfa Cymru and Pembrokeshire Coast National Park Authority which is aimed at developing guidance which support more sustainable procurement, especially in high spend areas at the three organisations. Once the project has concluded, we will implement the guidance through **involving** staff to inform the best approach to put things into practice.





## Launch of the Sport Environment and Climate Change (SECC) Coalition Resource Pack for the Sport Sector



Sport Wales is a member of the Sport Environment and Climate Coalition (SECC) with a range of partners from across the UK. During the year, Sport Wales **collaborated** with members of this group to develop a bilingual resource pack aimed at supporting the sector with sustainability for the **long-term**. This content is available free of charge on the BASIS website, enabling users to 'dip into' content that is appropriate to them according to their priorities and level of experience. Data indicates that the content is being accessed, including through the medium of Welsh. Given the fast pace of change in this field, the SECC group has committed to reviewing the document at least annually.

## Providing a subsidised payroll provision to our NGBs



During 2023-24, Sport Wales re-tendered for the provider of its subsidised payroll provision. This provision is an example of a shared service, funded by Sport Wales, available to National Governing Bodies (NGBs). Currently 20 NGBs benefit from this service, covering around 350 employees. This shared service ensures that our partners benefit from advice and guidance surrounding matters such as auto-enrolment, Statutory Sickness Pay, Statutory Maternity Pay etc.

This service supports our partners to be highly valued organisations, compliant with their statutory requirements, and lessens the administrative and financial responsibility of payroll.

This proactive, **preventative** shared service was tendered on an initial 5-year contract from November 2023, and so far different ways of working have been introduced together with a refinement of all NGB data, resulting in simplified and more accurate payroll records at no cost to our NGBs.

## Electric Vehicle Pool Cars - Cost and Carbon Footprint



Sport Wales has invested in a small fleet of hybrid or fully electric vehicles. Data for a sample period of four months indicates that this has achieved a reduction in running costs and carbon emissions.

**Costs:** Pool Car running cost per mile has been reduced by 52%. This equates to a reduction of 62% in costs if compared to current T&S claims for journeys taken in staff owned cars.

**Carbon:** Reduction in CO<sub>2</sub> of 15,597.56KgCO<sub>2</sub>e when comparing the same periods.

# Valuing our staff and leading by example

## Establishing a network of Menopause Champions across Sport Wales



Dedicated menopause staff champions have received **collaborative** training in areas such as workforce adaptations, nutrition, hormones and exercise to better support Sport Wales staff. We also provided dedicated training sessions to all staff throughout Menopause Awareness Month.

## Free of charge period products made available throughout the Sport Wales National Centre



We worked with *Hey Girls* to install period product dispensers across all toilets and changing rooms in the Sport Wales National Centre. The aim was to support staff and users of the Centre and to play a role in addressing period poverty for the **long-term**. All products are plastic free and responsibly sourced.

## Organisational Performance Framework



A major review was conducted of our Performance Framework this year in order to better support and develop people to allow them to achieve their best performance at work. The aim was to strike an appropriate balance of structure and flexibility.

The new Performance Framework was launched in May 2023. A video and Q&A sessions were used as a means of **involving** staff in the new approach and supporting tools and templates were provided via the staff intranet site.

The Framework takes a person-centred approach, enabling individuals to tailor the performance discussions to individual needs and aspirations. It hinges upon regular reflective conversations (rather than a once a year appraisal) around wellbeing, objective setting, feedback, behaviours and continuous personal development. Each of these areas has a supporting template with conversation prompts and all areas are expected to be covered during the year. In line with our commitment to being a learning organisation, a review of the Framework will be undertaken.

## Public Affairs Communications

During the year our internal insight and policy update has been adapted and streamlined, whilst for the first time an external update was piloted with selected partners. These updates focus on some of the key issues that have been affecting the sector in the political world, why it's important for partners to be aware and any key next steps. We have also reached out to Welsh Members of the UK Parliament and House of Lords to **involve** them in the work of Sport Wales that affects their constituents.



## Spotlight On

# Staff Equality and Diversity survey and forum



Our last survey was conducted in 2021 with the same questions and methodology being used with some additions. This survey took place during November and December 2023 and highlighted significant progress in ensuring that Sport Wales is an inclusive place to work. It also identified that staff were now much more likely to report acts of discrimination and felt empowered to challenge other colleagues or contractors in the event of inappropriate comments or behaviour.

The survey also signposted that more work is required to adopt an inclusive approach to staff social events, to enhance diversity in leadership positions, to respond to staff needs such as the provision of a faith room (one was opened in March 2024) and to create a supportive and safe environment where people can learn.

77 of our 151 permanent/fixed term members of staff completed the survey giving a good level of staff **involvement**.

## EDI Forum - Active Bystanders Training



This training focused on colleagues' personal development to consider how they can address inappropriate actions and comments in the workplace. To support the **prevention** of inappropriate behaviour and discrimination colleagues were presented with different options on how they could distract, delegate or tackle directly comments or actions and this ensured the training was person centred as staff could use the option that felt right for them.

Opportunities to practice the skills in a supportive environment were provided and the content was also tailored to colleagues working on shift patterns so that over 60 staff members were **involved** in this training.



## Staff EDI learning and support: Café Conversations



Monthly equality, diversity and inclusion discussion sessions have been developed and feature topics raised by colleagues where all staff are invited to engage in debate and discourse on relevant social justice matters. This has helped to foster a culture of open dialogue, debate, empathy and understanding and to encourage the **involvement** of everyone in the organisation in EDI discussions and that they can contribute to setting the agenda.

The Café Conversations session will continue as a key part of the workforce learning offer. Different options are being trialled for colleagues to join sessions remotely whilst retaining a safe supportive space in the meetings.

## Launch of Inclusive Language Guide



This year we have underlined our commitment to fostering a truly inclusive sporting environment with the launch of our new Inclusive Language Guide. Recognising the impact of consistent and respectful communication, the guide addresses previous inconsistencies identified within the organisation. These inconsistencies, particularly around terminology for diverse identities, could unintentionally exclude individuals.

Developed with nationwide **collaborative** stakeholder consultations in mind, the Guide equips staff with practical recommendations for inclusive communication across various demographics. By implementing these guidelines, we aim to ensure all interactions are welcoming and promote a strong sense of belonging for everyone **involved** in sport.

The launch extended beyond simply introducing a document. Interactive workshops **involved** staff and facilitated understanding of the guide's principles, fostering a collective responsibility for creating a more inclusive environment. Recognising the evolving nature of language, we pledge to regularly review and update the guide. This commitment ensures it remains a valuable resource for fostering a welcoming sporting landscape for all.



## On course to provide better support for young athletes



In the latest step towards a more inclusive sport system, our Strength and Conditioning team launched a brand-new affordable course which we believe can make a big difference to Welsh sport – an entry level, vocational qualification in strength & conditioning, aimed at sports coaches, PE teachers and others working with young athletes.

The purpose is to teach young people how to move their bodies effectively - jumping and landing, balancing, sprinting and changing direction. These are often seen as secondary to learning sport-specific techniques and tactics within the grassroots and pathway levels of sport. However, when you also consider the negative influence of video games and social media on the athleticism of today's young people, this is resulting in many young athletes transitioning to performance sport without the fundamental movement skills they need to thrive.

Moreover, the demands of top-level sport are putting increasing pressure on coaches and athletes to train harder and for longer, so injury and drop-out rates are at an all-time high. Young, female sportswomen particularly are at a greater risk of career-threatening injuries such as ACL knee ligament tears - one of the leading causes of drop-out in sport.

The Level 3 vocational qualification, established by the UK Strength & Conditioning Association, allows the successful candidate to be fully insured to deliver strength and conditioning training in order to improve performance and **prevent** injury.





## Analysis

Sport Wales National Centre in Cardiff has continued to seek independent assessment on its operations. For 2023-24 this comprised a bi-monthly mystery visitor, alternating between stays in accommodation and joining as a member and using the facilities. The external company, Proinsight, rated the services at an average of 95% across the 6 visits.

Internal Audit: Sport Wales has been provided with an overall annual Substantial Assurance rating each year since 2015-16. In terms of gaining an overall annual Substantial Assurance rating, this is very hard to achieve, even more so over such an extended period of time.

UK Sport has recognised Sport Wales' thought leadership and practice related to female athlete health and Paralympic performance and health.

### **Things we need to consider and where we need to go further**

Some teams and functions do seek structured feedback on their work or services; should this be a need for all teams / functions? Alternatively, should a regular independent survey of views on how Sport Wales as a whole is valued be considered?

# Welsh Language Standards Reporting



The Welsh Language (Wales) Measure 2011 establishes a legal framework to impose duties on public bodies to comply with statutory standards relating to the Welsh language. The Standards replaced the Welsh Language Act 1993. Welsh Language Standards came into place for Sport Wales on 25th January 2017.

This report assesses our performance against our Welsh Language Standards and provides details of the partnership work we have completed over the last 12 months. We are committed to ensuring we meet the duties placed upon us and recognise the important role that sport can play in supporting the development of the Welsh language in the community.

## The Welsh language in sport

We have continued our partnership with the Welsh Language Commissioner (WLC) to support and encourage national organisations in the sports sector to extend their Welsh language offers. Sport Wales sees this work as an important part of our Welsh language duties through encouraging the development and promotion of more opportunities to use the Welsh language to play sport. The first Welsh National Governing Bodies (NGBs) of sport achieved the Welsh Language Commissioner's Cynnig Cymraeg recognition in 2023. Welsh Triathlon and the Welsh Rugby Union both achieved the award to mark their commitment to the Welsh language and to extending their Welsh services.

Other NGBs and National Partners are working towards this accreditation and Sport Wales staff use the What Matters process with our partners to track readiness and work in partnership with WLC colleagues.

**The Urdd:** As a key strand of our Welsh language commitment we work in partnership with and invests in the Urdd's extensive programmes to deliver Welsh language opportunities in sport and recreation. A summary of a some of the Urdd's achievements in 2023-24 include:

- Extra-curricular provision of clubs and activity.
- Community provision through **collaboration** with several local, regional and national partners across the public, private and third sector. Sport specific community clubs; Multi-sport clubs; Family engagement through sport and Physical Literacy; #FelMerch – women and girls participation projects; Legacy projects – post national events such as rugby 7s delivering community focused projects; Targeted projects around diversity, inclusivity and language.

- A national provision of holiday activity, inclusive of: Multi-sport weekly camps; Sport specific camps working on skills development; Family engagement – range of activities in Leisure Centres and Parks; #FelMerch forums and activities; Partnership projects i.e., Fit, Fed and Fun with WRU.
- **Collaboration** on Inclusion projects with Disability Sport Wales and other partners across Wales.
- Welsh Medium Learn to Swim provision delivered across Cardiff and the Vale, RCT, and with a focus to further develop provision across Bridgend, Newport and Wrexham.
- Competition and Events: Regional Events – Primary Schools; National and regional events – High Schools and Colleges; International learning opportunities; Chwarae yn Gymraeg / Rugby World Cup Partnership.

Sport Wales has helped Mentrau Iaith Cymru connect with delivery partners to implement a new initiative to support the employability of young people in high density Welsh speaking areas to deliver sporting opportunities.

## Marketing, communications and digital

All our public e-communications and media content continue to be produced bilingually, with recent changes making them more appealing to a Welsh audience, such as formatting changes to make Welsh content stand out on a variety of devices. Any partner newsletters are also produced completely bilingually.

Our Welsh language Twitter and Facebook accounts have seen significant increases in interactions and engagements. On social media we also **integrate** Welsh phrases, such as ‘Llongyfarchiadau’ and ‘Pob Lwc’ into our English content to encourage others to use the language when celebrating Welsh sport.

Our Communications team produced some high-quality content (a video and articles for our website and social media channels) about the Llewod Llambod Netball Club (Lampeter Lionesses). With more than 75% of their members being Welsh speakers and another 10% learning, Llewod Llambod offer netball in both Welsh and English. To ensure Welsh speakers in the area can access netball in their first language, the club successfully applied to Sport Wales’ Be Active Wales Fund to grow their number of Welsh speaking coaches and umpires through training courses.

In our internal comms, we continue to **integrate** Welsh phrases, such as ‘sgwrs fîm’ into our weekly and monthly newsletters to encourage staff to use the language. We’ve also featured the recently formed ‘Clwb Cymraeg’ which was formed by staff members who are learning Welsh to give learners and fluent speakers a chance to use their Welsh skills informally.



We continue to learn a lot about our CLIP (Communications Learning and Insight Programme) users and how they prefer to learn and be communicated with. Actions taken this year to improve the Welsh language service in the programme include:

- Our newsletter is now fully bilingual regardless of language preferences stated upon registration.
- We are in the process of ensuring all our programme resources are available in both Welsh and English on the CLIP webpages (regardless of language preferences stated upon registration) including recorded videos of learning sessions.
- We have improved the Welsh language offer for CLIP events using bilingual facilitators and simultaneous translation as required. We also record both languages and distribute the footage to the attendees and wider users to watch back. This step has been well received by attendees, noting that they appreciate the offer in principle because they feel more comfortable using and listening in Welsh.
- We trialled a new model of delivery at a hybrid CLIP event in Wrexham in November 2023. The majority of the panel were Welsh speaking including the presenter. Additionally, many of those joining online and in-person requesting to experience the event in Welsh. Therefore, we trialled a bilingual session. The presenter would switch the conversation from English to Welsh and vice versa, depending on who they were speaking to.

## Grant funding

We work proactively to develop sport for people bilingually through our investment schemes.

## Cronfa Cymru Actif / Be Active Wales Fund

Of the 589 Be Active Wales Fund awards that we have data, 21 are from organisations that stated that they provide sporting activity entirely through the medium of Welsh with a further 158 organisations using Welsh partially.

The combined impact of the 179 awards to the clubs who planned to either commence or increase their provision of sporting opportunities using the Welsh Language is shown in the table below:

### Welsh Language activity in applications awarded in 2023-24:

No. of sessions delivered in Welsh (entirely)	<b>1,536</b>
No. of Welsh coaches (entirely)	<b>309</b>
No. of sessions delivered in Welsh (partially)	<b>309</b>
No. of Welsh coaches (partially)	<b>807</b>

## Our duties

The potential impact on those who wish to use the Welsh Language is considered and summarised as a standard section of Sport Wales Impact Assessment and Board paper templates. This means that these impacts need to be considered as part of every new, or significant change in policy and as part of the writing of every board paper.

Sport Wales is part of the Wales Public Body Equality Partnership, a group of public sector organisations (including the Welsh Language Commissioner) committed to working together on equality matters. Sport Wales has developed a new Strategic Equality Plan for the period 2024-2028, actively engaging with the Partnership. Our objectives are tailored to the specific needs of Sport Wales and our communities but remain linked to the overall objectives of the Partnership. Implementing these objectives will also **involve** positive actions on the Welsh Language to increase diversity, in addition to the nine protected characteristics.

## Standards compliance

For the purpose of this report, we will provide a summary of actions taken to adhere to 'Class of Standards' such as Service Delivery, Policy Making and Operational. This report is by no means exhaustive and does not provide an update of our adherence to every standard applicable to us but aims to provide both the public and the Commissioner with insight into the actions taken to comply with the standards.

## Service delivery

All signage in both of our National Centres and at our events are bilingual. New bespoke signage has been purchased ensuring that the Welsh will be read first. We've added high profile signage of room, facilities and large scale maps of the building in 2023-24.

We have developed a process for all staff on how to operate with Welsh language enquiries and this process is detailed on the Welsh Language pages of our corporate intranet.

The new booking system for Sport Wales National Centre due to be introduced in 2024 will include online capability which will be fully bilingual.

## Policy making

The Insight, Policy and Public Affairs team ensure our written responses to Government and Senedd consultations are submitted in Welsh and English at the same time.

Amendments to the Impact Assessment template are being made to reflect the recent Welsh Language Tribunal decision on the policy making standards. We have commenced work to raise staff awareness of this change and staff training is planned, alongside the revised template.

## Operational

During 2023-24, all vacancies but two had bilingual / multi-lingual skills listed as a desirable criteria on job descriptions. Welsh language skills were essential for the remaining two roles, and both resulted in the successful appointment of Welsh speakers.

A total of 24 new starters joined Sport Wales during 2023- 24 on permanent or fixed term contracts and of these new starters 8 described themselves as fluent, partial or a beginner. In 2023-24, all staff were asked whether they wished to receive written correspondence regarding their employment in Welsh.

Our staff handbook which details our corporate policies covering everything from health and safety to performance; absence management and workplace benefits is bilingual. All staff are aware of the opportunity to make complaints through the medium of Welsh and that the whole complaint process will be completed through the language of choice.

All our job adverts are bilingual and all supporting materials for vacancies such as application forms and job specifications are bilingual. All applicants are given the option to interview in either English or Welsh.

All staff can receive Welsh language training during working hours, if that is how they choose to learn. During 2023-24, eight people have attended Welsh language courses.

Stimulated by the Recruitment Standards Seminar, July 2023, delivered by the Welsh Language Commissioner on good practice our HR team reviewed our current approaches. The one revision needed was to formalise the assessment of Welsh language skills for our posts at the recruitment stage. A flow chart has been added to our staff requisition form to help managers determine whether Welsh language should be essential or desirable.

All email signatures are managed centrally by our Technology Solutions department and are bilingual.

## Record keeping

We keep a record of the number of Welsh speakers in the Sport Wales workforce. In 2023-24 our data showed the following:

Level of Welsh	% (number of colleagues)
Fluent	9% (15)
Partial	7% (12)
Beginner	17% (27)
Non-Welsh speaker	49% (80)
Not declared	17% (28)

The above data shows a continued increase in declarations through engaging staff to improve this monitoring system (increase to 83% from 77% in 2022-23 and 73% in 2021-2022). There has been an increase from 31% of staff members speaking Welsh in 2022-23 to 33% this year.

We keep a record each year of complaints relating to our adherence to the Welsh Language Standards.

During 2023-24 we received no new complaints. The formal complaint that commenced in 2022-23 about the operation of Plas Menai and the impact assessment process used during the commissioned partnership tender process concluded in December 2023.

The Welsh Language Commissioner upheld the complaint. Several of the required actions have already been implemented and Sport Wales is committed to meeting them all within the Commissioner's timescales.

### **Supplementary – service delivery / policy making / operational / record-keeping**

Our 'Welsh Language Scheme' document includes all our Welsh Language standards and can be found on our website. This document is in the process of being improved and updated. This has **involved** discussions with colleagues from the Welsh Language Commissioner's office to ensure compliance with Standards and good practice, with members of staff who speak Welsh and our contracted in-house translator.

We will shortly complete the consultation process with external partner organisations and publish the revised document in 2024.

Details on how we would manage a complaint related to the Welsh language are included within the Welsh Language Scheme mentioned above.

While we have made significant progress in developing and promoting the Welsh language, we are ambitious and there are many areas we want to continue to take forward. We will work proactively on these in our planning and report on progress regularly.



# Plas Menai

In 2023, Sport Wales commissioned Parkwood Leisure as our partner operating Plas Menai, the National Outdoor Centre for Wales.

Since February 2023, an extensive recruitment drive has been in place to develop a fully bilingual, Swim Wales accredited swim programme, operational 7 days a week, year-round at Plas Menai. Swimming teachers/instructors currently working at Plas Menai are Welsh speaking and swimming lessons are delivered in both Welsh and English languages. This continued investment in the pool programme will employ an additional two members of staff in the coming months. An opportunity was developed for a local young person, working as a volunteer, to complete relevant training. He is now a trained lifeguard working towards his teaching qualifications and has enhanced the Welsh language provision at Plas Menai.

Plas Menai staff continue to meet with partner organisations such as RYA Cymru Wales to progress opportunities for Welsh speaking instructors to receive development support to gain employment and to be able to deliver a wider range of qualifications. Following on from meetings with local Sailing Clubs, Plas Menai staff have approached schools to engage young people in the instructional possibilities at the centre, and routes into the marine industry that abound in Wales.

This is offered through land-based training and theory courses.

New apprenticeship posts have commenced at Plas Menai, targeted at Welsh speakers from the Gwynedd area. The 2024 Trainee Instructor programme has been launched and is an option for local school leavers, or those looking for a career change. This is a fast-track route into the industry. An additional apprenticeship opportunity has been offered in the catering team to a local Welsh speaker who will be trained by our catering manager and will remain with Plas Menai for the next 15 months.

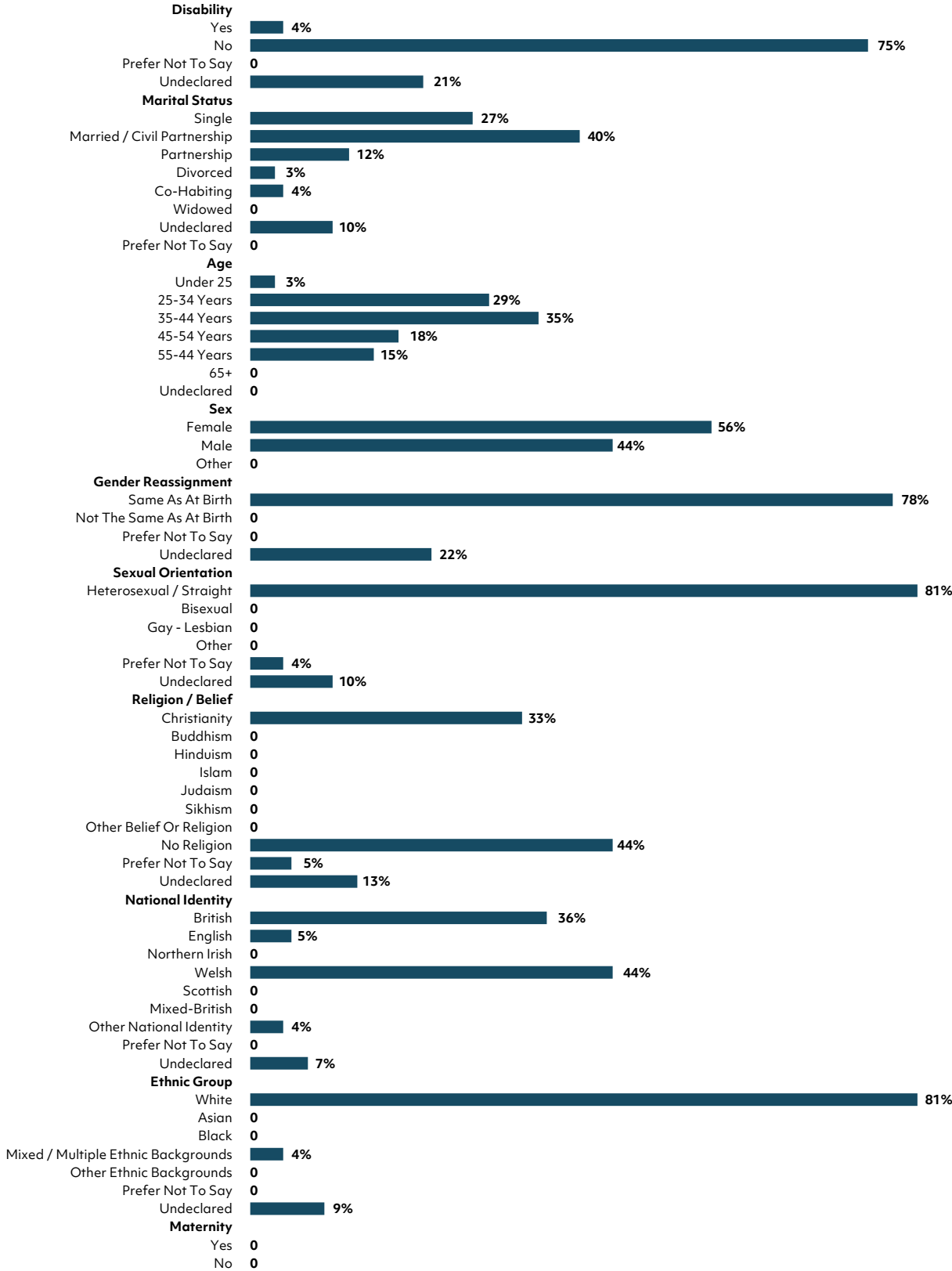
Plas Menai now employs Welsh speaking instructional staff on permanent 12-month contracts and these members of staff have been upskilled over winter 2023-24, enabling them to deliver on Water Rescue and other programmes. These staff would previously have been seasonal, so this is a great addition to the Welsh language provision at Plas Menai.

There is ongoing work to further develop the Welsh language offer across all platforms. The website has a new look and a bilingual “splash page” enabling customers to proceed in their language of choice will be added in May 2024. Improvements to the booking process are also planned.

# Current Equality Statistics – Sport Wales Workforce

As of 31 March 2024, we employed 162 people in permanent and fixed term roles.

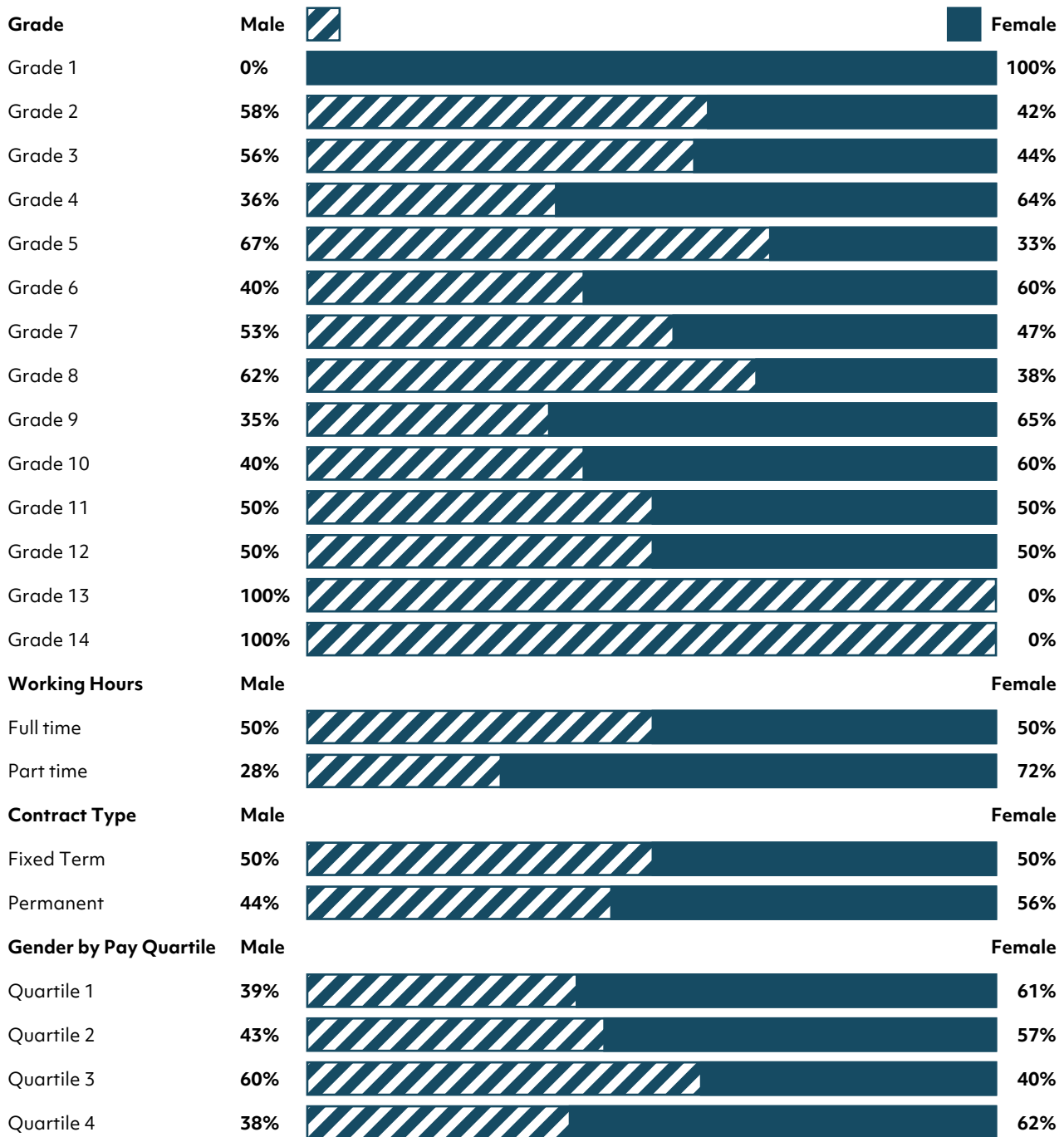
Figure 1: Equality Statistics For Sport Wales Workforce 2023-2024.



\* Data has not been included where there are fewer than five responses to ensure that we protect confidentiality and anonymity.

## Females and males employed by grade, working hours and contract type.

Figure 2 illustrates the number of females and males employed broken down by grade, working hours and contract type during 2023-2024.

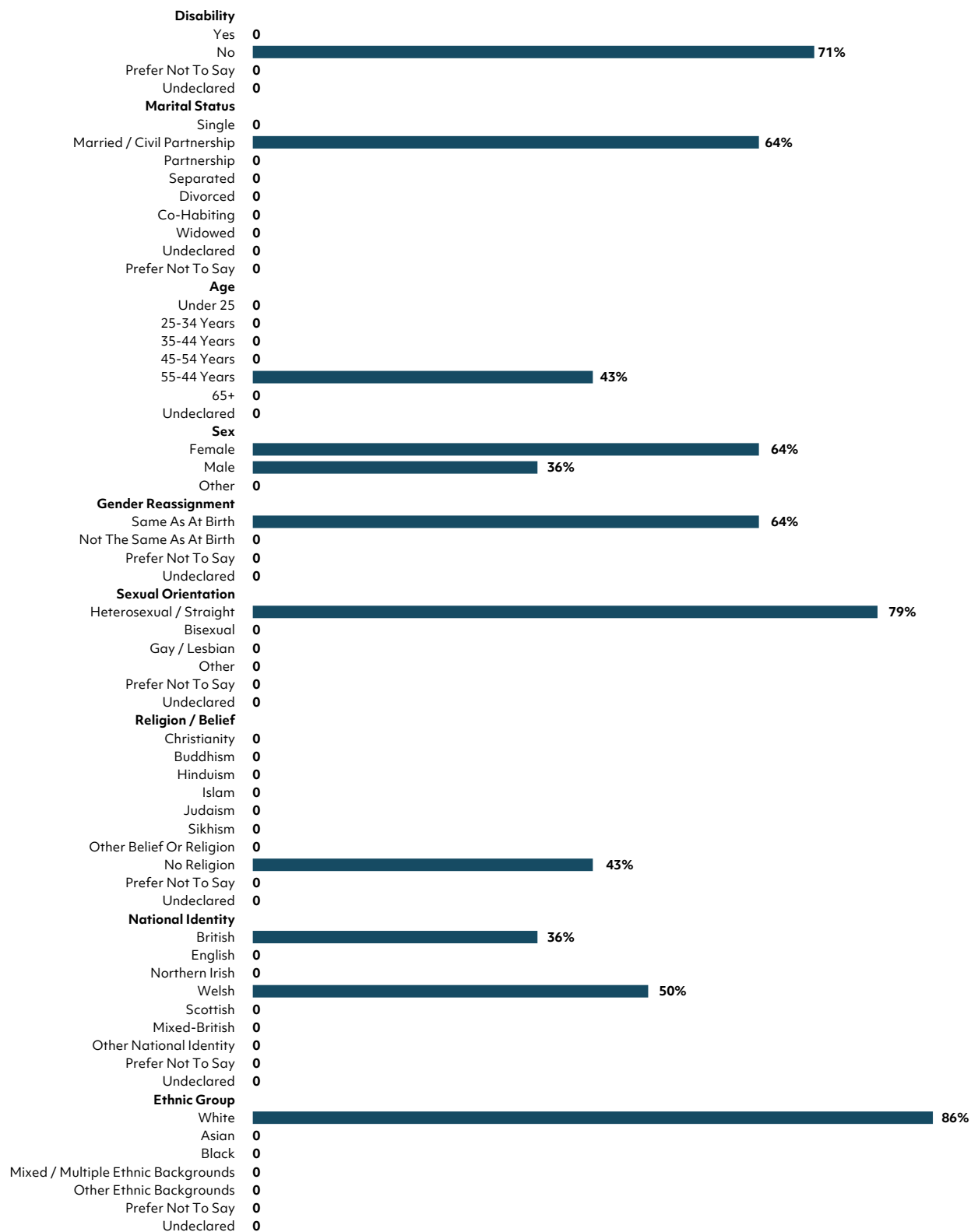


The gender pay gap in Sport Wales as of 31 March 2024 is 7.3% (Mean) or 8% (Median). This is a decrease from 9% Mean but an increase from 7% Median as of 31 March 2023.

# Equality Statistics – Board

## Equality Statistics For Sport Wales’ Board 2023-2024.

Figure 3 illustrates the equality statistics for Sport Wales’ board members during 2023-2024.



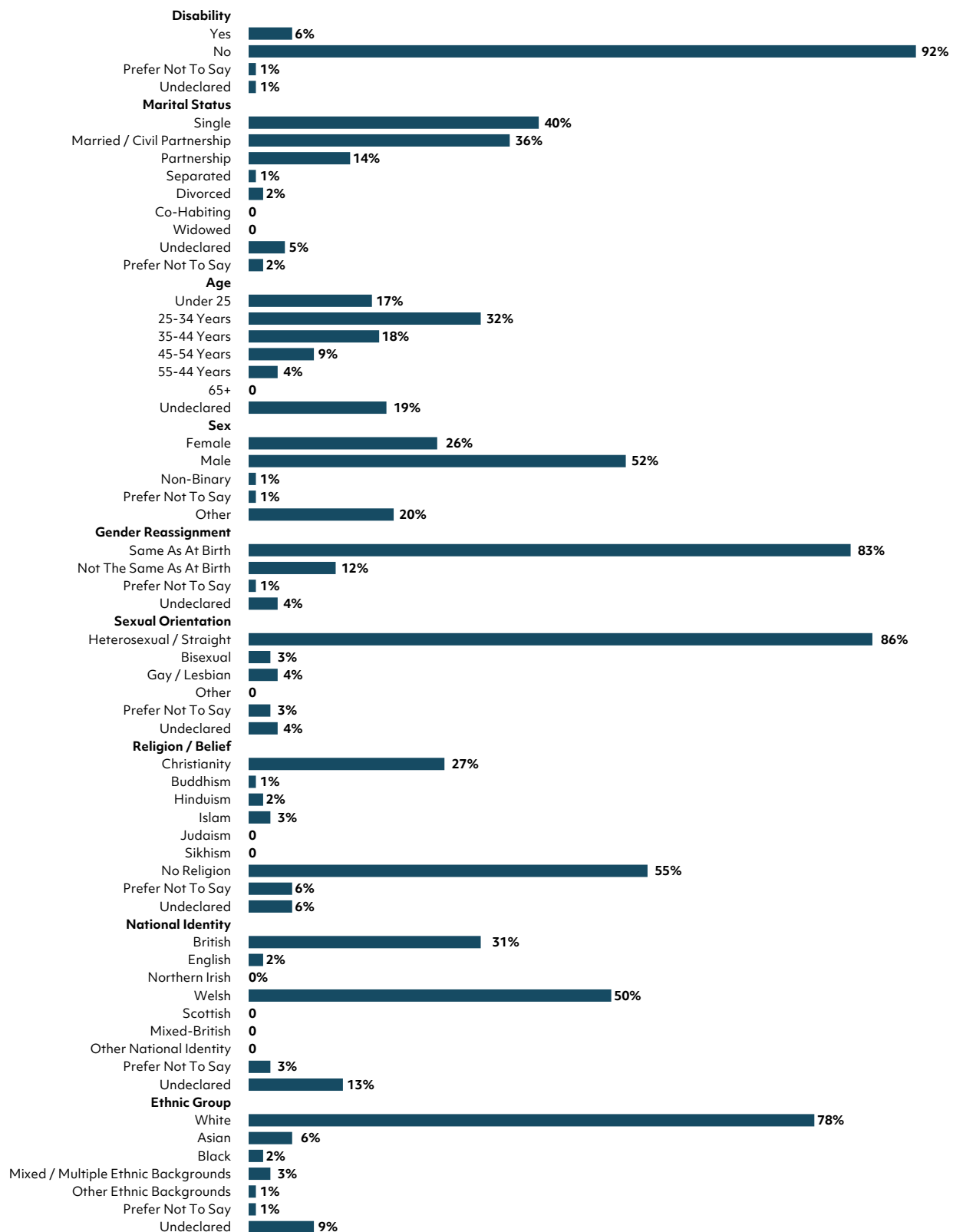
\* Data has not been included where there are fewer than five responses to ensure that we protect confidentiality and anonymity.



# Recruitment

## Equality Statistics for recruitment 2023-2024.

In 2023-2024 Sport Wales received 901 applications from individuals applying for jobs with Sport Wales. Figure 4 shows the equality information for applicants.

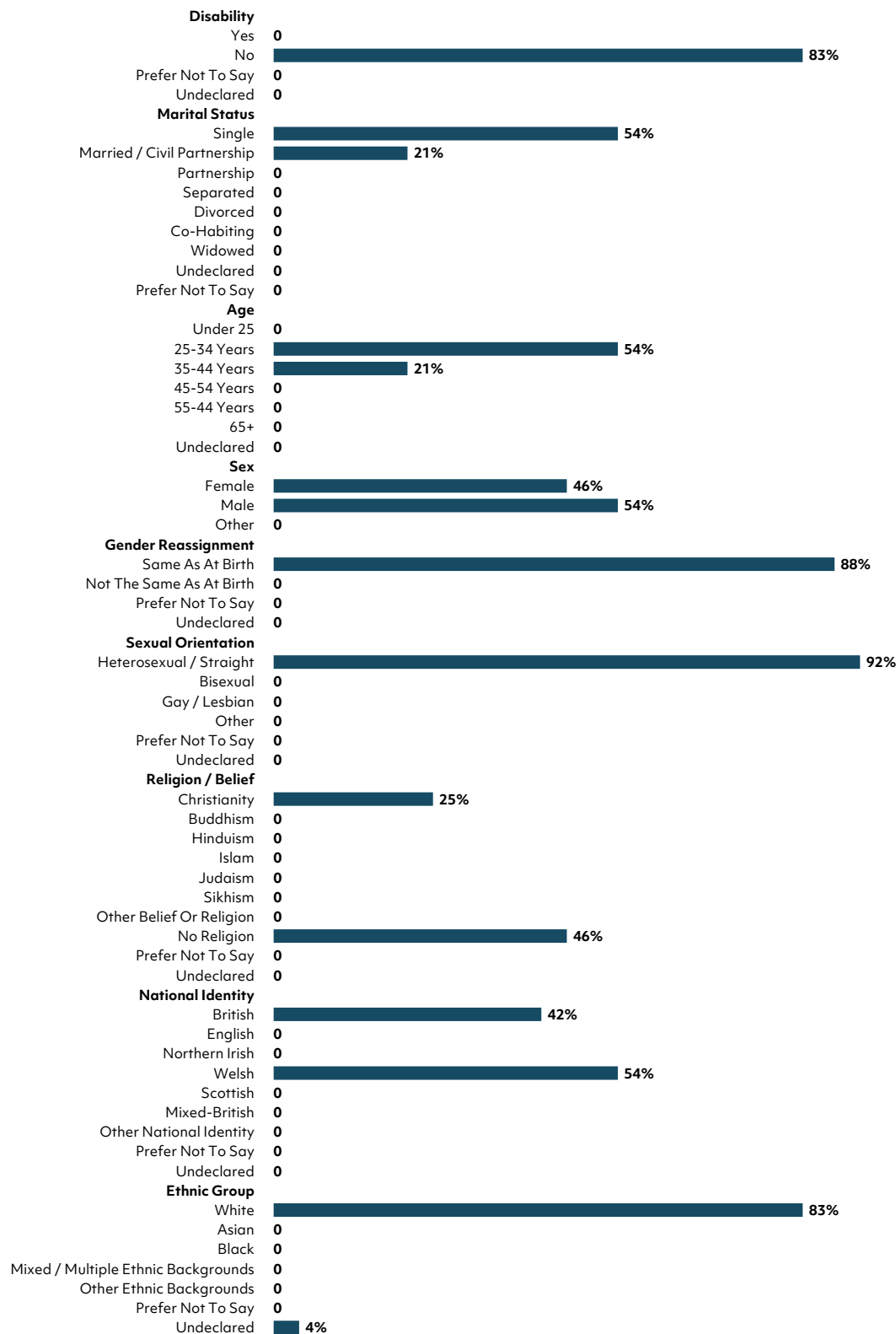


\* Data has not been included where there are fewer than five responses to ensure that we protect confidentiality and anonymity.

# New starters

## Equality Statistics For new starters at Sport Wales in 2023-2024.

There were 24 new starters (on fixed term, or permanent contracts) from 1 April 2023-31 March 2024. Figure 5 shows the equality information for the new starters.

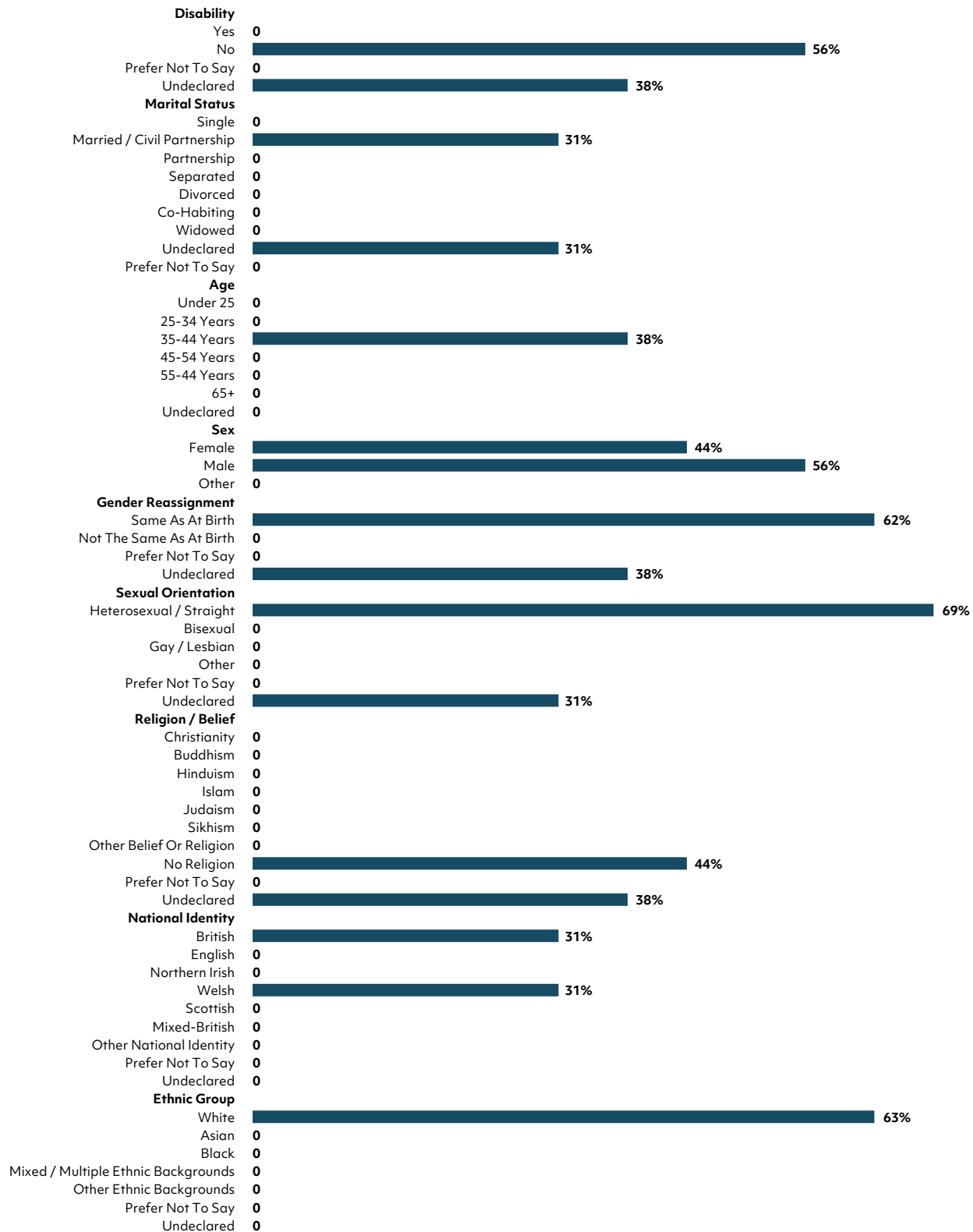


\* Data has not been included where there are fewer than five responses to ensure that we protect confidentiality and anonymity.

# Leavers

## Equality Statistics For Sport Wales Leavers 2023-2024.

There were 16 leavers (on a fixed term or permanent contract) during the period 1 April 2023-31 March 2024. Figure 5 shows the equality information for those leavers.



\* Data has not been included where there are fewer than five responses to ensure that we protect confidentiality and anonymity.

## **Complaints, Grievances, Disciplinary**

We have an Anti-Bullying, Harassment, Discrimination and Victimisation policy which clearly sets out standards of behaviour, detailing those that are deemed unacceptable by the organisation and the likely consequences if any breach of these behaviours is founded. Processes are also available for complaints made by the general public. During the reporting year there was one grievance and three disciplinarys.

## **Specific Equality Training**

All new starters undertake equality and diversity online training. An induction session is provided for new starters on equality, diversity and inclusion. We have continued our wide-ranging programme of EDI training, and support has been offered to all staff and delivered in 2023-24. We have delegates on our own Inclusive Leadership Programme and Positive Action Leadership.

## Sport Participation Report

Characteristic	Children: School Sport Survey 2022	Adults: National Survey for Wales 2022/23	Notes:
	Participation in sport three or more times a week		The School Sport Survey only includes the Extracurricular or Community Club settings in this definition of participation.
Overall (all)	39.5%	39.1%	
Girls; Women	36.4%	35.2%	
Boys; Men	43.2%	43.0%	
Other genders	28.1%	-	We hold data on children who do not identify with the gender of 'boy' or 'girl'.
Ethnic Minority People	35.9%	47.4%	The ability to explore ethnicity is contingent on sample size. We can provide much more detail for children due to the sample size (approx. 115,000 people). Further adult analysis is limited due to the maximum achievable sample size (12,000 people).
Asian / Asian Welsh / Asian British	30.1%	-	
Mixed / Multiple Ethnic Groups	42.8%	-	
Black / Black Welsh / Black British	38.3%	-	
Other Ethnic Group	33.1%	-	
White (Welsh, English, Scottish, Northern Irish, British)	41.1%	38.5%	
White Other (includes Gypsy or Irish Traveller, Irish, Roma, and any other White background)	36.0%	41.7%	
Socioeconomic deprivation	32.3%	-	Children who attend schools with the highest levels of eligibility for free school meals are considered 'deprived'; a different measure is used for adults termed material deprivation.
Material deprivation	-	30.6%	
Disability or impairment	34.9%	26.3%	Adult question: 'Does your health condition or illness reduce your ability to carry out day-to-day activities either a little or a lot?'
Welsh Speakers	46.3%	45.5%	

# Investment Report

## Be Active Wales Funding (BAWF) scheme:

We made changes and major improvements to our BAWF investment process in 2023-24 to improve the experience for applicants, reducing the bureaucracy and form filling. One other change between the two processes is that previously applicants were asked to identify which priority areas the investment supported on application. Under the new process, our investment team determines this on the basis of scrutiny of the application and contact with the applicant.

This change means that the data shouldn't be compared between the periods before and after the change. The transition period of changing from one process to the other has meant that a minority of awards (less than 10%) in 2023-24 can't be apportioned to priority groups.

**There were 589 awards for applications submitted on the previous method and endorsed from April to December 2023 the combined amount of these awards was £2,857,509.**

The breakdown of awards and investment to priority areas is set out below:

Priority Area	Number of Applications	Total Funding Awarded
Women and girls	389	£3,152,574.00
Ethnic Minority People	147	£1,176,445.00
People with a disability	180	£1,677,781.00
Lesbian, Gay and Bisexual	82	£745,771.00
Transgender	43	£380,644.00
Social Economic Deprivation	356	£2,857,509.00
Welsh Language	120	£1,208,230.00
Creating Long-term Sustainability	490	£4,063,244.00

Applicants entered text to state which priorities their projects addressed. Projects did not have to reference just one priority area, so the sum total of applications and investment for all priority areas will not equal the total number of awards and total investment.

## Change to Investment processes:

Based on extensive and diverse insight and feedback we implemented fundamental improvements to our investment system to make it easier for organisations to apply.

The number of applications where priority area data is unavailable due to the transition to the new process is 85 with awards totalling £1,231,090.

**Applications submitted using the new process (3 months data, Dec 2023-Feb 2024). The number of applications to the new system was 257 with awards totalling £2,380,018.**

Priority Area	Number of Applications	Total Funding Awarded
Women and girls	124	£935,505.00
Ethnic Minority People	11	£53,998.00
People with a disability	45	£90,010.00
Lesbian, Gay and Bisexual	3	£21,958.00
Transgender	1	£7,018.00
Social Economic Deprivation	89	£648,833.00
Welsh Language	17	£142,962.00
Creating Long-term Sustainability	278	£1,963,034.00

Our investment team determines the priority areas that awards address on the basis of scrutiny of the application and contact with the applicant. Projects can address more than one priority area, so the sum total of applications and investment for all priority area will not equal the total number of awards and total investment.'

The combined total number of awards made in 2023-24 across the previous process; those awards where priority area data isn't available; and the new process is 931 with total funding of £6,468,617. This is a significant increase on the awards and total investment in 2022-23.

# Data analysis

## Workforce:

The recent trend towards full declaration of protected characteristics by our workforce has continued. There are now only two characteristics where over 20% of staff haven't declared (disability at 21% and gender re-assignment at 22%) and 6 of the 9 protected characteristics are at 10% or less. The progress made last year in increasing workforce diversity in respect of ethnicity and sexual orientation has been maintained, though there hasn't been significant progress on increasing diversity in relation to disability.

Sport Wales gender pay gaps have stabilised after increasing during 2022-2023 with the mean falling from 9% to 7.3% and the median rising from 7% to 8%. We published our new [Strategic Equality Plan 2024-2028](#) in March 2024, and one of the 4 equality objectives focuses on pay gaps. The document contains Sport Wales pay gap action planning which in addition to actions to tackle the gender pay gap includes, for the first time, consideration of pay gaps for disability; ethnicity and sexual orientation.

## Sports participation:

Our findings on the sports participation of children remain relevant to this annual report. As a reminder the **School Sport Survey 2022** showed an alarming drop in the overall figure of those participating at least three times a week - dropping by 8.1 percentage points (pp) to 39.5% of young people.

This change in behaviour is likely to have been heavily impacted by events linked to the Covid-19 pandemic. The previous survey was in 2018.

Groups whose data show the greatest levels of disadvantage include:

### Ethnicity

- Asian / Asian Welsh / Asian British pupils (9.4 pp below overall average and a drop of 9.5 pp on the previous data in 2018).
- Black / Black Welsh / Black British pupils (12.2 pp drop on the previous data in 2018. This has shifted the group from one that was previously 2.9 pp above the overall average to now being 1.2 pp below).
- Other Ethnic groups (as defined in the 2021 Census)(6.4 pp below overall average and a drop of 12.6 pp on 2018).

### Disability

- Those with a disability or impairment (4.6 pp below overall average and a drop of 11.7 pp on 2018).

### Socio-economic deprivation

- Those children attending schools with highest free school meal eligibility. (7.2 pp below overall average and a drop of 9.9 pp on 2018).

### Gender Identity

- Girls' participation (3.1 percentage points below overall average and a drop of 9.3 pp on 2018).



Around one-third of all pupils in Wales completed the survey, and so small changes since 2018 could be explained by statistical variation, as not all pupils in Wales participated. However, larger changes are likely to reflect genuine differences in population behaviour.

**National Survey for Wales:** Due to differences in methodology used, results from the Sport & Active Lifestyles section of the National Survey for Wales from 2021-22 should not be directly compared with results from previous editions of the National Survey for Wales.

Despite adult participation increasing across Wales between 2021-22 and 2022-23 the most recent results have demonstrated that the greatest levels of participation disadvantage are in disability and impairment (12.8 pp below overall national average, a gap that has increased since 2021-22) and socio-economic deprivation (8.5 pp below the overall average, the gap has closed since 2021-22). The figures for women's participation are also a concern at 3.9 pp below the overall average (a difference unchanged since 2021-22). On a more positive note, Welsh speaking continues to be positively correlated with participation for both adults and children (SSS: 6.8 pp above average and NSW: 6.4 pp above average).

A series of work packages were setup at Sport Wales to explore these findings further and determine how best we and partners can work together to make a difference based on these findings.

# Identifying and collecting relevant information

## The steps the authority has taken to identify and collect relevant information.

Sport Wales is committed to using high quality research to inform policy and strategy and wherever possible strives to use insight to advise the sports sector, partners, stakeholders at the Welsh Government, the National Lottery, and others across the public sector and beyond.

### Social Surveys:

Each time we conduct the **School Sport Survey (SSS)** an extensive cycle of review and broad consultation is undertaken. This process has already started in preparation for the School Sport Survey 2026. Through seeking views and working with multiple stakeholders and experts the survey is continuously improved and kept relevant. Not all changes can be made within each survey cycle, but we strive to make stepwise changes in the right direction to implement good practice over the **long-term**. Changing the survey to become 'easy read' is a positive example of how the survey has previously been improved. A careful balance always needs to be struck between ensuring the compatibility and comparability of key indicators over time alongside ensuring questions represent the latest knowledge about society and how survey questions should be asked.

The development of the next SSS will include a formal consultation process and piloting of the survey to understand the type of information we need to collect, and in which ways. Moreover, the design of the next School Sport Survey content will also have been through a rigorous process of extensive cognitive testing. Building on previous research this update will help assess young people's understanding and interpretation – of certain constructs, questions, and response options within the survey. The ultimate goal of this work will be to further strengthen the survey's ability to provide accurate and pertinent evidence to better understand young people, improve sector-wide decision-making, and target investment.

To remain well informed about topical issues that impact the participation behaviours of adults, there have been eleven rounds of the '**Wales Activity Tracker**' (WAT) since May 2020. This is an adult population tracking survey of 1,000 adults in Wales, conducted in partnership with Savanta ComRes. Questions are asked at different points of the year, providing snapshots on physical activity and sport, as well as the attitude of people in Wales towards exercise. The data collected is representative of the nation according to sex, age, disability, ethnicity and socioeconomic status. As postcode information is collected, the findings can also be linked to measures of rurality and the Welsh Index of Multiple Deprivation (WIMD).

The Wales Activity Tracker enabled national trends and inequalities in adult attitudes and behaviours to be monitored throughout the course of the Covid-19 pandemic (when regular face to face surveys were halted) and has continued to track these headline trends ever since.

The **National Survey for Wales (NSW)** is a nationally representative household survey of 12,000<sup>1</sup> adults in Wales. It currently **involves** over twelve times more people than the WAT which enables a deeper dive into topics by protected characteristics, however, it is also ten times smaller than the School Sport Survey and so the depth of analysis is limited for certain characteristics and topics. The Sport and Active Lifestyles section of the survey contains statistically robust findings on adult participation in sport and physical recreation, sport volunteering, sport facilities, and attitudes towards physical activity and future participation in sport activities. The Welsh Government manage the core set of survey questions and the inclusion of any additional topic specific modules included each year the survey is conducted (e.g. Environment, Health, Wellbeing, Social Care Culture and Sport). Core questions include age; sex; ethnicity; physical or mental health conditions or illnesses; material deprivation; and use of Welsh language.

The survey often contains findings by household composition, marital/civil partnership status, nationality, religion and sexual orientation and much more. A full set of topics can be found on the [NSW webpage](#). The survey results are available for a variety of geographic areas (including for each local authority in Wales) and for small area-based classifications such as the WIMD, and urban/rural classification.

The survey is used to inform the Future Generations Indicator 38 – [‘Percentage of people participating in sporting activities three or more times a week’](#).

Objective criteria, based on Official Statistics from national surveys and performance data, are specifically used by Sport Wales to allocate investment to National Governing Bodies and Sport Partnerships. This enables a transparent and objective approach to investment and reduces the bureaucratic burden on partners to provide data and evidence to us.

Funding criteria are split into participation and performance elements, with an overall funding score for each National Governing Body established when the two sections are brought together. Population counts, age, gender, ethnicity, disability, and deprivation are used to create an overall score for each sport.

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<sup>1</sup> Budget cuts, a flat budget, and inflation will result in a decrease to future sample size, and this will impact the types of factors that can be reported on with confidence. However, a decrease in sample size can be overcome through combining two years' worth of results, and effectively doubling the achieved sample.

Separate criteria are used to determine the funding for Sport Partnerships, based on population, socio-economic factors and rurality. A full breakdown of the data that is used is shown in the [Resources section](#) on our website.

A new investment system, designed through partnership working with the Centre for Digital Public Service, will also help us better collect and display our community investment data, allowing us to make more insight driven investments in the future.

### **Any reasons for not collecting relevant information.**

The School Sport Survey needs to be sampled and weighted based on national data sources (such as the Pupil Level Annual School Census [PLASC](#) which counts pupil characteristics by school). Not all characteristics are contained in these secondary data sources so they may not be fully representative. The approach to sampling is ultimately constrained by the terminology used in these secondary sources.

Certain questions also need careful design to ensure that they work for all children and for new questions additional time is required to consult, test and pilot. Some questions are not appropriate to ask to all people.

Sample size also places a limit on what can be reported on with statistical confidence, even if the information is collected as part of the survey.

### **A statement on the effectiveness of the authority's arrangements for identifying and collecting relevant information.**

As an organisation, we collect essential demographic information for key equality strands with a particular focus upon gender, disability, age, ethnicity and deprivation. This data is primarily captured through our national survey instruments (School Sport Survey; National Survey for Wales; Wales Activity Tracker) all of which run on a periodic basis. These data collection tools provide us with important data for monitoring participation and attitudinal trends and collectively cover residents of Wales who are aged seven and above.

Where survey sample sizes are not sufficient, we aim to conduct qualitative research with specific groups on in-depth topics to gain further insight. We collect and hold limited data for the following: marriage or civil partnership (a protected characteristic in employment only); pregnancy and maternity; religion or belief; sexual orientation. However, further exploration is possible through the National Survey for Wales.

It is not currently deemed appropriate to collect some of this sensitive information through our School Sport Survey. Sample size also limits what can be represented within smaller tracking surveys. The seasonal nature of sport also requires data coverage over the course of the year to fully represent all types of activity and behaviour. In this sense findings are limited by the survey method and the respondent's ability to recall information.

We are limited in some respects by the work of the Welsh Government and other organisations. For example, the ability to change questions in multi-stakeholder surveys. Nevertheless, the Welsh Government ensures that survey questions are [harmonised](#) and transformed based on the latest available evidence of good practice wherever possible, and promote liaison and consultation on data and statistical issues between public sector organisations in Wales.

We collect a wider range of information through smaller surveys and some bespoke reports. The level of detail that can be provided is contingent on the sample size (which in turn is contingent on budget) or is focused on specific thematic issues in depth, making some results explorative rather than representative. Margins of error within survey-based approaches often make comparisons difficult, with data needing to be unpacked for multiple dimensions of analysis. This can limit theme-based analysis and further intersectionality of these themes. Sub-national analysis of this information can also be difficult for smaller geographies.

We do strive to iterate and improve on our approaches wherever possible. The development of Sport Wales policy position statements included an exercise of bringing together all our insight to produce a birds-eye view of the data we collect from an equalities perspective. In addition, we aim to create a 'Data Lake' within which all our data from surveys and elsewhere can be brought together, harmonised, standardised, and made multilingual.

This will help to develop an overall picture of what we hold, what can be improved, and where evidence gaps exist.

The Insight Team has developed a dashboard approach that would help to provide this type of overview using Power BI software. This has undergone user testing and is due to launch for staff to use at Sport Wales in 2024. Survey questions will be reviewed in detail in preparation for the next School Sport Survey and will be accompanied by an updated statistical dashboard, enabling detailed findings on intersectional topics to be further explored.

# Strategic Equality Objectives – Review of Our Progress

To inform the development of the Strategic Equality Plan for the period 2024-28, we took the opportunity to reflect on the progress we had made on our objectives and the areas of further focus. The summary below outlines some of the specific achievements in 2023-24, reflections on what has worked well, where we can further improve and importantly where we need to focus our efforts in the coming years.

## Increasing Workforce Diversity and Inclusion

### Positive Indicators of this objective:

**Workforce Diversity Data:** our workforce data reported at 31 March 2024 identified that the proportion of ethnic minority and LGBTQ+ employees was higher than the national population average.

**Staff Survey 2023:** 84% of respondents strongly agreed or agreed that Sport Wales is an inclusive place to work. 97% of staff felt that there had been some or lots of opportunities to learn and discuss more about equality, diversity and inclusion in the workplace.

**Future Workforce:** Sport Wales has **collaborated** with local schools in areas of socio-economic deprivation to talk about career opportunities in sport with open days at the Sport Wales National Centre.

**Sport Science Graduate Programme:** providing an entry grade salary alongside funded tuition fees for an MSc course. This opportunity was aimed at increasing representation from under-represented communities.

### Things we need to consider and where we need to go further

There is more to do to enhance diversity at a leadership level within Sport Wales and to ensure that people with a disability are better represented within our workforce. Our staff survey also identified that more work is required to adopt an inclusive approach to staff events, to enhance diversity in leadership positions, to respond to staff needs such as the provision of a faith room and to create a supportive and safe environment where people can learn.

### Analysis

We have adopted a range of different approaches to enhance the diversity of our own workforce and that of the sector in both the short and **long-term**.

Recruitment processes and practices have been refined to ensure that we are actively promoting opportunities to a wider and more diverse group of applicants. We are also seeking to develop a culture of belonging, fostering a welcoming, safe and inclusive environment for all staff. Training and development opportunities to learn about different aspects of diversity and inclusion as well as supporting learning materials are contributing to this endeavour.

The Strategic Equality Plan for 2024-2028 reinforces our commitment to embedding equality values into the organisational culture at Sport Wales, recognising that a strong culture of equality ensures fair treatment for all staff, fosters a sense of belonging and attracts and retains diverse talent.

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## Eliminate Pay Gaps

### Positive Indicators of this objective:

**Gender Pay Gap:** The gender pay gap in Sport Wales as of 31 March 2024 is 7.3% (Mean) or 8% (Median). This is a decrease from 9% Mean but an increase from 7% Median as of 31 March 2023.

**Living Wage:** We are an accredited Living Wage employer.

### Things we need to consider and where we need to go further

There is a need to consider pay gaps across a range of protected characteristics.

### Analysis

We have calculated our ethnicity; disability and sexual orientation pay gaps for the first time and will explore the reporting of those pay gaps alongside maintaining its gender pay gap reporting, recognising that this data does not yet meet minimum statistical reporting levels.

The Strategic Equality Plan for the period 2024-2028 sets out an ambition to eliminate pay gaps and with a short-term action plan to positively encourage female, ethnic minority and disabled applicants for senior leadership roles when they arise.

## Engage with the Community

### Positive Indicators of this objective:

**Midnight Ramadan:** in 2023-24, the programme ran for the second year, expanding to include a full offer to female participants. The programme was developed using insight from surveys led by Foundation for Sports Coaching on the activities participants wanted to undertake and how the sessions could be structured to meet the different cultural and religious needs of the participants.

**60+ Active Leisure Scheme (ALS):** this programme has been running since early 2021 for older people across Wales with local authority **collaborative** approaches dependent upon the needs of the local community e.g. ethnic minority people or those from underserved communities in areas of socio-economic deprivation.

**Positive Action Leadership:** in addition to the development of the sport sector workforce, PAL has enabled participants to co-create the programme, empowering and engaging the cohort. It has also created a network of individuals and organisations who can offer guidance, foster connections and actively engage across the sport sector in Wales.



**Development of the Strategic Equality Plan 2024-2028:** as we developed our Strategic Equality Plan, we worked with a range of critical friends with representation from across a range of protected characteristics to help shape our Plan, objectives and actions.

### **Things we need to consider and where we need to go further**

We have made progress in this area but there is a need to continue with a relentless focus on community engagement to shape and drive future plans and individual projects and programmes.

#### **Analysis**

Engaging with the community has continued to be a main feature and way of working within programmes across Sport Wales and is paramount to supporting the delivery of the Vision for Sport in Wales. This is incorporated into the Strategic Equality Plan 2024-2028 through the objective to cultivate a culture of continuous improvement within Sport Wales and with partner organisations. Key actions will include user testing of the School Sport Survey to ensure inclusivity and accessibility for all young people, using data and insight from staff surveys and **involving** communities in programme development and delivery.

## **Ensure service delivery reflects individual need**

### **Positive Indicators of this objective:**

**Menopause Champions:** Dedicated champions within Sport Wales have received training in areas such as workforce adaptations, nutrition, hormones and exercise to better support staff. Training sessions were provided to all staff throughout Menopause Awareness Month giving opportunities to provide for staff individual needs based on the range of knowledge available.

**Recruitment:** there have been examples of good practice through the additional time taken by teams to understand individual need, particularly in relation to aspects of protected characteristics.

**Crowdfunder Programme:** following a successful pilot, the Crowdfunder Programme enables clubs and community organisations to apply for funding for 'off field' improvements. We match a proportion of the project costs (with greater funding provided for those organisations in areas of socio-economic deprivation), ensuring that funding is directed to projects with significant local buy-in.

### **Things we need to consider and where we need to go further**

There are good examples of where we are making progress in delivering services that reflect individual needs.

## Analysis

Our strategic intent statements include an aspiration to be person-centred, considering the needs and motivations of an individual, whether just starting out or striving for excellence on the world stage. This is equally important when considering the needs of our staff. Our Strategic Equality Plan 2024-28 captures this in the objective around embedding equality values into the organisational culture at Sport Wales.

## Ensure equality is embedded into the procurement / commissioning process and is managed throughout delivery

### Positive Indicators of this objective:

**Living Wage:** We are an accredited Living Wage employer and requires suppliers to pay staff in accordance with these rates.

**Sustainable Procurement:** We are **collaborating** with WRAP Cymru alongside Amgueddfa Cymru and Pembrokeshire Coast National Park Authority to support the development of sustainable procurement criteria in specific high spend areas.

## Things we need to consider and where we need to go further

There is more that we can do to embed this approach into our procurement processes and use our influence to drive responsible procurement.

### Analysis

We have retained an objective to embed socially responsible procurement within the Strategic Equality Plan for the period 2024-2028. The key actions in the short term will be to review our current processes to make it easier for small businesses to work with us; to produce a Procurement Strategy embedding social value and sustainability; to train staff on the new approach; to **collaborate** and share good practice while reviewing.

# Lottery Funding and Additionality

All Lottery distributors are required to report on their policy and practice.

Lottery funding is distinct from Government funding and should not replace Exchequer spending. Where appropriate, it can complement Government and other programmes, policies and funding.

When we assess applications for funding, we ensure additionality is considered. We work closely with leading organisations to ensure that our funding programmes add value to Government and other funding but do not replace it.

## Review of National Lottery Distribution Activities

During 2023/24 Sport Wales distributed awards under a number of Lottery Funded grant programmes.

### Capital Grants

The fund's principal activities are aimed at increasing participation and improving performance in sport and physical recreation. Sport Wales introduced its plans for the distribution of lottery funds to capital projects in September 1994. A two stage process is used for all capital applications. The first stage of the application enables the initial focus to be more on the added benefits to sport and the aims, objectives and proposed management of the project.

Applicants seek provisional approval of a scheme prior to undertaking the investment necessary to present the full application which is the second stage of the process.

Capital grant offers of £2,871,000 (2022/23 £2,730,000) were met during the year. The amount provided in the accounts for signed contracts relating to capital grants increased by £141,000 in 2023/24 (2022/23 decrease of £288,000).

### Revenue Grants

Revenue grant offers of £15,007,000 (2022/23 £11,129,000) were met during the year. The amount provided in the accounts for signed contracts relating to revenue grants increased by £3,878,000 in 2023/24 (2022/23 increase of £2,298,000).

## Movement on Lottery Balance to 31 March 2024

The following table shows the movements of the balances held with the National Lottery Distribution Fund in the year:

Balance at 1 April 2023	Unrealised Loss	Income Received (Net)	Money Drawn Down From National Lottery Distribution Fund	Balance at 31 March 2024
(£000)	(£000)	(£000)	(£000)	(£000)
14,586	-	16,266	(20,000)	10,852

The table shows a decrease in the balance held of £3.734 million, compared to a decrease of £0.5 million in the previous financial year.

# Financial Results

Sport Wales's Lottery Distribution results are set out in the Statement of Comprehensive Net Expenditure. Total net comprehensive expenditure for the financial year amounted to £7,077,000 (2022/23 total comprehensive income of £808,000).

The statement of financial position for 2023/24 shows a total net asset figure of £5,293,000 (2022/23 £12,370,000).

The Directors continue to adopt the going concern basis in preparing the financial statements which assumes that Sport Wales will continue in operation for the foreseeable future.

## Sustainability (Incorporating the Biodiversity Report)

In the first full year of implementing Sport Wales Environmental Sustainability Plan the topic remained as one of the 7 Business Plan priorities of the organisation.

After piloting funding schemes in 2022-23 in partnership with football and rugby, Sport Wales's first national sustainability funding scheme was a centrepiece of the year's work. The new Energy Saving Grants scheme resulted in 79 sports clubs receiving awards totalling nearly £1.4m during 2023-24 to help make their facilities more energy efficient. The clubs receiving support came from all 22 Local Authority areas within Wales and from 12 different sports.

The types of projects supported included (some clubs are planning more than one of the following): 47 clubs - solar panels; 26 clubs – LED lighting; 22 clubs – installing or upgrading their heating; 11 clubs – installing or upgrading their building's insulation.

Sport Wales has extended our collaborative approach to addressing sustainability with two important projects as part of our membership of the Sport Environment and Climate Coalition (SECC). SECC is the UK-wide joint response of the sports sector which includes Sports Councils and other representative and expert organisations.

Following the launch of our Environmental Sustainability Plan, Sport Wales wanted to better understand from the sport and physical activity sector what is needed to accelerate action on environmental sustainability.

We undertook a collaborative piece of work with Sport England and sportscotland to gather insight on current actions, challenges and support needed.

The consultation was carried out by the Useful Group who held interviews and focus groups with a range of organisations (including governing bodies, system partners and umbrella bodies) and developed an online survey for grassroots clubs.

The consultation revealed a shared ambition to tackle the impact of climate change but noted that the ability to take action is often inhibited by lack of funding and capacity to implement changes. The survey also highlighted a need for consistent sustainability advice. Key areas of opportunity were identified as energy and carbon, travel, waste reduction and recycling.

As a result of the consultation findings, Sport Wales has worked with SECC partner to develop the SECC Resource Hub. This bilingual online toolkit includes videos, articles and guides to support clubs and organisations across Wales and the UK, regardless of where they are on their sustainability journey.

Communication to the Welsh sports sector has been an essential component of our work on sustainability. The three above items have been covered in depth with website articles, media releases and communication direct to our contacts in the sector. Our Communications team has also featured articles on a wide range of sustainability topics from recycling sports kit and equipment as part of Recycling Week to making the switch to solar power.

Articles have given practical advice and help to sports clubs by promoting top tips to becoming an environmentally friendly sports clubs and highlighting the benefits that this brings. In total 16 different articles were produced and communicated through 9 different communication methods (Sport Wales website; Partner Newsletter; all Staff update; Community Club Newsletter with an audience of 6,000 and five social media channels).

At the National Centres sustainability work continues with Plas Menai's Ground Source Heat Pump (GSHP) and Air Source Heating Pump both becoming operational, the GSHP has been providing heat and hot water to the building for the last 12 months. The Plas Menai site managed by our commissioned partner, Parkwood Leisure, is planning for future sustainability in the refurbishment of the accommodation houses on site in planning with options for a green heating system being considered.

Both Plas Menai and Sport Wales National Centre have implemented the new Welsh Government waste segregation policy and new bins have been placed across the centres. At Sport Wales National Centre, a new local food waste contractor has been introduced reducing carbon footprint. The Leanpath approach has been introduced to reduce kitchen and customer waste and improve menu planning. New initiatives with Fairshare and Huggard Volunteering alongside volunteering by Sport Wales colleagues are making important use of surplus food and minimising waste, with plans to take this further in 2024-25.

Outside the building our grounds team supported No Mow May and our wildflower garden area.

As an indication of the growing interest within the sports sector the Welsh Sports Association staged the first Sustainability in Sport conference at Principality Stadium, Cardiff in November 2023.

Carbon emissions reporting is now established as an annual process. This highlights that the majority of Sport Wales emissions are linked to the purchase of goods and services. With this in mind, Sport Wales has worked collaboratively with WRAP Cymru and other partners to develop and implement recommendations to embed sustainability into our procurement processes. Initial work has focused on how sustainability criteria can be built into our processes. We are also developing a Procurement Strategy aligned to our sustainability ambitions and the Social Partnership and Public Procurement (Wales) Act.

Sport Wales encourages the Cycle to Work scheme by promoting it through internal communications and developing an engaging video to share the benefits of active travel, the maximum value of the scheme has been increased to £2,000.

Sports Wales has established sustainability as a business plan priority in 2024-25 with key actions centred around the following:

- Embedding sustainability into our procurement process in partnership with WRAP Cymru.
- Understanding the high value supplies we purchase and their carbon emissions impact with a view to potentially reducing it.
- Sharing progress and stories from innovators in this area to illustrate what can be achieved and spread good practice in the sector.
- Developing an Environmental Sustainability Strategy in support of the business case for the Sport Wales National Centre.
- Continue to pursue collaboration opportunities with others, particularly via the Sport Environment and Climate Coalition (SECC).
- Implement the findings of a review of the food pathway.
- Adopt the learning from the investment process in 2023-24 and roll out a second wave of Energy Saving Grants to support the sector.

## Biodiversity Report

To meet the biodiversity ambitions in the Sport Wales Environmental Sustainability plan, Sport Wales needs to build our internal capacity and capability. 17 Sport Wales colleagues completed the Nature-wise course on ecology and the environment delivered by Cynnal Cymru. The course included information and discussion on the science behind ecology and climate change; the changes that are happening to nature in Wales; and the actions organisations and individuals can take to prevent the loss of biodiversity and to maintain and improve ecosystems. The course will enable Sport Wales to develop effective actions to address biodiversity. Key information from the course was also cascaded more widely to our workforce, through a lunch and learn item, presentations to relevant teams and all staff communications.

Sport Wales is currently reviewing our impact assessment process with a view to including biodiversity as a consideration in the development of policies and projects.

Plas Menai was awarded a Gold Award by the North Wales Rivers Trust as part of their Business Champions Initiative. This recognises the on-going work done at Plas Menai in protecting the environment and operating sustainably, including raising awareness and providing education on biodiversity. The Plas Menai team are now working towards the Platinum and Diamond Standards in their ongoing quest to be more sustainable as a business and to protect the environment.

Two examples below highlight some of the work done in the sports sector and show the potential as awareness is raised and education provided more widely:

Wales Golf continues to feature biodiversity and sustainability at their heart of their strategy. Their 2023 Club roadshow around Wales featured biodiversity very strongly with expert speakers and good practice case studies from different types of Welsh courses.

Canoe Wales has continued to grow the impact of Welsh clubs in the annual Big Paddle Clean-Up, with around 30 clubs typically involved. The two-week initiative has a valuable biodiversity impact with approximately 60km of rivers, banks and shorelines cleared and improved for wildlife and nature. The initiative complements the governing body's Paddlers Code which offers advice on how to paddle responsibly and ensure a sustainable future for the sport.

### Accounting Officer:

B Davies

10 October 2024



# Accountability Report

## Corporate Governance Report

### Directors Report Board

During 2023-24, Sport Wales comprised the following Board members;

Board Member	Term	Audit and Risk Assurance Committee	Equality, Diversity and Inclusion Committee	Remuneration Committee
<b>Chair</b> Baroness Tanni Grey Thompson DBE DL	1 July 2022 – 30 June 2025	-	-	Yes
<b>Vice Chair</b> Pippa Britton OBE	1 October 2020 – 30 September 2023	-	Yes	Yes
<b>Vice Chair</b> Ian Bancroft	1 October 2023 – 30 September 2026	-	-	Yes
Ashok Ahir	1 October 2020 – 30 September 2023	Yes	Yes	-
Ian Bancroft <sup>1</sup>	1 October 2020 – 30 September 2023	-	-	-
Rajma Begum	1 September 2022 – 31 August 2025	-	Yes	-
Hannah Bruce (nee Murphy)	1 September 2022 – 31 August 2025	-	-	-

<sup>1</sup> Ian Bancroft served as a Board member for the three-year period ending 30 September 2023. Following a public appointment process, Ian Bancroft was appointed as the Vice Chair for the three-year period commencing 1 October 2023.

Board Member	Term	Audit and Risk Assurance Committee	Equality, Diversity and Inclusion Committee	Remuneration Committee
Dafydd Trystan Davies <sup>2</sup>	1 September 2022 – 31 August 2025	-	-	-
Delyth Evans	1 September 2022 – 31 August 2025	Yes	-	-
Rhian Gibson	1 October 2023 – 30 September 2026	-	Yes	-
Chris Jenkins OBE	1 October 2023 – 30 September 2026	Yes	-	-
Nicola Mead-Batten	1 September 2022 – 31 August 2025	Yes	-	-
Judi Rhys MBE	1 September 2021 – 31 August 2024	-	Yes	-
Professor Leigh Robinson	1 September 2021 – 31 August 2024	-	Yes	-
Alison Thorne	1 October 2020 – 30 September 2023	Yes	Yes	-
Phil Tilley	1 September 2021 – 31 August 2024	-	-	-
Martin Veale JP	1 September 2021 – 31 August 2024	Yes	Yes	Yes
Nuria Zolle	1 October 2023 – 30 September 2026	Yes	Yes	-

<sup>2</sup> Dafydd Trystan Davies has taken a five-month sabbatical from the Board commencing on 12 February 2024.

All Board members are appointed on an initial three-year term and can serve a maximum of two terms.

### **Declarations of Interest**

All Board Members and senior staff of Sport Wales have completed a comprehensive declaration of interest, including details of any interest in organisations which provide, or may seek to provide, commercial services to Sport Wales for 2023-24. Information provided that requires disclosure in accordance with International Accounting Standard 24 ('Related Party Disclosures') is disclosed in Note 17 of these financial statements.

### **Personal Data Related Incidents**

Sport Wales has controls and policies in place to ensure data integrity. Information Technology systems ensure that the physical security of data is tightly controlled. Sport Wales also has appropriate cyber security arrangements in place to prevent unauthorised remote access to data. As far as we are aware, no loss of data occurred during the period under review.

### **Risk Identification and Management**

Detail on Risk Management is contained in the Risk Management section of the Annual Governance Statement on page 114.

### **Supplier Payment Policy and Performance Achieved**

Under the Late Payment of Commercial Debts (Interest) Act 1998 and in line with the Better Payment Practice Code (which can be located on [www.payontime.co.uk](http://www.payontime.co.uk)) Sport Wales is required to pay suppliers' invoices not in dispute within 30 days of receipt of goods or services or valid invoice, whichever is the latter.

Sport Wales aims to pay 100% of invoices, including disputed invoices once the dispute has been settled, in line with these terms. During the year ended 31 March 2024 Sport Wales paid 100% (2022-23: 100%) of all invoices within the terms of its payment policy. No interest was incurred during the year as a result of late payments. Sport Wales also aims to pay suppliers wherever possible within 10 days in accordance with the Managing Welsh Public Money guidance issued in January 2016. During 2023-24, 93% (2022-23: 95%) of transactions by were paid within this timescale.

### **Financial Instruments**

Details of financial instruments can be found in note 1.10 to the financial statements.

## Remuneration of Auditors

The Audit and Risk Assurance Committee oversees the nature and amount of non-audit work undertaken by Audit Wales and National Audit Office, our external auditors. During 2023-24, there was no non-audit work undertaken by auditors. The audit fee is disclosed in note 8 to the financial statements.

Statement on Disclosure of Relevant Audit Information.

1. As far as the Accounting Officer is aware, there is no relevant audit information of which the auditors are unaware.
2. The Accounting Officer has taken all the steps that they ought to have taken to make themselves aware of any audit information and to establish that the auditors are aware of that information.

## Statement of Council's and Chief Executive's Responsibilities

Under the Royal Charter, dated 4 February 1972 (amended 14 June 2017), The Sports Council for Wales (Sport Wales) is required to prepare for each financial year statements of accounts in the form and on the basis determined by the Welsh Government, with the consent of HM Treasury. The financial statements are prepared on an accruals basis and must give a true and fair view of Sport Wales's state of affairs at the year end, including its net expenditure, changes in equity and cash flows for the financial year.

In preparing the accounts, Sport Wales is required to comply with the requirements of the Government Financial Reporting Manual and in particular:

- Observe the accounts direction issued by Welsh Ministers and Department for Culture, Media and Sport, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis.
- Make judgements and estimates on a reasonable basis.
- State whether applicable accounting standards have been followed, and disclose and explain any material departure in the financial statements.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the entity will continue in operation.
- Ensure that the annual report and accounts are fair, balanced and understandable.

The Principal Accounting Officer for the Welsh Ministers has appointed the Chief Executive as the Accounting Officer for Sport Wales. Responsibilities as Accounting Officer, including the responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable and for the keeping of proper records, and for safeguarding Sport Wales's assets, are set out in the Accounting Officers' Memorandum issued by HM Treasury.

### Accounting Officer:

B Davies

10 October 2024

# Annual Governance Statement 2023-24

## Introduction

The Governance Statement brings together all disclosures relating to an organisation's governance, risk and control. As Accounting Officer, I am personally responsible for the Governance Statement which outlines how I have discharged my responsibility to manage and control the resources of Sport Wales during the course of the year.

As Accounting Officer, I have reviewed the Corporate Governance in Central Government Departments: Code of Good Practice 2017 and believe that Sport Wales has fully complied with the relevant elements of the code in respect of both its Exchequer and Lottery functions.

## Corporate Governance

### The Board

Corporate Governance is the system by which organisations are directed and controlled. The Board of Sport Wales is responsible for the governance of Sport Wales and the Sports Council for Wales Trust. The Board's role is to satisfy itself that an appropriate governance structure is in place and to scrutinise the performance of the Executive and the organisation's delivery of the Sport Wales Strategy.

The Sport Wales Board is comprised of a Chair, a Vice Chair and up to twelve other members all of whom are appointed by Welsh Government.

The Board's composition includes representation from a range of different professions and members with expertise and experience relevant to both community and elite sport, as well as wider skillsets needed for a role of this nature. A Board skills matrix is maintained to ensure the Board has the right blend of skills and experience.

Four Board members reached the end of their second three-year term during the year. Sport Wales would like to place on record it's thanks to Pippa Britton OBE, Ashok Ahir, Ian Bancroft and Alison Thorne for their dedicated service and contribution to delivering the Vision for sport in Wales. Following a public appointment process, Welsh Government appointed Ian Bancroft as vice-chair for a three-year term commencing in October 2023 alongside Chris Jenkins OBE, Rhian Gibson and Nuria Zolle as new Board members.

To discharge its responsibilities and to obtain the assurance required that demonstrate good governance practices are in place, three permanent committees have been established; the Audit and Risk Assurance Committee, the Remuneration Committee and the Equality, Diversity and Inclusion Committee, each of which is chaired by a Board member. The terms of reference for each committee were reviewed during the year.

Attendances for both the Board and its permanent committees are shown in the table below.

<b>Board Member</b>	<b>Board Meeting</b> (Number of meetings attended of up to 7 <sup>1</sup> )	<b>Audit and Risk Assurance Committee</b> (Number of meetings attended of up to 4)	<b>Equality, Diversity and Inclusion Committee</b> (Number of meetings attended of up to 3)	<b>Remuneration Committee</b> (Number of meetings attended of up to 2)
Baroness Tanni Grey-Thompson, DBE, DL (Chair)	7 / 7	Not Applicable	Not Applicable	2 / 2
Pippa Britton OBE (Vice Chair)	3 / 3	Not Applicable	1 / 2	1 / 2
Ian Bancroft (Vice Chair)	4 / 4	Not Applicable	Not Applicable	Not Applicable
Ashok Ahir	2 / 3	2 / 2	1 / 2	Not Applicable
Ian Bancroft	4 / 4	Not Applicable	Not Applicable	Not Applicable
Rajma Begum	5 / 7	Not Applicable	2 / 3	Not Applicable
Hannah Bruce (nee Murphy)	6 / 7	Not Applicable	Not Applicable	Not Applicable
Delyth Evans	7 / 7	2 / 2	Not Applicable	Not Applicable
Rhian Gibson	4 / 4	Not Applicable	1 / 1	Not Applicable
Chris Jenkins OBE	4 / 4	1 / 2	Not Applicable	Not Applicable
Nicola Mead-Batten	5 / 7	4 / 4	Not Applicable	Not Applicable
Judi Rhys MBE	5 / 7	Not Applicable	2 / 3	Not Applicable
Professor Leigh Robinson	7 / 7	Not Applicable	3 / 3	Not Applicable
Alison Thorne	3 / 3	2 / 2	1 / 2	Not Applicable

<sup>1</sup>Two extraordinary Board meetings were held in December 2023 and January 2024

<b>Board Member</b>	<b>Board Meeting</b> (Number of meetings attended of up to 7 <sup>1</sup> )	<b>Audit and Risk Assurance Committee</b> (Number of meetings attended of up to 4)	<b>Equality, Diversity and Inclusion Committee</b> (Number of meetings attended of up to 3)	<b>Remuneration Committee</b> (Number of meetings attended of up to 2)
Phil Tilley	6 / 7	Not Applicable	Not Applicable	Not Applicable
Dafydd Trystan Davies <sup>2</sup>	6 / 6	Not Applicable	Not Applicable	Not Applicable
Martin Veale JP	5 / 7	4 / 4	3 / 3	2 / 2
Nuria Zolle	4 / 4	2 / 2	1 / 1	Not Applicable
<b>(Independent members – Audit Committee only)</b>				
Robert Williams <sup>3</sup>	Not Applicable	3 / 3	Not Applicable	Not Applicable
Hywel Tudor	Not Applicable	4 / 4	Not Applicable	Not Applicable
<b>Overall Percentage Attendance rate</b>	<b>89%</b>	<b>96%</b>	<b>75%</b>	<b>83%</b>

<sup>2</sup> Dafydd Trystan Davies commenced a five-month sabbatical from the Board on 12 February 2024

<sup>3</sup> Robert Williams reached the end of his term as an independent member of the Audit and Risk Assurance Committee in December 2023. Sport Wales is grateful to Robert for his contribution to our scrutiny arrangements.

## Whistleblowing Policy

Sport Wales has an established and a Board approved Whistleblowing Policy, which is brought to the attention of staff and members at induction, and is detailed in the Staff Handbook. During 2023-24 there were no reported incidents. We believe that the policy is effective and staff have full access to it.

The policy is reviewed periodically in line with the Staff Handbook. External whistleblowing is dealt with through our Complaints policy, which is available on our website. There were no reported incidents during the year.

## Audit and Risk Assurance Committee

The Board has established an Audit and Risk Assurance Committee to support it in discharging its responsibilities specifically in the areas of risk, internal control and governance through:

- Reviewing the comprehensiveness and operation of current processes, controls and other measures to meet the assurance needs of the Board and the Accounting Officer.
- Reviewing the reliability and integrity of the assurances provided by the executive and the internal and external auditors.
- Providing an opinion as to how well the Board and Accounting Officer are supported in decision making and in discharging their accountability obligations (particularly in respect of Financial Reporting).
- Ensuring that risks identified are assigned to members of the Leadership Team and appropriate mitigating actions are detailed in the Corporate Risk Register.

The Audit and Risk Assurance Committee consists of up to seven members, two of which could be independent, with a minimum of one independent member required. The Committee met four times during the year and there was an overall members' attendance rate of 96%.

Over the year the Committee's areas of focus included (but was not limited to):

- The operation and effectiveness of the risk management arrangements in place at Sport Wales, including regular consideration of the Corporate Risk Register.
- Review of arrangements in place for GDPR and cyber security.
- Consideration of the anti-fraud arrangements in place at Sport Wales.
- Agreement of the Internal Audit Plan.
- Internal audit reports covering specific business areas and the Internal Audit Annual Report.
- The appointment of new internal auditors through a competitive procurement exercise.
- The External Audit Plan and delivery thereof, including consideration of the ISA 260 report.
- Performance monitoring of internal and external audit.
- The Annual Report and Financial Statements and their format.
- Regulatory compliance matters, including consideration of the Sport Wales public duties.
- Review of Board member expenses.
- Review of the Gifts and Hospitality Register.
- Review of any departure from standard procurement procedures.

IT systems ensure that the physical security of data is controlled. In 2023-24 no information risk issues, or significant control weaknesses were identified, and the Audit and Risk Assurance Committee was satisfied that the level of risk was acceptable and managed in an appropriate manner.



The Audit and Risk Assurance Committee undertook an annual review of the Counter Fraud Strategy and Action Plan during the year. This outlined progress on the key actions underway following a review of the Government Functional Standard for Fraud (13) undertaken in 2022-23. The update outlined arrangements in place including the Anti Fraud, Bribery and Corruption Policy, requirements for declarations of interest, segregation of duties, the use of technology and software to identify fraud (including cyber security arrangements), the hospitality register and training. The Committee noted the arrangements in place and members have also provided input into the development of a revised Anti Fraud, Bribery and Corruption Policy, which will be finalised in 2024-25.

The Board received the minutes of the Audit and Risk Assurance Committee at each meeting and are advised by the Committee Chair of any significant matters. The Committee Chair also presents a formal annual report on the Committee's work to the Board.

### **Remuneration Committee**

The Remuneration Committee meet to review and recommend for approval to Welsh Government the Chief Executive's salary and the annual pay award for all staff via the Welsh Government's pay remit process. Further details can be found within the Remuneration and Staff Report on page 119. The Committee met twice during the year and the attendance rate was 83%.

### **Equality, Diversity and Inclusion Committee**

The Equality, Diversity and Inclusion Committee was established to challenge, support and oversee the work of Sport Wales in delivering against its Strategic Equality Plan both internally and in its support to the sector. The committee met three times during the year and the attendance rate was 75%.

A key area of focus for the Committee during the year was oversight of and input into the development of a revised Strategic Equality Plan for the period 2024-28.

### **The Executive Senior Management Team**

The Executive, under the leadership of the Chief Executive, is responsible to the Board for the development and implementation of strategy and policies, and the reporting thereof. The Executive is comprised of the Director of Finance and Business Services, the Director of Sport Intelligence and Service Development and the Director of Sport Systems.

Following a competitive recruitment process, Owen Lewis was appointed to the position of Director: Sport System, commencing in August 2023. Until this time, interim arrangements were in place with Owen Lewis and Joanne Nicholas joining the Executive Team. Sport Wales is grateful to both for their contributions during this period.

The Executive meets weekly to consider matters of an operational nature and has introduced monthly meetings to consider matters of strategic importance. Progress against the Business Plan is reported and monitored throughout the year and at meetings of the Board.

## Board and Committee Effectiveness

Board meetings continue to be conducted in a hybrid manner. Board members were regularly asked for their reflections on how the structure of these meetings could be improved and practical changes were incorporated to allow meetings to run more effectively. This will be periodically reviewed as part of the Board's Schedule of Business.

The Chair has considered Board effectiveness during the year by undertaking the following:

- A comprehensive review of the Corporate Governance Manual setting out the arrangements in place at Sport Wales, including expected behaviours of Board members.
- A revision and refresh of the Terms of Reference for all committees of the Board.
- Delivery of a comprehensive Board induction programme for new Board members.
- Collation of feedback on areas of good practice and improvement areas from outgoing Board members.
- Development of a comprehensive Board skills matrix to aid personal development and succession planning.

Progress was also made on the Board Governance Action Plan. In particular, the Board Skills Matrix has aided succession planning for Board, identifying skills / experience to prioritise in future recruitment.

An in-person Board session was held in Wrexham, connecting members of the Board to each other and to local sporting organisations.

A Board Effectiveness Review will be undertaken by Sport Wales's internal auditors during 2024-25.

A Board development session was also held to enable a deep dive on the development of a Sport Wales National Centre.

The Board is committed to supporting the Executive Team and resolved during the year to nominate individual Board members to work closely with members of the Executive on all major projects, through the establishment and / or continuation of several Task and Finish Groups.

Decisions taken by Board and its committees are informed by advice provided by Sport Wales staff. Papers and reports produced by officers are expected to show clearly all relevant information needed to enable informed decisions to be taken. Papers are circulated in advance of each board and committee meeting; tabled items and verbal reports are only accepted in exceptional circumstances. The Board was content during the year with the timeliness and quality of information provided for its use.

## Risk Management

### The purpose of the system of internal control

The system of internal control is designed to manage and limit risk but can never eliminate it. It can therefore only provide reasonable rather than absolute assurance.

The system of internal control is based upon an on-going process designed to identify and prioritise the risks of achieving Sport Wales's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should this happen, and to manage them efficiently, effectively and economically.

The system of internal control has been in place at Sport Wales throughout the year ended 31 March 2024 and up to the date of approval of the annual report and accounts and accords with HM Treasury guidance and Managing Welsh Public Money.

Finally, the system of internal control provides reasonable assurance that Sport Wales has complied with the National Lottery financial directions, and that adequate processes are in place for the detection of conflicts of interest and to minimise losses of Lottery grants.

### **Capacity to handle risk**

As Accounting Officer, I am personally responsible for ensuring that Sport Wales has an effective risk management process. This is overseen by the Board, through the Audit and Risk Assurance Committee. As an organisation, the key risks are monitored through appropriate use of the Corporate Risk Register. There is a documented Risk Appetite and a Risk Management Approach that contains definitions relating to risk management and sets out how risks should be identified, recorded, analysed and managed.

Corporate risks, and the control measures implemented to mitigate them, are assigned to and managed by the appropriate manager, member of the Executive or in some cases by the Accounting Officer.

Operating risks are the responsibility of the relevant heads of department while day to day risk management may be delegated to the staff they manage.

New risks are identified by officers of Sport Wales, Audit and Risk Assurance Committee scrutiny or the Board itself. When a new risk has been identified, it is inserted into the appropriate Risk Register, assessed and scored and assigned to a member of the Executive team and /or appropriate manager.

### **The risk and control framework**

Risk management is embedded within the management structure of Sport Wales. The majority of identified risks are derived from the organisational objectives and the business planning process of Sport Wales.

The Risk Register is accessible to all Sport Wales employees via an online portal, with editing rights limited to relevant managers. Sport Wales's risk management arrangements are subject to an annual internal audit and presented to the Audit and Risk Assurance Committee. The Risk Register records significant corporate risks including risks to information, an overall assessment of likely impact and probability, control measures and where required, a list of future action measures. The Corporate Risk Register is reviewed at regular intervals by Senior Management, the Risk Management and Assurance Group and the Audit and Risk Assurance Committee. In addition, managers present by rotation to the Risk Management and Assurance Group on their specific areas of risk and how they control or mitigate those risks.

## Key Risks

Risks to key strategic and operational activities are identified, evaluated and considered by the Risk Management and Assurance Group, with appropriate action taken to mitigate them. Corporate Risks and mitigating actions are reviewed at regular intervals. The internal audit programme is informed by risks recorded in the Risk Register and, where appropriate, the auditors make recommendations to address any risk or identify new ones. The Audit and Risk Assurance Committee review these recommendations at each committee meeting, including progress made in implementing the recommendations. The items are discussed, and feedback provided to the Executive Team.

During the year, a significant risk relating to the impact of a poor funding settlement from Welsh Government materialised, becoming an active issue to manage. Following the confirmation that the Sport Wales Welsh Government budget for 2024-25 would be reduced by 10.5%, the Executive Team and Board met to discuss the matter and how the impact might be managed and mitigated. This was also considered in the context of a period of high inflationary cost pressures. This remains under active consideration as there is significant uncertainty around future budget settlements.

There remains a substantial risk that the increased cost of living may adversely impact on delivery of the Sport Wales strategy, as the sector may respond by reducing activities, curtailing opening hours or increasing costs.

This is likely to impact on the more vulnerable in society, thus reducing accessibility to sport.

A new risk has emerged as a result of the reduced Exchequer budget settlement. There is a potential risk to the ongoing financial sustainability / resilience of partners. Significant mitigating actions are underway to support the sector with financial sustainability, including identifying potential efficiencies and mitigating actions.

Other higher scoring risks on the corporate risk register include cyber security, political uncertainty, a failure to comply with all legislation, sensitive information loss or exposure and a lack of engagement among staff as we develop a long-term strategy for hybrid working.

Sport Wales has an overarching informed and measured appetite for taking risk to achieve its priorities. Risk appetite is owned by the Board and is reviewed annually. Where significant risk arises Sport Wales will take effective control action to reduce and manage these risks to an appropriate level. The Executive and Board are aware of the need to innovate further and faster in the future and to this end are actively exploring different delivery mechanisms and partners. This will create new and different risks and potentially increase the level of risk taken by Sport Wales. The Sport Wales risk appetite may therefore rise but only within an informed and managed risk environment.

The Internal Auditors have given Sport Wales an overall “substantial assurance” rating for the year.

It also gave this, its highest rated category, for Sport Wales's corporate governance and risk management arrangements.

It is encouraging to note that arising out of the internal audit work, there were no findings classified as being of "high" risk. In total 7 recommendations were made, of which 1 was classified as "medium priority" and the remaining 6 were classified as "low priority", together with 9 action points from advisory reports.

In terms of follow-up action, 5 out of 6 previous recommendations had been either fully or partially implemented at the time of the audit. The remaining recommendation was re-raised with a revised timescale for implementation.

All recommendations made by our internal and external auditors are monitored by our Audit and Risk Assurance Committee to ensure that they are implemented on a timely basis.

### **Grants Monitoring**

The majority of Sport Wales's funding is expended in the award of grants. Grant awards are made based upon clear investment criteria into key sporting outputs and outcomes. Sport Wales takes appropriate steps to monitor the application of such awards by requiring formal reporting from recipients, as well as maintaining an on-going dialogue with key partners to gather informal intelligence. In addition, there are specific reconciliation criteria and where expenditure may vary from the level of grant award, Sport Wales exercises its right to claw back such amounts.

Grant-making and monitoring processes are reviewed annually by our internal auditors. External audit also examine our Exchequer and National Lottery grant-making activities annually.

### **Internal Control**

As Accounting Officer, I have responsibility for maintaining a sound system of internal control that supports the achievement of Sport Wales's policies, aims, and objectives. I also have personal responsibility for safeguarding the proceeds from the National Lottery distributed to Sport Wales and Sport Wales's assets, in accordance with the responsibilities assigned to me in Managing Welsh Public Money.

I am responsible for reviewing the effectiveness of the system of internal control. This is overseen by the Board, through the Audit and Risk Assurance Committee. It is informed by the work of both the internal and external auditors and the staff presentations to the Risk Management and Assurance Group of Sport Wales who have responsibility for the development and maintenance of the internal control framework. I plan to address identified weaknesses and ensure continuous improvement of these systems.

The internal audit service for Sport Wales during 2023-24 was provided by Deloitte LLP, who operated to standards defined in the Public Sector Internal Audit Standards.

Internal audit submit regular reports which inform an independent annual opinion on the adequacy and effectiveness of Sport Wales's systems of internal control and risk management, together with recommendations for improvement.

Every year the Audit and Risk Assurance Committee produces an Annual Report of their work to the Board of Sport Wales.

### **On-going Developments**

Whilst the current system of internal control is strong, we are not complacent, and as part of our ethos of continual improvement, review areas that we believe could be improved and take steps to bring about changes.

Areas of focus in 2024-25 will include:

- Further enhancement of cyber security arrangements, particularly in the context of an Olympic and Paralympic games year. We are continuing to replace legacy systems and anticipate achieving Cyber Essentials Plus accreditation during the year. Our arrangements are further enhanced by cyber security software, combining machine learning and ongoing support to ensure resilience.
- Crisis Response to simulate the management of risks and emerging issues, testing our processes and identifying areas for improvement.

#### **Accounting Officer:**

B Davies

10 October 2024

# Remuneration and Staff Report

Sport Wales has an extensive range of policies which reflect current legislation and aim to secure retention and motivation. These policies are reviewed regularly with staff involvement via a recognition agreement with our recognised Trade Union, the Public and Commercial Services (PCS) Union. A full equality impact assessment is carried out on all policies as part of this process. Sport Wales is committed to a policy of equality of opportunity in its employment practices. In particular, Sport Wales aims to ensure that no potential or actual employee receives more or less favourable treatment on the grounds of age, disability, ethnic or national origin, gender, marital or parental status, nationality, political belief, race, religion, or sexual orientation. We are a Level 2 Disability Confident Employer and have also signed the Business in the Community Race at Work Charter.

We continue to be a Living Wage employer with a starting salary of at least £12.04 per hour. All staff were awarded a pay award of 5% during the year to help with the rising cost of living.

In addition, Sport Wales gave a non-consolidated, non-pro-rated award of £1,500 to every employee.

Staff turnover for 2023/24 was 9.38% (2022/23 was 34.96%, 2021/22 was 14.05%). There was one redundancy during the year.

## Sickness Absence Data

The sickness data for employees of the whole organisation for 2023/24 (2022/23) is as follows:

Total Days Lost	Total Number of Employees (FTE)	Total Sick Days Lost Per Person
828.00 (768.00)	145.85 (159.62)	5.68 (4.81)

The overall absence rate for 2023/24 is 2.47%. This is a slight increase from the 2022/23 rate of 2.3%, but still remains well below the ONS reported rate of 3.6% for public sector workers.

Of the 2.47, 1.4% were classed as long term and 1.07% as short term.

Sport Wales has continued to place high priority on the mental health and wellbeing of its employees and has carried out a number of initiatives to support the workforce in this regard.

## Pension Scheme

Sport Wales operates two pension schemes for its staff. Most staff are admitted members of the Cardiff and Vale of Glamorgan Local Government Pension Scheme (LGPS). The Fund is a defined benefit scheme based on Career Average Re-Valued Earnings (CARE). The Fund's assets are held separately from those of Sport Wales. Any pension built up before April 2008 is calculated at a rate of 1/80th with a lump sum of three times pension.

In line with LGPS regulations, pension built up from 1 April 2008 is calculated at the rate of 1/60th and there is an option to take an extra lump sum in exchange for pension. Pension built up from 1 April 2014 is calculated at the rate of 1/49th with an option to take an extra lump sum in exchange for pension. The contributions of employees are set at 5.5% to 10.5% based on salary range or 2.75% to 5.25% if the employee opts for the 50/50 pension scheme. Further details can be found in note 1.7 and note 18 to the financial statements. In addition, Sport Wales operates a Defined Contribution pension scheme, with Scottish Widows, in which Sport Wales contributes 6.5%, with employees contributing 1.5%.

### **Remuneration Policy**

In accordance with Chapter 5 of the Financial Reporting Manual, Sport Wales is required to disclose the following concerning remuneration during the year of Board Members and senior staff with responsibility for running policy making departments. Treasury guidance requires the financial statements to disclose the cash equivalent transfer value of pensions for Sport Wales' Members and senior staff.

The Chair, Vice Chair and Members of Sport Wales are paid in accordance with the Welsh Government "Remuneration and expenses of Chairs and Members of WSGBs and NHS Bodies" policy.

The Remuneration Committee which consists of Sport Wales' Chair, Vice Chair and Chair of the Audit & Risk Assurance Committee supported by Sport Wales' employees meets to agree the pay

award for all staff via the Welsh Government's pay remit process. All changes of pay for the CEO are approved by the Remuneration Committee, and similarly to any pay increase for staff have to be approved by Welsh Government.

### **Service Contracts**

The senior staff of Sport Wales are employed on terms and conditions broadly analogous to the Welsh Government terms and conditions.

Sport Wales' Members are appointed by Welsh Ministers for a three year contracted period and may be reappointed normally for a further three year period. The Chair is entitled to be remunerated at a daily rate of £337 and is contracted to work two days per week. The Vice Chair is remunerated at a daily rate of £311 and is contracted to work three days a month.

### **Notice Period**

The Chief Executive is entitled to four months' notice of termination of contract by Sport Wales and the remaining senior staff are entitled to twelve weeks' notice of termination of contract.

### **Trade Union Facility Time**

Sport Wales allow members of the PCS union Branch Executive Committee to work on union matters, when needed, during working hours for which the employee receives their full salary entitlement.



# Chief Executive Officer Salary

## Remuneration

“Salary” includes gross salary, allowances and performance bonuses where applicable. During the year the Chief Executive received a gross salary of £115,000 (2022/23 £108,000). No members of staff are eligible for a bonus payment.

A proportion of the Senior Management salary costs are allocated to lottery.

## Benefits in Kind

There are no benefits in kind.

## Salary and Pension Entitlements

The following sections provide details of the remuneration and pension interest of the senior managers of Sport Wales. Details on start/leave dates can be found in the Pension Benefits table on page 124. This information is audited.

## Staff Costs (subject to audit)

The staff costs figure shown in the Net Income Account is an apportionment of costs incurred by Sport Wales and is arrived at as follows:

Staff Costs	Average No. of Full Time equivalent staff involved 2023/24	Average No. of Full Time equivalent staff involved 2022/23	2023/2024 £'000	2022/2023 £'000
<b>Gross Salary Costs</b>				
Chair L Conway */**	-	0.20	-	5
Chair T Grey-Thompson */**	0.20	0.20	18	13
Chief Executive	0.25	0.25	29	27
Other Staff	56.00	53.22	3,163	3,383
			3,210	3,428
Salaries and wages			2,543	2,247
Social security costs			272	244
Other Pension Costs			560	708
IAS19 Adjustments			(165)	229
			3,210	3,428
<b>Staff costs are further analysed as follows:</b>				
Administration			1,626	1,974
Sports Science Support to Athletes			1,584	1,454
			3,210	3,428

\* The average number of staff employed are all permanent contract staff. The Chair is appointed to work 2 days per week and spends 50 per cent of that time on lottery activities.

\*\* Tanni Grey Thompson appointed Chair 4th July 2022 replacing Lawrence Conway

## Remuneration (subject to audit)

Name	Title	% Apportioned to Lottery 2023/24 (2022/23)	Salary £000 2023/24 (2022/23)	Pension Benefit to nearest £1,000 2023/24 (2022/23)	Total £000 2023/24 (2022/23)
Baroness Tanni Grey- Thompson DBE, DL <sup>1</sup>	Chair	50% (50%)	35 - 40 (25 - 30)	- -	35 - 40 (25 - 30)
Mr Ian Bancroft <sup>2</sup>	Vice Chair / Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 - 10)
Ms Pippa Britton <sup>3</sup>	Vice Chair	50% (50%)	5 - 10 (10 - 15)	- -	5 - 10 (10 - 15)
Mr Brian Davies OBE	CEO	25% (25%)	110 - 115 (105 - 110)	35,000 (5,000)	145 - 150 (100 - 105)
Ms Emma Wilkins	Director – Finance and Business Services	25% (25%)	75 - 80 (70 - 75)	30,000 (28,000)	110 - 115 (100 - 105)
Mr Graham Williams	Director – Sport Intelligence & Service Development	25% (25%)	85 - 90 (80 - 85)	53,000 (81,000)	140 - 145 (160 - 165)
Mr Craig Nowell <sup>4</sup>	Assistant Director – National Sport Facilities, Infrastructure & Capital	0% (0%)	65 - 70 (60 - 65)	64,000 (352,000)	130 - 135 (415 - 420)
Mr Owen Lewis <sup>5</sup>	Director – Sport Systems Strategy and Services / Assistant Director – Sport System Strategy and Services	100% (100%)	75 - 80 (65 - 70)	52,000 (51,000)	125 - 130 (115 - 120)

<sup>1</sup> Appointed 4th July 2022. FYE salary banding £35k - £40k

<sup>2</sup> Council member term ended 30th September 2023. Vice Chair from 1st October 2023

<sup>3</sup> Term ended 30th September 2023

<sup>4</sup> LGPS Interfund transfer during 2022/23

<sup>5</sup> Acting up as part of the Executive team from 18th September 2021 to 31st July 2023. Director from 1st August 2023. FYE salary banding £70k - £75k

Name	Title	% Apportioned to Lottery 2023/24 (2022/23)	Salary £000 2023/24 (2022/23)	Pension Benefit to nearest £1,000 2023/24 (2022/23)	Total £000 2023/24 (2022/23)
Mrs Joanne Nicholas <sup>6</sup>	Assistant Director - Sport System Delivery and Relationships	50% (50%)	70 - 75 (65 - 70)	28,000 (32,000)	95 - 100 (95 - 100)
Mr Ashok Ahir <sup>7</sup>	Council Member	50% (50%)	0 - 5 (5 - 10)	-	0 - 5 (5 - 10)
Ms Alison Thorne <sup>8</sup>	Council Member	50% (50%)	0 - 5 (5 - 10)	-	0 - 5 (5 - 10)
Ms Judi Rhys MBE	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Prof Leigh Robinson	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Mr Phil Tilley	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Mr Martin Veale JP	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Ms Rajma Begum	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Mr Dafydd T Davies <sup>9</sup>	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Ms Delyth Evans	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Ms Nicola Mead-Batten	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Ms Hannah Bruce	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Ms Rhian Gibson <sup>10</sup>	Council Member	50% -	0 - 5 -	-	0 - 5 -
Mr Chris Jenkins OBE <sup>11</sup>	Council Member	50% -	0 - 5 -	-	0 - 5 -
Ms Nuria Zolle <sup>12</sup>	Council Member	50% -	0 - 5 -	-	0 - 5 -

<sup>6</sup> Acting up as part of the Executive team from 18th September 2021 to 31st July 2023

<sup>7</sup> Term ended 30th September 2023

<sup>8</sup> Term ended 30th September 2023

<sup>9</sup> Sabbatical / zero pay from 12th February 2024

<sup>10</sup> Appointed 1st October 2023

<sup>11</sup> Appointed 1st October 2023

<sup>12</sup> Appointed 1st October 2023

The Remuneration Report now requires that a Single Total Figure of Remuneration is shown. The above table is similar to that used previously, and still shows the salary paid in bandings. The pension benefit figure which contributes to the single total figure is calculated in a new way as follows:

(real increase in pension\* x 20) + (real increase in lump sum\*) – (contributions made by employee).

\*excluding increases due to inflation or any increase / decrease due to a transfer of pension rights.

The pension benefit figure is not an amount that has been paid to the employee by Sport Wales during the year. It is a future benefit for the employee which is influenced by many factors including but not limited to, salary changes and any additional contributions made by the employee.

### Pension Benefits of Senior Managers (subject to audit)

Name	Real increase in Pension (and lump sum) at state pension age for 2023/24 £000	Total accrued Pension (and lump sum) at state pension age at 31 March 2024 £000	CETV at 31 March 2024 £000	CETV at 31 March 2023 £000	Real Increase / (Decrease) CETV in Year £000
Mr Brian Davies OBE – CEO	2.0 - 2.5 (0.0 - 2.5)	35 - 40 (25 - 30)	693	624	64
Mr Graham Williams Director – Sport Intelligence & Service Development	2.5 - 5.0 (0.0 - 2.5)	40 - 45 (45 - 50)	824	747	72
Ms Emma Wilkins Director – Finance and Business Services	0.0 - 2.5 (0.0 - 2.5)	5 - 10 (0 - 5)	123	95	23
Mr Craig Nowell Assistant Director – National Sport Facilities, Infrastructure & Capital	3.0 - 3.5 (0.0 - 2.5)	20 - 25 (10 - 15)	344	288	51

Name	Real increase in Pension (and lump sum) at state pension age for 2023/24 £000	Total accrued Pension (and lump sum) at state pension age at 31 March 2024 £000	CETV at 31 March 2024 £000	CETV at 31 March 2023 £000	Real Increase / (Decrease) CETV in Year £000
Mr Owen Lewis Director – Sport Systems Strategy and Services / Assistant Director – Sport System Strategy and Services	2.5 – 5.0 (0.0 – 2.5)	25 – 30 (15 – 20)	394	339	50
Mrs Joanne Nicholas Assistant Director – Sport System Delivery and Relationships	0.0 - 2.5 (0.0 - 2.5)	5 - 10 (0 - 5)	80	55	20

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to Sport Wales' pension scheme. They also include any additional pension benefit accrued to the member as a result of their purchasing additional pension benefits at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are drawn.

## Real Increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

## Fair Pay Disclosures (subject to audit)

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the 25th percentile, median and 75th percentile remuneration of the organisation's workforce.

Percentile Pay Ratio	2023/24 Chief Executive (Highest paid Director) £000	2023/24 Employee £000	2023/24 Ratio	2022/23 Chief Executive (Highest paid Director) £000	2022/23 Employee £000	2022/23 Ratio
25th	112.5	28.7	3.9	107.5	28.9	3.7
Median	112.5	38.2	2.9	107.5	33.4	3.2
75th	112.5	45.5	2.5	107.5	43.3	2.5

Employees don't receive benefits in kind or performance pay.

The ratio was calculated using the following assumptions:

1. Salaries for staff paid through the payroll and agency staff have been used.
2. Figures have not been adjusted to reflect any apportionment to the Lottery Distribution accounts i.e. costs reflect all staff employed by The Sports Council for Wales processed through the payroll.

Total remuneration includes salary and allowances but excludes severance payments. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

Remuneration ranged from £23,258 to £113,118 (2022/23 remuneration ranged from £22,150 to £107,732). The small movement in the 25th median ratio is attributable to the pay parity increase of lowest grades. The median pay ratio is consistent with the pay and award policies for Sport Wales employees taken as a whole.

The percentage change from the previous financial year in respect of the highest paid director was 5%. The average percentage change from the previous financial year in respect of the employees of Sport Wales taken as a whole was 5%.

## **Tax Policy for Off-Payroll Appointees**

As at 31 March 2024, there were 8 arrangements that had existed (2022/23, 8 arrangements) and have been in place for 4 years or more. All arrangements have been assessed and are classed as operating outside of IR35. Sport Wales are content that assurance has been sought to confirm that individuals have made appropriate arrangements to pay tax. None of the individuals are a Board member or is a senior official with significant financial responsibility.

## **Staff Composition**

Current staff composition of corporate directors are 60% male and 40% female. Of the remaining permanent employees 44% are male and 56% female.

### **Accounting Officer:**

B Davies

10 October 2024

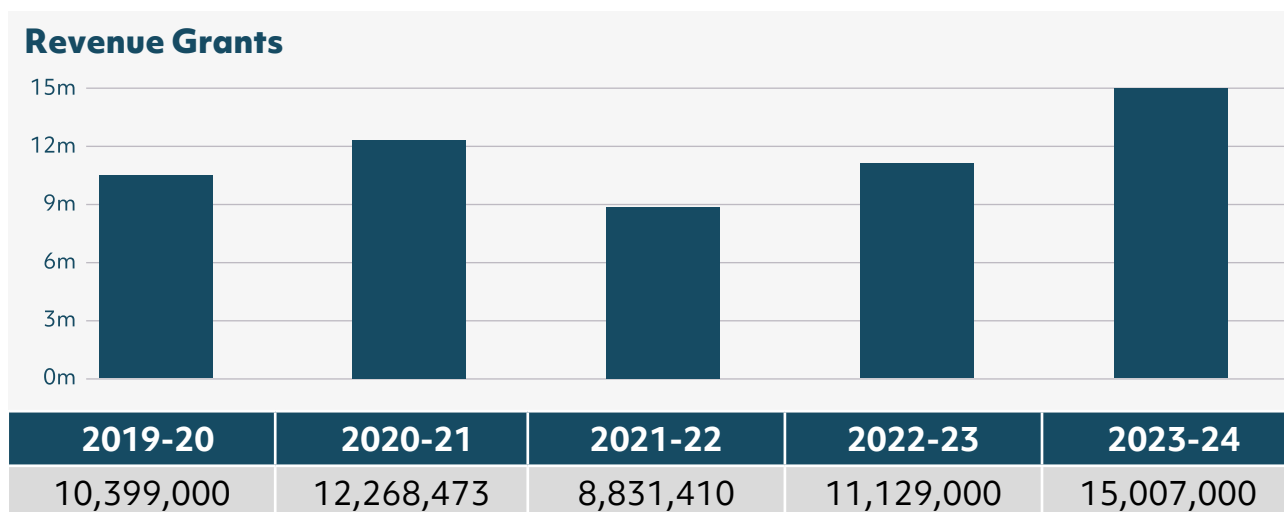
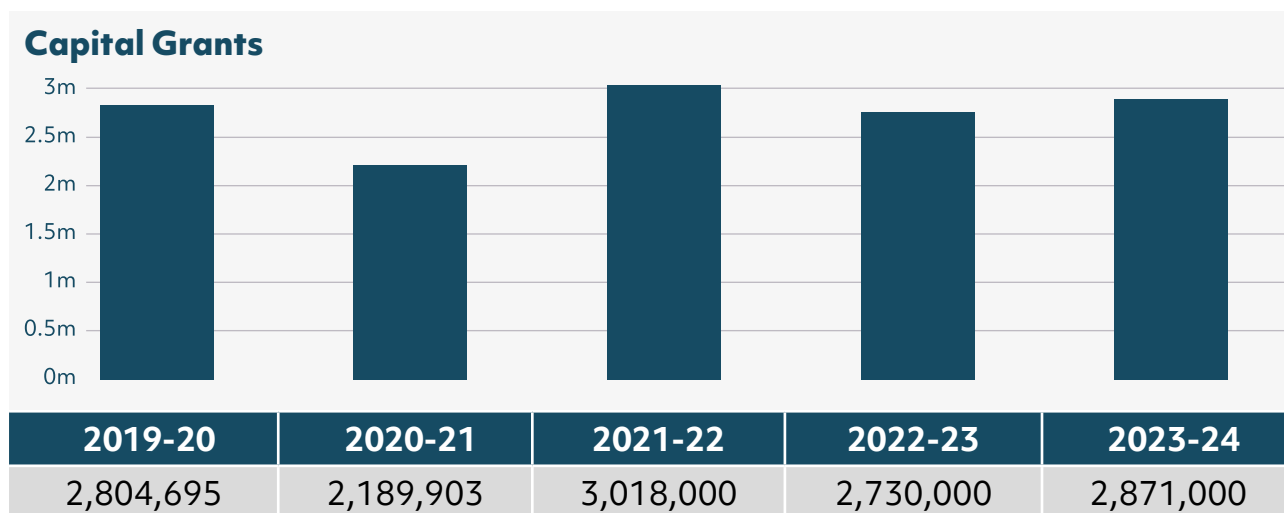
# Parliamentary Accountability and Audit Report

## Remote Contingent Liabilities (subject to audit)

Sport Wales do not have any remote contingent liabilities.

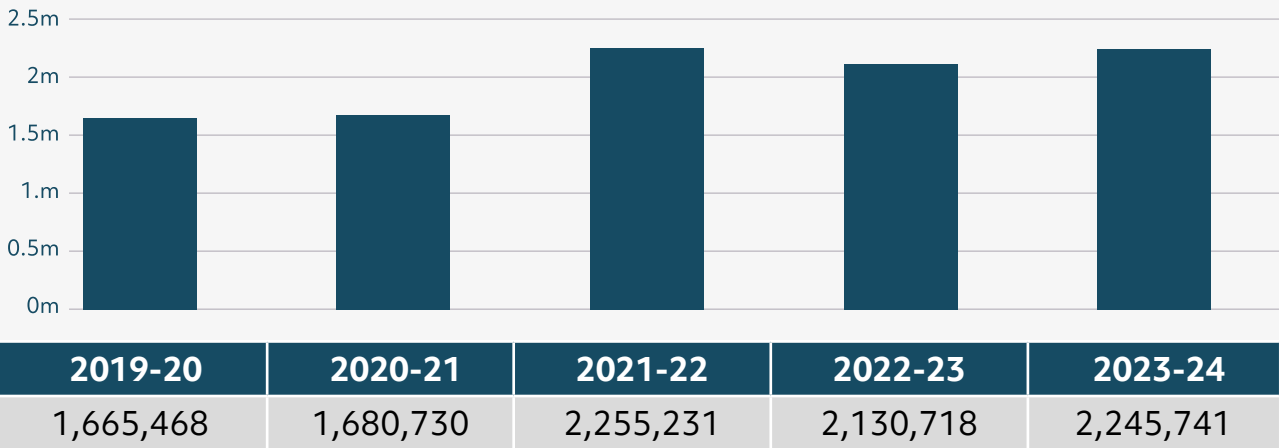
## Long term expenditure trends

Trends over the last five years can be seen below:





## Administration Costs



## Losses, special payments and material income (subject to audit)

During 2023/24 there have been no losses, special payments or gifts made. There has also been no material fees or charges income.

### Accounting Officer:

B Davies

10 October 2024

# The Certificate and Report of the Comptroller and Auditor General to the Houses of Parliament and the Senedd

## Opinion on financial statements

I certify that I have audited the financial statements of the Sports Council for Wales Lottery Distribution Account for the year ended 31 March 2024 under the National Lottery etc Act 1993.

The financial statements comprise the Sports Council for Wales Lottery Distribution Account's:

- Statement of Financial Position as at 31 March 2024.
- Statement of Comprehensive Net Expenditure, Statement of Cash Flows and Statement of Changes in Taxpayers' Equity for the year then ended.
- The related notes including the significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and UK adopted international accounting standards.

In my opinion, the financial statements:

- Give a true and fair view of the state of the Sports Council for Wales Lottery Distribution Account's affairs as at 31 March 2024 and their net expenditure after taxation for the year then ended.
- Have been properly prepared in accordance with the National Lottery etc Act 1993 and Secretary of State directions issued thereunder.

## Opinion on regularity

In my opinion, in all material respects, the income and expenditure recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

## Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs UK), applicable law and Practice Note 10 Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom (2022).

My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my certificate.

Those standards require me and my staff to comply with the Financial Reporting Council's Revised Ethical Standard 2019. I am independent of the Sports Council for Wales Lottery Distribution Account in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK. My staff and I have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, I have concluded that the Sports Council for Wales Lottery Distribution Account's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Sports Council for Wales Lottery Distribution Account's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Sports Council for Wales Lottery Distribution Account adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which requires entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

### **Other Information**

The other information comprises information included in the Annual Report but does not include the financial statements and my auditor's certificate and report thereon. The Accounting Officer is responsible for the other information.

My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my certificate, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

## Opinion on other matters

In my opinion the part of the Remuneration and Staff Report to be audited has been properly prepared in accordance with Secretary of State directions issued under the National Lottery etc Act 1993.

In my opinion, based on the work undertaken in the course of the audit:

- The parts of the Accountability Report subject to audit have been properly prepared in accordance with Secretary of State directions made under the National Lottery etc Act 1993.
- The information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

## Matters on which I report by exception

In the light of the knowledge and understanding of the Sports Council for Wales Lottery Distribution Account and their environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- Adequate accounting records have not been kept by the Sports Council for Wales Lottery Distribution Account or returns adequate for my audit have not been received from branches not visited by my staff.

- I have not received all of the information and explanations I require for my audit.
- The financial statements and the parts of the Accountability Report subject to audit are not in agreement with the accounting records and returns.
- Certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual have not been made or parts of the Remuneration and Staff Report to be audited is not in agreement with the accounting records and returns.
- The Governance Statement does not reflect compliance with HM Treasury's guidance.

## Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for:

- Maintaining proper accounting records.
- Providing the C&AG with access to all information of which management is aware that is relevant to the preparation of the financial statements such as records, documentation and other matters.
- Providing the C&AG with additional information and explanations needed for his audit.
- Providing the C&AG with unrestricted access to persons within the Sports Council for Wales Lottery Distribution Account from whom the auditor determines it necessary to obtain audit evidence.

- Ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error.
- Preparing financial statements which give a true and fair view in accordance with Secretary of State directions issued under the National Lottery etc Act 1993.
- Preparing the annual report, which includes the Remuneration and Staff Report, in accordance with Secretary of State directions issued under the National Lottery etc Act 1993.
- Assessing the Sports Council for Wales Lottery Distribution Account's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the the Sports Council for Wales Lottery Distribution Account will not continue to be provided in the future.

### **Auditor's responsibilities for the audit of the financial statements**

My responsibility is to audit, certify and report on the financial statements in accordance with the National Lottery etc Act 1993.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a certificate that includes my opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

### **Extent to which the audit was considered capable of detecting non-compliance with laws and regulations including fraud**

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulations, including fraud. The extent to which my procedures are capable of detecting non-compliance with laws and regulations, including fraud is detailed below.

### **Identifying and assessing potential risks related to non-compliance with laws and regulations, including fraud**

In identifying and assessing risks of material misstatement in respect of non-compliance with laws and regulations, including fraud, I:

- Considered the nature of the sector, control environment and operational performance including the design of the Sports Council for Wales Lottery Distribution Account's accounting policies.

- Inquired of management, Sports Council for Wales Lottery Distribution Account's head of internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Sports Council for Wales Lottery Distribution Account's policies and procedures on:
  - Identifying, evaluating and complying with laws and regulations.
  - Detecting and responding to the risks of fraud.
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations including the Sports Council for Wales Lottery Distribution Account's controls relating to the Sports Council for Wales Lottery Distribution Account's compliance with the National Lottery etc Act 1993 and Managing Public Money.
- Inquired of management, the Sports Council for Wales Lottery Distribution Account's head of internal audit and those charged with governance whether:
  - They were aware of any instances of non-compliance with laws and regulations.
  - They had knowledge of any actual, suspected, or alleged fraud.
- Discussed with the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, I considered the opportunities and incentives that may exist within the Sports Council for Wales Lottery Distribution Account for fraud and identified the greatest potential for fraud in the following areas: revenue recognition, posting of unusual journals, complex transactions and bias in management estimates. In common with all audits under ISAs (UK), I am required to perform specific procedures to respond to the risk of management override.

I obtained an understanding of the Sports Council for Wales Lottery Distribution Account's framework of authority and other legal and regulatory frameworks in which the Sports Council for Wales Lottery Distribution Account operates. I focused on those laws and regulations that had a direct effect on material amounts and disclosures in the financial statements or that had a fundamental effect on the operations of the Sports Council for Wales Lottery Distribution Account. The key laws and regulations I considered in this context included National Lottery etc Act 1993, Managing Public Money, employment law, pensions legislation and tax Legislation.

### **Audit response to identified risk**

To respond to the identified risks resulting from the above procedures:

- I reviewed the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described above as having direct effect on the financial statements.

- I enquired of management and the Audit Committee concerning actual and potential litigation and claims.
- I reviewed minutes of meetings of those charged with governance and the Board and internal audit reports.
- I addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements on estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I communicated relevant identified laws and regulations and potential risks of fraud to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of my certificate.

## **Other auditor's responsibilities**

I am required to obtain sufficient appropriate audit evidence to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control I identify during my audit.

## **Report**

I have no observations to make on these financial statements.

Gareth Davies

**Comptroller and Auditor General**

14 October 2024

National Audit Office

157-197 Buckingham Palace Road

Victoria

London

SW1W 9SP

## Sports Council for Wales – Lottery Distribution Account. Statement of Comprehensive Net Expenditure for the Year Ended 31 March 2024

Description	Note	2023/24 £'000	2022/23 £'000
<b>Expenditure</b>			
Grant offers made in year	3	20,203	14,268
Less lapsed and revoked offers	3	(7)	(3)
Staff costs	7	3,210	3,428
Depreciation	9	19	34
Other operating costs	8	545	514
<b>Total Expenditure</b>		<b>23,970</b>	<b>18,241</b>
<b>Gross Income</b>			
Proceeds from National Lottery Distribution Fund (NLDF)	11	(15,644)	(16,112)
Investment returns from the NLDF	11	(756)	(319)
Recoveries of grant		(1)	(9)
Other income	8	(239)	(252)
<b>Total Income</b>		<b>(16,640)</b>	<b>(16,692)</b>
<b>Net Expenditure before interest and taxation</b>		<b>7,330</b>	<b>1,549</b>
Pension finance cost	18	13	65
Loss on Disposal of Property, Plant & Equipment	9	-	-
Interest receivable		(25)	(11)
<b>Net Expenditure before taxation</b>		<b>7,318</b>	<b>1,603</b>
Taxation payable	6	5	2
<b>Net Expenditure after taxation</b>		<b>7,323</b>	<b>1,605</b>
<b>Other Comprehensive Expenditure</b>			
Actuarial (Gain) on Pension	18	(246)	(2,413)
<b>Total Comprehensive Expenditure / (Income) for the year ended 31 March 2024</b>		<b>7,077</b>	<b>(808)</b>
Balance at 1 April		(12,370)	(11,562)
Balance at 31 March		(5,293)	(12,370)

All recognised gains and losses have been calculated on the historical cost basis and have been reflected in the above statement.

All activities are continuing with no acquisitions or disposals.

The notes on pages 140 - 159 form part of these accounts.



## Sports Council for Wales – Lottery Distribution Account. Statement of Financial Position as at 31 March 2024

Description	Note	At 31 March 2024 £'000	At 31 March 2023 £'000
<b>Non-current assets</b>			
Property, plant and equipment	9	32	51
Pension Asset	18	450	53
<b>Total Non Current Assets</b>		482	104
<b>Current assets</b>			
Trade receivables and other current assets	10	29	-
Investments - balance held in NLDF	11	10,852	14,586
Cash and cash equivalents	13	160	487
<b>Total Current Assets</b>		11,041	15,073
<b>Total Assets</b>		11,523	15,177
<b>Current liabilities</b>			
Grant accrual	3	(2,781)	(463)
Other current liabilities	12	(3,449)	(2,344)
<b>Total Current Liabilities</b>		(6,230)	(2,807)
<b>Non-current assets plus net current assets</b>		5,293	12,370
<b>Non-current liabilities</b>			
Grant accrual	3	-	-
Pension liability	18	-	-
		-	-
<b>Assets less liabilities</b>		5,293	12,370
<b>Reserves:</b>			
Income and Expenditure Reserve		4,843	12,317
Pension Reserve	18	450	53
		5,293	12,370

The notes on pages 140 to 159 form part of these accounts.

The financial statements were approved by the Board and signed on its behalf by:

**Accounting Officer:**

B Davies

10 October 2024

## Sports Council for Wales Lottery Distribution Account. Statement of Cashflows for the Year Ended 31 March 2024

Description	Note	2023/24 £'000	2022/23 £'000
<b>Cash flow from operating activities</b>			
Net (Expenditure) / Income after taxation		(7,323)	(1,605)
Increase in receivables	10	(29)	-
Increase in payables	3, 12	3,423	182
Decrease in balance held at NLDF	11	3,734	468
Interest received		(25)	(11)
Loss on disposal of property, plant & equipment	9	-	-
Depreciation of plant & equipment	9	19	34
Pension cost	18	(151)	294
<b>Net cash outflow from operating activities</b>		<b>(352)</b>	<b>(638)</b>
<b>Cash flows from investing activities</b>			
Interest received		25	11
<b>Cash flows from financing activities</b>			
Purchase of property, plant & Equipment	9	-	-
Proceeds from sale of property, plant & equipment	9	-	-
<b>Net cash outflow for the year</b>	13	<b>(327)</b>	<b>(627)</b>
<b>Net decrease in cash and cash equivalents in the period</b>			
Cash and cash equivalents at the beginning of the period		487	1,114
Cash and cash equivalents at the end of the period		160	487
		<b>(327)</b>	<b>(627)</b>

The notes on pages 140 to 159 form part of these accounts.

## Statement of Changes in Taxpayers' Equity for the Sports Council for Wales Lottery Distribution Account for the Year Ended 31 March 2024

Description	Balances held in NLDF	Balances held at SCW	Pension Reserve	Total
Balance at 1 April 2022	15,054	(1,426)	(2,066)	11,562
<b>Changes in Taxpayers' Equity 2022/23</b>				
Income from the National Lottery	16,112	-	-	16,112
Drawn down in year by Sport Wales	(16,700)	16,700	-	-
Investment Returns	319	-	-	319
Other Operating Income	-	252	-	252
Recoveries of grants	-	9	-	9
Expenditure in year	(199)	(17,804)	-	(18,003)
Pension Cost	-	-	2,119	2,119
<b>Balance as at 31 March 2023</b>	<b>14,586</b>	<b>(2,269)</b>	<b>53</b>	<b>12,370</b>
<b>Changes in Taxpayers' Equity 2023/24</b>				
Income from the National Lottery	15,644	-	-	15,644
Drawn down in year by Sport Wales	(20,000)	20,000	-	-
Investment Returns	756	-	-	756
Other Operating Income	-	239	-	239
Recoveries of grants	-	1	-	1
Expenditure in year	(134)	(23,980)	-	(24,114)
Pension Cost	-	-	397	397
<b>Balance as at 31 March 2024</b>	<b>10,852</b>	<b>(6,009)</b>	<b>450</b>	<b>5,293</b>

The notes on pages 140 to 159 form part of these accounts.

# Sports Council for Wales – Lottery distribution account. Notes to the accounts for the year ended 31 March 2024

## 1. Accounting policies

### 1.1 Basis of accounting

The accounts have been prepared under the historical cost convention, modified by the valuation of Property, Plant and Equipment by reference to current costs, in accordance with the directions given by the Secretary of State for Culture, Media and Sport with the consent of HM Treasury in accordance with Section 35 of the National Lottery etc Act 1993 (as amended) and the consent of Welsh Ministers. A copy of the accounts direction can be obtained by request in writing to Sports Council for Wales (Sport Wales), Sophia Gardens, Cardiff, CF11 9SW. Without limiting the information given, the accounts are prepared in accordance with the 2023/24 Government Financial Reporting Manual (IFRS based FReM) IFRS issued by HM Treasury.

Separate accounts have been prepared for the activities funded from grant-in-aid, in accordance with the directions issued by the Welsh Ministers. There is no requirement for this account to be consolidated with Sport Wales' accounts.

The accounts have been prepared on a going concern basis. Sport Wales is required to account for long term grant commitments which fall due for payment in subsequent accounting periods, which are funded by future lottery proceeds.

### 1.2 Income from the National Lottery Distribution Fund

The distributing activities of Sport Wales' Lottery function are funded by allotted proceeds from the National Lottery. These are held in a fund administered by the Department for Culture, Media and Sport, and are available to be drawn down into Sport Wales' Lottery bank accounts when needed.

Balances held in the National Lottery Distribution Fund remain under the stewardship of the Secretary of State for Culture, Media and Sport. However, the share of such balances attributable to Sport Wales is shown in the accounts at market value and, at the Statement of Financial Position date, has been certified by the Secretary of State for Culture, Media and Sport as being available for distribution by Sport Wales in respect of current and future commitments.

The NLDF fund makes up the majority of the Income & Expenditure Reserve, with the remainder of the reserve balance being held within Sport Wales Lottery. Further detail can be seen in the Statement of Changes in Taxpayer's Equity on page 139.

The balance held at 31 March 2024 at the NLDF, is unaudited as the audit of the Fund is incomplete. Any adjustment arising from that audit will be reflected in the 2024/25 accounts and is not expected to be material. The opening balance of the fund was not adjusted for 2022/23.

### 1.3 Property, Plant and Equipment

Sport Wales capitalise any property, plant and equipment over £5,000 used exclusively in the administration of the Lottery Distribution function and the equipment is included in the statement of financial position at historic cost less a provision for depreciation. In the opinion of Sport Wales, there is no material difference between the historic and current cost net book value of these assets.

### 1.4 Depreciation

Depreciation is provided on a straight line basis on all property, plant and equipment having regard to their estimated useful lives and anticipated residual values. The average asset lives used for this purpose are as follows:

Equipment – Computers	3 years
Equipment – Other	3 - 10 years

The policy of Sport Wales is to depreciate assets from the month following acquisition.

### 1.5 Pension Costs

Sport Wales operates two pension schemes. Most staff are admitted members of the Cardiff and Vale of Glamorgan Local Government Pension Scheme (LGPS). The Fund is a defined benefit scheme based on Career Average Re-Valued Earnings (CARE). The Fund's assets are held separately from those of Sport Wales. The other scheme is a defined contribution pension scheme with Scottish Widows.

IAS19 requires an actuarially calculated figure (current and past service cost) to be charged to the Statement of Comprehensive Net Income so as to spread the cost of pensions over employees' working lives with Sport Wales.

The apportionment of any pension liabilities or assets between Lottery Distribution and Sport Wales is based on the historic rate of apportionment of staff costs see 1.6.1. The pension fund deficit payments are allocated on the same proportion as the pension deficit allocation to the Lottery Distribution account. Further details in note 7.

### 1.6 Allocation of Costs

The apportionment of staffing and indirect costs transferred from Sport Wales to the Lottery Distribution account is calculated on the following basis:

#### 1.6.1

Staff costs are recharged to Lottery Distribution according to the time they spend in carrying out Lottery activities. Where staff are identified as being employed 100% for Lottery purposes their costs are recharged in full. Where staff work, or provide a service to both lottery and exchequer schemes, their costs are recharged in proportion to the amount of time spent on Lottery work. Any redundancy costs paid during the year remain in full within Sport Wales accounts, and are not apportioned to Lottery Distribution.

### **1.6.2**

Non staff costs are recharged either on the basis of the floor area occupied by Lottery staff, or where no floor area data is available or considered appropriate, costs are apportioned based upon total Lottery staff time expressed as a percentage of total staff time.

### **1.6.3**

Council Members remuneration and travelling expenses are apportioned on a 50/50 basis.

## **1.7 Policy for Grant Accruals**

Grant awards are accounted for as expenditure in the Statement of Comprehensive Net Income and, until paid, as a grant accrual in the Statement of Financial Position if they meet the definition of a liability, which is detailed within Note 3.

Grant awards which have been formally decided upon which do not meet the definition of a liability are not included in expenditure in the Statement of Comprehensive Net Income or as an accrual in the Statement of Financial Position; but are disclosed as a contingent grant liability in the Notes to the Accounts.

## **1.8 Other income**

Relates to income generated from UK Sport for the use of Sport Wales' assets and facilities.

## **1.9 Use of Estimates and Judgements**

The preparation of the financial statements requires Sport Wales to make estimates and assumptions that affect the application of policies and reported amounts. Estimates and judgements are reviewed on an ongoing basis.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future period affected.

Information about significant areas of estimation and critical judgement in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the following notes:

Note 1.6.1 Staff costs are recharged to Lottery Distribution according to the time they spend in carrying out Lottery activities, see note 1.6.1 for further details. Note 18 relates to pension costs apportioned to Lottery Distribution based on historic averaged apportionment of staff costs.

## **1.10 Financial Instruments**

### **1.10.1 Financial Assets**

Trade receivables and other current assets do not carry any interest and are stated at their nominal value as reduced by appropriate allowances for estimated irrecoverable amounts. Cash and cash equivalents comprise cash in hand, short-term deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value.

### **1.10.2 Financial Liabilities**

Trade Payables and other current liabilities are not interest bearing and are stated at their nominal value.

### 1.11 Segmental reporting

Sport Wales's management reporting for Lottery Distribution provides information relating to the distribution of Lottery grants. There is considered to be a single operating segment for the distribution of lottery funds.

### 1.12 Newly Issued Accounting Standards Not Yet Effective

The application of any new or amended IFRS standards is governed by their adoption by the FReM. Sport Wales applies changes to standards when they become effective. There are no known material impacts from IFRS changes that have been issued and are not yet effective on the financial statements in the period of initial application.

## 2. Grants met (paid) in the year

<b>Revenue Grants</b>	<b>2023 /2024</b>	<b>2022 /2023</b>
	£'000	£'000
Perform & Succeed	7,851	7,774
Local Authorities support	47	47
Sport Partnerships	235	30
Be Active Wales Fund	6,754	3,220
Leadership	120	58
Per Note 3	15,007	11,129

<b>Capital Grants</b>	<b>2023 /2024</b>	<b>2022 /2023</b>
	£'000	£'000
National Partners	1,637	1,623
Development / Local Authority Grants	828	1,107
Innovation Fund	406	-
Per Note 3	2,871	2,730

The grant figures in the notes above includes £365,869 direct expenditure incurred on behalf of grant recipients (£295,520 in 2022/23).

### 3. Grant Accrual

Description	Capital £'000	Revenue £'000	2023/2024 Total £'000	2022/2023 Total £'000
Balance as at 1 April	5	458	463	57
Grant offers met in the year	(2,871)	(15,007)	(17,878)	(13,859)
Grant offers not taken up	(5)	(2)	(7)	(3)
Grant offers made in the year	3,176	17,027	20,203	14,268
Movement in year	300	2,018	2,318	406
Accruals balance as at 31 March	305	2,476	2,871	463
<b>Analysed as:</b>				
Amounts falling due to within one year	305	2,476	2,871	463
Amounts falling due to after one year	-	-	-	-

Description	2023/2024 Total £'000	2022/2023 Total £'000
<b>Analysis of expected timing of cash flows</b>		
Amounts due during 2023/24 financial year	-	463
Amounts due during 2024/25 financial year	2,781	-
Amounts due during 2025/26 financial year	-	-
Balance at 31 March 2024	2,781	463

Sport Wales will treat Grant awards as expenditure, and if unpaid as an accrual, if a constructive obligation to make payment exists. Grant awards that are free from any special conditions of grant become a constructive obligation when the formal offer of grant has been sent to the grant recipient.

Grant offers with special conditions attached become a constructive obligation when the applicant has complied with the special conditions incorporated into the contract.

Awards that have been decided upon but have conditions of grant outstanding that have yet to be fulfilled will not give rise to a constructive obligation and will not give rise to a grant accrual; instead such awards will be disclosed by way of note as a contingent grant liability (see note 4).

Grant awards will be treated as a formal offer upon formal written notification to the intended recipient by means of an "offer letter". Oral or informal communication by staff which is stated to be non-binding by Sport Wales will not be treated as a formal offer of grant.



Sport Wales will not treat any of the following conditions as being under their control:

- The requirement to obtain planning permission or any other regulatory approval.
- The requirement to obtain match funding from other sources.
- A general condition relating to the availability of lottery funds.

#### 4. Contingent Grant Liabilities

Description	2023/ 2024 £'000	2022/ 2023 £'000
Grant Liability	343	511
	343	511

#### 5. Capital Commitments

At 31 March 2024, the Lottery account had no contractual commitments for Capital or Property, Plant and Equipment (2022/2023 Nil).

#### 6. Taxation Payable

Description	2023/ 2024 £'000	2022/ 2023 £'000
Tax payable on interest received at 19% (2022/2023 - 19%)	5	2

## 7. STAFF NUMBERS AND RELATED COSTS

The staff costs figure shown in the Net Expenditure Account is an apportionment of costs incurred by Sport Wales and is arrived at as follows:

Staff Costs	Average No. of Full Time equivalent staff involved 2023/24	Average No. of Full Time equivalent staff involved 2022/23	2023/2024 £'000	2022/2023 £'000
<b>Gross Salary Costs</b>				
Chair L Conway */**	-	0.20	-	5
Chair T Grey-Thompson */**	0.20	0.20	18	13
Chief Executive	0.25	0.25	29	27
Other Staff	56.00	53.22	3,163	3,383
			3,210	3,428
Salaries and wages			2,543	2,247
Social security costs			272	244
Other Pension Costs			560	708
IAS19 Adjustments			(165)	229
			3,210	3,428

\* The average number of staff employed are all permanent contract staff. The Chair is appointed to work 2 days per week and spends 50 per cent of that time on lottery activities.

\*\* Tanni Grey Thompson appointed Chair 4th July 2022 replacing Lawrence Conway

Other Pension costs totalling £560,000, doesn't include a lump sum contribution towards the net pension liability (2022/23 £708,000). The full amount is the employer pension cost allocated to lottery based on individual employee time apportionment to lottery work.

IAS19 Employee Benefits requires an actuarially calculated figure (current and past service cost) to be charged to the Statement of Comprehensive Net Income (SoCNI). For 2023/24, the actual employer's contribution was (£378,000) (27% of £1,400,000).

The lottery apportioned current, past and settlement service cost for 2023/24 totalled £213,000 (27% of £790,000) which must replace the actual employer's pension costs included in the SoCNI. Therefore, the net effect was (£165,000) to staff costs after deducting employer's contribution. As current service cost is a notional entry, this is reversed in the Statement of Changes in Taxpayers' Equity so that Lottery balances are only charged with the cost of employer's pension contributions. Further details can be found in note 18.

The net obligation in respect of these defined benefit pensions plans is calculated by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods.

The benefit is discounted to determine its present value, and the fair values of plan assets are deducted. Actuarial gains and losses that arise are recognised in the period they occur through Other Comprehensive Net Expenditure.

Any redundancy costs for the year have been met in full by and reflected in the accounts for the Sports Council for Wales. There are no redundancy costs included in these financial statements.

Staff costs are further analysed as follows:

Description	2023/ 2024 £'000	2022/ 2023 £'000
Administration	1,626	1,974
Sports Science Support to Athletes	1,584	1,454
	3,210	3,428

## 8. Other Operating Costs and Other Income

Costs	2023 /2024 £'000	2022 /2023 £'000
Direct Costs	136	212
Accommodation	72	64
Audit Fee	29	21
Recharges for Sport Wales Services	308	217
	545	514
Income	2023 /2024 £'000	2022 /2023 £'000
UK Sport Grant	239	252
	239	252

## 9. Property, Plant and Equipment

Description	Equipment £'000	Total £'000
Cost or Valuation at 1 April 2023	343	343
Additions	-	-
Disposals	(1)	(1)
At 31 March 2024	342	342
Depreciation at 1 April 2023	(292)	(292)
Charge for the year	(19)	(19)
Disposals	1	1
At 31 March 2024	(310)	(310)
<b>Net Book Value at 31 March 2024</b>	<b>32</b>	<b>32</b>
Net Book Value at 31 March 2023	51	51

Description	Equipment £'000	Total £'000
Cost or Valuation at 1 April 2022	347	347
Additions	-	-
Disposals	(4)	(4)
At 31 March 2023	343	343
Depreciation at 1 April 2022	(262)	(262)
Charge for the year	(34)	(34)
Disposals	4	4
At 31 March 2023	(292)	(292)
<b>Net Book Value at 31 March 2023</b>	<b>51</b>	<b>51</b>
Net Book Value at 31 March 2022	85	85

Description	2023/2024 £'000	2023/2024 £'000	2022/2023 £'000	2022/2023 £'000
Proceeds from sale		-		-
Gross book value	1		4	
Accumulated depreciation	(1)		(4)	
Net book value		-		-
Loss on disposal		-		-

## 10. Trade Receivables and Other Current Assets

Description	31 March 2024 £'000	31 March 2023 £'000
Due within 1 Year		
Other receivables	29	-
Due within more than 1 Year		
Other receivables and prepayments	-	-
	29	-

## 11. National Lottery Distribution Fund

Description	Balances held in NLDF £'000
Balance at 1 April 2022	15,054
<b>Changes in Taxpayers' Equity 2022/23</b>	
Income from the National Lottery	16,112
Drawn down in year by Sport Wales	(16,700)
Investment Returns	319
Other Operating Income	-
Recoveries of grants	-
Expenditure in year	(199)
Pension Cost	-
<b>Balance as at 31 March 2023</b>	14,586
<b>Changes in Taxpayers' Equity 2023/24</b>	
Income from the National Lottery	15,644
Drawn down in year by Sport Wales	(20,000)
Investment Returns	756
Other Operating Income	-
Recoveries of grants	-
Expenditure in year	(134)
Pension Cost	-
<b>Balance as at 31 March 2024</b>	10,852

The above balances agree to the National Lottery Distribution Fund (NLDF) statement issued by the Department for Culture, Media and Sport (DCMS).

## 12. Trade Payables and Other Current Liabilities

Description	31 March 2024 £'000	31 March 2023 £'000
Sport Wales	3,418	2,321
Accruals	31	23
	3,449	2,344

## 13. Analysis of Changes in Cash and Cash Equivalents

Description	2023/2024 £'000	2022/2023 £'000
As at 1 April	487	1,114
Net change in cash and cash equivalent balances	(327)	(627)
As at 31 March	160	487

All cash is held in commercial bank accounts.

## 14. Contingent Liabilities

In addition to the contingent grant liabilities disclosed in Note 4, there are no contingent liabilities at 31 March 2023, and the following at 31 March 2024.

### Section 37 Legal Case

In June 2023 the High Court found in the Virgin Media case that changes to member benefits in contracted out defined benefit pension schemes between 1996 and 2016 required an actuarial certificate in line with section 37 of the Pension Schemes Act 1993 and that changes without this certification are to be considered void. This requirement applies to past service rights and future service rights, and to changes to the detriment or benefit of scheme members. The judgement was appealed in June 2024 but the appeal was dismissed.

Where there are changes to member benefits that might fall into the scope of the judgement, the actuarial certificates are being sought.

There is also the potential for further legal challenge/clarification and a legislative solution. At this stage therefore, the potential impact, if any, on the IAS19 liability remains uncertain and for 2023-24, no additional liability has been recognised.

## 15. Contingent Assets

The National Lottery Distributors are entitled to receive a share of receipts from the sale of land on Queen Elizabeth Olympic Park in return for their contribution of an additional £675m to the funding of the London 2012 Olympic and Paralympic Games. The arrangements are set out in a legal agreement between the Secretary of State and the Greater London Authority (GLA) dated 29 March 2012 which sets out the distribution of funds between the GLA and the Lottery Distributors (via the core department).

We expect that the GLA will communicate directly with the Lottery Distributing Bodies on forecast of land receipts due to the National Lottery and the timing on when such payments will be made.

## **16. Financial Instruments**

International Financial Reporting Standard 7: Financial Instruments, requires disclosure of the role which financial instruments have had during the period in creating or changing the risks Sport Wales's Lottery function faces in undertaking its role.

### **Liquidity Risks**

In 2023/24, £15,644,000 or 94.0% of income is derived from the National Lottery (2022/23 £16,112,000 or 96.5%). Of the remaining income, £756,000 or 4.5%, is derived from investment returns from the balance held with the National Lottery Distribution Fund, (2022/23 £319,000 or 1.9%), and £240,000 or 1.5% from sundry income (2022/23 £261,000 or 1.6%).

Sport Wales does not consider that its Lottery fund is exposed to any significant liquidity risk, and are satisfied that the balance within the NLDF and projected future Lottery proceeds are sufficient to meet its commitments.

### **Interest Rate Risks**

The financial assets of the Lottery are invested in the National Lottery Distribution Fund, which invests in a narrow band of low risk assets such as government bonds and cash. Sport Wales has no control over the investment of Funds in the National Lottery Distribution Fund.

Cash balances which are drawn down from the Fund to pay grant commitments and operating costs are held in an instant access variable rate bank account which on average carried an interest rate of 0.50% (2022/23 0.50%) in the year. The cash balance at the year-end was £160,000 (2022/23 £487,000). Sport Wales considers that its Lottery function is not exposed to significant interest rate risks.

### **Foreign Currency Risk**

The Lottery Distribution function of Sport Wales is not exposed to any foreign exchange risks.

## **17. Related Party Transactions**

### **Public bodies**

The Lottery Distribution operations of Sport Wales are funded from the National Lottery Fund through the Department for Culture, Media and Sport. The Department is regarded as a related party.

### **Individuals**

Lottery Distribution paid grants during the year to a number of organisations in which members, senior staff, and other related parties (being close family members), declared an interest and which are considered material are shown below. Any declaration of interest for items discussed in meetings must be declared by the individual, who will withdraw for that section of the meeting.

Member's Panel	Body	Payments in Year £000	Nature of link	Committed Grant Payment
Baroness Tanni Grey-Thompson DBE, DL Chair	Youth Sport Trust	80	Patron	-
	University of Swansea	161	Fellowship	14
P Tilley Council Member	Welsh Triathlon Association	201	Member	-
	Welsh Cycling Union	668	Member	-
	Canoe Wales	249	Member	-
M Veale JP Council Member	Pembrokeshire County Council	19	Lay member of Governance & Audit Committee	-
	Monmouthshire County Council	2	Lay member of Governance & Audit Committee	-
	Blaenau Gwent County Borough Council	2	Lay member of Governance & Audit Committee	-
	Merthyr Tydfil County Borough Council	72	Chair of Governance & Audit Committee & Member of Standards Committee	-
	Rhondda Cynon Taff CBC	43	Lay member of Education & Inclusion Committee	-
R Begum Council Member	Wales Council for Voluntary Action	78	Employee	-
D Evans Council Member	Urdd	391	Trustee	-
C Jenkins OBE Council Member	University of South Wales	41	Employee	-



Member's Panel	Body	Payments in Year £000	Nature of link	Committed Grant Payment
	Commonwealth Games Council for Wales	245	CEO & Trustee	-
R Gibson Council Member	Pontypridd RFC	4	Board Director	-
B Davies OBE CEO	Welsh Gymnastics	649	Spouse Coach	-
	Welsh Hockey Union	232	Daughter member of Wales U18's hockey team	-
	Chepstow Cricket Club	48	Son member	-
C Nowell Assistant Director – National Sport Facilities, Infrastructure & Capital	Stow Park Lawn Tennis Club	22	Son member / Wife Committee member	-
O Lewis Director – Sport Systems Strategy and Services / Assistant Director - Sport System Strategy and Services	Cardiff Corinthians AFC	1	Coach & child a member	-
J Nicholas Assistant Director – Sport System Delivery and Relationships	Commonwealth Games Council for Wales	245	Sport Wales Representative on CGW Board	-
	Rhoose Lifeguards	9	Children – members	-

### Remuneration of Senior Managers and Board Members:

Senior Managers and Board Members are considered to be the Directors and

their remuneration is disclosed within the Remuneration and Staff Reports on pages 119 to 127.

## 18. PENSIONS

The following pension disclosures have been prepared in accordance with IAS19 'Employee benefits.

Pension data contained within this disclosure have been provided by the Scheme's independent actuary, AON Hewitt.

The IAS19 valuation provided by the actuary is for Sport Wales as a whole; no separate valuations have been obtained for the Sport Council for Wales Consolidated financial statements and the Lottery Distribution financial statements, and hence the data below is disclosed as gross.

The pension fund asset/deficit along with the associated entries which impact the Statement of Comprehensive Net Expenditure, Statement of Financial Position and Statement of Changes in Taxpayers Equity have been apportioned between the Sports Council for Wales Consolidated financial statements and the Lottery Distribution financial statements in a ratio based on the historic apportionment of staff costs to the Lottery Distribution account. For 2023/24 this is Sports Council for Wales 73% (2022/23 74%), and Lottery Distribution Accounts 27% (2022/23 26%).

Sport Wales made a total pension contribution in 2023/24 of £1,400,000 (2022/23 £2,090,000) which is analysed as follows:

- Employers Pension contributions £1,385,000 representing 33.4% of pensionable pay (2022/23 £1,313,000 32.8%).
- There were £15,000 contributions in respect of early retirement cost during 2023/24 (2022/23 Nil).
- Lump Sum Deficit Contribution of zero (27% of which was met by Lottery), (2022/23 £777,000 of which 26% was met by Lottery Distribution).

The rate of employer's pension contributions from 2023/24 is 33.4%. This has been set as a result of the last triennial valuation of the scheme which was carried out as at 31 March 2022. The actuary's report has been prepared in accordance with Guidance Note GN9 issued by the Institute and Faculty of Actuaries, current at the valuation date, to the extent that it applies to the Local Government Pension Scheme. Sport Wales expects to contribute £2,240,000 to the fund in 2024/25. In addition to this "strain on fund" contributions may be required as well.

The full pension cost to Sports Council for Wales is £50,000 (2022/23 £250,000) of which £37,000 (2022/23 £185,000) is allocated to the consolidated accounts, with the remainder of £13,000 (2022/23 £65,000) allocated to Lottery Distribution.

The full actuarial gain on pension to Sports Council for Wales is £910,000 (2022/23 gain of £9,280,000) of which £664,000 (2022/23 gain of £6,867,000) is allocated to the consolidated accounts, with the remainder of £246,000 (2022/23 gain of £2,413,000) allocated to Lottery Distribution.

Applying the provisions of IFRIC14, the pension asset to Sports Council for Wales is not able to be recognized so is Nil (2022/23 £1,470,000 liability), of which Nil (2022/23 £1,523,000 liability) is allocated to the consolidated accounts, with the balance of Nil (2022/23 £53,000 pension asset) allocated to Lottery Distribution.

The Lottery Distribution pension asset is adjusted by £450,000 to accommodate the net impact of historic changes in apportionment of staff costs to the Lottery Distribution account with the offset £450,000 allocated to the pension deficit in the Sports Council for Wales consolidated accounts.

### Main Financial Assumptions

Description	31 March 2024 %	31 March 2023 %	31 March 2022 %
Discount Rate	4.8	4.7	2.7
Inflation – CPI	2.6	2.7	3.0
Rate of increase to pensions in payment	2.6	2.7	3.0
Rate of increase to deferred pensions	2.6	2.7	3.0
Rate of general increase in salaries	3.6	3.7	4.0

Mortality Assumptions:	Years	Years	Years
<b>Future lifetime from age 65 (aged 65 at accounting date)</b>			
Male	22.1	22.6	22.1
Female	24.3	24.7	24.6
<b>Future lifetime from age 65 (aged 45 at accounting date)</b>			
Male	22.7	23.2	23.2
Female	25.3	25.8	26.0

Sport Wales employs a building block approach in determining the rate of return on Fund assets. Historical markets are studied and assets with higher volatility are assumed to generate higher returns consistent with widely accepted capital market principles.

The overall expected rate of return on assets is derived by aggregating the expected rate of return for each asset class over the actual allocation for the Fund at 31 March 2024.

### Analysis of movements in surplus (deficit) during the year

Description	31 March 2024 £m	31 March 2023 £m
Fair value of fund assets	64.31	57.54
Present value of liabilities	(45.77)	(46.14)
Unrecognised asset due to restriction of surpluses	(18.54)	(11.40)
Additional liability under minimum funding requirements due to commitment to pay deficit contributions	0.00	(1.47)
Asset / (Deficit) in scheme at end of year	0.00	(1.47)

### Analysis of amount charged to Operating Costs

Description	31 March 2024 £m	31 March 2023 £m
Current service cost	0.77	1.80
Past service cost	0.02	0.00
Settlement cost	0.00	1.17
Interest cost	0.05	0.25
Expense recognised	0.84	3.22

## Remeasurement of amounts recognised in Other Comprehensive Expenditure

Description	31 March 2024 £m	31 March 2023 £m
Return on plan assets (in excess of) / below that recognised in net interest	(4.09)	3.05
Actuarial (gains) due to change in financial assumptions	(1.69)	(28.80)
Actuarial (gains) due to change in demographic assumptions	(0.69)	(0.23)
Actuarial losses due to liability experience	0.50	3.83
Adjustment loss (gain) due to the restriction of surplus	6.60	12.87
Adjustment loss (gain) due to minimum funding requirement	(1.54)	0.00
Total amount recognised in Other Comprehensive Expenditure	(0.91)	(9.28)
Total amount recognised in Statement of Comprehensive Net Expenditure	(0.07)	(6.06)

## Changes to the present value of defined benefit obligation during the accounting period

Description	31 March 2024 £m	31 March 2023 £m
Opening defined benefit obligation	46.14	71.32
Current service cost	0.77	1.80
Interest expense on defined pension obligation	2.14	1.89
Contributions by participants	0.29	0.28
Actuarial (gains) on liabilities – financial assumptions	(1.69)	(28.80)
Actuarial (gains) on liabilities – demographic assumptions	(0.69)	(0.23)
Actuarial losses on liabilities - experience	0.50	3.83
Net benefits paid out	(1.71)	(1.90)
Past service cost (including curtailments)	0.02	0.00
Settlements	0.00	(2.05)
Closing defined benefit obligation	45.77	46.14

## Changes to the fair value of assets during the year

Description	31 March 2024 £m	31 March 2023 £m
Opening fair value of assets	57.54	61.70
Interest income on assets	2.70	1.64
Remeasurement (loss) / gain on assets	4.09	(3.05)
Contributions by the employer	1.40	2.09
Contributions by participants	0.29	0.28
Net benefits paid out	(1.71)	(1.90)
Settlements	0.00	(3.22)
Closing fair value of assets	64.31	57.54

## Actual return on assets

Description	31 March 2024 £m	31 March 2023 £m
Expected return on assets	2.70	1.64
Actuarial (loss) / gain on assets	4.09	(3.05)
Actual return on assets	6.79	(1.41)

## History of asset values, present value of defined benefit obligation and deficit

Description	31 March 2024 £m	31 March 2023 £m	31 March 2022 £m	31 March 2021 £m	31 March 2020 £m	31 March 2019 £m
Fair value of assets	64.31	57.54	61.70	54.14	44.37	47.09
Present value of defined benefit obligation	(45.77)	(46.14)	(71.32)	(74.63)	(58.40)	(59.97)
Unrecognised asset due to restriction of surplus	(18.54)	(11.40)	0.00	0.00	0.00	0.00
Additional liability under minimum funding requirements due to commitment to pay deficit contributions	0.00	(1.47)	0.00	0.00	0.00	0.00
Surplus / (Deficit)	0.00	(1.47)	(9.62)	(20.49)	(14.03)	(12.88)

## Sensitivity Analysis

Funded Defined Benefit Obligation £45.77m	+0.1% p.a		-0.1% p.a	
Change in Assumptions on Present value of the funded defined benefit obligations	£m	% Increase / Decrease to Employee Liability		£m
Adjustment to Discount rate	44.95	-1.8%	1.8%	46.59
Adjustment to Salary Increase rate	45.82	0.1%	-0.1%	45.72
Adjustment to Pension Increase rate	46.55	1.7%	-1.7%	44.99
	- 1 year		+1 year	
Adjustment to Mortality rate	46.96	2.6%	-2.7%	44.53

## 19. Events After the Reporting Period

The accounts were authorised for issue by the Accounting Officer on the date they were certified by the Comptroller and Auditor General.



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ISBN: 978-1-915287-48-9