THE FEDERATION OF DISABILITY SPORT WALES LIMITED

England & Wales · Charity number 1144663

Details

Other names	FEDERATION DISABILITY SPORT WALES, DISABILITY SPORT WALES
Status	Registered
Legal form	Charitable company
Company number	05199508
Registered	2011-11-15
Register	View on the Charity Commission register

Contact

Address	Fdsw Sport Wales National Centre Sophia Gardens Cardiff CF11 9SW
Phone	02920334923
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Website	www.disabilitysportwales.com

Activities

Objects: THE COMPANY IS ESTABLISHED FOR THE OBJECT OF IMPROVING THE PROVISION OF SPORT AND RECREATION FOR THE DISABLED IN WALES.

Activities: ACTIVITIES DESIGNED TO IMPROVE THE PROVISION OF SPORT AND RECREATION FOR THE DISABLED IN WALES.

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Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Amateur Sport, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** WALES
- Throughout Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,227,731	£1,276,499	£469,874	23
2024-03-31	£1,344,424	£1,312,921	£518,642	23
2023-03-31	£1,331,177	£1,372,764	£487,139	15
2022-03-31	£1,244,293	£1,452,737	£528,726	17
2021-03-31	£1,406,112	£1,213,685	£737,170	14

Trustees

Name	Role	Appointed
Gareth John Thomas	Chair	2019-07-02
David Gwynne Griffiths		2019-04-07
David Jenkins		2020-06-16
Dr Jesus Manuel Alonso		2026-05-18
ELIZABETH ANNE JOHNSON		2015-07-28
Ian Michael Stone		2015-07-21
Ingrid Ann Griffiths		2022-12-15
Richard Edward Evans		2026-05-18
Ronald Frank Price		2023-01-10
Sarah Lawrence		2026-05-18

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THE FEDERATION OF DISABILITY SPORT WALES LIMITED

England & Wales - Charity number 1144663

Accounts

CHWARAEON ANABLEDD CYMRU
DISABILITY SPORT WALES



Federation of Disability Sport Wales
Annual Report and Accounts

1st April 2024–31st March 2025

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Cover photo: Jodie Grinham competing in para archery at the Paris 2024 Paralympic Summer Games. © ParalympicsGB.

Message from Gareth Thomas, Chair of Trustees



This year brought with it a lot of excitement, opportunity and challenge to DSW. It was of course a Paralympic and Olympic year, with Paris hosting the 2024 Games, and 21 Welsh athletes, or athletes living in Wales, were selected across 12 sports to be part of ParalympicsGB. It has also been the year in which the investment model for Sport Wales Partner Organisations changed, and this reduced the resources which were be awarded to DSW for this year and more significantly into next financial year. Whilst this change is tough it has meant that DSW have been looking at how we work differently with commercial partners and exploring how we may be able to diversify resources for the future.

Last year we knew that financially the future held multiple challenges, not just as an organisation, but for disabled people in Wales and for the wider sport sector. Welsh Government and Sport Wales have supported with some additional resources to create greater resilience within the sector, and DSW have invested this in processes which will support people and organisational health. Within this we commissioned support from Remarkable Partnerships to support our commercial resilience, changed pensions to salary sacrifice, and supported the development of resources to support coaches' awareness of British Sign Language.

This year, we have taken time to restructure our team to create a leadership structure which is both more resilient and more directly aligned to our strategic priorities. Despite this disruption, our team has continued to surpass expectations, and they continue to deliver exceptional outcomes in a challenging environment. I would like to extend my sincere thanks to every one of them.

▶ Continued: Message from Gareth Thomas, Chair of Trustees

Again an incredible programme of insport Series Events, with unwavering support from SPAR, was delivered across Wales, resulting in opportunities for thousands of disabled children, young people, adults, and their networks to experience inclusive sports offered in their area. The Para Sport Festival went into its third year and featured high-class performance sport, including Judo, Wheelchair Rugby, Shooting, Table Tennis, Boccia and Rugby League. We have received confirmation that Welsh Government will support this for another three years, which will enable further growth and partnership into the future.

Next year we come into the second year of our new strategy, and it will provide us opportunities to consult and reflect on what we do. With an increasingly tight funding environment we are taking on the challenge of broadening our partnership networks in addition to ensuring that we continue to support the sector with ongoing inclusive change. We will of course continue to celebrate the achievements of individuals and organisations who represent the huge talent and potential for disability and para sport in Wales.

I would like to thank everyone who continues to support, challenge and champion the work we do, and particularly my colleagues on the DSW Board, who give their time, knowledge and passion in support of a more inclusive sport system in Wales.



Gareth Thomas
Chair, Disability Sport Wales

Objectives and Activities

Overview

The Federation of Disability Sport Wales was established (and is structured in accordance with its Articles of Association) to:

- act as the national development agency for disability sport in all its forms in Wales
- foster, encourage, assist and develop disability sport in Wales and amongst the people of Wales
- maintain and raise the standard of disability sport in Wales and promote Welsh Disability sport at an international level
- formulate, issue and enforce in respect of disability sport in Wales:
  - (a) codes of ethics and conduct
  - (b) disciplinary procedures
  - (c) measures for the proper protection and welfare of children, young persons and vulnerable adults
  - (d) anti-discriminatory procedures; and
  - (e) any other rules and regulations which are deemed appropriate by the directors of the Company from time to time

  and to ensure that all the above are properly promoted to and observed by the Member Organisations of the Company and participants of disability sport in Wales; and
- do all other things necessary or desirable for the promotion of the interests of disability sport in Wales and amongst the people of Wales.

We are more commonly referred to as Disability Sport Wales.

We are working to achieve our charitable purposes by supporting the achievement of Sector Vision for Sport — ***An Active Nation where Everyone can have a Lifelong Enjoyment of Sport*** — and in our Mission, through our values and with our ambitions.

Success is measured quantitatively and qualitatively for impact and learning so that we can ensure investment is focused in the right areas, programmes support inclusive understanding and development, and partnerships bring about inclusive cultural change.

We adopt and use language consistent with the social model of disability, and prioritise functional, solutions-focused approaches to our partnerships. When we reference 'disability' or 'disabled people' we mean anyone who has a physical, sensory, or intellectual impairment (or learning disability); or who considers themselves 'disabled' under the Equality Act 2010 definition.



DSW Mission

influence, include, inspire, insport

DSW Values

Champion Everyone

We believe in diverse and meaningful opportunity with people at the centre of all we do.

This means you will see us:

- Advocating and being an ally alongside diverse communities
- Calling out inequitable behaviour and action
- Listening to and responding to what you need

Proudly Welsh

We embody and celebrate what it is to be Welsh.

This means you will see us:

- Using, learning, and celebrating Welsh language
- Keeping services local and trusted
- Welcoming you to all we do

Value Growth

We are committed to development and inclusive change and will always support that.

This means you will see us:

- Reflecting in action and changing for the better
- Learning from you and others
- Contributing and bringing something to the table

Highlight Possibility

We connect opportunities and prioritise partnerships, so people get what they need.

This means you will see us:

- Putting people and what they can do first
- Connecting you with opportunities, solutions and people who can make things happen
- Being curious about making things better

Snapshot of the Year 2024-2025

22 people in the Disability Sport Wales National Team

13 Full-time, 9 Part-time, 2 Maternity covers



.CYFRES insport SERIES
Noddir gan | Sponsored by SPAR

1,539
participants attended 17 SPAR insport Series events across Wales



3,010
Volunteers
2,973 with clubs
38 at insport Series

.CYFRES insport SERIES SPAR × WHIZZ KIDZ

710
Participants at Whizz Kidz events

inspor t

406 organisations engaged in inspor t

1st
inspor t Partnerships Gold Standard awarded (Newport Live)





6
organisations presented for an inspor t Standard

inspor t CLWB / CLUB

345 clubs working to a Standard of inspor t Club

1 new club achieved Gold

inspor t CLLC / NGB

inspor t NGB Programme Reviewed

29 NGBs in Wales working towards inspor t NGB

3 working toward Ribbon ▸ **6** Ribbon ▸ **9** Bronze ▸ **9** Silver ▸ **2** Gold

inspor t PARTNERIAETHAU / PARTNERSHIPS

32 inspor t Partnerships Organisations
(10 third sector, 22 local authorities)

Pembrokeshire achieved inspor t Partnerships Gold Standard

SNAPSHOT OF THE YEAR

Gŵyl Para Chwaraeon Para Sport Festival

2,455 people attended the third Para Sport Festival in Swansea

478 competitors, 1,541 spectators, 436 insport Series attendees

715 people did UK Disability Inclusion Training courses

610 people did UK DIT Level 1:
- **553** UK DIT for Coaches and Volunteers
- **57** UK DIT for Education

73 people did UK DIT Level 2

89 people did UK DIT Level 3



1 Celebration Dinner with awards celebration



1 Disabled Young Leaders networking event

CYNHADLEDD DYLANWADU CONFERENCE

Chwaraeon Anabledd Cymru Disability Sport Wales

Cefnogir gan Supported by

1 Dylanwadu Inclusion Conference

Ariennir gan Funded by Taith

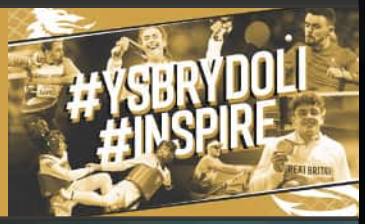
2 Successful Taith funding applications

DISABILITY SPORT WALES

Performance Pathway

82 athletes involved with Performance Pathway Hubs (Tiers 1 to Transition)

110 people completed the #Inspire performance athlete signposting form





21 Athletes were selected to compete across 12 sports by ParalympicsGB at the Paris 2024 Paralympic Games

16 medals 7 5 4

won in 10 sports: Archery, Athletics, Cycling, Equestrian, Para Canoe, Rowing, Swimming, Table Tennis, Taekwondo and Wheelchair Basketball

19,000+

visitors to our Paris 2024 microsite

ACTIVE LIFESTYLE ▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸ ACTIVE SPORT

Active Living	Active Travel	Active Recreation	Informal Sport	Organised Sport	Elite Sport

insport Club
CLWB / CLUB

insport Partnerships
PARTNERIAETHAU / PARTNERSHIPS

insport NGB
CLLC / NGB

insport Series Events

Para Sport Festival

UK Disability Inclusion Training (UK DIT)

Wheelchair Skills

Disability Sport Wales Performance Pathway
Tier 1 | Tier 2 | Tier 3

Health Disability Activity Pathway
with all Welsh NHS Health Boards and Local Authorities
Llwybr Gweithgaredd Anabledd Iechyd
Health Disability Activity Pathway

Performance Partnerships
(UK Governing Bodies)

Boccia Cymru Wales
Disability Sport Wales functions as a National Governing Body for Boccia in Wales

Play Together
Inclusion Training for 7-11 year olds

Wales Wheelchair Rugby Partnership



Disability Sport Wales Regional Partnership Senior Officers
Linked to Regional Partnerships

Learning Disability Active

Diagram description: How our programmes and partnerships fit into a physical activity spectrum from Active Living up to Elite Sport.

The spectrum is separated into:

- Active Living
- Active Travel
- Active Recreation
- Informal Sport
- Organised Sport and;
- Elite Sport, which is visualised as a component of Organised Sport.

inspor Club supports organised sport.

inspor Partnerships supports a gamut from active travel, including active recreation and informal sport, up to and including organised sport.

inspor NGB supports organised sport including elite sport.

inspor Series events provide organised sport opportunities below elite level.

The Para Sport Festival spans grassroots level organised sport and significantly includes elite sport.

UK Disability Inclusion training supports active recreation, informal sport, organised sport, and can support elite sport.

Whizz Kidz wheelchair skills support participation from active living right through to organised sport (but not elite sport)

The Disability Sport Wales Performance Pathway is broken into three tiers as athletes head toward transitioning into UK/GB programmes. Tier 1 and 2 are organised sport but below Elite Sport, and Tier 3 is Elite Sport.

Our performance partnerships - working with UK/GB governing bodies - lays solely within Elite Sport.

Disability Sport Wales functioning as a Welsh NGB for boccia (as Boccia Cymru Wales) supports informal sport, organised sport and elite sport.

Play Together inclusion training for 7-11 year olds spans informal and organised sport.

The Wales Wheelchair Rugby partnership between DSW, WRU and GWBR spans organised sport and elite sport.

Our Regional Partnership Senior Officers, working linked to Regional Partnerships, support across the entire spectrum.

Learning Disability Active supports active recreation through to elite sport.

Our Ambitions

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Success within this priority area will ensure that all organisations connected to physical activity (including sport) in Wales will embed, co-develop and produce insight linked to inclusive cultural change. Our role is to facilitate and lead this through our programmes, and initiatives with partners are essential in making a real difference to on-the-ground opportunity.

DSW seeks to acheive this strategic priority predominantly through:

- Our insport Programmes
- Our insport Series Events
- Research, Insight and Resources

Strategic Priority 1

insport Programmes

These are a series of programmes which provide partners with a toolkit for inclusion across the sport and active recreation sector. They particularly focus on:

insport CLLC / NGB

insport NGB intended for National Governing Bodies (NGBs) of sport in Wales.

insport CLWB / CLUB

insport Club which supports clubs and sessions based in Wales to become more inclusive.

insport PARTNERIAETHAU / PARTNERSHIPS

insport Partnerships provides a toolkit to organisations operating in Wales (third sector, private, local authority, CIC, Charity, Company Limited by guarantee, etc) to demonstrate and develop their inclusive physical activity, leisure or sport provision.





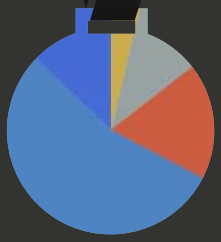
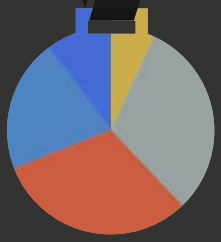
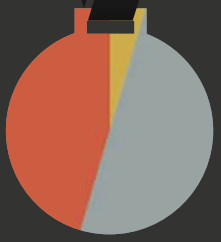
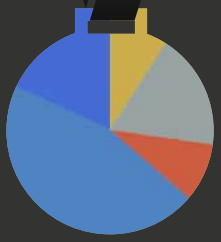
What we have achieved: insport Programmes

The insport programme has continued to progress over this period, with 5 panel dates delivered over the year, and seeing 6 organisations achieving their next standard of their insport programme (insport NGB or insport Partnerships) (2 Ribbon, 1 Bronze, 1 Gold, 2 retained Gold).

This year saw the second local authority area achieve insport Partnerships Gold, and two organisations present additional aims in readiness for achieving Gold in the following year. Case Officers supported progress with 29 NGBs and 10 3rd Sector and partner organisations.

insport Panels (which are the method through which organisations submit the support against the aims for the standard they are working towards and are then awarded, or not, that standard) and the training for panel members, have continued to be facilitated virtually. Gold review, and Gold panels have been held in-person.

The overall progress of insport achievements are:

insport CLWB / CLUB	insport CLLC / NGB	Local Authorities working through insport PARTNERIAETHAU / PARTNERSHIPS	Third sector partners working through insport PARTNERIAETHAU / PARTNERSHIPS
			
Working toward Ribbon 52	Working toward Ribbon 3	Working toward Ribbon –	Working toward Ribbon 2
Ribbon 182	Ribbon 6	Ribbon –	Ribbon 5
Bronze 62	Bronze 9	Bronze 10	Bronze 1
Silver 36	Silver 9	Silver 10	Silver 2
Gold 13	Gold 2	Gold 2	Gold 1

All 22 Local Authorities (LAs) hold at least Bronze Standard. Ten have insport Partnerships Silver Standard, and two have now achieved Gold with Pembrokeshire achieving the Standard in October 2024.

Case Study:

The Urdd become the first organisation to retain the insport Partnerships Gold Standard

The Urdd has successfully retained the insport Partnerships Gold Standard, demonstrating its continued excellence and leadership in inclusive sport and activity provision. This achievement reflects the Urdd's deep-rooted commitment to creating inclusive opportunities for disabled children and young people across Wales.

Reaching and sustaining the Gold Standard is no small achievement and has only been achieved by a few national organisations. It is the result of significant commitment to review and improve opportunities, willingness to put learning to action, and collaboration across all areas of the organisation.

From their initial engagement and achievement of the insport Partnerships Ribbon standard, to its current role as one of the national leaders in inclusive practice, the Urdd has shown long-term strategic focus and a clear cultural commitment to inclusion. This milestone recognises not only the systems and strategies in place today, but also the ongoing efforts of staff, volunteers, and leadership across the entire insport journey.



Highlights of their inclusive provision included;

- The launch of the 'Urdd i Bawb' Strategy – providing a clear and progressive roadmap for embedding inclusive practices across all areas of delivery
- Continued staff support and professional development opportunities – demonstrated through a growth in a knowledgeable and confident workforce
- Diversification of the Apprenticeship Workforce – with representation across protected characteristics including disability, race, gender, and socioeconomic background
- Dedicated governance board structures identified as areas of excellence within the sector, including through the Moving to Inclusion framework and built to better reflect the importance of inclusive physical activity (including sport).





Strategic Priority 1

insport Series Events

In partnership with A F Blakemore (SPAR) and local insport clubs, NGBs, LAs or third sector partners we deliver accessible events which provide opportunity for disabled people and their friends and families to connect with good quality community opportunities available locally.

The intention is that people are given the opportunity to participate in a wide range of opportunities and then connect into more sustained activity (if they chose to) local to them. At the events the sessions are delivered by the coaches and volunteers who are leading the local provision.

The insport Series: Cardiff returned to the National Indoor Athletics Centre (NIAC) at Cardiff Metropolitan University in 2025, building on the momentum of its 2024 comeback. This year's event drew an impressive 620 registered participants, making it the largest of the 20 insport Series events delivered across Wales. Together with the Para Sport Festival in Swansea—which continues to feature a major insport Series event—these initiatives are expanding year on year, offering more inclusive opportunities for people of all abilities to get involved in sport and physical activity within their communities.

Case Study:

Plas Menai: The first event of this kind at The National Outdoor Centre

Plas Menai, The National Outdoor Centre, located on the banks of the Menai Strait just outside Caernarfon, North Wales, worked closely with Disability Sport Wales to deliver the first ever insport Series event at the Centre, marking a significant step in inclusive outdoor activity provision.

Plas Menai offers a wide range of outdoor adventures, from water sports like sailing and kayaking to land-based activities. While instructors were enthusiastic about hosting the event, there was initial apprehension around accommodating a large number of disabled participants. Key concerns included effective communication, group management, and water access. Although the centre is generally accessible, some challenges remained, such as the fixed-seat hoist in the swimming pool. However, staff recognised that with experience, future events would become more streamlined and routine.





Disability Sport Wales' Regional Partnership Senior Officer (North Wales) collaborated with managers at Plas Menai and Parkwood to coordinate event logistics. Planning focused on ensuring that all activities were inclusive and accessible, covering elements such as safety, access, and support for a wide range of impairments, including wheelchair users.

To ensure an inclusive experience for all participants, we introduced a diverse and balanced programme of activities by partnering with local clubs:

- Adaptive Cycling – Cyclepower Club at Plas Menai provided a variety of adaptive bikes, including side-by-side electric bikes and a wheelchair carrier.
- Wheelchair Basketball – Caernarfon Celts, an insport Gold Club, delivered engaging sessions in wheelchair basketball.
- Boccia – Head coach Debbie Bashford facilitated boccia using specialised equipment, including ramps and a head pointer.
- Sailing and Motorboating – Plas Menai worked with SEAS Sailability and a team of volunteers to provide accessible sailing and motorboating experiences.

To further support inclusive delivery, the Regional Partnership Senior Officer recommended UK Disability Inclusion Training for Plas Menai staff, helping to build confidence and skills in inclusive planning and delivery.

Over 90 children and adults registered early on Friday morning to take part in a full day of inclusive land and water-based activities. Volunteers from SEAS, Cyclepower, Caernarfon Celts, and staff from Plas Menai set up interactive stations where attendees could try adapted watersports, boccia, disability cycling, wheelchair basketball, bench press, swimming, den building, and bushcraft.

The event was attended by ALN and mainstream schools, along with individual participants and their carers. The atmosphere throughout the day was highly positive and energised, with all activities running smoothly and participants actively engaging in every session.


STITCH



"To be asked to host our first insport event was exciting for all of the team involved at Plas Menai. The event was a huge success, and we see it as a building block for further collaboration with Disability Sport Wales. Moving forward, we will look to ensure that inclusive events like this continue at the Centre, further cementing our role as The National Outdoor Centre serving local communities in North Wales."

— Rebecca Hookes, Marketing and Communications Manager, Plas Menai National Outdoor Centre

"I have enjoyed the various activities available, especially sailing and power boating. Everyone had so much fun at the Centre."

— School pupil, Ysgol Pendalar

"Every single pupil enjoyed the day, and it was an exceptional experience. There was a really good choice of opportunities available."

— School teacher, Ysgol Pendalar

Overall, the event was a huge success, bringing together partners, volunteers, and participants in a shared experience that was both fun and inclusive.

Strategic Priority 1

Research and Insight

Disability Sport Wales (DSW) works collaboratively with a range of partners to generate data and insight that represents the voice of disabled people, which is often reduced or removed from data capture across the sector. Our work in this area aims to change this, ensuring that disabled people's voices are heard and meaningfully included.

DSW also generates its own data and insight through the biannual National Sport Snapshot Survey (previously the DSW Club and Session Survey). Response rates remain mixed, but we continue to work with Sport Wales and other partners to collect data from clubs and sessions regarding the opportunities and demographic of disabled people attending. This should help raise awareness within the National Governing Bodies (NGBs) of inclusive offers across Wales, as well as connecting disabled people with opportunities occurring on their doorsteps.



With the formation of the regional partnerships, DSW also recognises that there is need to understand the needs of local communities in more depth. DSW has, therefore, commissioned PressRed to produce a regionalised (and a National) report on the demographics of disabled communities within each regional footprint. PressRed will complete this work early into next financial year, but the groundwork and insight are being established.

Throughout 2024/25, Disability Sport Wales has completed several research projects, insight reports, and case studies that highlight the strength and impact of partnership work taking place across Wales, including:

Reports

- Community Inclusive Sport and Physical Activity 10-year Data Trends Report (published 19/12/2024)
- DSW Inclusive Club and Session Survey Report - Sept 23 and March 24 (published 2/9/2024)
- Sparkle & DSW Swimming Lessons for Children with Disabilities Report (published 22/8/2024)
- Evaluation of Get Out Get Active Phase 2 (published 29/7/2024)
- Outcomes of GOGA Phase Two (published 02/7/2024)

Case Studies

- Inclusive Gymnastics with Sport Caerphilly (published 20/2/2025)
- Goalball - The Welsh Landscape (published 18/11/2024)
- The Development of Boccia Across Wales (published 15/11/2024)
- The Wales Alliance for Physical Activity (including sport) for People with Learning Disabilities (published 15/11/2024)
- Level Water 1:1 Swimming Lessons (published 14/11/2024)
- Making the connections - Supporting inclusion through specific group support (published 14/11/2024)
- Active Education Outside of the School Day (published 01/10/2024)
- Addressing inequalities - developing opportunities through schools and pathways into community (published 11/9/2024)
- Challenging Perceptions to Enable Meaningful Experiences (published 11/9/2024)
- Inclusive Carmarthenshire (published 11/9/2024)
- Sport Caerphilly Partnership working at its best in the delivery of the Disability Six Nations Rugby Festival March 2024 (published 11/9/2024)

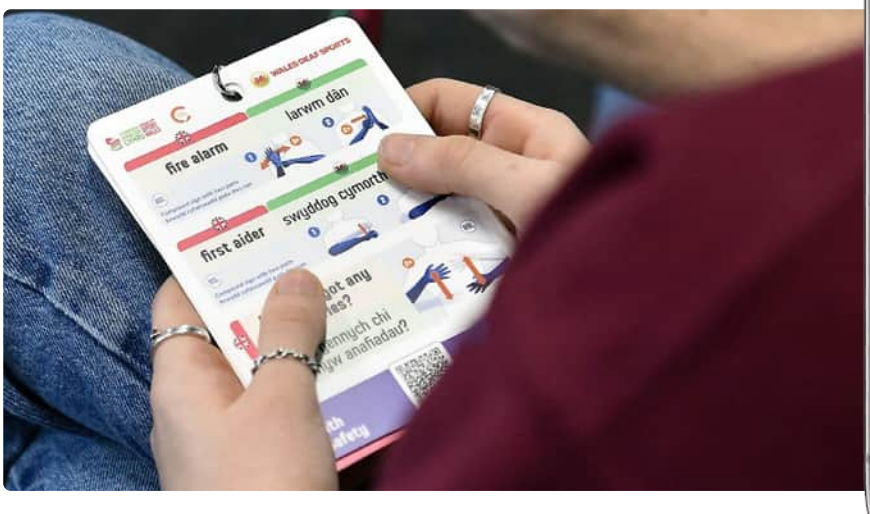
Case Study:

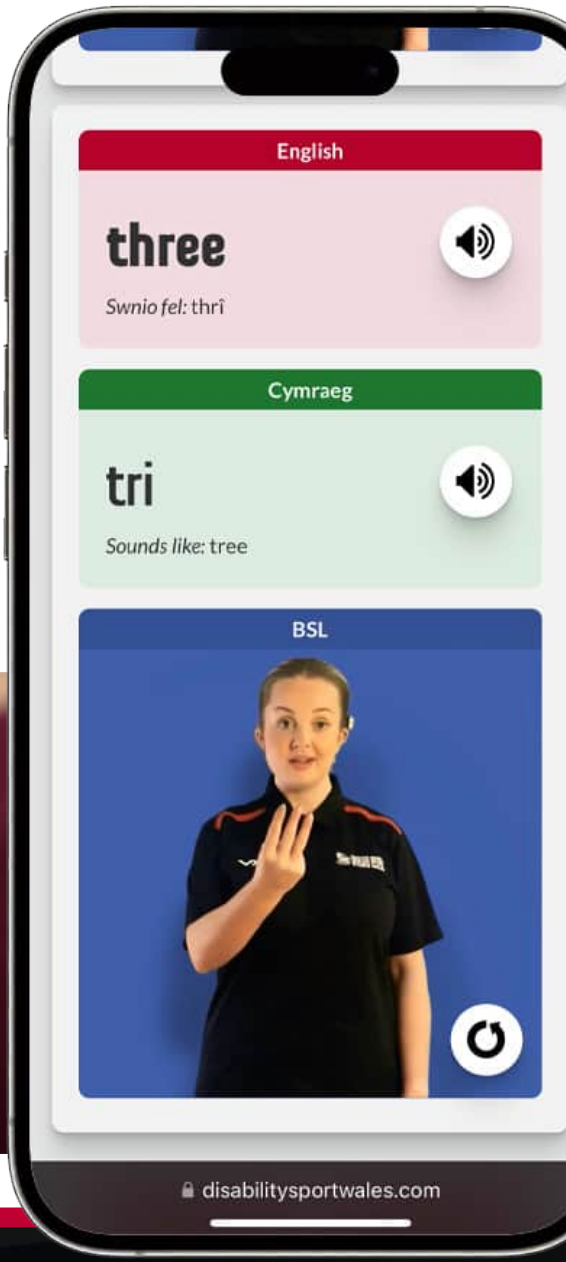
WALES DEAF SPORTS

Developing Inclusive Coaching Tools: A Trilingual Resource for D/deaf and Hard of Hearing Participants.

As part of DSW's commitment to developing sport and physical activity pathways for D/deaf and Hard of Hearing (HoH) participants across Wales, it was identified that there is a clear need to encourage and cultivate D/deaf inclusive environments across clubs and groups.

To address this need and reduce communication barriers between D/deaf and HoH participants, and coaches/deliverers, a practical and inclusive trilingual (British Sign Language [BSL], Cymraeg and English) coaching resource was developed.





Active consultation for the trilingual resource took place during the 2024 Dylanwadu Conference where NGBs and partners supported the collection of general and sport specific terms and phrases for the resource, and practical considerations for a physical resource across several environments (e.g., rural, water, field etc.,).

This consultation directly informed the resource content which included: (1) Greeting Phrases, (2) Numbers, (3) Colours, (4) Instruction Phrases, (5) Encouragement Phrases and (6) Health and Safety Phrases. All included content is purposefully broad but relevant to coaching and communication in a sport and physical activity environment.

There is a physical and online version of the trilingual resource. The physical resource consists of four A6 cards on a lanyard with selected BSL illustrated signs, English and Welsh words and phrases. The online resource – accessible via the QR codes on the physical resource or direct via the DSW website Greeting Phrases - includes additional words and phrases, supported with BSL videos, audio pronunciation and phonetic breakdown of all content.



The pilot of the trilingual resource was launched at insport Cardiff in January 2025 where it was distributed amongst attending coaches, volunteers, staff and NGBs. Following the dissemination of the resource, we engaged with national governing bodies, local authorities and partners to gain further feedback and insight into the usability and potential impact of the resource. Here is what the NGBs and LAs had to say:

"*Looks great! Clear, easy to follow, will be very useful for coaches and instructors.*"

"*Looks excellent, something that can be used in practical environments and is easy to understand regardless of whether individuals have a background in BSL.*"

Ariennir gan
Funded by
Taith

Building on the successful rollout of the pilot resource, DSW has secured funding with Taith to develop the second iteration of the trilingual resource alongside an international knowledge exchange with Deaf Sports Australia.


SPAR
CHWARAEON ANABLEDD CYMRU
DISABILITY SPORT WALES
cynnwys
include



Strategic Priority 2

Enable inclusive active pathways

The pathway for participation is wide and starts at the point where someone may just start moving (increasing their physical activity) and leads through to a potential pathway for performance competition. Not everyone who gets involved with physical activity (including sport) wants to, or has the potential to progress into competition. Everyone should have the choice to move, be active and play sport in environments which welcome them.

DSW work alongside people, programmes and organisations to ensure that the pathway which spans the first point of contact with an opportunity, to clubs and sessions, are inclusive.



Education and Training

This area encompasses a suite of resources and training which are intended to influence, educate, and enhance confidence about disability sport provision, participation, and engagement.

The UK Disability Inclusion Training population-specific approach enables information and approaches to be relevant to everyone's experiences.

The Play Together and UK Disability Inclusion Training Education workshops are aimed at engaging children in school years 5 and 6 (aged 7 – 11 or progression steps 2 and 3), their educators and support staff, to include everyone in the playground, within PE, and extra-curricular activities.

The UK Disability Inclusion Training (UK DIT) for Coaches and Volunteers is a programme of training specifically designed for Coaches, Volunteers and all those wishing to gain a better knowledge of meaningful inclusion, whether delivering, considering delivering, or with a relationship to individuals participating within community and/or performance settings.

UK Disability Inclusion Training (UK DIT)

BrightSpace (the Virtual Learning Environment DSW invested in at the beginning of 2021, went live with its first courses in December 2021. The Level 1 e-learning module of the UK DIT (Coaches and Volunteers) workshop is intended to provide a basic introduction to inclusive practice and is aimed at all those looking to make sport and physical activity more inclusive. This training is fully inclusive with captions and BSL overlay.

UK Disability Inclusion Training Level 2 provides further knowledge and understanding of inclusive practice and the theory behind it, building on the self-guided elements (Level 1), with a 90-minute online Classroom (Level 2). The Level 2 Digital Classroom element includes understanding legislation, effective communication, an in-depth discussion on how to deliver inclusively, opportunities for collaboration and discussion between practitioners, and examples of inclusive delivery.

UK Disability Inclusion Training Level 3 takes place within a primarily practical, in-person setting, providing a detailed application of inclusive practice, reflection of delivery of inclusive practice, and challenges and solutions when delivering inclusively.

Over the course of 2024/25, 553 learners have enrolled on the UK Disability Inclusion Training (DIT) level 1 course, 161 have completed DIT Level 2 coaches and volunteers' courses, with 89 progressing onto Level 3.

DSW currently have a workforce of 18 Tutors (6 North-based, 9 South-based, and 3 based in West Wales) who have all achieved their L3 Award in Delivering Learning (ADL) or L3 Award in Education and Training (AE&T), engaging with up to two workforce development sessions annually.





Spotlight:

Swim Wales and DSW creating Aquatics UK DIT

In Mid-2024, DSW began a collaboration with Swim Wales, to establish an initial sport-specific DIT, building off the Level 1 UK DIT (Coaches & Volunteers), incorporating Aquatic specific statistics on inclusion, focusing on unique barriers within this environment, and to host a growing set of Swimming related resources that foster inclusion. It is expected that the completed content, and video media in the process of adaptation, will be piloted in September 2025.

In an expansion of this Sport-Specific DIT development, DSW is currently collaborating with the Outdoor Partnership, Wales Golf, Gymnastics Wales and other NGBs to explore development of this new suite of DIT courses. The value of sport-specific Inclusion training has been recognised by the adoption of this as part of the insport framework, with NGBs encouraged to integrate and deliver (at Level 2) these elements in the future.



Play Together continues to be a dynamic and inclusive learning programme aimed at primary school pupils, with a focus on Years 5 and 6 (Progression Steps 2 & 3). The programme helps children build awareness and confidence around disability and inclusion through creative and fun activities. Participants are introduced to inclusive language and terminology, explore ways to adapt games and equipment, and develop a greater understanding of how to ensure everyone can participate in play.

In 2024/25, delivery of Play Together has continued across Wales, 35 courses being delivered nationally.

Disability Sport Wales remains committed to expanding delivery, reach and quality of this programme. The collaboration with Commonwealth Games Wales (CGW) has advanced, though at a measured pace. Current efforts include:

- Expanding Delivery Partners: DSW and CGW are developing new delivery pathways to engage a younger age group, increasing accessibility and reach.
- Digital Innovation: A Brightspace module is in development to provide a flexible, digital learning resource for staff.
- Upskilling Staff: A training pathway incorporating Level 2/3 Disability Inclusion Training is being created to equip school and Local Authority staff with the skills and confidence to support and deliver Play Together in a consistent and sustainable manner.

The goal remains to create a standardised and scalable delivery model, with CGW interested in supporting future workshops, there is the potential to enhance consistency to enhance consistency and impact across Wales, ensuring that inclusive play is embedded within the school environment.

Learning Series

A series of learning opportunities was provided to national partners to support the enhancement of their inclusive delivery and progression on their insport journey.

The learning sessions were provided for partners ranging from inclusive community sport clubs, national governing bodies of sport, local authorities, and both regional and national partner organisations. These learning opportunities included topics on British Sign Language, ADHD, Deaf Sport, Guide Running, Recruiting and retaining volunteers, Collecting data, Celebrating Inclusion: Storytelling – The most significant change model, Inclusive Marketing, Safeguarding, and a number of opportunities focused around supporting partners aiming to celebrate inclusive practice. Overall, 19 learning opportunities were hosted across the series, with 309 learners a significant increase on 2022/23 figures.



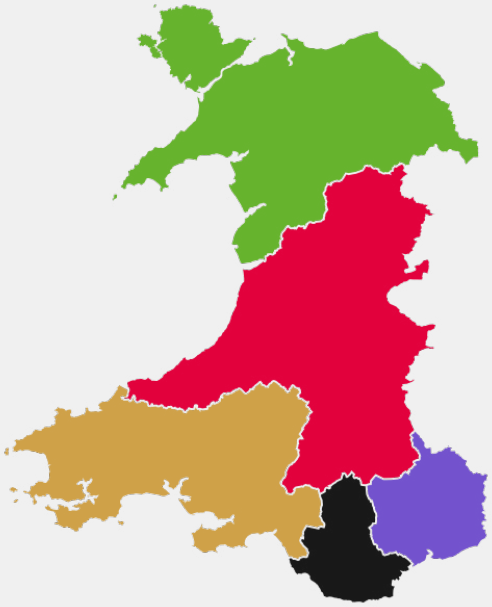






Strategic Priority 2

Regional Partnerships



Significant progress has been made this year, with agreements signed across the three established partnerships—North, West, and Mid—enabling the integration of Regional Partnership Senior Officers (RPSOs) into each of these teams.

Notably, Central South Active Partnership is due to appoint a Managing Director having established earlier in the year. Gwent remains the final region to fully establish the regional partnership, but with an agreement in place for Newport Council to provide a hosted model similar to that established in Gogledd Cymru Actif North Wales.



Central South

The Central South Active Partnership is in its early stages, with their Managing Director due to start in June 2025. In the meantime, work has continued as it has in previous years with inclusive sport provision supported individually by local authorities and the RPSO focussing on establishing links with LAs, partners, and clubs to support more inclusive delivery of sport and physical activity programmes in the region.



Gwent

The Gwent regional partnership has not yet been established with discussions ongoing between Sport Wales, the host Newport County Council and regional partners. In the absence of a formalised regional partnership support around inclusive sport provision was provided individually in collaboration with the local authorities across Gwent as and when requested. Most of this support has been focused on upskilling the workforce to be able to deliver activities more inclusively.



North Wales

Gogledd Cymru Actif North Wales remains the most established of the regional partnerships, with the DSW Regional Partnership Senior Officer (RPSO) fully embedded in strategic and operational workstreams. This includes weekly core team meetings, innovation funding panels, staff engagement days, and local authority systems-based training. From June 2025 it is anticipated that joint meetings will commence with local authority sport development leads to align locality plans with the wider partnership approach.



Mid Wales

With the more recent establishment of the Mid Wales Sport Partnership (MWSP), work is beginning to take shape across the region. DSW will begin its first key area of collaboration with MWSP through the initiation of a Mid Wales mapping exercise, focused on identifying and understanding the breadth of sports club provision across the region. This project will be undertaken in partnership with local authority officers and marks an important step in developing a clearer picture of inclusive opportunities in Mid Wales.



West Wales

With the establishment of the West Wales Sport Partnership (WWSP), there has been a time of transition within the landscape of sport development and engagement. The Partnership applied for and received funding to be distributed as a part of the Innovation Fund. DSW have played a pivotal role in supporting both NGBs, partner organisations and the WWSP in the development of funding applications as well as the process of selection. This relationship with the WWSP is ongoing and growing in strength with positive engagement and discussions around the use of insport as a mode of development and best practice guidance for their own policy and practice design.

Strategic Priority 2



Llwybr Gweithgaredd Anabledd Iechyd
Health Disability Activity Pathway

This Health-funded initiative was committed as recurrent funding to each Health Board in Wales prior to the pandemic. It placed a part time Health Practitioner in each health board with a remit to effectively signpost disabled people to physical activity (including sport) and support the training requirements of health practitioners to do this.

Betsi Cadwaladr University Health Board also host a full-time manager to coordinate the practitioners across the Health Boards.

hdapathway.co.uk

79 upskilling training sessions delivered

3 university outreach sessions delivered

25 community events attended

863 health and social care workers and third sector employees trained

189 potential service users educated about the Pathway and community-based opportunities for physical activity

75 undergraduate students trained about the Pathway and inclusive physical activity and sport

249 referrals for signposting processed

142 times informal advice/guidance on physical activity (including sport) opportunities was provided

62% of referrals for signposting over 6-month period were children under 18 years old

60% of referrals for signposting over 6-month period were from physiotherapy teams

42% of referrals for signposting over 6-month period had a learning impairment or neurodivergence noted as their primary or secondary impairment

Strategic Priority 2

Get Out Get Active (GOGA)

Ariannwyd Gan Funded By

On 2nd July 2024, Disability Sport Wales brought the spirit of inclusion, empowerment, and community transformation to the Senedd in Cardiff Bay for the official launch of the Get Out Get Active (GOGA) Manifesto.







The event marked the culmination of seven years of impactful delivery through GOGA in Wales—a UK-wide programme that has successfully supported disabled and non-disabled people to be active together, particularly reaching those least engaged in physical activity.

The evening gathered partners, policymakers, local delivery teams, volunteers, and community representatives to celebrate the achievements of GOGA and reflect on what must come next. Attendees were invited to view local case studies and hear first-hand from programme leads across Wales, including Sport Pembrokeshire, Pride Cymru, and StreetGames, who highlighted the innovative, co-produced work with underrepresented communities such as those engaged in elective home education, Global Majority groups, and LGBTQ+ populations.

The event shone a spotlight on the GOGA Manifesto: a Call to Action, which outlines essential lessons from delivery across Wales and offers a roadmap for future inclusive physical activity. These lessons include the importance of deep community consultation, fostering workforce allyship grounded in lived experience, and committing to long-term sustainable models of delivery. Notably, GOGA demonstrated an outstanding social return on investment—£4.60 in social value for every £1 invested.

As the evening closed, the message was clear: GOGA has changed lives and has to now reshaped approaches to inclusion in Wales. With the GOGA Manifesto now in hand, the next step is collective. The responsibility lies with us all—to carry forward this vision and ensure that inclusive opportunities to be active are not limited by postcode, identity, or circumstance.





FEATURE
International Day of Disabled Persons 2024

To celebrate the 2024 International Day of Disabled Persons the DSW team hosted a celebratory event for Sport Wales National Partners. Aligned to the National Partner Forum, DSW held a learning session for all forum members, focusing on key headline statistics across disability in Wales and inclusive physical activity and sport. Partners explored population demographics, inclusive programmes, and the successes of Welsh para-athletes in Paris 2024. The learning session was supported by a Boccia session for Sport Wales and National Partner team members, lead by Commonwealth para-athlete Will Bishop.

Case Study
DSW Learning Sessions

Team members participate in fortnightly learning sessions. A member of the DSW team will normally deliver one of these sessions, or they may bring in an external speaker to do so. As a result of these sessions, we will continue to develop our skills in relevant areas and share our knowledge.

Sessions that have been run include topics like, ***Safeguarding*** which provided an overview of the safeguarding standard and DSW submission. ***Moving to Inclusion*** and ***Deaf Sport,*** both, offer insights into their respective processes and projects. The ***Cynnig Cymraeg*** session provided an overview of the Cynnig Cymraeg process, outcomes and future steps.

Each weekly team meeting includes a learning activity that is arranged and presented by the meeting's chair (which is a different member of the DSW team each week). These learning tasks focus on equity, diversity, BSL, and Welsh.

Strategic Priority 2

Volunteers

Volunteers play a fundamental role in the delivery of Disability Sport Wales' programmes and initiatives. Their involvement spans a wide range of activities, including the facilitation of inclusive sessions, collaboration with local authorities through the insport Club framework, event support, and participation in relevant education and training. The contribution of volunteers is essential to the continued growth and sustainability of inclusive sport and physical activity across Wales, and their dedication significantly enhances the impact and reach of DSW's work.

3,010 Volunteers

support clubs, sessions and events delivered in partnership with Disability Sport Wales





Strategic Priority 3

Empower (para) performance development

Support throughout the sector for involvement in, engagement with, and the development (across the age ranges) of physical competencies for physical activity (including sport) is key to ensuring that disabled people are as likely to have lifelong enjoyment as non-disabled people. Providing viable pathways to be involved, to progress along, to re-enter and to compete within is essential.

Strategic Priority 3

DISABILITY SPORT WALES

Performance Pathway

Aimed at identifying and supporting emerging athletes across Wales, athletes are provided tailored support in a tiered structure which intends to develop physical literacy as well as sport specific exposure. Provision is to all athletes who have the potential to progress in Paralympic, Commonwealth, Virtus, Deaflympic and Special Olympics pathways.

The programme also supports elite (disabled) athletes via a range of performance services who are within or transitioning on to UK, GB or Welsh programmes for Paralympic or Commonwealth Games.



Headlines from Athlete Development Pathways

The Paris 2024 Paralympic Games were highly successful for Wales, marking their most successful performance in two decades.

A total of 21 Welsh athletes and one pilot competed across 12 sports, contributing 16 medals (7 gold, 5 silver, 4 bronze) to Paralympics GB's total of 127 medals, accounting for 12% of the overall count.

The Para Sport Festival 2024 delivered 6 competitive events, including 5 Paralympic sports, with 2 British-level and 1 European-level championship

The Para Sport Festival insport Series event provided 9,600 participation opportunities across 22 sports for disabled individuals, an increase from 8,954 in 2023.

The Performance Pathway Programme completed its third year, with 110 Inspire signposts received and 56 athletes attending practical sessions.

Collaborations with National Governing Bodies (NGBs) expanded, including athlete mapping sessions with Swimming and Tennis, and a joint table tennis talent identification campaign that attracted new athletes into the sport.

Boccia Cyrmu took 9 athletes to UK Boccia Championships hosted by Scottish Disability Sport out of their national sports training facility in Inverclyde, doubling their team size from 2023.

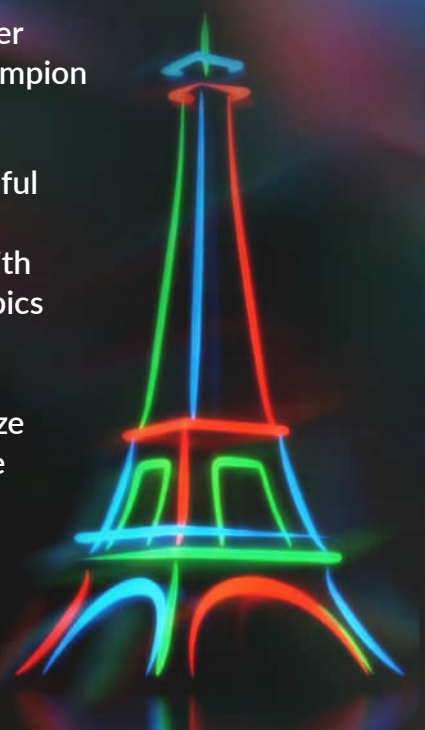
Wales at the PARIS 2024 Paralympic Games

The Paris 2024 Paralympic Games were anticipated for remarkable success, featuring a long list of 39 athletes identified by Disability Sport Wales, including ten medallists and three reigning champions from the postponed 2020 Tokyo Games.

Notably, Aled Davies was striving to secure his fourth gold medal, marking his fourth consecutive Paralympic appearance since his debut in London in 2012.

Additionally, Matt Bush made his Paralympic debut in Paris after recently achieving significant accolades as the 2023 World champion and the European champion just a month before the games.

The Paris 2024 Paralympic Games have been the most successful performance for Wales in the past two decades. A total of 21 athletes (equalling the athlete total from Tokyo 2020), along with one pilot, competed across 12 sports, contributing to Paralympics GB's impressive medal count of 127, which includes 16 medals from Wales—accounting for 12% of the overall total. This remarkable achievement comprises 7 gold, 5 silver, and 4 bronze medals. Eleven of the selected athletes progressed through the Disability Sport Wales performance pathway programme.



SELECTED ATHLETES









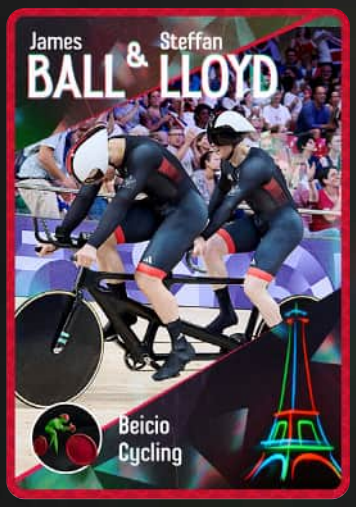











James
BALL
&
Steffan
LLOYD
Beicio
Cycling


Jodie
GRINHAM
Saethyddiaeth
Archery


Joshua
STACEY
Tenis Bwrdd
Table Tennis


Laura
SUGAR
Canŵ
Canoe


Matt
BUSH
Taekwondo


Olivia
BREEN
Athletau
Athletics


Paul
KARABARDAK
Tenis Bwrdd
Table Tennis


Phil
PRATT
GBR
94
Pêl-fasged Cadair Olwyn
Wheelchair Basketball


Rhys
DARBEY
Nofio
Swimming


Rob
DAVIES
Tenis Bwrdd
Table Tennis


Sabrina
FORTUNE
Athletau
Athletics


Tom
MATTHEWS
Tenis Bwrdd
Table Tennis

DÉBUTANTS

The 2024 Paris Paralympic Games marked a significant milestone for several Welsh athletes who made their debut on this esteemed international stage. These newcomers brought fresh energy and talent to the competitions, demonstrating the depth and potential of Welsh athletes within the Paralympic movement.



Funmi Oduwaiye Athletics

Funmi made her first Paralympic appearance in Paris, showcasing her remarkable talent and determination in athletics. Her debut was highly anticipated, and she did not disappoint, delivering impressive performances that set the stage for her future in the sport.



Harrison Walsh Athletics

Although Harrison was originally selected for the Tokyo 2020 Paralympic Games, an injury in training prevented him from competing. Paris 2024 offered him a second chance to demonstrate his potential on the world stage.



Rhys Darbey Swimming

Rhys made waves in the swimming events during his first Paralympic appearance. His participation in Paris marked the beginning of what promises to be a successful Paralympic career, as he competed with passion and dedication which resulted him returning home with a gold and silver medal.



Matt Bush Taekwondo

A World and European champion, Matt entered the Paralympic arena for the first time in Paris. His debut was nothing short of spectacular, showcasing his expertise in taekwondo and earning him a gold medal.



Steffan Lloyd Cycling

Partnering with James Ball, Steffan made his debut as a pilot in cycling at the Paris Games. Together, they achieved a historic win, becoming the first full Welsh pairing to secure a gold medal in the Men's B 1000m Time Trial, setting a high bar for future competitors.

These debutants not only participated but excelled, setting new standards, with hope to inspire future generations of athletes. Their performances are a testament to the strength and success of the Disability Sport Wales performance pathway, which continues to nurture and develop elite sporting talent.

MEDALLISTS

The Paris 2024 Paralympic Games were a showcase of remarkable talent from Welsh athletes, contributing significantly to the overall success of Paralympics GB. Here are the athletes from Wales who earned medals at the Games:



Sabrina Fortune
Athletics

- Gold medal in F20 Shot Put
- Broke the World Record on her first throw of the event



Matt Bush
Taekwondo

- Gold Medal in the Men's K44 +80kg, his debut, marking a sensational entry into the Paralympic arena



Laura Sugar
Canoe

- Gold Medal in the Women's Kayak KL3, adding to her already impressive career achievements.



James Ball and Steffan Lloyd Cycling

- Gold Medal in Track Cycling Men's B 1000m Time Trial, marking the first full Welsh pairing to achieve this feat.



Ben Pritchard Rowing

- Gold Gold Medal in the PR1 Men's Single Scull, demonstrating his skill and resilience.



Rhys Darbey Swimming

- Gold Medal in the Mixed 4x100m Freestyle Relay S14
- Silver Medal in the Men's 200m Individual Medley SM14

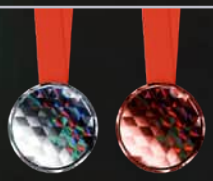


Jodie Grinham Archery

- Gold Medal in the Mixed Team Compound Open
- Bronze Medal in the Women's Individual Compound open, claiming victory over her esteemed teammate, Phoebe Paterson Pine.



Georgia Wilson
Equestrian



- Silver Medal in the Individual Freestyle Grade II
- Bronze Medal in the Individual Grade II



Rob Davies
Table Tennis



- Silver Medal in the Men's Singles MS1, adding another accolade to his illustrious career.



Phil Pratt
Wheelchair Basketball



- Silver Medal as part of the team, contributing to their strong performance.



Aled Davies
Athletics



- Silver Medal in the Men's Shot Put F63, continuing his streak of excellence in the Paralympics.



Paul Karabardak
Table Tennis

- Bronze Medal in the team event, contributing to a strong showing for ParalympicsGB.



Hollie Arnold
Athletics

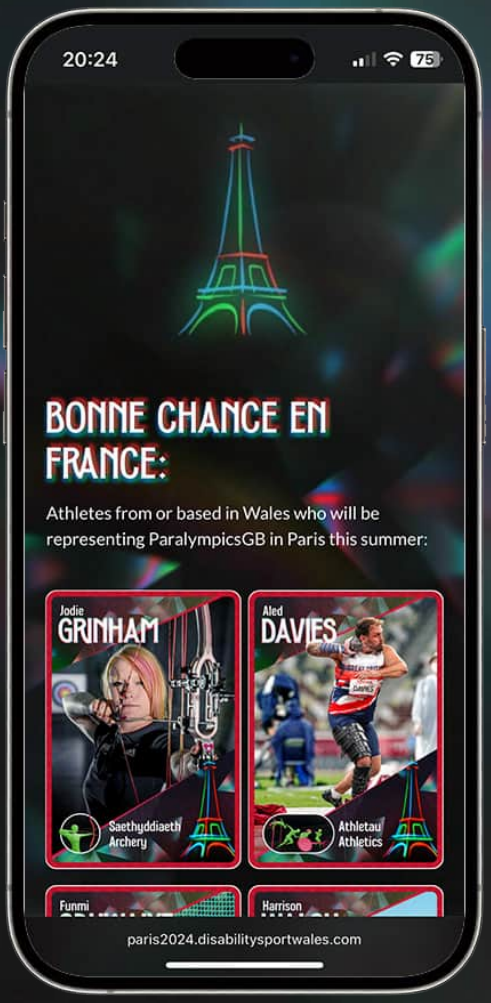
- Bronze Medal in the Women's Javelin Throw - F46

MICROSITE

Taking the same approach as for the Tokyo 2020 Paralympic Summer Games and Beijing 2022 Paralympic Winter Games, we developed a microsite attached to the Disability Sport Wales website as a hub for content and results related Paris 2024.

LloydBell Productions supported us by securing and producing exclusive interviews with every athlete from or based in Wales selected for the Games.

The microsite was the most successful yet in terms of audience reach, welcoming over 19,000 visitors in the six weeks before and during the Games.



Spotlight:

DSW at the Paris 2024 Paralympic Games

by Nathan Stephens
Head of Performance Development



Being in Paris for the Paralympic Games was an experience I'll never forget. Since retiring from competition in 2014 I have been working behind the scenes, helping to nurture the next generation of Welsh talent either as a coach or as part of my role with Disability Sport Wales.

But this time, I had the incredible opportunity to be right in the thick of the action once again, as part of the Channel 4 commentary team, a new experience for me, but one that I wanted to take on. It was a privilege to be able to share my insights and knowledge around the para-athletics throws programme, especially with so many familiar faces competing.

There's nothing quite like the atmosphere in a Paralympic stadium, and being there as our Welsh throwers took to the world stage was truly special and brought back so many positive memories for me. You feel every ounce of tension, every surge of excitement, and it's amplified when you know the athletes personally, having trained beside them and have witnessed their dedication first hand.



There were so many highlights from the Games, but for me personally, being able to be in the stands commentating on the performance of both Hollie Arnold and Aled Davies was something special, my previous training partners when we were based out of the National indoor athletic centre, Cardiff, under the guidance of our coach Anthony Hughes MBE. It felt like a full circle moment, knowing the struggles that both these athletes faced in the run up to the games, I could feel every emotion with them, every throw as the pressure built up through the rounds, and then being able to articulate those moments, those feelings for a national audience felt incredibly rewarding.

Being able to combine my role at Disability Sport Wales with my commentary duties was fantastic. It's a unique position that allows me to see the journey from development to elite performance firsthand. Witnessing Hollie and Aled's successes in person, it's about more than just medals; it's about inspiring the next wave of Welsh Paralympians, showing them what's possible, and hopefully, getting more people involved in disability sport back home.

Feature:

Find Your Fire

Ariennir gan
Funded by
Taith

Disability Sport Wales (DSW) is set to create increased access to para-sport pathways with its innovative 'Find Your Fire' (FYF) Resource. This initiative aims to make crucial information about performance pathways for specific impairment types readily available, transforming how disabled individuals engage with sports.

Currently, the DSW Performance Development Team shares this expertise verbally, but the new FYF resource will make this information significantly more accessible, enabling more disabled people to reach their full potential in sports. The resource will serve as a vital tool for understanding impairment types and the current events available within various sports, ensuring consistency across National Governing Bodies (NGBs) of sports with Commonwealth and/or Paralympic Pathways.

The benefits of the Find your Fire resource extend to a wide range of beneficiaries, including disabled people, their families, NGBs, Local Authorities, schools, and the health sector. For instance, schools will be able to use the resource to identify pupils who may have an eligible impairment type for a para pathway. This proactive approach is designed to encourage disabled people to become active in sport and embark on appropriate pathways that could lead to Commonwealth and Paralympic success.

DSW believes that the development of the Find your Fire Resource will put Wales at the forefront of para-sport development, ensuring every disabled person has the opportunity to access clear and accessible para-pathway information and increased opportunities to participate in competitive sports. This type of comprehensive information is not currently available in this format from other UK home nation disability sport organisations or UK Sport.



Strategic Priority 3

Partnership with Taith

This year DSW secured two partnerships with Taith (the Welsh International Learning Exchange).

One enabled us to create an innovative profiling tool which connects the DSW Performance Pathway into NGB's and empowers disabled people to identify their profile and functional ability against the classifications within each para sport.

The second partnership spans this financial year and next and will result in a team of young Boccia Cymru players travelling to Portugal to train with Portuguese players and gain experience of travelling to and competing abroad.

Ariennir gan
Funded by
Taith

Case Study: Boccia Cymru in Portugal

Following a successful funding submission DSW have received support from Taith to deliver a training camp for Welsh junior Boccia players. The remit of the project is to offer an international exchange to four junior boccia athletes which includes training or competitive boccia and an opportunity for cultural enrichment, taking in the history, culture and heritage of the host area.

continued >

Following a period of engagement with World Boccia a potential international partner and host was identified in Portugal. Working closely with Paralisia Cerebral - Associação Nacional de Desporto (PCAND) and Boccia Portugal a proposed format for a training camp was identified, including time for a day tour of Porto. An important element in preparing for a training camp such as this is a visit to the area to assess accessibility of the general area, accommodation, transport and training venues. At the end of February 2025, the Performance Development Team made a 3 day visit to Porto to do just this.

Day 1 included a test of public transport from the airport to Porto city centre, taking note of step free access routes, gap sizes between tram and station floors and change free routes. Pleasingly all factors were suitable for a party including power chair users. Notes were made about the steep gradient and camber of drop kerbs at pedestrian crossings and routes to minimise the need to use these were planned between tram stations and the proposed accommodation. Upon arrival at the hotel, it quickly became clear that the lift to access accommodation floors would be too small for use by our group during the main visit. All other aspects of the accommodation were appropriate, but the lift size will prompt exploration of other accommodation options.



The second day of the visit was a busy one. The morning included a visit to the Boccia Portugal Performance training camp at the nearby venue. Our visit here included meeting the team staff, players, a tour of the training facility and onsite accommodation followed by an observation of a training session. The DSW team took a great deal of learning from observing the training session which has been passed on to Wales based coaches and implemented in Boccia Cymru group training sessions. The afternoon saw a self-guided tour of the city of Porto.

The initial plan had been to meet with a local accessible tour guide to explore the possibility of utilising their services for the main visit but shortly before departing for the preparatory visit we were informed that the company had moved its services out of Porto. While disappointing, this did present the opportunity to design a bespoke self-led tour of the city that would meet the needs of our group and provide total flexibility based on the circumstances on the day.

The planned route included a short tram ride to the Dom Luis I bridge, before crossing the upper deck of the bridge using the pedestrianised route. Next, a short walk to the Sé do Porto Cathedral which can be viewed from the outside with step-free access.

The next part of our planned tour gave two options. Either a visit to World of Discoveries Museum or the Museum of Transportation and Communication.

Located close to each other, there would be flexibility to decide closer to the time. In preparation for this possibility a visit was made to each to assess accessibility. Finally on the return to the accommodation the cable car that provides views of the historic docks and industrial area was used. The cable car can be stopped to allow safe entry and exit by a wheelchair user.

The final day of the visit was centred on a return to the training venue to spend more time with the coaches and athletes before taking the tram journey back to the airport, reviewing step-free access routes and our assessment of the inward journey.

There is now a decision to be made on whether Porto is the right host for our training camp. The preparatory visit has proved to be most useful in our scoping exercise.

Boccia CYMRU WALES

Strategic Priority 3

Boccia Cymru

This is a partnership with Disability Sport Wales to begin to establish Boccia Leadership in Wales with a clear and unique brand. The intention of the partnership is to generate financial resources which will create a sustainable way to deliver boccia to communities across Wales; as well as establishing a performance pathway which works for Welsh athletes and feeds into the UK system.

Case Study:

The Power of Volunteers to support Boccia in Wales.

At the heart of every successful Boccia athlete is a dedicated team, and for Welsh champion Mark Roderick, that team includes volunteer ramp operators, Rhianna and Rahul Dalal. Their commitment exemplifies the crucial role volunteers play in enabling athletes to achieve their full potential in competitive sport.

Rhianna's journey into para-sport volunteering began when she reached out to Disability Sport Wales through an expression of interest, despite having no prior connection to Boccia. with a little advice from the Performance Development team, her enthusiasm quickly led her to a trial session with Mark. Rahul, originally introduced to the sport through Rhianna's involvement, seamlessly stepped in as a ramp operator when Rhianna was pregnant, ensuring Mark's consistent support.



With professional backgrounds in healthcare, both Rhianna and Rahul bring an invaluable set of skills to their roles: incredible attention to detail and the ability to work effectively under pressure. As ramp operators for Mark, a BC3 classification athlete, their duties extend far beyond simply positioning the ramp. They are integral to his competitive performance, involving precise ball placement based on his cues, maintaining pre-game routines, assisting with ramp calibration, and reviewing performances after matches. The nuances of learning the ramp, adapting to varied competition environments, and navigating travel commitments have all been challenges they've embraced and overcome with dedication.

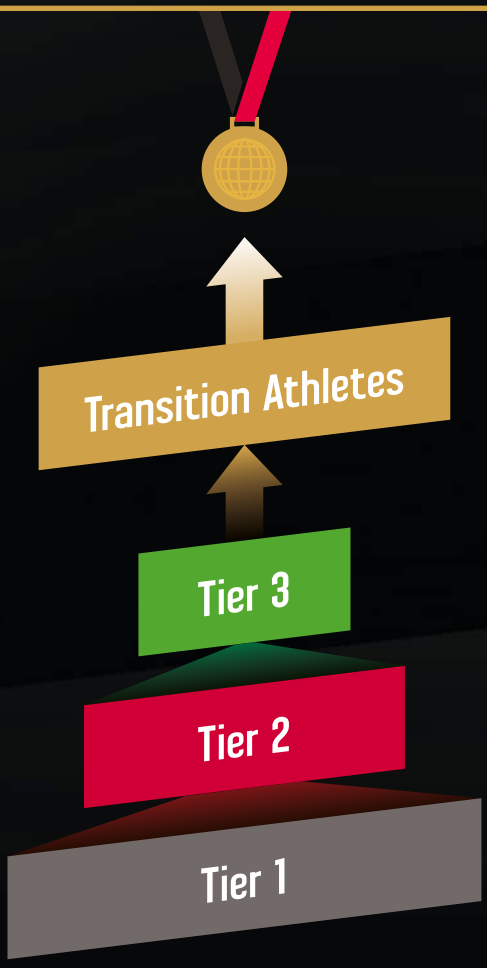
Their immediate impact was undeniable. Mark, a seasoned national competitor who has represented Wales at UK championships and Challenger events, secured his first Welsh Championship title in 2024 during his first year working with Rhianna. Their continued support has been vital as he continues to compete at a high national level.

The contributions of Rhianna and Rahul extend beyond individual athlete success. Their motivation and talent are a significant asset, strengthening the entire Boccia Cymru pathway. Ramp operators are an indispensable part of the system; without them, athletes like Mark would not have the platform to showcase their talent or chase their dreams. Recognising their expertise and dedication, Rhianna and Rahul have also taken on a mentoring role, supporting the development of new and less experienced ramp operators working with other athletes, further enriching the volunteer network within Welsh Boccia.

The Dalals' unwavering support for Mark Roderick is a shining example of how passionate volunteers drive athlete success and bolster the foundations of our performance pathways.

Strategic Priority 3

Performance Pathway Programme



The Performance Pathway Programme successfully completed its third year of operation, continuing to deliver a blend of virtual and practical hub sessions designed to nurture aspiring Welsh athletes. In the 2024/25 cycle, we delivered five practical sessions across Wales and one focused virtual webinar.
An indicator of the programme's reach and initial engagement was the impressive number of 110 Inspire signposts received, demonstrating strong interest from individuals looking to embark on their sporting journey.

Athlete engagement remained a key strength, with 56 attendees participating in the practical sessions and 13 athletes engaging in the virtual webinar. The virtual session, open to athletes across all tiers, continued to provide a valuable platform for individuals at the start of their sporting journey to learn from and connect with a performance lifestyle practitioner, fostering an inspiring environment for mentoring and development. The virtual webinar specifically covered vital aspects of performance lifestyle, equipping athletes with crucial skills to support their holistic development. Practical sessions remained open for Tier 1 participants and selected Tier 2 athletes, ensuring targeted support for those identified for high-performance development.

An analysis of the performance pathway membership revealed that the most popular sports for participating athletes are wheelchair basketball (19%), athletics (15%), and boccia (9%). Conversely, sports with the lowest number of participating athletes currently include climbing, cycling, triathlon, and snow sports, highlighting areas for potential future development and outreach.

The 2024/25 cycle saw continued and expanding collaboration with National Governing Bodies (NGBs). Notably, we successfully conducted athlete mapping sessions with Swimming and Tennis, which enable targeted support for athletes to be implemented via the DSW Performance Pathway. jointly delivered table tennis talent identification campaign with Table Tennis Wales broadened the scope of athlete scouting and development, attracting 15 sign-ups. Participants who engaged with this table tennis campaign were also signposted to performance pathway opportunities in other sports where appropriate, ensuring comprehensive athlete development. This collaborative approach not only provided participants with opportunities to try a variety of sports they may not have previously considered accessible but also benefited NGBs by offering their coaches an invaluable environment to work with individuals across diverse impairments, functional abilities, and physical competencies. This year's NGB collaborations also included supporting Tennis Wales and the Lawn Tennis Association (LTA) with the classification process for Wales' number one wheelchair tennis player.

The inclusion of Boccia activity at practical sessions continued to be a successful and impactful addition to the Performance Pathway Hub (PPH) programme. We observed increased participation in Boccia sessions as part of the performance pathway day camps, particularly in the lead-up to competitive opportunities. This vital support ensures that athletes on the Boccia Cymru pathway have further opportunities to train and develop outside their club environment. This has clearly reflected in enhanced on-court performances with 9 athletes travelling to compete at the Northern Ireland Challenger event and 8 competing at the UK championships. Looking ahead, the team also began developing a women's and girl's Boccia campaign, planned for delivery in 2025/26. This initiative stems from a comprehensive analysis of opportunities within the sport and the current gender make-up of the Performance Pathway as a whole, which is currently 63% male and 36% female, highlighting a proactive approach to address participation gaps and further expand development opportunities.

Feature: Partnership with Goalball UK

Disability Sport Wales and Goalball UK have a long-established relationship and recently have forged a closer partnership with a DSW national lead for Goalball working directly with Goalball UK's Development Officer on a national plan for Wales.

This has come about as there are limited opportunities for VI people to participate in bespoke sports in Wales and there is no invasion game or team sports at all in North Wales for VI. A Be Active Wales Grant (BAWF) grant has been awarded to Goalball UK to develop a North Wales Goalball Club as VI projects have consistently proven to be among the most stubborn of inequalities to develop. Having worked closely with numerous key partners in 2023 there is insight and data to support this development and there is a commitment from the partners to create a primary VI club in North Wales. This has a partnership consensus with the primary aim of improving the quality of life and opportunities for VI participants.

A brief summary of the 2025-26 plan comprises of:

- Establishing Wrexham Goalball Club, a 3rd Goalball club in Wales, alongside Cardiff (South Wales Goalball), and Carmarthen (West Wales Vipers)
- To have 2 teams competing in regional leagues (West Wales Vipers & South Wales Goalball)
- To develop a Wales-specific Goalball Academy









During the past 12 months there has been some promotional resources created, most recently by Sport Wales having funded the North Wales Goalball sessions with BAWF, Link to video: North Wales Goalball Club

Goalball now features on the DSW website with its own page (as part of Find Your Fire) with the aim of providing people with sight loss a pathway within disability sport.



Feature: Learning Disability Active

Over the past year, we have made significant progress in shaping the strategic direction of The Alliance (now LD Active). Following a period of consultation and development, our updated strategy was finalised and formally presented to our partners at the March 2025 hybrid meeting, which included both in-person and online attendance.

As part of our strategic evolution, we undertook a comprehensive rebranding process. This included the redevelopment of our organisation's name, becoming LD Active/AD Actif, and with the design of a new logo. These changes were informed directly by valuable partner feedback, ensuring that the new brand better reflects our shared vision, values, and commitment to inclusivity.

Leadership within the organisation has also seen a transition. Due to increased professional commitments, Stephen Morris has stepped down from his role as Chair. We are pleased to announce that Paralympic champion and advocate Sabrina Fortune MBE has accepted the position. Sabrina was warmly welcomed and introduced to our partners during the March meeting, marking an exciting new chapter in our leadership.

Looking Ahead:

Our focus for the coming year is to strengthen and expand our network of partnerships across Wales, with the goal of embedding LD Active partnerships at both local and national levels. We have initiated early discussions with key partners including the Urdd and Colegau Cymru to explore collaborative approaches for implementing long-term strategies. These discussions centre on creating meaningful, sustainable opportunities for young people with learning disability—particularly within educational and extracurricular settings.

We have opened conversations with Special Olympics Wales regarding the co-development and sharing of coaching resources specifically tailored to support individuals with learning disability. These early-stage discussions are promising, and we look forward to working closely to enhance training materials and build capacity across the coaching workforce.

Highlight

2024 Bowls European Championships

The European Lawn Bowls Championships took place at Northfield Bowling Club in Ayr, Scotland from the 1-8th September 2024. History was made this year with the inclusion of Para Bowls and it didn't disappoint with both quality bowling and drama including a final end shoot out to decide the Gold medal in the Mixed VI (Visual Impairment) Pairs. Wales were front and centre of this historic milestone sending two teams to compete at the European Championships: Mixed VI Pairs and Men PD (Physical Disability) Pairs.

Welsh Teams

VI Team (overleaf)
Julie Thomas (Lead)
Alison Peters (Director)
Steffan James (Skip)
Chris Daniels (Director)

PD Team (right)
Paul Brown (Lead)
Damian Hallett (Skip)
John Wilson (Team Manager)



Having never been to a European Championships before the team were looking forward to the experience greatly. The venue has 5 bowling greens, stands for spectators and is a super place to bowls. With 18 countries participating in the Europeans, Northfield was a buzz of bowlers, different languages, coloured flags and shirts. It was a superb place to be for the week of bowling. The team were able to soak up this atmosphere during our practice days.



The PD Bowlers Paul Brown and Damian Hallett delivered strong performances at the European Championships and can consider themselves unfortunate not to have qualified for the Gold play-off final. On two occasions, they established significant leads over their opponents but were unable to maintain their advantage until the end, which resulted in them narrowly missing out the silver medal.

The VI pairing of Julie Thomas and Steffan James, expertly supported by directors Alison Peters and Chris Daniels, proved to be an exceptionally effective combination. They comfortably won all four of their games en route to the final.

The final itself was a hard-fought contest, with both teams demonstrating impressive skill. The Welsh duo established an 8-4 lead at the midway point, but Scotland mounted a comeback, levelling the score at nine shots apiece by the final end. At this critical juncture, strategic intervention was made, providing precise direction on line and shots to play. The Welsh pair executed the plan exceptionally well, which led to the Scottish team losing composure under pressure. By gaining the crucial shot and preventing Scotland from any retrieval, they secured a thrilling one-shot victory.

"As a Welshman and Welsh Team Manager, I am so very proud of just how well our Para teams played throughout this tournament. To have gone undefeated throughout the whole tournament, our vision impaired bowlers Julie and Steffan truly deserved to win the Gold medal. To do it at the first ever inclusive European Bowls Championship, something that will always be remembered" —

— John Wilson, Wales Team Manger

Strategic Priority 3



The Para Sport Festival 2024 aimed to build on previous years' successes, further establishing Wales and Swansea as a leading host for para sport events. The festival included a range of competitive events and participation opportunities, focusing on social impact, economic contribution, and the development of inclusive sport.

The festival aimed to deliver at least 6 competitive events hosted by Welsh and/or British National Governing Bodies (NGBs) of sport, with a minimum of two British-level and two international-level competitive para sport events.

In total, 6 competitive events were delivered in partnership with Welsh and British NGBs. Of these, 5 were Paralympic sports, including 2 British-level championships and 1 European-level championship.

2024 Competitive Event Schedule



Physical Disability Rugby League Wales v All Stars	June 21
Boccia UK Teams and Pairs Championship	July 10-11
Welsh Shooting - British Open Para Sport Championships 2024	July 12-14
European Judo Union (EJU) Get Together Tournament 2024	July 13
British Para Table Tennis Swansea Open	July 13
Wheelchair Rugby Welsh Open	July 13

inport Series: Swansea

Swansea Bay Sports Park

Multisport

July 11



Take Part

inport Series events provide inclusive sporting opportunities for disabled children, young people and adults. The events take the format of a range of opportunities to experience inclusive sports which are provided by local inport Clubs and National Governing Bodies to provide a local pathway into inclusive clubs (inport Clubs).

The aspiration from this component within the Para Sport Festival is to ensure the wider festival includes grassroots or initial participation opportunities for children, young people and adults that are hopefully inspired through the elite provision across Swansea. The format of the inport series event would enable participants, coaches, and a wider network of volunteers to expand their experiences, access sports they may not have considered as available or accessible, and make connections with local clubs providing great, sustainable opportunities within an inclusive environment.

A total of 22 sports were delivered across the event, providing 9600 participation opportunities across the event, an increase from 8954 in 2023. The inport Series event continues to play a key role in raising awareness of the availability of physical activity (including sport) opportunities locally in Swansea and grow the interest in inclusive and para sport alongside the competitive para sport opportunities.





Five Para Sport Festival events were live streamed, attracting a combined audience of 5,898 viewers, which is above the target despite a slight decrease from 2023. The EJU Get Together accounted for the largest share with 3,868 viewers.

Articles were published in local and national media, including Dai Sport, Swansea Bay News, and Sport Wales. TV and radio features were broadcast on That's TV South Wales, ITV Cymru Wales News, Heno, BBC Radio Wales, and Greatest Hits Radio.

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

Demonstrating our learning, building on what we do and how we do it, and being accountable to our team, funders and partners is important to DSW's progress. A changing landscape for sport means different ways of working, learning and transparency in what we do..



Strategic Priority 4

National Youth Board

The Disability Sport Wales National Youth Board (NYB) continues to represent young people aged 14–24 years old, offering a platform for their voices within disability sport in Wales. Meeting quarterly, either virtually or in person, the NYB provides input and feedback on key areas of Disability Sport Wales' work, with a focus on communication and engagement relevant to young people.

During 2024/2025, the NYB experienced some transition, with three members stepping down due to reaching the upper age limit or university commitments. While this has reduced the size of the board, it has also presented an opportunity to reflect on the NYB's structure and future direction. Plans are now in place to review and refresh the board's membership and approach, with an emphasis on strengthening links with the Regional Sport Partnerships to ensure broader engagement and representation across Wales.

The NYB remains committed to supporting Disability Sport Wales and contributing to initiatives that promote inclusive sport for young people. Preparations for the next phase of board development are already underway, aiming to ensure a vibrant, diverse, and impactful NYB for the years ahead.

Strategic Priority 4

Exceptional Standards

All the FDSWs work is underpinned by a desire to ensure that it is a high functioning organisation which has exceptional standards. To do this, we continue to work with Sport Wales to demonstrate capability and accountability, as well as achieve outcomes which are consistent with sector standards in safeguarding, equity, and digital transformation..

The Sport Sector have several frameworks which enable us to maintain a focus and progress within Safeguarding (NSPCC/CPSU Safeguarding Standards for Sport, and the Anne Craft Trust Safeguarding Adults in Sport Standard), Equality, Diversity and Inclusion (Moving to Inclusion Framework (previously the Equality Standard: A Framework for sport)), Governance and Financial Capability (SW Capability and Accountability Framework), and Anti-Doping (UK Anti-Doping Framework). DSW are committed to the outcomes these frameworks support and ensure that each set of guiding principles will make a difference to DSW as an organisation, but also to the people who are and could be connected to disability sport in Wales.

Safeguarding Standards for Sport

Disability Sport Wales (DSW) is firmly committed to safeguarding all children and adults involved in their sports activities. This is demonstrated by our work to meet and exceed the Level 2 Safeguarding Standard established by the Child Protection in Sport Unit (CPSU) and Sport Wales.

Since achieving the level 2 Safeguarding standard, DSW has established a safeguarding management group that meet every quarter to discuss any concerns or key areas of development. DSW continue to receive expert guidance from the CPSU and ACT to support in developing an ongoing action plan to ensure that safeguarding continues to be embedded in all of DSW's procedures and practices.

UKAD Framework: Retained full compliance

Disability Confident Employer: Retained this Government assurance

SW Governance Capability: All requirements met

SW Financial Capability: Had a deep dive review in 2024/2025, and all conditions were met.

Moving to Inclusion: Embedding Equity and Progress at Every Level

This year, Disability Sport Wales has taken significant steps forward in its journey to embed inclusive practice across the organisation through the Moving to Inclusion (M2I) framework. Designed to replace the Equality Standard for Sport, M2I guides organisations through a process of self-reflection, continuous improvement, and organisational development across five key pillars of inclusion.

A dedicated internal working group was established to lead the process. Using the M2I diagnostic tool, the group assessed the organisation's current position and generated key areas for development. From this, a comprehensive Continuous Improvement Plan was created and finalised, with specific actions assigned to team members across DSW.

Progress on the plan has been steady, with efforts made to ensure it is both accountable and embedded into day-to-day operations. Work is also underway to improve the structure and format of our tracking system making it more accessible and easier to navigate for staff and board members. To support our progress, we have benefited from expert mentoring over the last year. As this support period concludes in early 2025, we are engaging with our mentor to determine next steps.

The group will continue to meet quarterly to monitor progress and refine the plan as necessary. A full re-evaluation using the diagnostic tool is scheduled for the end of 2025.

The journey through M2I has been both reflective and future focused. It has allowed us to assess where we are, identify where we need to grow, and commit to meaningful, sustainable change. With a strong foundation now in place, Disability Sport Wales remains committed to inclusion in our practice and culture.



Feature:

Disabled Young Leaders in Sport Inspiring Connections Event

Following the success of the 2023 event the Disabled Young Leaders in Sport Inspiring Connections Event returned for its second instalment in June 2024 with Welsh Rugby Union as headline sponsor.

The event hosted at the All Nations Centre, Cardiff supported by the BBC, Sported and Cardiff Metropolitan University provided the opportunity for disabled young people in sport to come together in an inclusive environment to build connections, be inspired, and inspire others.

The event format encouraged inspiration and connection by including:

- An informal networking lunch.
- Opportunities showcase (similar to a careers fayre).
- A live recording of the Disability Sport Wales Podcast, which featured a panel of disabled young. people in sport, alongside non-disabled allies.
- An application and interview workshop in partnership with University of South Wales (USW).

Wellbeing Framework

The purpose of the framework is to establish, promote and maintain the wellbeing of all our team through workplace practices. Disability Sport Wales is committed to providing a thriving working environment and recognises that the wellbeing of our team is a key element to employees' mental health and wellbeing and is therefore key to organisational success.

Wellbeing to DSW includes the physical and mental health of employees; while recognising employees' values, personal development and areas of work contribute to their overall wellbeing at work.

The framework sets out the basis for our organisation to provide an environment that promotes and supports a positive state of mental health and wellbeing for our employees and those we work with. It also supports the Disability Sport Wales strategy, by helping to achieve our strategic priorities, with a particular focus on Strategic Priority 4: Grow as a sector-leading, healthy and accountable organisation.

The simplest way to understand the wellbeing of the team and what support they may need is to ask. As a result, the whole team were surveyed to capture any positives and to raise any concerns relating to their wellbeing. Where possible, making appropriate suggestions for improvements that could positively impact the wellbeing of the team.

Audit

The FDSW Audit was completed by Azets within the usual timelines and was completed virtually. The continuation of the use of the Inflo system worked well for sharing information safely and securely and ensured there was a strong connection between the audit and DSW team.

The DSW Board Newletter

Board members receive the DSW Board Newsletter. Some of the items included are taken from our weekly team meetings, in which staff members vote on the areas they believe should be presented to board members to inform them of operational activities.

CYNHADLEDD DYLANWADU CONFERENCE

CHWARAEON ANABLEDD CYMRU DISABILITY SPORT WALES

Feature:

In October 2024, the DSW team hosted the Dylanwadu Conference, followed by a celebratory Paralympic homecoming Gala Dinner at the Coldra Court Hotel, Newport.

The conference served a dual purpose, facing both the sport and corporate sectors. The event split into the morning supported by Sport Wales, exclusively for National Governing Bodies and the Sporting Sector, and the afternoon supported by Team Wales Business Club, exclusively for corporate-sector delegates. The conference featured keynote speakers and a variety of 45-minute learning sessions including:

- Neurodiversity in Sport
- The importance of opportunity for Para Athletes (Transition Between Sports)
- Deaf Sports
- Making the inclusive change
- Active recreation and intersectionality: Lessons from GOGA
- Effective Communication

Following the success of the 2024 event, the DSW team are now working towards the return of the Dylanwadu Conference which will take place at Venue Cymru, Llandudno on the 2nd October, 2025.



Immediately following the Dylanwadu Conference, the Celebrating Paris Dinner included a drinks reception, three-course meal, and an opportunity to celebrate the stories and successes of the Welsh athletes who represented ParalympicsGB at the Paris 2024 Summer Paralympic Games.

Disability Sport Wales Award Winners

Emerging Athlete of the Year Award (and Gareth John Bursary): **Meghan Willis**

Lifetime Achievement Award: **Dot Gallagher**

Strategic Priority 4

Governance representation outside of DSW:

The DSW team continue to make representation on several boards, committees, and groups to support the on-going development of disability sport across Wales and the UK:

- Boccia UK Board
- Boccia UK Workforce Committee
- Boccia UK Performance Advisory Group
- SportExcel UK (previously UK Sports Association) Board
- SportExcel UK Sport Committees (Athletics and Swimming)
- UK Deaf Sport Performance Committee
- Boccia UK Workforce Group and Boccia UK Performance Implementation Group
- UK Learning and Disability Sport Group
- Public Health Physical Activity Forum
- Mid Wales Regional Partnership

We Set Out to Achieve

Target met or exceeded
Target partially met or exceeded
Target not met but progress made
Target not met



Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

At least one organisation achieving insport Gold Standard (insport NGB or insport Partnerships)

Pembrokeshire County Council achieved insport Partnerships Gold Standard.

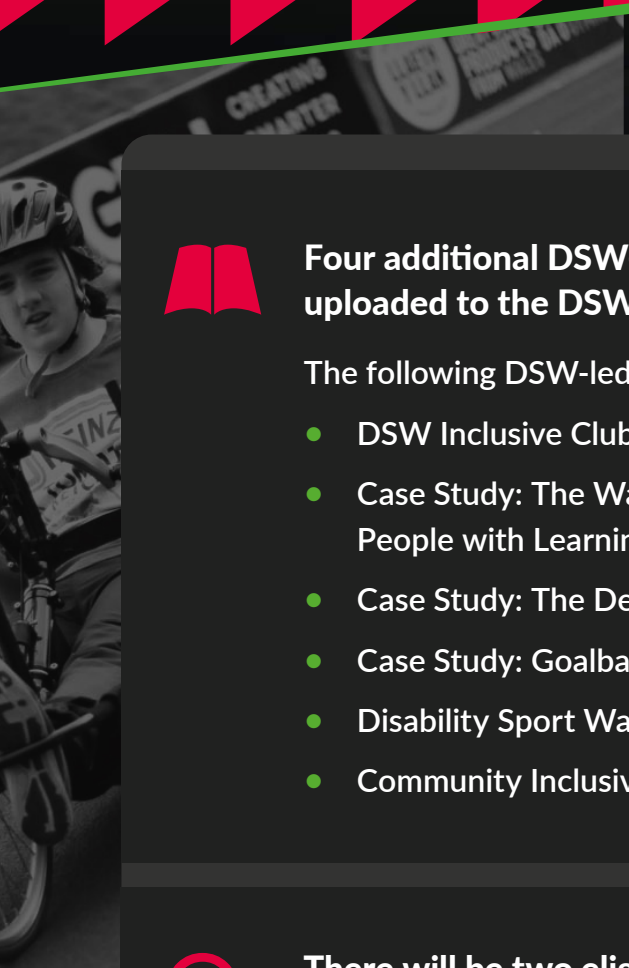
NGB

70% of Paralympic and Para Commonwealth Games Welsh NGBs are working towards an insport NGB standard.

78% of Paralympics and Para Commonwealth Games Welsh NGBs are working towards a Standard of insport (between Ribbon and Gold).

Complete a gap analysis of the Paris Paralympic Games to ensure appropriate focus for performance development resourcing for the LA 2028 cycle.

A Performance Review was conducted. This is being used to analyse investment and plan for continuing efficient use of resources to support performance outcomes.



Four additional DSW-led resources are uploaded to the DSW Research Hub.

The following DSW-led resources were published in 2024-25:

- DSW Inclusive Club and Session Survey Report - Sept 23 and March 24
- Case Study: The Wales Alliance for Physical Activity (including sport) for People with Learning Disabilities
- Case Study: The Development of Boccia Across Wales
- Case Study: Goalball - The Welsh Landscape
- Disability Sport Wales Strategic Plan 2024-28
- Community Inclusive Sport and Physical Activity 10-year Data Trends Report

There will be two eligibility resources which will support the identification of para specific opportunities in Wales

DSW are finalising the Find you Fire resource (in partnership with Taith). This will be launched next financial year.

A trilingual (BSL, Welsh and English) downloadable resource for use within community activity settings.

A pilot English + Welsh + BSL physical resource was launched at the insport Series: Cardiff event in January 2025, supported by an online text + audio + video version:

https://www.disabilitysportwales.com/trilingualcoaching

Establish effective partnerships for an inclusive sector culture

Strategic Priority 2

Enable inclusive active pathways

We will have held a GOGA celebration and a call to action to partners for allocation of funding or to embed the learning into current/future programmes & activities.

The GOGA Manifesto was launched at an event sponsored by John Griffiths MS on the 2nd July 2024.

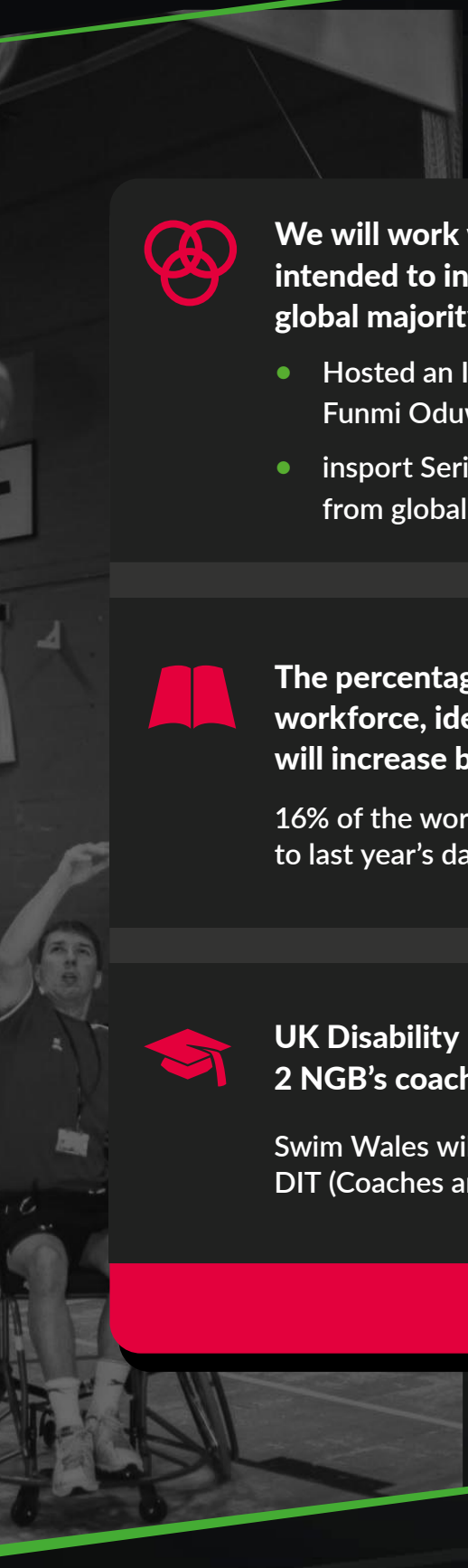
GOGA Call to Action (July 2024)

DSW will have engaged with all established Regional Partnerships and identify support which will embed inclusion.

At the end of 2024/2025 DSW have engaged with all established Regional Partnerships: Gogledd Cymru Actif North Wales, West Wales Sport Partnership and Mid Wales Sport Partnership

Deliver 15 SPAR insport Series events across Wales (3- with a focus on intersectional delivery – VI/LGBT+)

- 17 insport Series Events were delivered
- 1 VI-specific insport Series Event
- 2 insport Series Events in partnership with Whizz Kidz



We will work with partners to provide opportunities which are intended to increase the activity levels of disabled people from global majority communities and disabled women.

- Hosted an International Women's Day Event in Cardiff featuring Funmi Oduwaiye and Esther Goldsmith
- insport Series events in partnership with WCVA and disabled people from global majority communities are planned for early 2025/2026

The percentage of disabled coaches and volunteers within the workforce, identified through the DSW Club & Session Survey, will increase by 2%.

16% of the workforce identify as disabled. This is a 4% reduction compared to last year's data, but there was an increase of 368% in the sample size.

UK Disability Inclusion Training is embedded within 2 NGB's coach education provision.

Swim Wales will be the first to provide a sport-specific version of the UK DIT (Coaches and Volunteers). This will be launched in summer 2025.

Enable inclusive active pathways

Strategic Priority 3

Empower (para) performance development

Welsh athletes continue to reflect 10% of the total team size at Paris Summer Paralympics (2024), and World Championship teams.

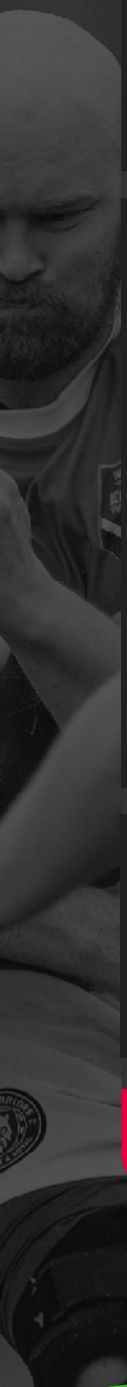
11% of the ParalympicsGB team were athletes from or based in Wales.

With support from DSW, 10 Welsh NGBs with a Paralympic/ Commonwealth Games Pathway are delivering a Performance Pathway Programme which result in increasing numbers of athletes within their system.

11 Welsh NGBs with a Paralympic/ Commonwealth Games Pathway are delivering a Performance Pathway Programme which result in increasing numbers of athletes within their system.

Co-produce a pathway delivery plan with identified NGB's (Athletics & Swimming) to support D/deaf athletes into sustained provision.

This is being developed with Swim Wales, Welsh Athletics and Golf Wales. The focus into next year will be on the development of the D/deaf sport pathway in Wales and how it connects to the GB pathway.



Working through the Alliance identify provision for & II/LD and possibility of a pathway delivery plan.

- The Alliance has branded as 'LD Active'.
- Work has started in partnership with The Urdd and Colegau Cymru to develop systems to support II/LD provision in Wales

DSW will deliver 6 (2 GB 2 European) competitions and influence and advocate for NGBs to hold competitions in Wales.

European events:

- Welsh Judo delivered the EJU European 'Get Together' tournament; and British Triathlon delivered World Triathlon Para Series event.

British events

- Welsh Target Shooting Federation delivered British Shooting Para Grand Prix; and Boccia UK delivered the UK Championships.
- 6 competitive events were delivered at the Para Sport Festival.

120 #Inspire signposts received and directed into para sport pathways.

110 #Inspire forms were received and directed into para sport pathways.

Empower (para) performance development

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

DSW will have made successful grant submissions, in conjunction with key partners, to support the ongoing appointment of the Deaf Sport Senior Officer.

A Taith application (Pathway 1) was submitted to support a learning visit to Deaf Sport Australia (£59,350).

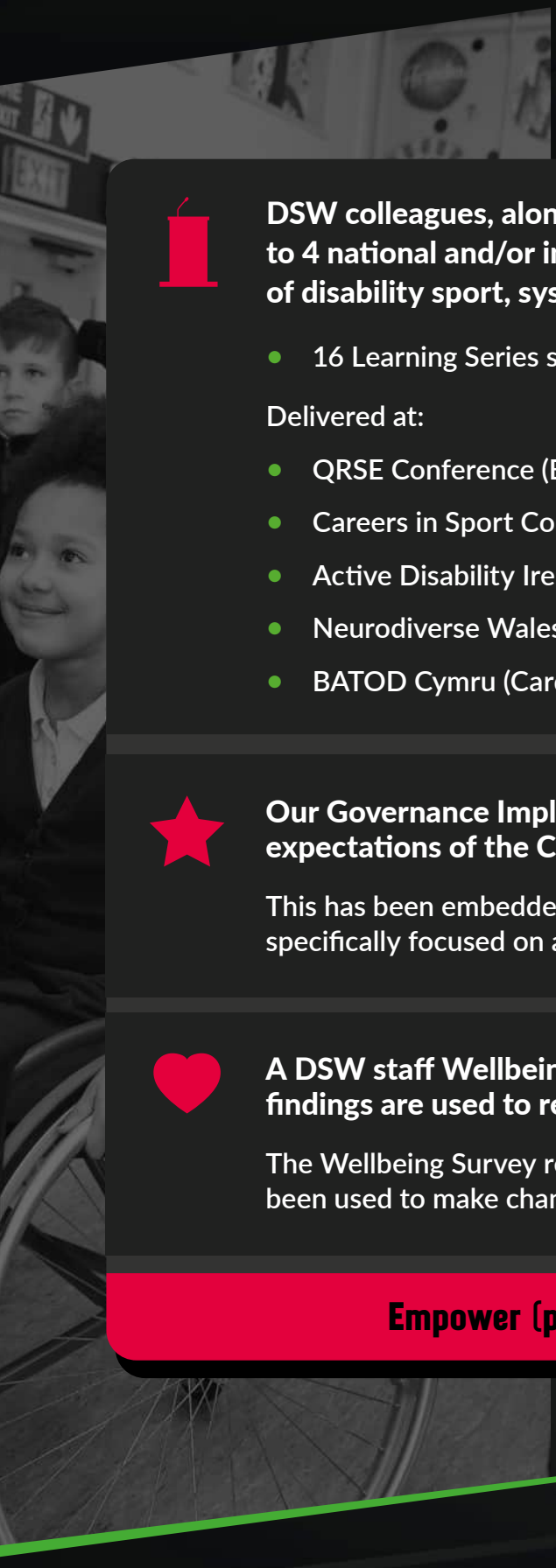
Resource will have been identified through successful grant applications to support some programme delivery for the Intellectual Impairment/Learning Disability Alliance.

DSW have continued to support the delivery of LD Active, and the development of a strategic direction and brand. Applications will be made next year to underpin further work in this area.

DSW will have delivered 2 National Events, one of which will be for Boccia.

DSW delivered and partnered the:

- Welsh Boccia National Championships
- Welsh Open Wheelchair Rugby
- Welsh Para Shooting Open



DSW colleagues, alongside other partners, will have contributed to 4 national and/or international conferences, raising the profile of disability sport, systems and learning in Wales.

- 16 Learning Series sessions were delivered

Delivered at:

- QRSE Conference (Bath University)
- Careers in Sport Conference (Aintree)
- Active Disability Ireland Conference (Dublin)
- Neurodiverse Wales Conference (Cardiff)
- BATOD Cymru (Cardiff)

Our Governance Implementation Plan (GIP) reflects the additional expectations of the Charity Code for Good Governance.

This has been embedded, and the Governance Improvement Plan is specifically focused on at each Governance committee meeting.

A DSW staff Wellbeing Survey is established, and the findings are used to refine the DSW Wellbeing Framework.

The Wellbeing Survey received a 100% response rate and has been used to make changes to better support the DSW thrive.

Empower (para) performance development

What we will achieve in 2025/26

In April 2025 DSW will work towards reviewed Strategic Priorities and Ambitions and will have restructured to ensure that there is clear leadership against each area of our work. Detailed achievements for 2025/2026 will be communicated in our Operational Plan 2025/2026.

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Headline priorities for 2025/2026 are:

- Established Regional Sport Partnerships have Partnership Agreements in place with DSW and at least 2 have achieved an insport Partnership standard.
- At least two additional partners will achieve insport Gold (insport NGB, insport Partnerships).
- Robust data and insight are collected through the DSW Stakeholder Survey and the National Sport Snapshot which informs DSW and sector priorities
- A qualitative research toolkit (PressRed) to support partners to better represent disabled and Deaf people's voices within engagement is developed and shared with all partners.
- Inclusive Event Wales resources (intended to support participant, volunteer, and spectator inclusion) are used by all organisations delivering disability and para events in Wales.
- Two organisations providing physical activity (including sport) produce resources which change how they include disabled people in their programmes and provision.



Strategic Priority 2

Enable active inclusive pathways

Headline priorities for 2025/2026 are:

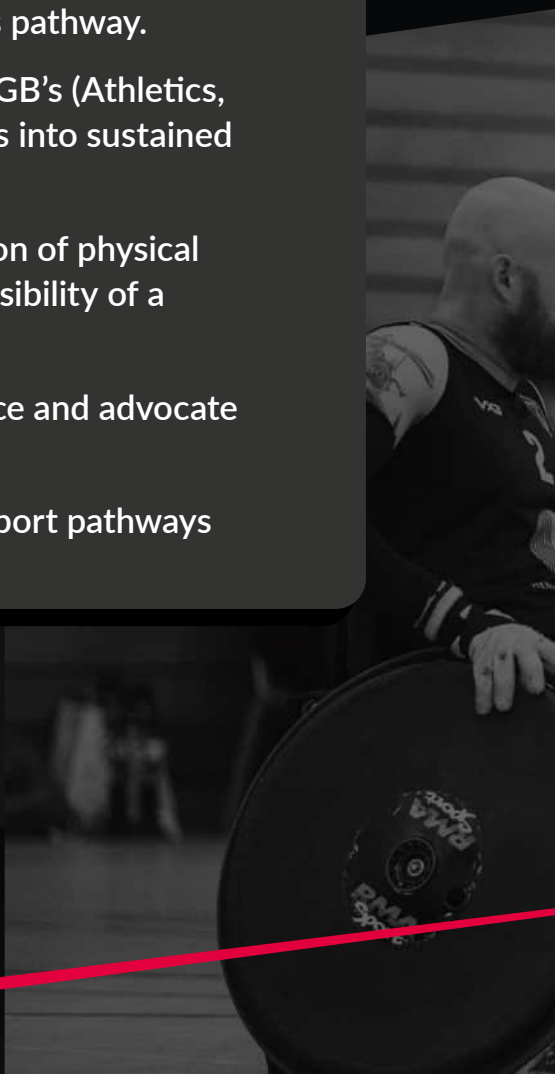
- Regional Partnership Senior Officers are integrated into all existing Regional Partnerships and work closely to embed inclusion into all physical activity (including sport).
- With trusted partners, DSW will co-deliver, learn from and share learning about better engaging disabled children, young people and adults from Ethnically Diverse Communities and disabled women and girls.
- The DSW Stakeholder Survey will identify the opportunities and events which are inclusive of disabled people and enable us to map and communicate provision.
- Deliver 15 SPAR insport Series events geographically spread across Wales (four with a focus on intersectional & impairment specific delivery)
- Over 1,500 people within the sector have completed at least one level of a UK Disability Inclusion Training package.
- UK DIT is utilised by at least 5 NGBs within their coach education provision

Strategic Priority 3

Empower (para) performance development

Headline priorities for 2025/2026 are:

- 100% of Welsh NGB's with athletes on a GB programme are actively engaged with insport NGB, Athlete Mapping Boards and Athlete Development Awards (ADA) applications.
- Partnership delivery of 5 talent recruitment campaigns with Welsh NGB's who have a Paralympic/Commonwealth Games pathway.
- Co-produce a pathway delivery plan with identified NGB's (Athletics, Swimming, Golf and Tennis) to support D/deaf athletes into sustained provision.
- Working through LD Active to support the coordination of physical activity (including Sport) provision for & II/LD and possibility of a pathway through to performance.
- Deliver 8 (2 GB 2 European) competitions and influence and advocate for NGB's to hold competitions in Wales.
- 50 eligible new #inspire signposts directed into para sport pathways

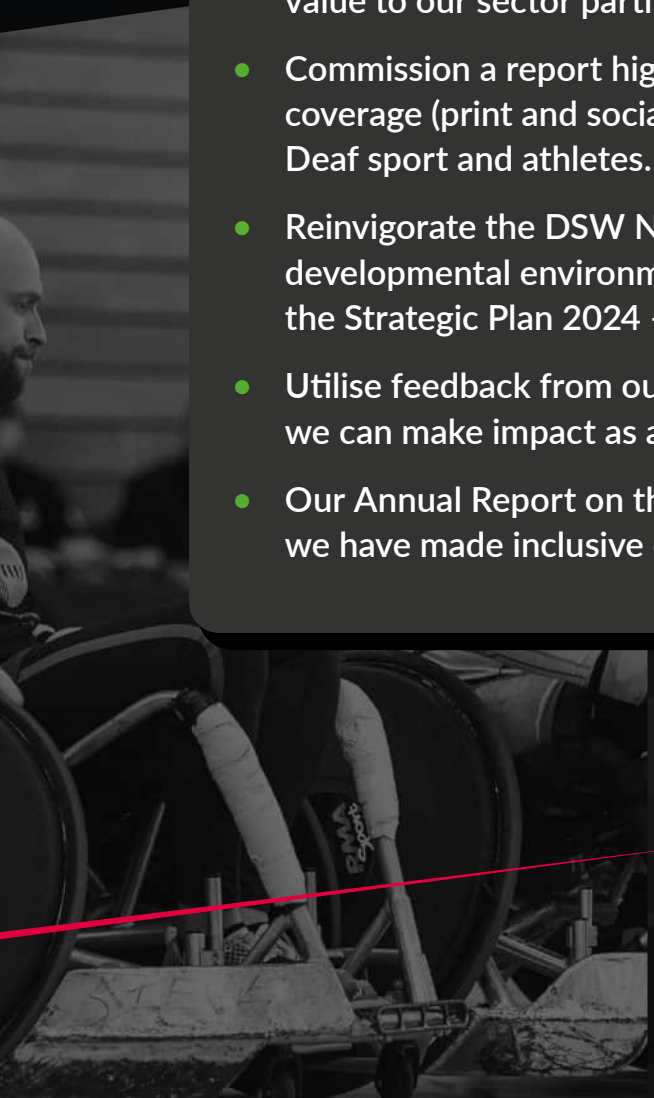


Strategic Priority 4

Grow as a sector-leading, healthy, and accountable organisation.

Headline priorities for 2025/2026 are:

- Grow our knowledge of corporate partnerships to retain and add further partners to our programmes.
- Begin to create self-sustaining events which assure growth and additional value to our sector partners for the future.
- Commission a report highlighting the extent of DSW-influenced media coverage (print and social media) on Welsh Para, Virtus, Special Olympic and Deaf sport and athletes.
- Reinvigorate the DSW National Youth Board creating a vibrant and developmental environment for young people to influence the outcomes of the Strategic Plan 2024 – 2028 and beyond.
- Utilise feedback from our 2025 Wellbeing Survey shows clear areas where we can make impact as a 'healthy' organisation for our team.
- Our Annual Report on the diversity of DSW will show clear ways in which we have made inclusive change (both in terms of outcome and practice).



CHWARAEON ANABLEDD CYMRU
DISABILITY SPORT WALES

Financial Review

Overview

The charity produced a total deficit for the year of £48,768 compared to a surplus of £31,503 in the preceding year. In addition, there has been a transfer between reserves of £31,440. This resulted in an unrestricted deficit of £9,593 and a restricted deficit of £39,175. As a result, unrestricted reserves decreased to £346,122 and restricted reserves decreased to £123,752. Overall, total reserves including fixed assets now stand at £469,874.

The financial activity of The Federation of Disability Sport Wales was delivered within budget, and full Financial Self Assurance as part of the Sport Wales Capability Framework has been completed.

Frequent discussion has taken place within both FDSW Finance and Assurance Committee and FDSW Board regarding the FDSW Reserves Policy and has been amended to reflect the current climate and risk and holding appropriate reserves should conditions change.

Disability Sport Wales Management Company Limited is a wholly owned trading subsidiary of The Federation of Disability Sport Wales Ltd and its principal activity is sports administration and trading. During 2024/2025 the company was dormant.

Reserves Policy

It is the opinion of the Trustees that the charity should hold financial reserves to provide protection against its financial risks, as identified by the annual financial risk review.

The following principal risks have been identified as reasons for the charity to hold reserves:

- It requires protection against the ability to continue operating despite a significant delay in funding
- It requires protection should the charity lose significant grant funding or must cease its operations and make its staff redundant
- It requires protection against general business risks, fluctuations in income streams and unforeseen costs
- It may require funds to restructure or finance future growth and development.

The definition of financial reserve for this purpose is the amount of unrestricted reserves not invested in fixed assets (net current assets excluding capital liabilities). The Trustees believe that an appropriate level of reserves for the company is an amount equivalent to providing for 'specific combined risks' as defined by the company's annual financial risk review.

The Trustees may also require the development of an additional 'designated' reserve, built up through the company's income generation streams, for the purposes of spending on various projects that arise from time to time to enable the company's strategy and objectives to be achieved. This reserve will be clearly separated from company's reserve to cover financial risks.

Current reserves are monitored against the current reserve level requirement on at least an annual basis, as part of the financial risk review. The reserves policy as agreed by Trustees is three months essential operating costs.

This year the decision was taken to invest some of the reserves held into competitive interest, short and medium terms accounts to maximise the interests on resources. The most appropriate options are being sought, and investment will take place with the support of Finance and Assurance Committee and Board in the next financial year. Any interest earned from investing into these accounts will be applied to fulfilling our charitable activities and ambitions.

Risk

The Board continuously reviews business risk in all its operations, and this has created risk minimisation strategies in key areas. The charity has purchased indemnity insurance for its Trustees, and additional Cyber and Data Insurances to reflect the current climate.

The principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the Trustees are:

1. The impact of a further reduction in funding from Welsh Government via Sport Wales' new funding model, and the need to identify additional resources from other sources.
2. A restructure of staffing within DSW to include a Senior Leadership Team.
3. Regional working and partnerships with the local authorities as regionalisation is established across Wales.
4. Increasing risk of Cyber Crime..

The Trustees hold strategies for managing those above-stated risks and these are set out within the Strategic Risk Register, but incorporate the following:

1. Ensure sufficient financial resource is available to support athletes qualifying for the Paralympic and Commonwealth Games.
2. Maintain close and transparent relationships with both Sport Wales and WG, and clearly identify the role and purpose of the FDSW. Highlight successes and wider contribution to the sector. Seek external corporate partners to contribute funding which will reduce percentage reliance on specific funding streams.
3. Work closely with our HR Partners (Ashton People Solutions) to ensure the restructure is consistent with our values and business needs.
4. Continue to work with Sport Wales, partners involved in Regional Partnership, and the entities as they become established. Maintain communication with the Local Authority partners and support transition of investment.
5. Ensure robust provision of services through IT and website and maintain up-to-date cyber security. Draw on expert advice and support to reduce risk of Cyber Crime.

The Finance and Assurance Committee has operated since 2015/16 and meets on at least four occasions each financial year. A Governance Committee was established in March 2021 and meets at least quarterly. The phasing of these meetings are Governance Committee, Finance and Assurance Committee and Board. Each with 2 weeks between them. The Terms of Reference have been agreed by Board. The strategic risk register is reviewed by the Governance Committee, then the Finance and Assurance Committee and at all Board meetings.

Structure, Governance and Management

The Charitable model, introduced in 2011/12, continues to drive the governance structures of The Federation of Disability Sport Wales. The Federation of Disability Sport Wales remains signed up to the Welsh sport sector's voluntary Governance and Leadership Framework for Wales and has received good feedback from Sport Wales regarding its capability and accountability.

The Federation of Disability Sport Wales is a charitable company limited by guarantee and registered as a charity. The Federation of Disability Sport Wales is bound by its Memorandum and Articles of Association with was reviewed and accepted for change on the 16th October 2022 at the Annual General Meeting (copies of which are available on request). The trustees listed below are directors of the company and trustees of the charity.

It is DSW's intention to further review the Articles of Association to ensure that the membership of the charity is reflective of the beneficiaries of our work. This work will be completed during the next financial year (2025/2026) and adjustments will be made accordingly. Currently the membership of The Federation of Disability Sport Wales is open to any Welsh National Disability Sports Organisation (NDSO), sports specific body, for so long as, in the case of a National Disability Sports Organisation or a Sports Specific Body, it remains a recognised body and is the lead body for the development of disability sport for its sport or impairment group. It is not anticipated that this will change, but that processes and the communication of The FDSW's Articles are clearly communicated.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

G Thomas (Chair)
I M Stone (Chair to the Finance and Assurance Committee (from Oct 2023))
J Hendy (Chair to the Governance Committee (Resigned 31st March 2025))
A Sharma (Resigned 2nd October 2025)
E A Johnson
G Griffiths
D Jenkins
I Griffiths (Chair to the Governance Committee (Commenced December 2024))
R Price
J Dunn

In December 2024, J Hendy stepped down from her position as Chair to the Governance Committee and as a trustee. I Griffiths has since taken on the role of Chair to the Governance Committee. The Board of Trustees would like to thank Joanna for the time she has given the board. She has been a very valued advisor and critical friend to Disability Sport Wales, and her decision to step down was so that she could apply for a maternity leave role within the organisation.

In addition to the trustees, the following individuals support the governance structure of The Federation of Disability Sport Wales:

L Osgood (Vice President)
R Khan (Special Advisor, visual impairment and community sport)
A Watkin (Independent member of the Finance and Assurance Committee)

None of the trustees has any beneficial interest in the company. All trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The strategic direction and policy development of The Federation of Disability Sport Wales is the responsibility of the Board of Trustees.

The Management team holds executive responsibility for implementing the polices and strategies approved by the Board of Trustees.

The Trustees are either elected at an Annual General Meeting or appointed following external advertisement for independent Board Trustees. Trustees may not serve more than two consecutive terms (or eight years). The Chair of the Board is an independent appointment following external advertisement.

The Annual General Meeting must be held within 15 months of the previous Annual General Meeting.

The Trustees of The Federation of Disability Sport Wales are also the directors for the purposes of company law and comprise:

- the Chair, and
- not more than 10 other individuals either nominated and elected by the Voting Members or independently appointed.

Staffing

All staff work using a hybrid and flexible model, some homeworking and some office-based working depending on preference, access to an office location and work demands and expectations. All staff members have one-to-one check-ins with their line managers each week. This is to ensure wellbeing, capacity and connection to colleagues is prioritised and maintained.

In June 2024 a new Deaf Sport Officer was appointed, and she will continue the work to develop of a robust and clear pathway for D/deaf and hard of hearing participants, athletes and potential participants into physical activity (including sport). She will also support governance evolution within Wales Deaf Sport.

Changes to the senior leadership team were made in May 2024 with changes to other roles alongside. Five posts were placed 'at risk' and were offered the opportunity to apply for 5 other roles within the organisation. These roles were:

- Head of Active Pathways
- Head of Performance Development
- Projects Manager
- Performance Pathway Senior Officer (from 2 posts to 1)
- Finance and Charity Officer

All 5 officers who were at risk were interviewed and successful in one of the new roles within the organisation. This also resulted in changes to line management, with the SLT reporting to the CEO, and then different teams reporting to the SLT, who include:

- Governance and Partnership Director
- Head of Active Pathways
- Head of Performance Development
- Projects Manager

Two members of the DSW team started maternity leave in October and December 2024 (and congratulations to the two new members of the DSW extended family). To ensure that this work was continued two maternity cover roles were advertised and appointed, one starting in October 2024 and the other in January 2025; both were employed on fixed term contracts.

In December 2024, one long serving and valued member of the DSW left the organisation to become the Executive Director of the Mid Wales Regional Partnership. She has left a strong legacy within Disability Sport Wales and colleagues are delighted to know that we will continue to work with her in her new role moving forwards. She will nevertheless be very much missed by the board and team. The role left vacant was the new Head of Active Pathways post. This was externally advertised and appointed in February 2025.

The Federation of Disability Sport Wales had 22 employees, thirteen full time staff and nine part-time, and two maternity cover staff during the period 2024/2025.

Wider Workforce

The Federation of Disability Sport Wales also engage a workforce of tutor-qualified (ADL and AE&T) education and training tutors, as well as 2 insport Case Officers who support NGBs and 3rd Sector Organisations with insport. There is also a Para Bowls Coordinator on a contract for services.

The Communications, Media and PR partnership, is delivered by LloydBell. This partnership brings strong relationships with the Welsh media, and there are coherent contacts between athletes and one of the company directors which ensured good synergy in the build up to, and throughout the Paris 2024 Paralympic Games. The Communications Operational Group (COG) continues to work effectively and differentiates lead responsibility for communication of DSW activities.

Disability Sport Wales continue to support the wider sport sector with an annual learning series, which includes free-to-access training and workshops which cover a range of topics relevant to equity, inclusion, diversity and safeguarding. This year we also delivered a conference (Dylanwadu Conference) for the first time, which was a huge success. It was followed in the evening by a celebration dinner of Welsh Paralympians which was attended by athletes and supporters of inclusive sport in Wales.

In November 2024, Dave Vickery retired from his role within Welsh Sport as a financial consultant, and this meant that he also finished working with Disability Sport Wales. He has worked with DSW since the very beginning, and his leaving is felt strongly. He has significant corporate memory but worked with us to appoint a new financial consultant (Hywel Williams, H1 Finance) and alongside him to provide him with as much information as possible to ensure a smooth transition. As Hywel started DSW also transferred from QuickBooks to Xero and from Zahara to ApprovalMax. This is planned for completion by the end of this financial year.

Employee Involvement

The FDSW are a Disability Confident Employer and operate an Offer an Interview Scheme for disabled people whose application meets the minimum criteria for the post. In the event of members of staff acquiring impairment whilst employed by DSW, every effort is made to ensure that their employment within the charity continues and that any appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should be equitable.

The charity's policy is to consult and discuss with employees, where appropriate through unions, staff councils and at meetings, matters likely to affect employees' interests. Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance. This element will be critical as we go into a period of restructure and transition.

This year DSW have also conducted a wellbeing survey, which captured the thoughts, feelings and experiences of all colleagues. A report was then written, and action was taken to address suggestions and areas to strengthen within the organisation.

Remuneration policy for key management personnel

The trustees recognise that the charity will not achieve its ambitious goals unless it is possible to attract and retain key management personnel who have the experience, enthusiasm, and ability to lead by example and to contribute to the charity's continuing success. Consequently, the ability to offer a compelling value proposition to staff is regarded as a critical success factor. This is as always limited by our income.

In common with other companies in the charitable sector, DSW's value proposition to staff includes supportive teamwork, personal development, and significant job satisfaction from the social impact that the Charity is helping to generate. However, remuneration is also important, and for this element of the overall reward package, our policy is to set pay and benefits at levels that are competitive for the sector, and which recognise an individual's abilities, responsibilities and experience. The remuneration of key management personnel is summarised in Note 12 of the financial statements. The Charity's highest paid employee is the Chief Executive Officer.

Induction and training of trustees

New trustees are provided with an induction as well as an information pack of policies and procedures relevant to the role and meet with the Chair and Chief Executive Officer to receive details of the decision-making process. Trustees are briefed on their legal obligations under charity and company law, the content of the Articles of Association and the Strategy. At the earliest opportunity after the appointment of a Trustee there is an opportunity to meet members of staff and all other trustees. Consistent opportunities are provided and encouraged for all trustees to attend appropriate external training events where these aids the undertaking of their role.

The Federation of Disability Sport Wales operates a Finance and Assurance Committee and a Governance Committee.

- The Finance and Assurance Committee was chaired by I M Stone. A Watkins continues to serve as an independent member of the Finance and Assurance Committee alongside J Dunn, and R F Price as representatives of the FDSW Board of Trustees. The CEO and DSW Financial Consultant are also in attendance at all meetings.
- The Governance Committee was chaired by Dr J Hendy (then I Griffiths). T Harris (Solicitor at Dolmans Solicitors) continues to serve alongside, and P Ashton (HR Director at Ashton People Solutions), with D Jenkins as representative Trustees on the committee. L Bennett has been unable to attend meetings this financial year.

The Board of The Federation of Disability Sport Wales review at each of its meetings the company's strategic risk register. The risk register will have been previously scrutinised at all meetings of the Finance and Assurance Committee and Governance Committee. The Finance and Assurance, and Governance committees have both met on four occasions during 2024/2025.

There were four board meetings in 2024/2025 (which were all held either virtually via Zoom or in hybrid format face-to-face with zoom) with an AGM due to take place in October 2025 (which will be held in person in Wrexham). There was good attendance from all trustees at board meetings.

Governance Partners

The governance partners to The Federation of Disability Sport Wales are:

- Azets - Audit Partner
- Howdens - Insurance Brokers
- Dolmans Solicitor - Legal support (T Harris)
- Fairfax Financial Management Limited then H1 Finances – Financial Consultant (David D Vickery, then H Williams)
- LloydBell – Media, Communications and PR support (S Lloyd)
- Ashton People Solutions – HR company (P Ashton and C Foulkes)
- Cybata – GDPR and Data Protection (Chris C Roberts)

Landscape Partners

The key landscape partners to The Federation of Disability Sport Wales are:

- Welsh Government
- Sport Wales
- Community Sports and Active Recreation Clubs
- Welsh Disability Sport Organisations
- Home Country Disability Sport Organisations
- Welsh National Governing Bodies of Sport
- Welsh National Partner Organisations
- British Paralympic Association
- UK Deaf Sport
- Sport Excel UK
- GB and UK Sport National Governing Bodies
- Welsh Local Authorities
- Third Sector Organisations
- Health Boards
- Housing Associations
- Commercial Sector
- Welsh Disability Organisations (Wales Deaf Sport, Welsh Sports Association for VI Bowlers, Special Olympics Wales, Welsh Paraplegic and Tetraplegic Sports Association)
- Equality and diversity organisations (sport and non-sport)

Reference and Administrative Details

Trustees:	**G Thomas** (Chair) **I M Stone** **E A Johnson** **G Griffiths** **D Jenkins** **J Hendy** (Resigned 31st March 2025) **A Sharma** (Resigned 2nd October 2025) **I Griffiths** **J Dunn** **R Price**
Charity Number:	**1144663**
Company Number:	**05199508**
Registered Office:	**Sport Wales National Centre, Sophia Gardens, Cardiff, United Kingdom, CF11 9SW**
Auditor:	**Azets Audit Services** **Ty Derw, Lime Tree Court, Cardiff Gate Business Park** **Cardiff, South Glamorgan, United Kingdom CF23 8AB**
Bank:	**Barclays Bank UK PLC** **Swansea Kingsway c/o Leicester LE87 2BB**
Senior Management Personnel:	**Fiona Reid** (Chief Executive Officer) **Tom Rogers** (Governance and Partnership Manager) **Gemma Cutter** (finished Dec 2024) then **Darren Carew** (Head of Active Pathways) (started February 2025) **Nathan Stephens** (Head of Performance Development) **Nia Jones** (Projects Manager)

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



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Mr G Thomas - Trustee

Dated: 22nd October 2025.....

CHWARAEON ANABLEDD CYMRU DISABILITY SPORT WALES

The Federation of Disability Sport Wales Limited

Financial Statements

Statement of Trustees' Responsibilities for the Year Ended 31 March 2025

The trustees, who are also the directors of The Federation of Disability Sport Wales Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor's Report to the Trustees of The Federation of Disability Sport Wales Limited

Opinion

We have audited the financial statements of The Federation of Disability Sport Wales Limited (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our 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 an auditor's report that includes our 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



24 October 2025

Azets Audit Services
Chartered Accountants
Statutory Auditor

Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
South Glamorgan
United Kingdom
CF23 8AB

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Statement of Financial Activities including Income and Expenditure Account for the Year Ended 31 March 2025

	Notes	2025 Unrestricted Funds £	2025 Restricted Funds £	2025 Total £	2024 Unrestricted Funds £	2024 Restricted Funds £	2024 Total £
Income from:							
Donations and legacies	3	-	13,485	13,485	643	16,098	16,741
Charitable activities	4	17,360	1,135,434	1,152,794	32,636	1,229,984	1,262,620
Other trading activities	5	59,077	-	59,077	63,119	-	63,119
Investments	6	2,375	-	2,375	1,944	-	1,944
Total Income		**78,812**	**1,148,919**	**1,227,731**	**98,342**	**1,246,082**	**1,344,424**
Expenditure on:							
Raising funds	7	17,760	6,565	24,325	28,510	8,709	37,219
Charitable Activities	8	39,205	1,212,969	1,252,174	20,150	1,255,552	1,275,702
Total Expenditure		**56,965**	**1,219,534**	**1,276,499**	**48,660**	**1,264,261**	**1,312,921**
Net incoming / (outgoing) resources before transfers		21,847	(70,615)	(48,768)	49,682	(18,179)	31,503
Gross transfers between funds		(31,440)	31,440	-	-	-	-
Net (expenditure) / income for the year / Net movement in funds		(9,593)	(39,175)	(48,768)	49,682	(18,179)	31,503
		1st April 2024			**1st April 2023**		
Fund balance at beginning of financial year		355,715	162,927	518,642	306,033	181,106	487,139
		31 March 2025			**31 March 2024**		
Fund balance at end of financial year		**346,122**	**123,752**	**469,874**	**355,715**	**162,927**	**518,642**

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Balance Sheet as at 31 March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	14	-	3,838	-	5,080
Investments	15	-	1,000	-	1,000
Total fixed assets		**-**	**4,838**	**-**	**6,080**
Current assets					
Debtors	17	43,178	-	29,185	-
Cash at bank and in hand		585,996	-	663,237	-
Total current assets		**629,174**	**-**	**692,422**	**-**
Creditors: amounts falling due within one year	18	(164,138)	-	(179,860)	-
Net current assets		**465,036**	**-**	**512,562**	**-**
Total assets less current liabilities		**469,874**		**518,642**	

	Notes	2025 Unrestricted £	2025 Restricted £	2024 Unrestricted £	2024 Restricted £
Income funds					
Restricted funds	21	-	123,752	-	162,927
Total restricted funds		**-**	**123,752**	**-**	**162,927**
Unrestricted funds					
Designated funds	22	3,838	-	5,080	-
General unrestricted funds		342,284	-	350,635	-
Total unrestricted funds		**346,122**	**-**	**355,715**	**-**
Total funds		**469,874**		**518,642**	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 22nd October 2025.



Mr G Thomas - Trustee

Company registration no.: 05199508

Statement of Cash Flows for the Year Ended 31 March 2025

	Notes	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Cash absorbed by operations	26	-	(79,616)	-	(46,371)
Investing activities					
Purchase of tangible fixed assets		-	-	(3,649)	-
Investment income received		2,375	-	1,944	-
Net cash generated from/(used in) investing activities		**2,375**	**-**	**(1,705)**	**-**
Net cash used in financing activities		**-**	**-**	**-**	**-**
Net decrease in cash and cash equivalents		**(77,241)**		**(48,076)**	
Cash and cash equivalents at beginning of year		**663,237**		**711,313**	
Cash and cash equivalents at end of year		**585,996**		**663,237**	

Notes to the Financial Statements for the Year Ended 31 March 2025

1. Accounting policies

Charity information
The Federation of Disability Sport Wales Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 9SW, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The company has taken advantage of the exemption under section 402 of the Companies Act 2006 not to prepare consolidated accounts. The financial statements present information about the company as an individual entity and not about its group.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services and facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of the receipt.

Donated assets are valued at their market value when donated. These assets are then depreciated in line with the charity's depreciation policy.

Income from government and other grants whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Training and education income is recognised when the course takes place with any income received in advance being deferred.

Sponsorship income is recognised evenly throughout the year and any amounts spanning future financial periods being deferred.

Fundraising income is recognised in the period to which the income is generated.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds comprise the costs in relation to generating income such as fundraising activities.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly while others are apportioned on an appropriate basis, as set out in the support costs note.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	15% reducing balance
Wheelchairs	20% straight line
Computer equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities
Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

1.12 Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.enefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

We have nothing to report in this regard.

3. Donations and legacies

	2025	2024		
	Restricted funds	Unrestricted funds	Restricted funds	Total
Donations and gifts	1,565	643	4,178	**4,821**
Donated goods and services	11,920	-	11,920	**11,920**
	13,485	**643**	**16,098**	**16,741**

Donated goods and services
Donated goods and services relate to services provided from Sport Wales.

4. Charitable Activities

	2025	2024
	£	£
Education and training	9,160	17,426
Grants	1,143,634	1,245,194
	1,152,794	**1,262,620**
Analysis by fund		
Unrestricted funds	17,360	32,636
Restricted funds	1,135,434	1,229,984
	1,152,794	**1,262,620**
Grants		
Sport Wales - Exchequer	696,606	159,000
Sport Wales - Lottery	279,148	872,000
Get Out Get Active	-	70,484
GBWR Legacy	-	6,900
Whizz Kids Grant	8,200	8,310
ParaSport Festivals	50,000	47,500
Taith funding - Find Your Fire	22,532	-
Taith funding - Boccia	4,300	-
Sector Development Fund	30,000	-
Path 2 Paris	8,790	-
Sport Wales - COL	44,058	81,000
	1,143,634	**1,245,194**

5. Other trading activities

	2025	2024
	Unrestricted funds £	Unrestricted funds £
Fundraising	19,101	34,355
Sponsorship	39,500	28,500
Sundry income	476	264
Other trading activities	**59,077**	**63,119**

6. Investments

	2025	2024
	Unrestricted funds £	Unrestricted funds £
Interest receivable	2,375	1,944
Total	**2,375**	**1,944**

7. Raising Funds

	2025			2024		
	Unrestricted funds £	Restricted funds £	**Total £**	Unrestricted funds £	Restricted funds £	**Total £**
Fundraising and publicity						
Other fundraising costs	17,760	-	**17,760**	28,510	-	**28,510**
Staff costs	-	6,565	**6,565**	-	8,709	**8,709**
Total Raising Funds	**17,760**	**6,565**	**24,325**	**28,510**	**8,709**	**37,219**

8. Charitable activities

	2025				
	Community	Pathway	Coaching	Education & training	Other activities
	£	£	£	£	£
Depreciation and impairment	497	497	124	124	-
Community programme	5,596	-	-	-	25,288
Community staffing and core costs	195,549	-	-	-	-
Academy programme	-	94,434	-	-	-
Coach Cymru staffing costs	-	-	105,222	-	-
Education and training programme	-	-	-	235,285	-
Youth Sport Trust	-	-	-	-	412
Get Out Get Active	924	-	-	-	-
Events	71,172	-	-	-	3,052
Bad debt	529	529	132	132	-
Cost of Living Grant Expenditure	-	-	-	-	-
Sector Development Fund	11,400	11,400	2,850	2,850	-
Resilience funding	17,623	17,623	4,406	4,406	-
Subtotal	**303,290**	**124,483**	**112,734**	**242,797**	**28,752**
Grant funding of activities (note 9)	163,279	18,556	-	-	-
Share of support costs (note 10)	93,847	80,857	14,080	34,199	13,989
Share of governance costs (note 10)	8,525	8,524	2,131	2,131	-
Totals	**568,941**	**232,420**	**128,945**	**279,127**	**42,741**
Analysis by fund					
Unrestricted funds	30,895	3,506	876	876	3,052
Restricted funds	538,046	228,914	128,069	278,251	39,689
Totals	**568,941**	**232,420**	**128,945**	**279,127**	**42,741**

Yearly totals:

	Total 2025	Total 2024
Depreciation and impairment	1,242	6,468
Community programme	30,884	44,213
Community staffing and core costs	195,549	238,605
Academy programme	94,434	95,848
Coach Cymru staffing costs	105,222	151,953
Education and training programme	235,285	68,110
Youth Sport Trust	412	-
Get Out Get Active	924	72,908
Events	74,224	83,094
Bad debt	1,322	(25,000)
Cost of Living Grant Expenditure	-	86,966
Sector Development Fund	28,500	-
Resilience funding	44,058	-
Subtotal	**812,056**	**823,165**
Grant funding of activities (note 9)	181,835	179,692
Share of support costs (note 10)	236,972	255,803
Share of governance costs (note 10)	21,311	17,042
Total Charitable Activities	**1,252,174**	**1,275,702**
Analysis by fund		
Unrestricted funds	39,205	20,150
Restricted funds	1,212,969	1,255,552
Total Charitable Activities	**1,252,174**	**1,275,702**

8. Charitable activities (continued)

	2024				
	Community	Pathway	Coaching	Education & training	Other activities
	£	£	£	£	£
Depreciation and impairment	2,587	2,587	647	647	-
Community programme	10,210	-	-	-	34,003
Community staffing and core costs	238,605	-	-	-	-
Academy programme	-	95,848	-	-	-
Coach Cymru staffing costs	-	-	151,953	-	-
Education and training programme	-	-	-	68,110	-
Get Out Get Active	72,908	-	-	-	-
Events	78,107	-	-	-	4,987
Bad debt	-	-	-	-	(25,000)
Cost of Living Grant Expenditure	81,116	-	-	-	5,850
Subtotal	**483,533**	**98,435**	**152,600**	**68,757**	**19,840**
Grant funding of activities (note 9)	160,692	19,000	-	-	-
Share of support costs (note 10)	104,775	84,605	8,731	37,931	19,761
Share of governance costs (note 10)	6,817	6,817	1,704	1,704	-
Total Charitable Activities	**755,817**	**208,857**	**163,035**	**108,392**	**39,601**

9. Grants payable

	2025		2024	
	Community	Pathway	Community	Pathway
	£	£	£	£
Grants to institutions:	-	-	-	-
Other institutions	33,699	-	-	-
Local authorities	129,580	-	160,692	-
Grants to individuals	-	18,556	-	19,000
Total grants	**163,279**	**18,556**	**160,692**	**19,000**
Overall total	**181,835**		**179,692**	

Grants payable include £25,080 to Gwynedd Council and £23,865 to Press Red on behalf of Central South Regional Sports Partnerships (2024: £30,000 to Gogledd Cymru Actif North Wales).

10. Support Costs

	2025		2024	
	Support £	Governance £	Support £	Governance £
Accountancy	10,260	-	-	-
Exchequer staffing costs	125,236	-	165,473	-
Insurance	3,948	-	7,850	-
Communications	43,174	-	21,252	-
Printing, postage and stationery	7,140	-	785	-
Office and sundry expenses	17,263	-	27,210	-
Meeting, training and travel	21,764	-	25,033	-
Facility and accommodation	7,437	-	7,437	-
Bank charges and interest	750	-	763	-
Audit fees	-	17,257	-	12,350
Board meetings, training and travel	-	4,054	-	4,692
Total Support Costs	**236,972**	**21,311**	**255,803**	**17,042**
Overall total	**258,283**		**272,845**	
Analysed between charitable activities	**236,972**	**21,311**	**255,803**	**17,042**

Support and governance costs are allocated on a pro-rata basis according to staff time spent on activities.

11. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the current or prior year.

During the year expenses of £300 (2024: £415) were reimbursed to one trustee (2024: two) in respect of travel and subsistence.

12. Employees

	2025	2024
Management & admin (Number)	23	23
Employment costs	£	£
Wages and salaries	611,281	575,383
Social security costs	51,304	52,576
Other pension costs	29,710	28,116
Total	**692,295**	**656,075**

Key management personnel
The remuneration of the key management personnel was £244,972 (2024: £105,205).
There were no employees whose annual remuneration was more than £60,000.

13. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14. Tangible Fixed Assets

	Office equipment	Wheelchairs	Computer equipment	Total
Cost	£	£	£	**£**
At 1 April 2024	6,527	30,000	29,252	**65,779**
At 31 March 2025	6,527	30,000	29,252	**65,779**
Depreciation and impairment	£	£	£	**£**
At 1 April 2024	6,245	30,000	24,454	**60,699**
Depreciation charged in the year	42	-	1,200	**1,242**
At 31 March 2025	6,287	30,000	25,654	**61,941**
Carrying amount	£	£	£	**£**
At 31 March 2025	240	-	3,598	**3,838**
At 31 March 2024	282	-	4,798	**5,080**

15. Fixed Asset Investments

	Other investments
Cost or valuation	£
At 1 April 2024 & 31 March 2025	1,000
Carrying amount	
At 31 March 2025	1,000
At 31 March 2024	1,000

		2025	2024
Other investments comprise:	Notes	£	£
Investments in subsidiaries	**16**	1,000	1,000

16. Subsidiaries

These financial statements are separate charity financial statements for The Federation of Disability Sport Wales Limited. Consolidated accounts have not been prepared due to the trading company being dormant.

The company number of the subsidiary is 07102372.

Details of the charity's subsidiaries at 31 March 2025 are as follows:

	Subsidiary
Name of undertaking	Disability Sport Wales Management Company Limited
Registered office	England and Wales
Nature of business	Sports management
Class of shares held	Ordinary
% Held	100.00
Profit/(Loss) £	-
Capital & Reserves £	1,000

17. Debtors

	2025	2024
	£	£
Trade debtors	22,680	10,620
Other debtors	2,686	-
Prepayments and accrued income	17,812	18,565
Total	**43,178**	**29,185**

18. Creditors

	2025	2024
	£	£
Deferred income (Note 18)	49,344	16,900
Trade creditors	14,901	25,316
Amounts owed to subsidiary undertakings	1,000	1,000
Other creditors	55,217	114,810
Accruals	43,676	21,834
Total	**164,138**	**179,860**

Included within other creditors is £38,038 (2024: £96,601) which relates to grants payable to local authorities.

19. Deferred income

	2025	2024
	£	£
Arising from training and sponsorship	49,344	16,900
Deferred income is included in the financial statements as follows:		
Deferred income is included within:		
Current liabilities	49,344	16,900
Movement during the year		
Deferred income at 1 April 2024	16,900	14,400
Released from previous periods	(16,900)	(27,900)
Resources deferred in the year	49,344	30,400
Deferred income at 31 March 2025	**49,344**	**16,900**

20. Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £29,710 (2024: £28,116). At the year end there was £2,266 (2024: £3,819) outstanding.

21. Restricted funds

	Movement in funds 2023-24				
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 1 April 2024
Sport Wales Community	62,552	578,000	(565,296)	-	75,256
Sport Wales Cost of Living	-	81,000	(81,000)	-	-
Get Out Get Active	17,484	70,484	(72,908)	-	15,060
Sport Wales Lottery	38,849	294,000	(280,265)	-	52,584
Sport Wales Exchequer	7,087	170,920	(178,007)	-	-
Donated wheelchairs	4,500	-	-	(4,500)	-
WG Parasport Festivals	35,606	27,500	(56,222)	-	6,884
UK Sport Parasport Festival	15,028	20,000	(21,885)	-	13,143
Anthony Hughes Fund	-	4,178	(4,178)	-	-
Totals	**181,106**	**1,246,082**	**(1,259,761)**	**(4,500)**	**162,927**

	Movement in funds 2024-25				
	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Balance at 31 March 2025
Sport Wales Community	75,256	543,149	(622,399)	3,994	-
Get Out Get Active	15,060	-	(924)	-	14,136
Sport Wales Lottery	52,584	279,148	(246,425)	-	85,307
Sport Wales Exchequer	-	165,377	(187,500)	22,123	-
WG Parasport Festivals	6,884	50,000	(57,864)	980	-
UK Sport Parasport Festival	13,143	-	(13,308)	165	-
Anthony Hughes Fund	-	1,565	-	4,178	5,743
Sport Wales Resilience	-	44,058	(44,058)	-	-
Taith – Find your fire	-	22,532	(5,466)	-	17,066
Taith – Boccia	-	4,300	(4,300)	-	-
Path 2 Paris	-	8,790	(8,790)	-	-
Sector Development Fund	-	30,000	(28,500)	-	1,500
Totals	**162,927**	**1,148,919**	**(1,219,534)**	**31,440**	**123,752**

Sport Wales Programmes
Sport Wales, being a main funding partner of the charity, provides funding for the delivery of some of the charity's programmes, including insport (Club, NGB and Partnerships), Play Together, UK Disability Inclusion Training, Performance Pathway Hubs, and Performance Partnerships. Resource is also provided to the Local Authorities or Regional Partnerships to further support their Sport Wales investment for the inclusion of disabled people.

Get Out Get Active
Get Out Get Active (GOGA) is a programme that supports disabled and non-disabled people to enjoy being active together. Funded by Spirit of 2012, the programme focuses on getting some of the least active people in Wales moving more through fun and inclusive activities.

Donated wheelchairs
In December 2018 the charity was donated 10 wheelchairs with a market value of £30,000. These assets must be returned to the donor if they are no longer required by the charity. Depreciation is charged against this fund in line with the charity's accounting policy.

Path 2 Paris
This is a specific fund provided in a Paralympic year to engage school-aged disabled and non-disabled children with the Paralympics and Olympics and the sports included in them. In Wales this was used specifically to resource regional Boccia competitions and up-skilling of teachers.

WG Parasport Festivals
Welsh Government Major Events awarded a grant to Disability Sport Wales to deliver a Para Sport Festival in Swansea annually for three years. This is delivered in partnership with National Governing Bodies of sport for Wales, Britain and the UK, Swansea Council, and Swansea University. The purpose of the event is to bring together community and performance sport to showcase para sport and Wales as a 'go to nation' for para sport events.

UK Sport Parasport Festival
UK Sport supported the delivery of the Para Sport Festival (Swansea) during 2022-2023, and 2023-2024 with a resource to employ a Para Sport Event Management Senior Officer role within DSW. The purpose of this role was to successively develop the range and depth of performance opportunity at the event each year, and to coordinate the delivery of the events in Swansea.

Anthony Hughes Fund
Anthony Hughes was the Performance Manager for Disability Sport Wales for over 20 years. He was a powerhouse in para sport and leaves a legacy in Welsh para sport which will always remain strong. He passed away suddenly and unexpectedly in December 2022. After his passing, Disability Sport Wales coordinated a restricted fund which people and organisations could donate to whilst the Welsh Sports Foundation was established. All monies received will be transferred to the Welsh Sports Foundation Anthony Huges Memorial Fund when its governance is in place. This will then become something that will support disabled people who need something extra to help them stay in and thrive within their sport. Something Anthony was passionate about.

Taith programmes
Taith is a Welsh Government funding programme split into two parts:

Pathway 1 supports international exchange of learning through participants going to other countries and for other countries to come to Wales. This exchange of learning should share experiences, good practice and build friendships.

Pathway 2 supports educational innovation through Welsh-led international collaborative partnerships intended to specifically address a specific issue or sector priority in Wales.

Sector Development Fund
This is funding applied for through Welsh Government with the intention of developing resources to communicate the accessibility of facilities and accommodation, connect into training, and generally support event organisers in bringing para events for sport to Wales. The resource will also transfer to to other sectors.

22. Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2023	Transfers	Balance at 1 April 2024	Resources expended	Balance at 31 March 2025
Fixed asset fund	3,399	1,681	5,080	(1,242)	3,838
Total	**3,399**	**1,681**	**5,080**	**(1,242)**	**3,838**

Fixed asset fund
Represents the unrestricted net book value of the charity's fixed assets.

23. Analysis of net assets between funds

	2025			
	Unrestricted funds	Designated funds	Restricted funds	Total
Tangible assets	-	3,838	-	3,838
Investments	1,000	-	-	1,000
Current assets/(liabilities)	341,284	-	123,752	465,036
Total net assets	**342,284**	**3,838**	**123,752**	**469,874**

Analysis of net assets between funds – 2024

	2024			
	Unrestricted funds	Designated funds	Restricted funds	Total
Tangible assets	-	5,080	-	5,080
Investments	1,000	-	-	1,000
Current assets/(liabilities)	349,635	-	162,927	512,562
Total net assets	**350,635**	**5,080**	**162,927**	**518,642**

24. Related party transactions

There were no other disclosable related party transactions during the year (2024: none).

25. Agency Agreements

In 2024 the charity Welsh Sports Association for People with Learning Disability was dissolved. The Articles of Association mandated that with Sport Wales' permission any remaining financial resources should be transferred and protected by another organisation for the purpose of providing sporting opportunities for people with intellectual impairment or learning disability. The spending of this resource was to be restricted and directed by the Chair of the South Wales ALN School Network.

In the year ended 31 March 2025, the charity received £18,098 (2024: £Nil) from the dissolved charity and paid £Nil (2024: £Nil) in respect of permissable expenditure. At the balance sheet date cash funds totalling £18,098 (2024: £Nil) were held in respect of this arrangement.

26. Cash generated from operations

	2025	2024
	£	£
(Deficit)/surplus for the year	(48,768)	31,503
Adjustments for:		
Investment income recognised in statement of financial activities	(2,375)	(1,944)
Depreciation and impairment of tangible fixed assets	1,242	6,468
Movements in working capital:		
(Increase)/decrease in debtors	(13,993)	32,935
(Decrease) in creditors	(48,166)	(117,833)
Increase in deferred income	32,444	2,500
Cash absorbed by operations	**(79,616)**	**(46,371)**

27. Analysis of changes in net funds

The charity had no debt during the year.



THE FEDERATION OF DISABILITY SPORT WALES LIMITED

England & Wales - Charity number 1144663

Accounts

CHWARAEON ANABLEDD CYMRU
DISABILITY SPORT WALES



Federation of Disability Sport Wales
Annual Report and Accounts

1st April 2023–31st March 2024

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Message from Gareth Thomas, Chair of Trustees



It hardly seems 12 months since I was last writing this message, and 2023/2024 has seen a lot of change, great opportunities and some significant and momentous successes. Last year I wrote of a recovery from the pandemic which was slower to materialise for disabled people, sport for disabled people and disability sport; and this year is marked by a period of austerity which has impacted across the UK, Wales and the sport, leisure and physical activity sectors. As with the pandemic this has been significant for many disabled people, not just in terms of personal finances but in terms of access to facilities who have needed to reduce operating times and availability.

This isn't entirely a year of challenge, it has also reflected multiple successes, not least the achievements of the youth Commonwealth Games para-athletes out in Trinidad and Tobago. This is the first-time para events have been included in a junior Commonwealth Games and Wales had 4 athletes competing, all of whom brought back significant achievements including two medals.

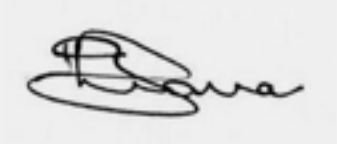
Sport Wales provided all National Governing Bodies and Partners with a Cost-of-Living Grant which has meant that we were able to make some contribution to offsetting the impact, and we have been grateful for the support provided. This allowed DSW to support Wales Deaf Sport and the Intellectual Impairment/ Learning Disability Alliance in appointing two part time officers to contribute to the achievement of their strategic approaches; and helped us to extend the Get Out Get Active partnership with Pride Cymru for work with disabled and non-disabled members of LGBTQ+ communities in mid North Wales.

▶ Continued: Message from Gareth Thomas, Chair of Trustees

The Para Sport Festival ran in Swansea for the second year and attracted unprecedented interest and attendances in partner-led events for participation, spectatorship and elite performance. 2024 also saw the return of the insport Series Event in Cardiff with hundreds of children, young people and adults participating in 20 sports delivered by insport Club and NGB partners. This was also the year that Newport Live consolidated and demonstrated with clarity their commitment to the inclusion of disabled people across all their sport and physical activity services and achieved insport Partnerships Gold standard. Becoming the first organisation with a local authority footprint to do this.

Our aspirations are still high for the future, and whilst in the next couple of years we will be experiencing a reduction in funding, we have reviewed and repositioned our strategy and will be restructuring the team to ensure that we can deliver on our purpose, strategic priorities and charitable objectives. Next financial year brings another Summer Paralympics, and a revitalised programme of events throughout Deaf Sport and Intellectual Impairment and Learning Disability sport.

Whilst we know there will be some bumps in the road, to repeat the late Anthony Hughes' words "the future is (still) bright – the future is (still) Wales".



Gareth Thomas — Chair, Disability Sport Wales

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and Activities

Overview

The Federation of Disability Sport Wales was established (and is structured in accordance with its Memorandum and Articles of Association) to:

- act as the national development agency for disability sport in all its forms in Wales
- foster, encourage, assist and develop disability sport in Wales and amongst the people of Wales
- maintain and raise the standard of disability sport in Wales and promote Welsh Disability sport at an international level
- formulate, issue and enforce in respect of disability sport in Wales:
  - (a) codes of ethics and conduct
  - (b) disciplinary procedures
  - (c) measures for the proper protection and welfare of children, young persons and vulnerable adults
  - (d) anti-discriminatory procedures; and
  - (e) any other rules and regulations which are deemed appropriate by the directors of the Company from time to time

  and to ensure that all the above are properly promoted to and observed by the Member Organisations of the Company and participants of disability sport in Wales; and
- do all other things necessary or desirable for the promotion of the interests of disability sport in Wales and amongst the people of Wales.

We are more commonly referred to as Disability Sport Wales.

We are working to achieve our charitable purposes by supporting the achievement of Sector Vision for Sport — ***An Active Nation where Everyone can have a Lifelong Enjoyment of Sport*** — and in our Mission, through our values and with our ambitions.

Success is measured quantitatively and qualitatively for impact and learning so that we can ensure investment is focused in the right areas, programmes support inclusive understanding and development, and partnerships bring about inclusive cultural change.

We adopt and use language consistent with the social model of disability, and prioritise functional, solutions-focused approaches to our partnerships. When we reference 'disability' or 'disabled people' we mean anyone who has a physical, sensory, or intellectual impairment (or learning disability); or who considers themselves 'disabled' under the Equality Act 2010 definition.



DSW Mission

influence, include, inspire, insport

DSW Values

Champion Everyone

We believe in diverse and meaningful opportunity with people at the centre of all we do.

This means you will see us:

- Advocating and being an ally alongside diverse communities
- Calling out inequitable behaviour and action
- Listening to and responding to what you need

Proudly Welsh

We embody and celebrate what it is to be Welsh.

This means you will see us:

- Using, learning, and celebrating Welsh language
- Keeping services local and trusted
- Welcoming you to all we do

Value Growth

We are committed to development and inclusive change and will always support that.

This means you will see us:

- Reflecting in action and changing for the better
- Learning from you and others
- Contributing and bringing something to the table

Highlight Possibility

We connect opportunities and prioritise partnerships, so people get what they need.

This means you will see us:

- Putting people and what they can do first
- Connecting you with opportunities, solutions and people who can make things happen
- Being curious about making things better

Snapshot of the Year 2023-24

22 people in the Disability Sport Wales National Team

The Disability Sport Wales National Team grew significantly, from 14 members of staff in 2022-23, to 22 in 2023-24 (15 full time, 7 part time)



2021 Volunteers

1939 with clubs
82 with GOGA

Ewch Allan Byddwch Actif
Get Out Get Active

301 Participants active in 5,770 GOGA participation opportunities

insport

386 organisations engaged in insport

1st
insport Partnerships Gold Standard awarded (Newport Live)





6
organisations presented for an insport Standard

insport CLWB / CLUB

324 clubs working to a Standard of insport Club

1 new club achieved Gold

insport CLC / NGB

29 NGBs in Wales working towards insport NGB

3 working toward Ribbon	6 Ribbon	9 Bronze	9 Silver	2 Gold

Reviewed *insport Development* and *insport Third Sector* and replaced with a new hybrid programme branded as ***insport Partnerships***

insport PARTNERIAETHAU / PARTNERSHIPS

33 insport Partnerships Organisations
(11 third sector, 22 local authorities)

SNAPSHOT OF THE YEAR

1,791
participants attended 20 SPAR insport Series Events across Wales

2,887
people attended the second Para Sport Festival in Swansea
(1,414 attendees, 1,473 spectators)

6 episodes of the Disability Sport Wales Podcast with James Ledger



1 Charity Dinner with awards celebration



1 Disabled Young Leaders networking event

DISABILITY SPORT WALES

Performance Pathway

139 athletes involved with Performance Pathway Hubs (Tiers 1 to Transition)

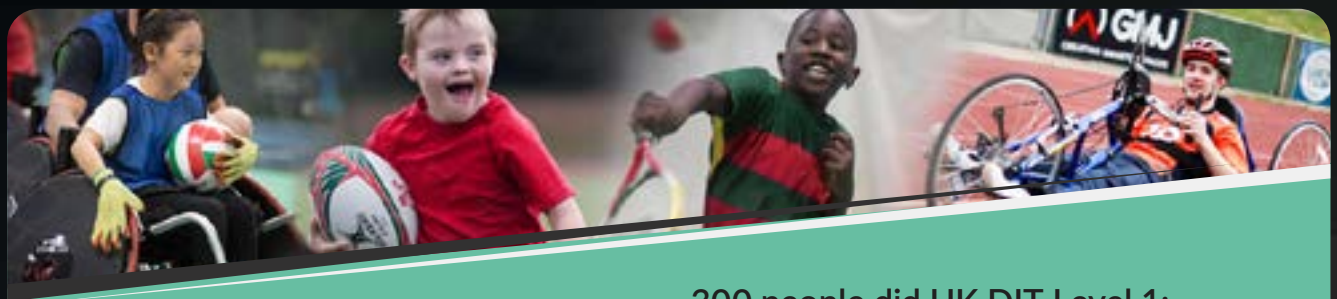
113 people completed the #Inspire performance athlete signposting form



4 Para Athletes were selected for the Commonwealth Youth Games

commonwealth youth games | TRINBAGO 2023

2 medals were achieved which equates to 13% Team Wales Medals



522 people did UK Disability Inclusion Training courses

300 people did UK DIT Level 1:

- 268 UK DIT for Coaches and Volunteers
- 32 UK DIT for Education

156 people did Level 2

66 people did Level 3

ACTIVE LIFESTYLE ▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸▸ ACTIVE SPORT

Active Living

Active Travel

Active Recreation

Informal Sport

Organised Sport

Elite Sport

insport CLWB / CLUB **insport Club**

insport PARTNERIAETHAU / PARTNERSHIPS **insport Partnerships**

insport CBC / NGB **insport NGB**

Euch Byddwch Actif Allan Get Out Get Active **GOGA Phase 2 2020-2023**

- LGBTQ+ communities in Flintshire, Denbighshire and Conwy
- Global Majority communities in Cardiff, Newport and Swansea
- Elective Home Education communities in Pembrokeshire, Ceredigion, Carmarthenshire and west Powys.

Cyfres insport Series **insport Series Events**

Gwyl Para Chwaraeon ParaSport Festival **Para Sport Festival**

Boccia Cymru Wales **Boccia Cymru Wales**
Disability Sport Wales functions as a National Governing Body for Boccia in Wales

Whizz Kidz **Wheelchair Skills**

Disability Sport Wales Performance Pathway
Tier 1 Tier 2 Tier 3

Llwybr Gweithgaredd Anabledd Iechyd Health Disability Activity Pathway **Health Disability Activity Pathway**
with NHS Wales and Local Authorities

Performance Partnerships
(UK Governing Bodies)

Chwarae gydan Gilydd Play Together **Play Together**
Inclusion Training for 7-11 year olds

UK Disability Inclusion Training (UK DIT)



Disability Sport Wales Regional Partnership Senior Officers
Linked to Regional Partnerships

Wales Alliance for Physical Activity (including Sport) for People with Intellectual Impairment and Learning Disability

Diagram description: How our programmes and partnerships fit into a physical activity spectrum from Active Living up to Elite Sport.

The spectrum is separated into:

- Active Living
- Active Travel
- Active Recreation
- Informal Sport
- Organised Sport and;
- Elite Sport, which is visualised as a component of Organised Sport.

The diagram illustrates which of these categories of physical activity are supported by DSW's programmes or Partnerships.

insport Club supports organised sport.

insport Partnerships supports a gamut from active travel, including active recreation and informal sport, up to and including organised sport.

insport NGB supports organised sport including elite sport.

Get Out Get Active supports active travel, active recreation and informal sport.

insport Series events provide organised sport opportunities below elite level.

The Para Sport Festival spans grassroots level organised sport and significantly includes elite sport.

Disability Sport Wales functioning as a Welsh NGB for boccia (as Boccia Cymru Wales) supports informal sport, organised sport and elite sport.

Whizz Kidz wheelchair skills support participation from active living right through to organised sport (but not elite sport)

The Disability Sport Wales Performance Pathway is broken into three tiers as athletes head toward transitioning into UK/GB programmes. Tier 1 and 2 are organised sport but below Elite Sport, and Tier 3 is Elite Sport.

Our performance partnerships - working with UK/GB governing bodies - lays solely within Elite Sport.

UK Disability Inclusion training supports active recreation, informal sport, organised sport, and can support elite sport.

Our Regional Partnership Senior Officers, working linked to Regional Partnerships, support across the entire spectrum.

Wales Alliance for Physical Activity (including Sport) for People with Intellectual Impairment and Learning Disability supports active recreation through to elite sport.

Our Ambitions



Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Success within this priority area will ensure that all organisations connected to physical activity (including sport) in Wales will embed, develop and co-promote inclusive cultural change. Our programmes and initiatives with partners are fundamental to this.

DSW seeks to acheive this strategic priority predominantly through:

- Our insport Programmes
- Our insport Series Events
- Our Regional Partnerships

Strategic Priority 1

inspor t Programmes

These are a series of projects which provide partners with a toolkit for inclusion across the sport and active recreation sector. They particularly focus on:

inspor t CLLC / NGB

inspor t NGB intended for National Governing Bodies (NGBs) of sport in Wales.

inspor t CLWB / CLUB

inspor t Club which supports clubs and sessions based in Wales to become more inclusive.

inspor t PARTNERIAETHAU / PARTNERSHIPS

inspor t Partnerships provides a toolkit to organisations operating in Wales (third sector, private, local authority, CIC, Charity, Company Limited by guarantee, etc) to demonstrate and develop their inclusive physical activity, leisure or sport provision.





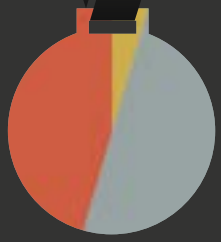
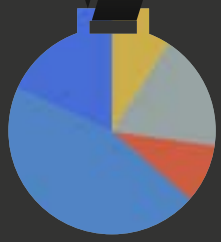
What we have achieved: insport Programmes

The insport programme has continued to progress over this period, with three panel dates delivered over the year, and seeing **six** insport NGB and insport Partnerships organisations achieving their next Standard (1 Ribbon, 3 Silver, 1 Gold, 1 retained Gold).

This year saw the first local authority area achieve insport Partnerships Gold. This was incredibly significant as this was the first Local Authority area to present to panel since changes to the community funding model were implemented. Case Officers supported progress with 29 NGBs and 11 third sector and partner organisations.

insport Panels (which are the method through which organisations submit the support against the aims for the standard they are working towards and are then awarded, or not, that standard) and the training for panel members, have continued to be facilitated virtually. Four insport NGBs, and two insport Partnerships organisations have come to panel during this period.

The overall progress of insport achievements are:

insport CLWB / CLUB	insport CLLC / NGB	Local Authorities working through insport PARTNERIAETHAU / PARTNERSHIPS	Third sector partners working through insport PARTNERIAETHAU / PARTNERSHIPS
			
Working toward Ribbon 42	Working toward Ribbon 3	Working toward Ribbon –	Working toward Ribbon 2
Ribbon 176	Ribbon 6	Ribbon –	Ribbon 5
Bronze 59	Bronze 9	Bronze 10	Bronze 1
Silver 35	Silver 9	Silver 11	Silver 2
Gold 12	Gold 2	Gold 1	Gold 1

All 22 Local Authorities (LAs) hold at least Bronze Standard. Eleven have insport Partnerships Silver Standard and Newport Live achieved Gold in March 2023.

Case Study:

Newport Live achieve insport Partnerships Gold Standard



Newport Live has become the first local authority area in Wales to achieve the insport Partnerships Gold Standard, recognising its commitment and passion to providing inclusive opportunities for disabled people across its locality.

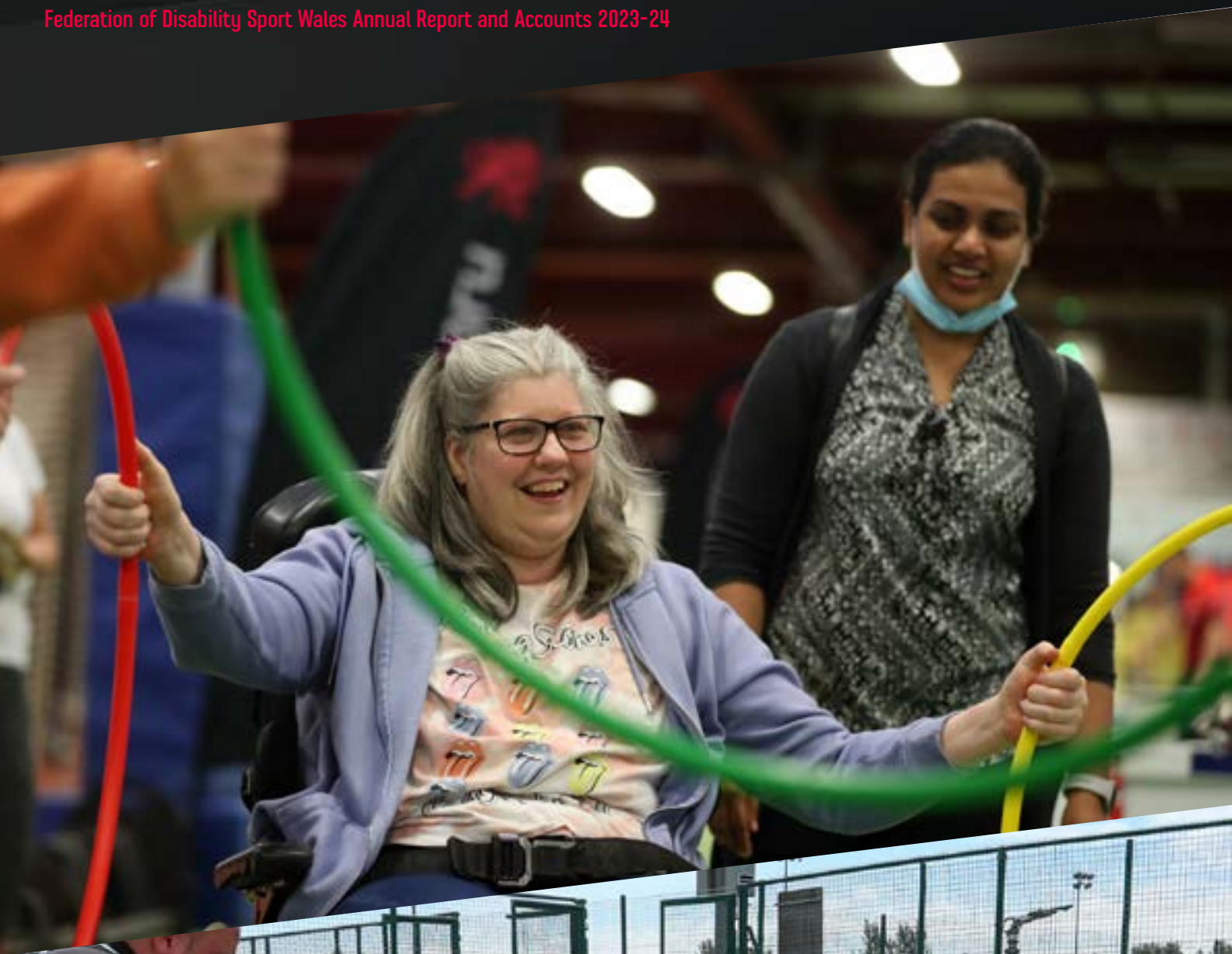


The insport panel members highlighted how Newport Live adopts an inclusive approach to all its programmes and activities, recognising the diverse needs of individuals, and striving to ensure everyone feels welcome when engaging in sports, arts, or leisure. How the organisation is committed to providing accessible facilities, actively encouraging and valuing disabled individuals as customers, and how Newport Live collaborates with a wide range of local and national partners including Newport City Council's Social Services and Education Teams, NGBs, and charities such as Sparkle.

The organisation also was commended for its fully inclusive volunteer pathway, which highlighted examples of disabled pupils peer mentoring and leading activities in Maes Ebbw and with mainstream schools as part of school enrichment days.

Video example which was filmed at the Newport Live insport Partnerships gold celebration event:







Strategic Priority 1

insport Series Events

In partnership with A F Blakemore (SPAR) and local insport clubs, NGBs, LAs or third sector partners we deliver accessible events which provide opportunity for disabled people and their friends and families to connect with good quality community opportunities available locally.

The intention is that people are given the opportunity to participate in a wide range of opportunities and then connect into more sustained activity (if they chose to) local to them. At the events the sessions are delivered by the coaches and volunteers who are leading the local provision.

This year we saw the return of insport Series: Cardiff for the first time since 2019. This is the largest event, of the 20 hosted over the year, and welcomed over 550 participants back to the National Indoor Athletics Centre (NIAC), Cardiff Metropolitan University. Along with the second instalment of the Para Sport Festival in Swansea which also features a flagship insport Series event, these opportunities have continued to grow and highlight the range of inclusive physical activity (including sport) opportunities available within communities across Wales.

Case Study:

insport Series: Cardiff returns

In January 2024 the Cardiff insport Series event, hosted at Cardiff Metropolitan University's National Indoor Athletics Centre (NIAC), returned for the first time since 2019.

The aim of the insport series events is to provide inclusive sporting opportunities for disabled children, young people and adults potentially looking for their first experience in sport or to explore what inclusive provision is available in Wales. The events take the format of a range of opportunities to experience inclusive sports format which allows participants to come and try/drop in and out of sports and activities but connect with the host club or National Governing Body so that they can continue involvement locally is they want to.

502 members of the Cardiff Capital Region community attended the insport series event and participated in 26 inclusive sports and activities.

More than 20 national governing bodies & sporting providers showcased a range of inclusive sport opportunities for disabled young people and adults within the Cardiff capital region.











Strategic Priority 1

Regional Partnerships

The work between Sport Wales, and organisations within a regional footprint has continued to take shape this year, with Gogledd Cymru Actif launching their Strategy, and the West Wales and Mid Wales partnerships confirming their operating model as well as starting the appointment process for their Chairs and Executive Director/CEO roles.

DSW have been connected into this work to support the embedding of inclusive practice and connect the Regional Partnership Senior Officers work to the regional priorities.

In 2023/2024 five Regional Partnership Senior Officers were appointed to connect into the regional partnerships.



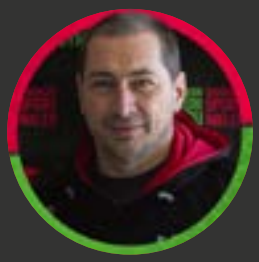
Stephen McGrath - Gwent

I have been involved in sport all my life whether participating or working. I have come to Disability Sport Wales from a local authority leisure trust where I led on disability and inclusive sport. I am passionate about inclusive sport and physical activity and ensuring that everyone has an opportunity to enjoy the benefits that it brings.



Stefano Antoniazzi - Mid Wales

Having coached sports since my teens, I pursued a career in sports and gained a Sports Coaching degree, before coaching in the USA. On my return I became a sports development officer for a local authority and provided opportunities for young people to participate in physical activity.



Marcus Politis - North Wales

I discovered a lifelong passion for sports from a young age. I'm a former British Karate Champion and enjoy the excitement of Enduro and Downhill Mountain Biking. I have managed 2 leisure centres and worked within Disability Sports Development for 20 years. I hold a degree in Leisure Management and am a member of CIMSPA / MCIMSPA Dip.



Leif Thobroe - Central South Wales

I am a former Team GB Para Taekwondo athlete with background in education, management and sport. I am passionate about EDI and hold a master's degree in business (MBA) with a focus on sports development and inclusion. I aim to increase participation and raise awareness of disability sport offers throughout the central south.



Gareth Mills Bennett - West Wales

I come from a youth work background in which I gained a BA and MA. In this I used sport as mechanism for engagement working with disadvantaged young people. My desire is to ensure that all know of, and can speak for themselves, into the systems that impact and influence their wellbeing and lives.



Strategic Priority 2

Empower an inclusive workforce

To change processes and behaviour, it is essential to have a workforce who understand and drive inclusion at the very heart of where it happens. Ensuring that current and future workforces understand and represent inclusion and diversity, as well as having a range of resources at their disposal with the power to change attitudes and behaviours is critical to DSW's purpose.

Education and Training

This area encompasses a suite of resources and training which are intended to influence, educate, and enhance confidence about disability sport provision, participation, and engagement.

The UK Disability Inclusion Training population-specific approach enables information and approaches to be relevant to everyone's experiences, with the Play Together and UK Disability Inclusion Training Education workshops aimed at engaging children in school years 5 and 6 (aged 7 – 11 or progression steps 2 and 3) and their educators to include everyone in the playground, within PE, and extra-curricular activities.

The UK Disability Inclusion Training (UK DIT) for coaches and volunteers is a programme of training specifically designed for coaches and volunteers who are either delivering or considering delivering within community and/or performance settings.

UK Disability Inclusion Training (UK DIT)

BrightSpace (the Virtual Learning Environment DSW invested in at the beginning of 2021, went live with its first courses in December 2021. The Level 1 e-learning module of the UK DIT (Coaches and Volunteers) workshop is intended to provide a basic introduction to inclusive practice and is aimed at all those looking to make sport and physical activity more inclusive. This training is fully inclusive with captions and BSL overlay.

UK Disability Inclusion Training Level 2 provides further knowledge and understanding of inclusive practice and the theory behind it. For instance, it covers understanding legislation, effective communication, an in-depth discussion on how to deliver inclusively, and examples of inclusive delivery. UK Disability Inclusion Training Level 3 provides a detailed application of inclusive practice, reflection of delivery of inclusive practice, and challenges and solutions when delivering inclusively.

Over the course of 2023/24, 2590 learners have enrolled the UK Disability Inclusion Training (DIT) level 1 course, 320 learners have attended the UK DIT level 2 coaches and volunteers' course, and 123 learners have attended UK DIT Level 3 coaches and volunteers' courses. In addition, 105 teachers and education staff enrolled on UK Disability Inclusion Training Education and 89 teachers and education staff have completed the DIT Education Level 2 course.

The FDSW currently have a workforce of 18 tutors (6 North-based, 9 South-based, and 3 based in West Wales) who have all achieved their L3 Award in Delivering Learning (ADL) or L3 Award in Education and Training (AE&T) and engage with two workforce development sessions annually.





Boccia Coach and Volunteer Development

To develop the Boccia pathway further there is a need to increase the boccia workforce, and to combat this DSW and invested in delivering several Boccia courses in Wales, so far, we have delivered:

- Boccia Leaders Award to 21 learners
- Level 1 Coaching Award to 10 learners
- Level 2 Coaching Award to 3 learners
- Level 1 Officiating Award to 7 learners

DSW also delivered a Boccia Train the Trainers course to allow us to deliver our own courses in the future.



Play Together

Play Together is a fun and creative inclusive learning programme aimed at primary school pupils in years 5 and 6 (progression steps 2 and 3).

The aim of Play Together is to help pupils create innovative way to include all children in the games and activities they play.

The workshop enhances children's knowledge of disability, language and terminology, inclusive activities to play, and explore inclusive equipment. To further enhance the delivery and consistency in delivery across Wales, DSW are developing a partnership with Commonwealth Games Wales to deliver Play Together within schools across Wales. Once the agreement has been finalised, Commonwealth Games Wales staff will be upskilled to deliver Play Together and will be joined by athletes to support the delivery.

Learning Series

A series of learning opportunities was provided to national partners to support the enhancement of their inclusive delivery and progression on their insport journey.

The learning sessions were provided for partners ranging from inclusive community sport clubs, national governing bodies of sport, local authorities, and both regional and national partner organisations.

These learning opportunities included topics on British Sign Language, ADHD, Deaf Sport, Guide Running, Recruiting and retaining volunteers, Collecting data, Celebrating Inclusion: Storytelling – The most significant change model, Inclusive Marketing, Safeguarding, and a number of opportunities focused around supporting partners aiming to celebrate inclusive practice. Overall, 19 learning opportunities were hosted across the series, with 309 learners a significant increase on 2022/23 figures.









FEATURE
International Women's Day



Open to females and allies from communities in all levels of physical activity including sport, the inaugural International Women's Day Learning Event was hosted in Ty Pawb, Wrexham celebrate International Women's Day, while also establishing a platform to highlight best practice within inclusive provision.

An evening of workshops and networking to celebrate International Women's Day, the Disability Sport Wales hosted event consisted of workshops, focusing on supporting female participation in sport. The aim of the event was to offer a great inclusive experience while developing the knowledge of how to support the female participation in physical activity including sport.



The series of 30-minute workshops were delivered by current Paralympic athletes, and those with expertise within their respective fields.

- Athlete Journey by Paralympian Sabrina Fortune
- Women in Sport Workshop presented by Dr. Libby Steele
- Zen Do mind work and breathing workshop by Fitness and Wellbeing with Natasha



The aim is for the event to travel around Wales annually to promote best practice and to continue the growth and development of inclusive provision for women and girls in sport.

Strategic Priority 2

Volunteers

Across all its provision, the activities provided by and in partnership with DSW are entirely dependent on volunteers. Volunteers underpin the sessions, they are the life blood of the Get Out Get Active programme (see page 54), they work with the local authorities on insport Club, they support events, and they attend the education and training intended to support their provision.

Volunteers are a huge support to the work of DSW and the support that they provide to the delivery of inclusive sport and physical activity within Wales.

2,021 Volunteers

support clubs, sessions and events delivered in partnership with Disability Sport Wales



Case Study:

Impacts of partnerships, education and training and pure dedication

A Flintshire father who was inspired by his football-mad deaf son to set up an inclusive junior football team is in line for recognition after being nominated in the 'outstanding individuals' section of the 2023 National Lottery Awards.



Brian set up Shotton Town United Junior Football Club in 2015 after struggling to find a club that would fully meet the needs of his seven-year-old son as a member of the deaf community. Brian was shortlisted in the Sport category in the outstanding individual's section of this year's National Lottery Awards, with the mantra that 'every child should play'.

This year, 3,780 people and projects throughout the UK were nominated for the National Lottery Awards in recognition of their unwavering efforts to improve their community. After a panel sifted through the thousands of nominations, Brian is now one of only five individuals across the UK shortlisted in the Sport category, waiting to see if he will be crowned outstanding UK individual in his group.

With the support of National Lottery funding from Sport Wales, Brian and the club have been able to buy much-needed equipment and cover the costs of further coaching courses to continue to upskill their volunteer coaches. This includes deaf awareness training to ensure they can adapt their training sessions to include members who are hard of hearing and deaf.

> "Being involved in football offers so many benefits, from mental health and wellbeing to physical fitness, and we want every child to experience that. Our motto is 'every child should play' and that's an idea everyone at the clubs holds dear. I'm delighted to be nominated for a National Lottery Award and will take it as recognition for the important work the team and I do."

The club also worked with Sported and Disability Sports Wales to ensure most coaches, who are all volunteers, have achieved their Level 3 UK Disability Inclusion Training.

The club started out with 12 members and now welcomes well over 100 children to training each week.

Case Study:

Volunteer Engagement Opportunities at the Para Sport Festival



In total, 201 volunteers were engaged across the schedule of events, with numbers reflective of the number required to support the effective delivery of the different para sport activity.

Volunteers across the week were supported with branded kit, lunch and refreshments, and access to UK Disability Inclusion Training. Made up of a range of events the Para Sport Festival provided a platform of inclusive and diverse volunteering opportunities appealing to a wide range of individuals.

Success stories of the reach of the festival and the opportunity to be involved included the continued support of DSW community partner, AF Blakemore, through the engagement from staff across their teams. This included their marketing department from their head office in Telford to offer their workforce an opportunity to support the insport Series event.

- 23% of the volunteers identified as being disabled or had an impairment.
- They ranged in age from 16 to 65 + years.
- All volunteers were provided with FREE UK Disability Inclusion Training by Disability Sport Wales.

“ Thanks for a great time ” — Volunteer from Swansea

"I was very well looked after by Disability Sport Wales and would definitely come back again to referee Boccia." — A Boccia volunteer from England.



In addition to the volunteers there were development paid opportunities as well - an internship for 1 individual, and 5 two-week Event Management Placements for Swansea based college students (Gower College & NPT College). Over the two-week period, the placement students had access to learning opportunities and were involved in the delivery of Para Sport Festival events and the U18 Euro Hockey Championships also taking place over the same period.



Strategic Priority 3

Enable robust inclusive pathways

Support throughout the sector for involvement in, engagement with, and the development (across the age ranges) of physical competencies for physical activity (including sport) is key to ensuring that disabled people are as likely to have lifelong enjoyment as non-disabled people. Providing viable pathways to be involved, to progress along, to re-enter and to compete within is essential.

Strategic Priority 3

DISABILITY SPORT WALES Performance Pathway

Aimed at identifying and supporting emerging athletes across Wales, athletes are provided tailored support in a tiered structure which intends to develop physical literacy as well as sport specific exposure. Provision is to all athletes who have the potential to progress in Paralympic, Commonwealth, Virtus, Deaflympic and Special Olympics pathways.

The programme also supports elite (disabled) athletes via a range of performance services who are within or transitioning on to UK, GB or Welsh programmes for Paralympic or Commonwealth Games.



Headlines from Athlete Development Pathways

The 2023 Welsh Boccia championships held at Newport Velodrome, had the largest number of entries it has ever had with 4 athletes making the debut at the championships.

At the 2023 Para Sport Festival, DSW hosted the first Boccia Teams and Pairs Championships since 2019, representatives from England, Scotland, Wales, Northern Ireland and the Republic of Ireland made their way to Swansea to compete in the competition. A strong team of 4 athletes were selected to represent Wales, supported by Angela Miles (Team Manager) and Martin Davis (Coach).

DSW, GBWR and WRU held a joint Talent Recruitment campaign to grow the pathway of Wheelchair Rugby in Wales.

DSW continued to work closely with National Governing Bodies who have a Commonwealth and/or Paralympic Pathway by involvement in the Para Sport Group and supporting their development towards a robust pathway which are inclusive of disabled people.

DSW collaborated with other Home Nation leads and UK Sport to showcase our Athlete Recruitment and Development offer.

In partnership with Welsh Athletics, DSW took a team of 14 athletes to the Activity Alliance National Junior Athletics Championships.

DSW was successful in an application to Taith Pathway 2 to develop resources which will support Athlete Profiling and Signposting to Para Sport.

Spotlight:

Para Sport Group

The group was set up in 2023 to work collaboratively as one para sport community resulting in robust Commonwealth and Paralympic Pathways in Wales

Para Sport Group Aims:

a) To share best practice across the para pathway, becoming a credible group with collective ambitions to lead change

b) To identify opportunities to combine resource for increased impact across the pathway

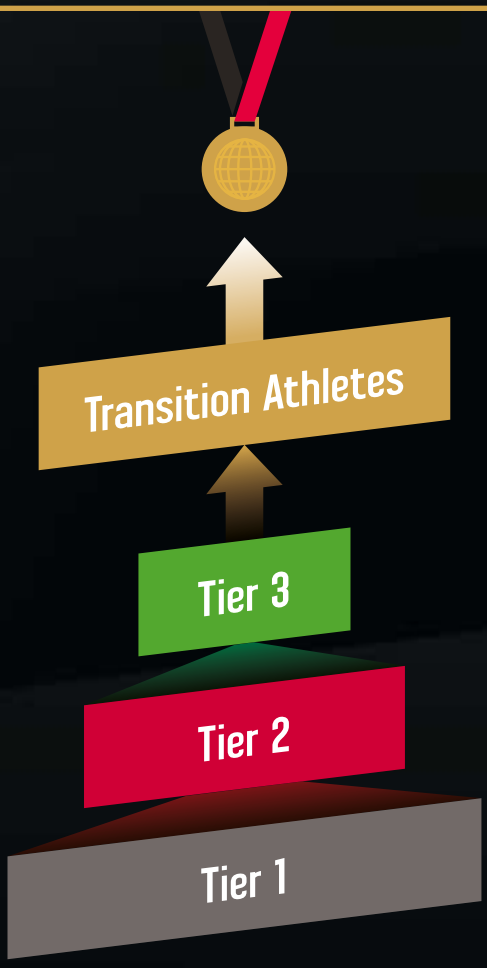
c) To provide opportunities for mentoring and learning to ensure existing knowledge and expertise are shared for the benefit of disabled people in Wales

d) Sector approach to wider projects and initiatives which would benefit Para Sport in Wales

e) A space which would provide the opportunity for guest speakers / initiatives/ partners to connect with all Welsh NGB Para Sports

f) Strengthen links within Wales and UK Sport/ Home Nations/ British Governing Bodies initiatives

Performance Pathway Hubs



The Performance Pathway Programme has completed its second year of delivering the hub sessions, continuing with a blend of virtual and practical sessions, the virtual sessions are open to all athletes within the tiers, whilst the practical sessions are open for participants within tier 1 and selected athletes within tier 2.

The 2023/2024 cycle saw the delivery of 8 practical session across Wales and four virtual webinars covering several topics such as sports psychology, performance lifestyle and social media. With the virtual webinars being open to athletes across all tiers, it is a great opportunity for athletes just starting in their sporting journey to learn and engage with athletes who are on British Paralympic pathways, creating a fantastic environment for mentoring and development.

The Performance Pathway Hub (PPH) cycle for 2023/2024, saw the addition of Boccia activity included at every practical session, this was to ensure that athletes on the Boccia Cymru pathway had further opportunities to train and develop outside of their club environment. This has been a very successful addition to the PPH programme with the athletes engaging can access coaching from one Boccia UK's Talent Transition coaches, who has supported athletes with their technical and tactical knowledge, which has shown in their performances on court.

In addition to the inclusion of Boccia within the practical session, the PPH sessions have also seen several NGBs engage and deliver their sports for the athletes. This is a great opportunity for the participants to try a variety of sports that they may have not previously thought were accessible to them. This method of delivery has also benefited the NGB's, in providing the coaches an environment where they have an opportunity to coach individuals with varied impairments, functional ability and physical competencies.

Case Study:

NGB Engagement in Performance Pathway Hub Sessions

With the establishment of the Para Sport Group, connectivity between the DSW Performance Pathway and Welsh NGBs has been strengthened. With this came greater opportunities to work collaboratively on the Performance Pathway Day Camps that are offered to Tier 1 and Tier 2 athletes. One such example in 23/24 was a day camp hosted in Carmarthen which included Badminton as the featured sport on offer. In the planning phase of the day camp DSW and Badminton Wales were able to work collaboratively to discuss player profiles of attendees, coach staffing, session content and further opportunities to participate in badminton.



This resulted in a session that provided an opportunity for 10 people with eligible impairments for para badminton to experience a high-quality training session. This session also gave a badminton coach their first opportunity to coach in a disability environment. Attendees practiced a range of fundamental movement skills and badminton specific skills to develop their competency on court. Each attendee was provided with information on how to participate in badminton in their local areas after the day camp session. DSW will aim to continue this close collaboration with NGBs in preparation for future Performance Pathway Day camps.



Case Study:

Standalone Talent Identification Campaigns

April 2023 saw the launch of a joint campaign between Great Britain Wheelchair Rugby, Welsh Rugby Union and DSW to identify and develop the next generation of wheelchair rugby players. The campaign saw promotional material shared by all partners across websites and social media platforms with registrations received via the DSW #inspire form. In total 17 people registered for the talent I.D campaign with over 50% of them attending the training day in Aberystwyth on the 8th of July. All who registered for the campaign received information about suitable opportunities for participation in sport and physical activity.

The training day itself was supported by existing players from Wales based clubs. They acted as facilitators to support the session that was delivered by GBWR coaches. Each of the attendees was provided with individualised feedback and advice on progression within wheelchair rugby. Two attendees of the talent I.D campaign now continue to train and play within clubs at junior level and are aiming to progress further in wheelchair rugby.

Working in this way with partners has allowed us to establish and maintain communication to identify and support the development of athletes in each sport.

Strategic Priority 3

National Performance Programme

This year has been another great year for Welsh athletes competing on the world stage, and with the Paris 2024 around the corner the Welsh athletes are doing everything that they can to climb the rankings and gain their slots on the ParalympicsGB Team.



Feature:

Commonwealth Youth Games

For the first time in the Commonwealth Youth Games (CYG) history, Para events were included in the schedule in Trinidad and Tobago 2023. Para Athletics is the first ever para sport to be included with three events for females and males:

1. Track: 100m T38 (Eligible Sport Classes: T35/36/37/38)
2. Jumps: Long Jump T38 (Eligible Sport Classes: T35/36/37/38)
3. Throws: Discus F42-44/F61-64 (Eligible Sport Classes: F42/43/44/F61/62/63/64 (Raza points))

Across the three events, four Athletes were selected to represent Wales with coach Morgan Jones at their side. The standout golden moment was on Day 3 with Tomi Roberts-Jones winning the T38 100m in 13.27 seconds, and teammate Will Bishop, who was a late replacement for injured Ashton Fish, finishing 5th with a new personal best of 14.46 seconds.

Will, who also competed in his main event of the T38 Long Jump, won Wales's second athletics medal taking home Bronze. Mia Lloyd finished a brilliant 4th in the Women's discus after transferring from track events only 8 months before the start of the games.





Coach's Notes by Morgan Jones

Para athletics at the Commonwealth Youth Games

As a coach, DSW team member and, perhaps most importantly, a former para track and field athlete, I was delighted to learn of the inclusion of para-athletics in the event schedule for the 2023 Commonwealth Youth Games.

I fully appreciate the importance of development opportunities such as this for young athletes, especially in para sport; and I was lucky enough to be able to attend the games as part of Team Wales in the role of Para Sprints, Para Jumps and Jumps coach. This allowed me to provide support and guidance to the athletes, Team Wales and to take valuable experience and learning for myself.

The games experience began with a celebration event hosted by Team Wales in Cardiff, which was a wonderful celebration of the achievements and chance to get to know others from across the sports. On arriving in Trinidad and Tobago, and throughout the pre competition training phase, the athletics group continued to grow closer. There was also a clear inclusive culture driven by the athletics team lead and Team Wales, creating positive experiences and new friendships that will stand the test of time. These vital for young athletes. I was so pleased that the four para-athletes representing Wales were able to benefit from this positive team culture.

From a personal perspective it was fantastic to reconnect with coaches from Malawi, Kenya, Nigeria and South Africa whom I had met at the GAPS training camp earlier in the year. The GAPS camp was an initiative to bring athletes and coaches working towards selection for the Commonwealth Youth Games together for shared learning and development. Our Wales cohort attended a camp in Cape Town in March. As coaches we have all stayed in touch via a coaching group chat to share learning with each other while we are at home with our own respective training groups. While the athletes do benefit from training camps such as the GAPS camp, I feel that a significant benefit is the worldwide community of coaches that has been formed. To have that community of likeminded, passionate coaches to support and challenge each other truly serves to raise the standard of coaching that young athletes receive in their home environments.

As we entered the competition phase of the games the para-athletics events came thick and fast. In just two sessions (morning and evening) Tomi Roberts-Jones, Willam Bishop and Mia Lloyd all took to the field of play. Unfortunately, Ashton Fish who was meant to be competing in the T38 100 m was injured and replaced by William Bishop who had originally been selected to compete in the T38 Long jump. They were well supported by their teammates with all the Welsh athletes staying in the crowd until the final events of the night – Mia Lloyd in the discus and Tomi and Will in the 100 m final.

Mia placed 4th in a hotly contested field and in doing so became the first female para-athlete ever to represent Wales at a Commonwealth Youth Games. Mia's achievement is made even more special by the fact that just a matter of months before the games, she had made the decision to transfer from sprints to discus with the aim of competing at this championship. A rapid progression and something to be very proud of. In the final event of the night attention had turned to the T38 100 m. In the moments that followed, for me at least, time seemed to slow down. I have worked with Tomi, Will and Ashton for almost 9 years as their coach. To see two of them on the start line, one just finished competing and one watching on next to me was special. So much of my time working with young athletes has felt like I've used my own experiences to share and develop them but now in that moment here they all were – Mia, Tomi, Will and Ashton forging a path for the para-athletes of the future to follow and achieving something that no junior para-athletes in Wales ever have before.

In the 13.27 seconds that followed, for the first time in nearly a decade, I stopped being a coach and became a supporter! It felt like I took each step with Tomi and Will as they battled for places. Each of them putting all their training into practice. Ultimately Tomi was able to find himself in contention for first place and took Gold with a dip on the line with William finishing in 5th place both achieving a new personal best time. This highlight moment was backed up just a few days later as William and Tomi competed in the long jump. Both had done well to refocus after the excitement earlier that week. In another well contested event William produced an excellent series of jumps to place 3rd for the bronze medal while Tomi finished in 4th bringing an end to the competition for the four Welsh para-athletes.

As I reflect on this experience with the team it is clear to me that the value of there being an outlet for young para-athletes to compete, be challenged and be celebrated cannot be quantified. Each of our Welsh representatives will have left Trinbago 2023 having grown as a person and an athlete. We need more of these opportunities to safeguard the future development of junior para-athletes in Wales and the wider sporting community.

In 2023 we saw four athletes, Mia, Tomi, Will and Ashton achieve something special.

The future is bright, the future is Welsh.





Outstanding Performances at Senior Championships 2023-2024

2023 ARCHERY EUROPEAN PARA CHAMPIONSHIPS

David Philips	Recurve Men's Open Doubles	GOLD
Jodie Grinham	Compound Women's Doubles	BRONZE

2023 WORLD PARA ATHLETICS CHAMPIONSHIPS

Sabrina Fortune	Women's Shot Put F20	GOLD
Hollie Arnold	Women's Javelin Throw F46	GOLD
Aled Davies	Men's Shot Put F42	GOLD
Michael Jenkins*	Men's Shot Put F38	SILVER
Olivia Breen	Women's Long Jump T38	SILVER
Funmi Oduwaiye*	Women's Shot Put F64	4TH

*Championship Debut

WORLD PARA CYCLING CHAMPIONSHIPS 2023

James Ball and Steffan Lloyd	Tandem B 1000m	SILVER

2023 ISA WORLD PARA SURFING CHAMPIONSHIP

Llewelyn Williams	Men Kneel	GOLD
Kirsty Taylor	Women Stand2	4TH

2023 ICF PARACANOE WORLD CHAMPIONSHIPS

Laura Sugar	Women's KL3	GOLD

ITTF EUROPEAN PARA CHAMPIONSHIPS 2023

Robert Davies	Men's Class 1	SILVER
Thomas Matthews	Men's Class 1	BRONZE
Grace Williams	Women's Class 8	SILVER
Grace Williams	Women's Doubles WD14	BRONZE
Joshua Stacey	Men's Doubles MD18	BRONZE

2023 WORLD PARA TAEKWONDO CHAMPIONSHIPS

Beth Munro	Women's K44 -65kg	SILVER
Matt Bush	Men's K44 +80kg	GOLD

2023 WORLD DEAF RUGBY SEVENS WORLD CUP (ARGENTINA)

Wales Men	Wales 20 - 5 Australia	CHAMPIONS
Wales Women	Wales 32 - 0 England	CHAMPIONS

Feature Project

Continuing Progress of Boccia Cymru

The 2023/2024 year has been a great year for the development of the Boccia Pathway in Wales, there has been continued work with community engagement, linking in with health rehabilitation centres, schools and colleges.

Events

There have been 3 key competitive events within the 2023/2024 season:

2023 Welsh Boccia Championships

On the 13 August the Newport Velodrome hosted the 2023 Welsh Boccia championships. Bringing together the largest number of competitors the championship has seen in many years, with 5 player making their debut at the event.

PSF 2023 Boccia Teams and Pairs Competition

A Boccia Teams and Pairs competition made its first appearance at the 2023 Swansea Para sport Festival, this was the first UK hosted Teams & Pairs competitions since 2019 where it was last held in Nottingham. The competition saw athletes come from across the UK, Northen Ireland and the Republic of Ireland and created a unique opportunity for competitors to mix entries across the Nations.

Wales had entries in the BC3 pairs competition and in a mixed BC1/BC2 team of Boccia Cymru and Boccie England athletes.

2023 UK Boccia Championships

Warwick University hosted the 2023 UK Boccia Championships on the 24th and 25th November, A strong team of 4 athletes were selected to represent Wales, supported by Angela Miles (Team Manager) and Martin Davis (Coach)

BC1 - Rachel Bailey (Sarah Allen - Assistant)
BC2 - Sian Jones
BC3 - Gareth Stafford (Gill Stafford - Ramp assistant)
BC4 - Tomas Martin



Boccia
CYMRU WALES

Community and Clubs

Boccia was delivered at 10 of the insport series events and provided a great introduction to anyone wanting to take part in Boccia and then signposting to local provision.

The DSW Boccia Coordinator has been creating links with local health providers and going into rehabilitation services deliver Boccia to their patients.

Two new sessions are delivering frequent Boccia opportunities, one in Cardiff with 8 regular participants turning up week after week, and the other in Deeside. Both are great developments for Boccia Cymru and allows DSW to provide opportunities to individuals who once could not access the sport.

There has been a 55% increase in participation in Boccia in Wales over the past 2 years and shows a bright future for Boccia Cymru.

Strategic Priority 3

Get Out Get Active (GOGA)

Ewch Allan Byddwch Actif | Get Out Get Active

Ariannwyd Gan Funded By

A programme funded by Spirit of 2012 and the London Marathon Charitable Trust, this is a partnership with the Home Nations Disability Sport Organisations and other key partners. In Wales, three localities have been identified to develop partnerships and programmes which will engage the least active of the inactive disabled and non-disabled people.

North Central Wales
Flintshire, Conwy, Denbighshire
Partnership with Pride Cymru and the focus on disabled and non-disabled members of the LGBTQI+ communities

West and Mid Wales
Pembrokeshire, Ceredigion, Carmarthenshire, West Powys
Partnership with Pembrokeshire County Council with a focus on children, young people and their adults in Elective Home Education environments.

South M4 Corridor
Swansea, Cardiff, Newport
Partnership with StreetGames focused on disabled and non-disabled people from Ethnically Diverse Communities.







What we have achieved: Get Out Get Active #2

Get Out Get Active (GOGA) is a programme created to bring disabled and non-disabled people together to be active. It looks to engage the least active communities in fun, inclusive ways. GOGA is about much more than being active. It strengthens community spirit, increases confidence, and improves mental health. It increases the demand for, and the accessibility, of activities. The success of GOGA has come from tapping into people's real-life motivations to be physically active.

The GOGA programme concluded its official funding period in December 2023. By the end of the year, the programme successfully engaged 1,235 individuals, achieving a total of 19,001 attendances across 995 sessions in three areas. Despite the conclusion of official funding, some activities will continue into 2024 through pre-paid sessions and memberships for participants.



Watch:
The GOGA Way in Conwy, Pembrokeshire and Newport
https://www.youtube.com/watch?v=w4wHml1pqkw

The core ingredients that underpin the GOGA programme include:

- Reaching the very **least active** disabled and non-disabled people in "active recreation".
- Supporting disabled and non-disabled people to be **active together** through genuinely inclusive environments.
- Focus on engaging people and developing workforce through use of **the ten talk-to-me principles.**
- **Sustainability**: Individuals active for life, Inclusive local system and practice, Transferable learning Inclusive local system and practice.

GOGA X CARDIFF MET

As part of the GOGA programme, Disability Sport Wales (DSW) collaborated with the Cardiff Metropolitan University Centre for Health and Wellbeing Research. This partnership aimed to contextualize the application of GOGA principles to Welsh wellbeing approaches and their communication in policy.

The research project examined how the GOGA outcomes aligned with several key policy documents: the Well-being of Future Generations Act (2015), the Healthy Weight Healthy Wales Strategy (2019), the Natural Resources Wales Well-being Statement (2015), and the Welsh Government Well-being Statement (2021). The findings revealed that the GOGA project aligned with three of the well-being documents directly and with the fourth indirectly.



Read the Report *(PDF, disabilitysportwales.com)*

Case Study

Pride Cymru's Role in the GOGA Programme

Introduction

The GOGA project in Pride Cymru aimed to get disabled and inactive members of the LGBT+ Community and their families into active recreation and/or sport through fun, new and sociable activities across Flintshire, Denbighshire and Conwy. Over the three years, GOGA in Pride Cymru has inspired a headcount of 5,878 people (367 registered participants) to take part in physical activity. This provided 145 inclusive and exciting new opportunities and offered the chance for 41 volunteers to support sessions and upskill themselves through training.

Pride Cymru has played a pivotal role in the GOGA programme, The programme aims to engage the least active communities in physical activities, emphasizing inclusivity and accessibility. Pride Cymru's involvement has been instrumental in extending the reach of GOGA to the LGBTQ+ community in Wales, fostering a culture of inclusivity and well-being through sport and physical activity.

Background

Pride Cymru is dedicated to promoting equality and diversity for LGBTQ+ people in Wales. Recognizing the intersectional challenges faced by LGBTQ+ individuals, particularly those with disabilities, Pride Cymru joined forces with Disability Sport Wales to bring the benefits of the GOGA programme to these often-underrepresented groups. This partnership aimed to create inclusive opportunities for physical activity, ensuring that everyone, regardless of their background or ability, could participate and benefit.

Objectives
The key objectives of Pride Cymru's involvement in the GOGA programme were:

1. Inclusivity: To create welcoming environments for LGBTQ+ individuals to engage in physical activities.
2. Engagement: To increase participation in sports and physical activities among LGBTQ+ individuals, particularly those with disabilities.
3. Community Building: To foster a sense of community and belonging through shared physical activities.
4. Awareness and Education: To raise awareness about the benefits of inclusive physical activities and educate the wider community on the importance of accessibility and inclusion.

Partnerships
The GOGA project in Pride Cymru aimed to get disabled and inactive members more active together. Pride Cymru's role in the GOGA programme is enriched by fostering key partnerships with several dedicated organizations. North Wales Fire and Rescue Service contributes by providing venues and ensuring safety during activities. Viva, a prominent LGBTQ+ advocacy group, aids in community outreach and promotion, encouraging wide participation. The Unique Trans Network focuses on including transgender individuals, ensuring they have a welcoming and supportive environment to participate in physical activities. Aura Leisure, a community-focused leisure provider, offers access to facilities and expertise in organizing diverse physical activities. Sported, a UK-wide charity, supports the programme by providing strategic guidance and resources to ensure sustainable community engagement. These collaborations enhance the GOGA programme's ability to promote inclusivity, well-being, and active lifestyles across diverse communities in Wales.

Emma Jones, the GOGA Officer at Pride Cymru, has been instrumental in driving the success of the Get Out Get Active (GOGA) programme in North Wales. With a deep commitment to inclusivity and community engagement, Emma's approach focuses on understanding the unique needs and barriers faced by individuals in the LGBT+ community regarding physical activity. Her collaborative efforts with numerous partners and organizations aim to create a welcoming environment where everyone can find a form of physical activity that suits them.

> *I am passionate about working to provide opportunities in physical activity by first understanding what people would like to do and reasons why they might not already do so. There is something for everyone, whether it is walking the dog, joining online discos, or becoming part of a rugby team! I am proud to work with so many wonderful partners and organizations here in North Wales, who support our LGBT+ community. As an ally, I feel there is a huge importance for us to work together to champion diversity and challenge inequality, working towards making sport and physical activity more inclusive for everyone.*
>
> — Emma Jones, GOGA Officer at Pride Cymru

Future of GOGA in Pride Cymru

At the end of the formal funding period, with the help of supplementary funding, the partnership with GOGA in Pride Cymru will extend for another 12 months until December 2024. This extension will focus on a broader remit in North Wales and will involve partners such as Pride Sports Cymru to amplify the programme's impact. The continuation of the programme will prioritize ongoing community engagement through trusted partners, ensuring that activities and initiatives remain relevant and effective.

By collaborating closely with current and new partners the programme will develop initiatives that are directly informed by the needs and feedback of the community. This approach will not only sustain participation but also foster a deeper sense of ownership and inclusivity within the community, enhancing the overall effectiveness and reach of the GOGA programme.

Conclusion
Pride Cymru's collaboration with Disability Sport Wales in the GOGA programme has been a remarkable success. By focusing on inclusivity, engagement, community building, and awareness, the programme has made a significant impact on the health and well-being of LGBTQ+ individuals in Wales. The inclusive physical activity sessions, community events, and training workshops have not only increased participation in physical activities but also fostered a sense of community and belonging.

The positive outcomes and sustainable models developed through this collaboration will continue to inspire and guide efforts to promote inclusivity and accessibility in sports and physical activities across Wales.

Llwybr Gweithgaredd Anabledd Iechyd
Health Disability Activity Pathway

Strategic Priority 3

Health Disability Activity Pathway

This Health-funded initiative was committed as recurrent funding to each Health Board in Wales prior to the pandemic. It placed a part time Health Practitioner in each health board with a remit to effectively signpost disabled people to physical activity (including sport) and support the training requirements of health practitioners to do this. Betsi Cadwaladr University Health Board also host a full-time manager to coordinate the practitioners (when appointed) across the Health Boards.

During 2023/24 Health Disability Activity Practitioners were appointed into vacancies across the six additional health boards. The Health Disability Activity Team Leader, hosted in Betsi Cadwalader University Health Board.

The investment for this programme goes directly from Health, monitored by the Welsh Therapies Advisory Committee and into each Health Board. This investment is recurrent and is identified for the part time (0.5) employment of a Band 5 post, plus additional programme resource (£1,000 annually).

The Federation of Disability Sport Wales provided additional value-in-kind investment through the continued facilitation of the signpost process between the seven health boards, and their respective local authorities, and through direct support to lead the team nationally during a transition in the Team Leader post.

A key achievement over the last 12 months has been the expansion of partnerships with Universities across Wales to up-skill and profile the pathway to the future workforce. With a focus on Physiotherapy courses, HDAP practitioners, worked in collaboration with Higher Education Institutes, DSW, Sport Wales and a selection of National Governing Bodies of sport to present a bespoke version of the pathway up-skilling training session tailored to the needs of each University. The concepts of social prescribing and Making Every Contact Count were highlighted, alongside an overview of inclusive community provision in their local area to 152 students.

The pathway has been successfully embedded into undergraduate and postgraduate courses at Bangor University (Physiotherapy Postgraduate/MSc Year 2), Wrexham University (Physiotherapy Undergraduate Years 2 and 3), and Cardiff University (Physiotherapy Undergraduate Year 2). Initial discussions and module planning has also taken place with University of South Wales; sessions are scheduled for the new academic term, focusing on their part-time Physiotherapy undergraduate cohort. This will provide national coverage for all future physiotherapy students in Wales.

While continuing to build the pathway nationally, it has continued to receive signposts nationally, with a total of 378 disabled people being referred to one of the 22 Local Authority (or equivalent) partners for signposting via the HDAP in 2023/2024; an increase of 54% from 2022/2023. In addition, 1,675 health and social care professionals, support workers, and third sector organisation employees were up-skilled about the pathway and the availability of inclusive community activities during 139 training sessions.

It is anticipated that as all Health Disability Activity Practitioners become established within their respective health board areas, the number of trained health professionals, and signposted disabled people will continue to grow in 2023/24.

World Rugby Wheelchair Rugby European Championships 2023

To support the impact of the Wheelchair Rugby European Championships 2023 a legacy programme was designed and delivered which included a partnership between Great Britain Wheelchair Rugby and DSW to connect schools and young learners into this flagship event for Cardiff, hosted at the Principality Stadium.

Case Study

WREuro23 School Days

As part of the championships, we invited schools from across Wales to attend and experience live wheelchair rugby. With tickets priced at just £1, it was a great opportunity for schools to bring pupils to the iconic principality stadium for a fun-filled day.

To go along with the experience, we created a digital schools pack with information about the event, history of wheelchair rugby, the rules, the teams taking part, one of the WRU digital task room tasks and the pupils also had an opportunity to design a good luck poster that was shared with the teams in the dressing rooms. Over the first 3 days, we had 1892 pupils & teachers/support staff from schools across Wales attend.

We also took this opportunity to engage schools in some pre match activity with 60 pupils over 2 days, having the experience of doing a wheelchair rugby session on the main playing court.







> Having the opportunity to take our pupils to the Wheelchair rugby European championships has given them the experience to see that disability sport is exciting and elite. To be able to combine this with an opportunity to give wheelchair rugby a try and to have the digital pack giving us an opportunity to link up with the curriculum and achieving learning outcomes has made it a well rounded package. The pupils loved the whole day.

— Miss Rhiannon Parker – Lisvane Primary school



Wheelchair Fencing Partnership

Strategic Priority 3

In January 2024, the Wheelchair Fencing World Cup was held at the Sport Wales National Centre. British Fencing partnered with Disability Sport Wales (DSW) to support the event's legacy.

DSW led schools' engagement by facilitating sessions and attendance, as well as producing engagement resources. A total of 17 sessions were delivered to students from 10 schools, ranging from Year 3 to Year 13. These sessions included both SEN and mainstream schools in Cardiff and the surrounding areas, engaging a total of 325 students, 118 of whom were from SEN schools or units.

Additionally, DSW supported the volunteer programme, ensuring that lessons from the Wheelchair Rugby European Championships volunteer programme were applied to create opportunities for disabled individuals.





Case Study

Wheelchair Fencing Legacy Programme

Community engagement and legacy are highlighted as essential components in the lead up to, during, and post the Wheelchair Fencing World Cup. The intention is to build on the development work of Welsh Fencing, British Fencing to ensure a meaningful legacy.

Working closely with all event partners, the Legacy Programme will coordinate activity to maximise the impact of the World Class event on local communities. With a focus on schools and community delivery the programme will aim to raise the understanding and awareness of;

- para fencing participation opportunities,
- inclusive community-based provision,
- workforce opportunities within the events sector.

Delivered by coaches from Welsh fencing students had the opportunity to discover the thrilling world of fencing in an engaging taster session. They learnt about the art of sward play, promoting physical fitness, mental focus and teamwork in a safe and exciting environment.

Working in partnership with Welsh Fencing and Disability Sport Wales Sessions were delivered to a mixture of SEN and mainstream schools in Cardiff and the surrounding area. By the time of the World Cup in January, a total of 325 students had been engaged over the 17 sessions. 118 of those were students were from SEN schools or units.

Attending the World Cup

As part of the World Cup, we invited schools from across Cardiff to attend and experience live wheelchair fencing. With tickets costed at just £1, it was a great opportunity for schools to bring pupils for a fun filled day.

Pupils had an opportunity to meet some of the athletes, watch them compete live and have tour to weapons control to learn more about the different equipment and what each athlete needs to do before they can compete. 84 pupils from Llysfaen primary and Whitchurch high attended over 2 days.

"It's been a fantastic experience for our pupils to attend the World Cup. The theme they are following this term is 'celebrating differences' so attending the World Cup and using the digital resource has been beneficial to pull everything together not only to experience live elite sport but also engage and meet elements of the curriculum." — Miss Rhiannon Parker Llysfaen Primary

Strategic Priority 3



The second Para Sport Festival (PSF) was delivered across Swansea in July 2023. The PSF combines a programme of competitive events with participation opportunities through an insport Series event.

The whole programme offers free to access participation or spectating opportunities across a range of elite para sport. This was the second year of the three-year programme which saw the largest insport Series event held following the pandemic and growth of competitive events. For example, UK Boccia Teams Championship and the Para Fencing British Championship.

Focus of the media coverage in 2023 has been on building the awareness of the Para Sport Festival concept from 2022. Ultimately the aim of the three-year programme continues to establish Wales and Swansea as the go to host for para sport events and to establish the support within national media coverage.

When establishing a live streaming service, provision was focused on the competitive events that showed the greatest appeal in year one. As a result, Boccia UK Team Championship and Wheelchair Rugby Welsh Open were again chosen to be live streamed. We also chose to live stream Para Fencing British Championship to showcase Swansea as a leading host for major British events.



The Wales v Scotland Deaf Football international was also live streamed. This was because of the following behind deaf football and the ability to live stream on Red Wall+ alongside DSW YouTube channel. The combined event coverage attracted an audience of 6,384 viewers across the 4 events, an increase of 67% on 2022 events.

8,954 participation opportunities were provided through the inspport Series event, playing a key role in raising awareness of the availability of physical activity (including sport) opportunities locally will enhance the sustainability of provision and grow interest in inclusive and para sport alongside the competitive para sport opportunities.





Highlight

What the Para Sport Festival looked like in 2023

The 2023 competitive event schedule included 6 competitive events in addition to the wider World Para Series Triathlon and Ironman events. These events included the Para Golf Welsh Open, Boccia UK Teams Championships, Welsh Open Para Shooting, Deaf Football Wales v Scotland International, Wheelchair Rugby Welsh Open, and the Para Fencing British Championship.

All events were free to attend, with all events offered as open access opportunities to maximise the social impact of the Para Sport Festival. An area of improvement in planning from the 2022 edition of the event was to introduce a robust visitor surveying process to capture more accurate, specific data related to the spectator audience across the range of future competitive para events. Using established tools through Eventbrite and a bespoke participant registration system, we were able to capture contact details to which we could send out an event evaluation form. We also used a QR code on the days of the event to capture event feedback directly from spectators during the event.

The approach of offering the competitive events programme as ‘open access’ is important for the event and has a particular impact on bringing para sport to local communities in Wales.

2023 Event Schedule

Take Part | Competitive

Para Golf Welsh Open Langland Bay Golf Club	GOLFF CYMRU WALES GOLF	Golf	July 10
insport Series: Swansea Swansea Bay Sports Park	CYFRES insport SERIES	Multisport	July 11
UK Teams and Pairs Championship LC Swansea	Boccia CYMRU WALES / BOCCIA UK	Boccia	July 12-13
Wales v Scotland Llandarcy Academy of Excellence		Deaf Football	July 14
Wheelchair Rugby Welsh Open LC Swansea	GBWR	Wheelchair Rugby	July 15
Para Shooting Welsh Open Swansea Tennis Centre	FEDERASIWN SAETHU TARGEDAU CYMRU WELSH TARGET SHOOTING FEDERATION	Shooting	July 14-16
Para Fencing British Championships Swansea Tennis Centre	WELSH FENCING CLEDDYFFA CYMRU / BRITISH FENCING	Fencing	July 15-16

News

Formation of the Learning Disability / Intellectual Impairment Alliance

The Wales Alliance for Physical Activity (including sport) for People with Learning Disabilities ("The Alliance") was established in May 2023 by agreement of the members identified below.

- All Wales Forum of Parents and Carers of People with Learning Disabilities
- All Wales Special Schools abd Colleges Association
- Association of Directors of Social Services Cymru
- National Autistic Society Cymru
- Disability Sport Wales
- Down's Syndrome Assocation
- Learning Disability Wales
- Leonard Cheshire Wales
- Mencap Cymru
- Public Health Wales
- Regional Sport Partnerships
- Special Olympics Wales
- SportExcel UK
- Welsh Sports Association

Overseen by Sport Wales and Welsh Government

The purpose of the Alliance is to provide a forum through which members can enrich and enable the lives of people with intellectual impairment through the co-ordination, promotion, and provision of opportunities to participate, compete and progress in physical activity (including sport). It has been formed in response to a changing landscape within Wales and the need to ensure that interested partners are able to work in a more united, collaborative and connected manner.

In December 2023, Stephen Morris was appointed as Chair in order to help guide the Alliance. Stephen is a person with an intellectual impairment and represented Great Britain at the 2012 and 2016 Paralympics and is passionate about increasing physical activity opportunities for those living with LD/II. In 2024 the Alliance has been working with partners to create a strategy, closely working with Jon Morgan (Sinsir Sports Consulting) and Sue Maughan (Nurture Consulting).

Strategic Priority 3

Wales Deaf Sport Strategy Progress

To support the roll out of the Wales Deaf Sport strategy, DSW appointed a Deaf Sport Officer (0.5) to identify the current level of provision and to grow the opportunities within community sport and physical activity for deaf and hard of hearing people.

Starting in September 2023, the initial priority for the role was to establish the current level of physical activity and sport provision for deaf and hard of hearing individuals within community sport across Wales.

Working to the Wales Deaf Sport strategy objective to grow the opportunities for deaf people to actively participate in community sport & physical, the officer focused on the following key areas of work;

- building relationships with key stakeholders already involved in the provision of physical activity and sport for deaf and hard of hearing people, including the current member organisations of Wales Deaf Sport
- Mapping current activity levels across Wales, including traditional deaf sport clubs, and;
- influencing the wider Welsh sport sector through the delivery of a focused learning series session, aimed at national governing bodies of sport.



Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

Demonstrating our learning, building on what we do and how we do it, and being accountable to our team, funders and partners is important to DSW's progress. A changing landscape for sport means different ways of working, learning and transparency in what we do.



Strategic Priority 4

National Youth Board

A board comprising of 9 young people aged between 14 – 24 years old who meet (virtually or face to face) on a quarterly basis and give a voice to young people within or connected to disability sport in Wales.

The DSW Board consult with colleagues in DSW regarding key work areas and aspects of communication and engagement relevant to young people and feedback their thoughts and guidance.

Throughout 2023/24, the Disability Sport Wales National Youth Board (NYB) has seen significant growth. Our goal was to recruit new members, and we successfully added two individuals who bring fresh perspectives on disability sport in Wales. To ensure accessibility, we continued to hold meetings virtually, minimising attendance barriers. The NYB played a crucial role in the development of the Disabled Young Leaders Inspiring Connections Event, which saw increased attendance and offered more meaningful opportunities than the previous year.

Our support extended to the core team, where our Insight and Learning Senior Officer organised a well-attended and insightful focus group. This contributed significantly to her work. Additionally, a PhD student from Swansea conducted research on physical activity and sport, and the NYB's contributions were invaluable to this research. The NYB remains open to discussions affecting disability sport in Wales. Engagement and activity levels in meetings have improved with our new ways of working.

All the FDSWs work is underpinned by a desire to ensure that it is a high functioning organisation which has exceptional standards. To do this, we continue to work with Sport Wales to demonstrate capability and accountability, as well as achieve outcomes which are consistent with sector standards in safeguarding, equity, and digital transformation.

Strategic Priority 4

Research Projects and Insight Reports

Disability Sport Wales has supported four research projects over the past year.

These have included one research project being carried out by Cardiff Metropolitan University evaluating the impact of the Get Out Get Active project, a research project being carried out by a Cardiff Metropolitan University postgraduate student on inclusive delivery of physical activity and sport within secondary schools in Wales, Cardiff Metropolitan University carrying out a critical analysis of the role and work of the coach educators pre-, during-, and post-delivery, and another Bangor University postgraduate student developing a standardised starting system for deaf athletes in athletics.

Over the past 12 months, several research projects and insight reports have been completed by Disability Sport Wales. These reports include:

1. Disability Sport Wales Club Survey September 2023 and March 2024
2. Para Sport Festival 2023 Evaluation Report
3. Sport Wales School Sport Survey (Disability Sport Wales Report) June 2023
4. A Disability Sport Wales Case Study on Stephen Morris September 2023

Strategic Priority 4

Exceptional Standards

Disability Sport Wales continue to commit to our priorities for diversity, inclusion and a healthy environment for those who work with and alongside us.

The Sport Sector have several frameworks which enable us to maintain a focus and progress within Safeguarding (NSPCC/CPSU Safeguarding Standards for Sport, and the Anne Craft Trust Safeguarding Adults in Sport Standard), Equality, Diversity and Inclusion (Moving to Inclusion Framework (previously the Equality Standard: A Framework for sport)), Governance and Financial Capability (SW Capability and Accountability Framework), and Anti-Doping (UK Anti-Doping Framework). DSW are committed to the outcomes these frameworks support and ensure that each set of guiding principles will make a difference to DSW as an organisation, but also to the people who are and could be connected to disability sport in Wales.

Key Achievements:

- Safeguarding Standards for Sport: Achieved Level 2
- Moving to Inclusion: Fed back into the consultation phases of the redevelopment; In a shared learning group with Swim Wales and Cricket Wales; Completed self-assessment and developing action plan.
- UKAD Framework: Retained full compliance
- Disability Confident Employer: Retained this Government assurance
- Sport Wales Governance Capability: All requirements met
- Sport Wales Financial Capability: All requirements met in 2023/2024, will be engaging in the deep dive review in 2024/2025



Feature:

Disabled Young Leaders in Sport Inspiring Connections Event

In August 2023 alongside the DSW NYB the DSW team hosted the Disabled Young Leaders in Sport Inspiring Connections event.

The aim of the Disabled Young Leaders in Sport Inspiring Connections Event was to provide the opportunity for disabled young people in sport to come together in an inclusive environment to build connections, be inspired, and inspire others.

The event was a success, working with several well-known partners including the BBC, WSA, Whisper Cymru and the WRU.

Following the success of the 2023 event the team launched the 2024 event in March which would take place in June 2024, again with many partners returning for the second year running including the BBC, the WRU, Sported and Cardiff Met University.

Wellbeing Framework

Snapshot

Disability Sport Wales is committed to providing a thriving working environment and recognises that the wellbeing of our team is a key element to employees' mental health and wellbeing and is therefore key to organisational success.

The purpose of the framework is to establish, promote and maintain the wellbeing of all our team through workplace practices. To DSW, wellbeing includes the physical and mental health of employees, while recognising employees' values, personal development and areas of work contribute to their overall wellbeing at work.

The framework sets out the basis for our organisation to provide an environment that promotes and supports a positive state of mental health and wellbeing for our employees and those we work with.

Comms Operational Group

Snapshot

A communications operational group was set up within DSW to pull together information from across all areas of the organisation.

Items for communicating are shared on a planner and are lead internally, or by DSW's Comms, Media and PR partner, LloydBell Productions. The group links brand and design earlier into requests and looks at campaign delivery and improvements which can be made across the organisation to raise the profile of disability sport in Wales.

The DSW Board Newsletter

Snapshot

The DSW Board Newsletter has been produced since September 2023. The Newsletter provides a snapshot of the DSW team's monthly progress and updates. As the Newsletter develops, it is hoped that it will reach a wider audience. In this way, the public will be able to receive a monthly newsletter from DSW, allowing them to stay informed about what DSW is doing, what DSW has achieved in the past month, and showcase opportunities such as DSW upcoming events and training.



Feature:

We Are Disability Sport Wales Charity Dinner

The aim of the We Are Disability Sport Wales Charity Gala Dinner was to provide a Charity Dinner which showcased the work of DSW, a networking opportunity for businesses and supporters of DSW in a charity dinner environment, and to raise funds for the Anthony Hughes Memorial Fund (the chosen recipient of the funds raised in the raffle and auction during the event).

The event was well presented with a variety of high-quality media and content showcased throughout. Highlighting the high standard of work provided by Disability Sport Wales whilst also honouring and celebrating several individuals and award winners throughout the evening.

The DSW team will use their experience and learnings from the 2023 event to host the Celebrating Paris Dinner which is set to be hosted in October 2024 - The dinner will be based on a homecoming style event, celebrating the success of the Welsh athletes at the 2024 Paralympic Games.

Disability Sport Wales Award Winners

Emerging Athlete of the Year Award (and Gareth John Bursary): **Rhys Darbey**

Lifetime Achievement Award: **Jane Osman and Sue Williams** (Welsh Sports Association for People with Learning Disability)

Strategic Priority 4

Our Workforce

The DSW team continue to make representation on several boards, committees, and groups to support the on-going development of disability sport across Wales and the UK:

- Boccia UK Board
- Boccia UK Workforce Committee
- Boccia UK Performance Advisory Group
- SportExcel UK (previously UK Sports Association) Board
- SportExcel UK Sport Committees (Athletics and Swimming)
- UK Deaf Sport Performance Committee
- Boccia UK Workforce Group and
  Boccia UK Performance Implementation Group
- UK Learning and Disability Sport Group
- Public Health Physical Activity Forum

Strategic Priority 4

Audit

The FDSW Audit was completed by Azets within the usual timelines and was completed in part virtually, and in part in the office. The continuation of the use of the Inflo system worked well for sharing information safely and securely, and ensured there was a strong connection between the audit and DSW team.

Spotlight: GDPR / Personal Data

As part of our commitment to GDPR compliance and data protection, DSW continues to keep our training and knowledge in this area current. The DSW has recently appointed a GDPR lead whose responsibility is to ensure compliance with the GDPR regulations.

DSW continue to use DPOrganizer as a tool to do Data Protection Impact Assessments and extend our commitment to protecting personal data.

We Set Out to Achieve

Target met or exceeded

Target partially met or exceeded

Target not met but progress made

Target not met



Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Continue supporting organisations achieving and progressing through insport Standards:

1	**At least one organisation achieving insport Gold Standard (NGB or Third Sector)**	1 organisation acheived insport Partnerships Gold 1 organisation retained insport NGB Gold
100%	**100% of insport Clubs on the insport Portal are active and engaged with insport**	100% of active clubs are engaged in the insport process.
	Complete the review of insport Club	insport Club review completed with new range of resources
MOVING TO INCLUSION	**Map insport NGB against the Moving to Inclusion Framework**	Completed and working closely with Case Officer to provide appropriate support across Sport Sector.

Establish a Para Sport Group (PSG) with all Paralympic and Commonwealth stakeholders engaged

Established the Para Sport Group (PSG) with 72% of Paralympic and Commonwealth stakeholders engaged.

Maintain 70 #inspire signposts into Performance Pathway Hubs

113 #inspire signposts came into the Performance Pathway Programme

Support 5 athletes transferring into UK and GB programmes

Eight athletes have been supported transferring into UK and GB Programmes

Present at 5 National or International conferences.

Presented at 8 National Conferences

- Policy Forum for Wales Keynote: Priorities for disabled children and young people's health in Wales and the future for physical activity and sport (April 2023); Online
- Get Out Get Active Conference (May 2023); Birmingham
- Women into Sport Panel, Leeds Beckett University (May 2023); Online
- SPAR Retail Conference: Disability Sport Wales's relationship with SPAR (June 2023); Telford
- Team Wales Business Club: Para Sport and DSW (September 2023); Royal Mint
- Visit Wales Roadshow (November 2023); Sheffield
- Disability Rights Taskforce – Wellbeing Workshop (March 2024); Online
- WRU Inclusion Conference (March 2024); Cardiff

Establish effective partnerships for an inclusive sector culture

Strategic Priority 2

Empower an inclusive workforce

We aimed to deliver: 2,000 places on UK DIT Level 1, 600 places on UK DIT Level 2, and 300 places on UK DIT Level 3	We delivered: 2,590 places on UK DIT Level 1, 320 UK DIT Level 2, and 123 UK DIT Level 3
Increase percentage of disabled coaches and volunteers within the workforce by 3% from 18%	According to the Community Sport and Physical Activity Survey, percentage increased to 20%
Deliver 8 Performance Pathway Hub sessions	8 Performance Pathway Hub session have been successfully delivered
Deliver 16 Learning Series sessions throughout the year	18 learning series sessions delivered, including partnership events to celebrate International Women's Day and the Wheelchair Fencing World Cup.
Create a set of 8 Daily Active related inclusive resources for teachers and education staff	Daily Active has been put on pause by Sport Wales due to funding restrictions from Welsh Government

Strategic Priority 3

Enable robust inclusive pathways

Deliver 15 insport series events, 1 Disabled Young Leaders event (alongside the DSW NYB), and 1 DSW Dinner or conference.

Delivered 20 insport series events, 1 disabled Young Leaders event (alongside the DSW NYB). Along with 1 *We Are DSW* Charity Gala Dinner.

Extend the GOGA Programme beyond December 2023

Additional funding was sourced to continue the partnership with Pride Cymru until December 2024

Legacy from Wheelchair Rugby (WR) European Championships 23 including:

Partnership between Great Britian Wheelchair Rugby, Welsh Rugby Union and DSW
A partnership between the three organisations was launched in June 2023 after the completion of the WREuro23.

Deliver 2 Wales to the World Stage talent identification days
DSW and GBWR delivered 1 Wales on the world Stage talent identification day and have continued to track athlete development

Establish a community wheelchair rugby club in Mid Wales
A collaborative approach, between Great Britain Wheelchair Rugby, Scarlets Foundation, Welsh Rugby Union, and DSW resulted in the submission of a Be Active Wales Fund application, with the established club launched during 2024/25.

Bring 100 children to spectate the WR Euros at the Principality Stadium
Over the first 3 days of the championships, we had 1,892 pupils & teachers/ support staff from attend from schools across south, west and mid Wales.

Increase number of athletes entering Welsh Boccia Championships

The athletes who entered the 2023 Welsh Boccia Championships increased by 50%.

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

Identify two new commercial partners to DSW	One new charity partner will be new to DSW next financial year
Carry out a research project in collaboration with the Welsh Institute of Performance Sport (WIPS) exploring Performance Pathway Athlete experience and evaluation of the impact of the Performance Pathway Tiers 1-3.	The research project was delayed due to the recruitment of a new WIPS research assistant, and a wider project exploring athlete experiences was led by Sport Wales staff rather than DSW.
Report good progress through the Moving to Inclusion Framework, enhancing diversity and sharing good practice	As part of the Moving to Inclusion (M2I) framework DSW have established a working group who completed the diagnostic tool (intended to identify an organisation's starting point with the 5 pillars of the framework). An Improvement Plan will be established and published next financial year.

What We Will Achieve in 2024/25



In April 2024 DSW will work towards reviewed Strategic Priorities and Ambitions and will have restructured to ensure that there is clear leadership against each area of our work. Detailed achievements for 2024/2025 will be communicated in our Operational Plan 2024/2025.

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Headline priorities for 2024/2025 are:

- At least one additional partner will achieve insport Gold (insport NGB, insport Partnerships).
- 70% of Paralympic and Para Commonwealth Games Welsh NGBs are working towards an insport NGB standard.
- Complete a gap analysis of the Paris Paralympic games to ensure appropriate focus for performance development resourcing for the LA 2028 cycle.
- Four additional DSW-led resources are uploaded to the online DSW Research and Insight Hub.
- There will be two eligibility resources which will support the identification of para specific opportunities in Wales.
- Creation of a trilingual (BSL, Welsh and English) downloadable resource for use within community activity settings.

Strategic Priority 2

Enable active inclusive pathways

Headline priorities for 2024/2025 are:

- We will have held a GOGA celebration and a call to action to partners for allocation of funding or to embed the learning into current/future programmes & activities.
- DSW will have engaged with all established Regional Partnerships and identify support which will embed inclusion.
- Deliver 15 SPAR insport Series events across Wales (3- with a focus on intersectional delivery – VI/LGBT+).
- We will work with partners to provide opportunities which are intended to increase the activity levels of disabled people from global majority communities and disabled women.
- The percentage of disabled coaches and volunteers within the workforce, identified through the DSW Club & Session Survey, will increase by 2%.
- UK Disability Inclusion Training is embedded within 2 NGB's coach education provision.



Strategic Priority 3

Empower (para) performance development

Headline priorities for 2024/2025 are:

- Welsh athletes continue to reflect 10% of the total team size at Paris Summer Paralympics (2024), and World Championship teams.
- With support from DSW, 10 Welsh NGB's with a Paralympic/ Commonwealth Games Pathway are delivering a Performance Pathway Programme which result in increasing numbers of athletes within their system.
- Co-produce a pathway delivery plan with identified NGB's (Athletics & Swimming) to support D/deaf athletes into sustained provision.
- Working through the Alliance identify provision for & II/LD and possibility of a pathway delivery plan.
- DSW will deliver 6 (2 GB 2 European) competitions and influence and advocate for NGB's to hold competitions in Wales.
- 120 #inspire signposts received and directed into para sport pathways.

Strategic Priority 4

Grow as a sector-leading, healthy, and accountable organisation.

Headline priorities for 2024/2025 are:

- DSW will have made successful grant submissions, in conjunction with key partners, to support the ongoing appointment of the Deaf Sport Senior Officer.
- Resource will have been identified through successful grant applications to support some programme delivery for the Intellectual Impairment / Learning Disability Alliance.
- DSW will have delivered 2 National Events, one of which will be for Boccia.
- DSW colleagues, alongside other partners, will have contributed to 4 national and/or international conferences, raising the profile of disability sport, systems and learning in Wales.
- Our Governance Implementation Plan (GIP) reflects the additional expectations of the Charity Code for Good Governance.
- A DSW staff Wellbeing Survey is established, and the findings are used to refine the DSW Wellbeing Framework.



CHWARAEON ANABLEDD CYMRU
DISABILITY SPORT WALES

Financial Review

Overview

The charity produced a total surplus for the year of £31,503 compared to a deficit of £41,587 in the preceding year. This comprised of an unrestricted surplus of £49,682 and a restricted deficit of £18,179. As a result, unrestricted reserves increased to £355,715 and restricted reserves decreased to £162,927. Overall, total reserves including fixed assets now stand at £518,642.

The financial activity of The Federation of Disability Sport Wales was delivered within budget, and full Financial Self Assurance as part of the Sport Wales Capability Framework has been completed.

Frequent discussion has taken place within both FDSW Finance and Assurance Committee and FDSW Board regarding the FDSW Reserves Policy and has been amended to reflect the current climate and risk and holding appropriate reserves should conditions change.

Disability Sport Wales Management Company Limited is a wholly owned trading subsidiary of The Federation of Disability Sport Wales Ltd and its principal activity is sports administration and trading. During 2023/2024 the company was dormant.

Reserves Policy

It is the opinion of the Trustees that the charity should hold financial reserves to provide protection against its financial risks, as identified by the annual financial risk review.

The following principal risks have been identified as reasons for the charity to hold reserves:

- It requires protection against the ability to continue operating despite a significant delay in funding
- It requires protection should the charity lose significant grant funding or must cease its operations and make its staff redundant
- It requires protection against general business risks, fluctuations in income streams and unforeseen costs
- It may require funds to restructure or finance future growth and development.

The definition of financial reserve for this purpose is the amount of unrestricted reserves not invested in fixed assets (net current assets excluding capital liabilities). The Trustees believe that an appropriate level of reserves for the company is an amount equivalent to providing for 'specific combined risks' as defined by the company's annual financial risk review.

The Trustees may also require the development of an additional 'designated' reserve, built up through the company's income generation streams, for the purposes of spending on various projects that arise from time to time to enable the company's strategy and objectives to be achieved. This reserve will be clearly separated from company's reserve to cover financial risks.

Current reserves are monitored against the current reserve level requirement on at least an annual basis, as part of the financial risk review. The reserves policy as agreed by Trustees is three months essential operating costs.

This year the decision was taken to invest some of the reserves held into high interest, short and medium terms accounts so as to maximise the interests on resources. The most appropriate options are being sought and investment will take place with the support of Finance and Assurance Committee and Board in the next financial year.

Risk

The Board continuously reviews business risk in all its operations, and this has created risk minimisation strategies in key areas. The charity has purchased indemnity insurance for its Trustees, and additional Cyber and Data Insurances to reflect the current climate.

The principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the Trustees are:

1. The impact of a reduction in funding from Welsh Government via Sport Wales' new funding model, and the need to identify additional resources from other sources.
2. A restructure of staffing within DSW alongside an evolved strategy, changes to investment, and changes to the leadership team after the passing of Anthony Hughes.
3. Regional working and partnerships with the local authorities as regionalisation is established across Wales.
4. Increasing risk of Cyber Crime.

The Trustees hold strategies for managing those above-stated risks and these are set out within the Strategic Risk Register, but incorporate the following:

1. Ensure sufficient financial resource is available to support athletes qualifying for the Paralympic and Commonwealth Games.
2. Maintain close and transparent relationships with both Sport Wales and WG, and clearly identify the role and purpose of the FDSW. Highlight successes and wider contribution to the sector. Seek external corporate partners to contribute funding which will reduce percentage reliance on specific funding streams.
3. Work closely with our HR Partners (Ashton People Solutions) to ensure the restructure is consistent with our values and business needs.
4. Continue to work with Sport Wales, partners involved in Regional Partnership, and the entities as they become established. Maintain communication with the Local Authority partners and support transition of investment.
5. Ensure robust provision of services through IT and website and maintain up-to-date cyber security. Draw on expert advice and support to reduce risk of Cyber Crime.

The Finance and Assurance Committee has operated since 2015/16 and meets on at least four occasions each financial year. A Governance Committee was established in March 2021 and meets at least quarterly. The phasing of these meetings are Governance Committee, Finance and Assurance Committee and Board. Each with 2 weeks between them. The Terms of Reference have been agreed by Board. The strategic risk register is reviewed by the Governance Committee, then the Finance and Assurance Committee and at all Board meetings.

Structure, Governance and Management

The Charitable model, introduced in 2011/12, continues to drive the governance structures of The Federation of Disability Sport Wales. The Federation of Disability Sport Wales remains signed up to the Welsh sport sector's voluntary Governance and Leadership Framework for Wales and has received good feedback from Sport Wales regarding its capability and accountability.

The Federation of Disability Sport Wales is a charitable company limited by guarantee and registered as a charity. The Federation of Disability Sport Wales is bound by its Memorandum and Articles of Association with was reviewed and accepted for change on the 16th October 2022 at the Annual General Meeting (copies of which are available on request). The trustees listed below are directors of the company and trustees of the charity.

It is DSW's intention to further review the Articles of Association to ensure that the membership of the charity is reflective of the beneficiaries of our work. This work will be completed during the next financial year and adjustments will be made accordingly. Currently the membership of The Federation of Disability Sport Wales is open to any Welsh National Disability Sports Organisation (NDSO), sports specific body, for so long as, in the case of a National Disability Sports Organisation or a Sports Specific Body, it remains a recognised body and is the lead body for the development of disability sport for its sport or impairment group. It is not anticipated that this will change, but that processes and the communication of The FDSW's Articles are clearly communicated.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

G Thomas (Chair)
N Ashbridge (Resigned October 2023)
I M Stone (Chair to the Finance and Assurance Committee (from Oct 2023))
J Hendy (Chair to the Governance Committee)
A Sharma
E A Johnson
G Griffiths
D Jenkins
I Griffiths
R Price
J Dunn

In October 2023, N Ashbridge stepped down from his position as Vice Chair to the Board of Trustees and as Chair of the Finance and Assurance Committee. I M Stone has taken on the role of Chair to the Finance and Assurance Committee. The Board of Trustees would like to record their thanks to Neil for the time he has given to serving the Finance and Assurance Committee and for his role as Interim Chair to the board in the period between the previous chair stepping down and the current chair being appointed. He has been an advocate, an ally and a constructive and critical friend.

In addition to the trustees, the following individuals support the governance structure of The Federation of Disability Sport Wales:

L Osgood (Vice President)
R Khan (Special Advisor, visual impairment and community sport)
A Watkin (Independent member of the Finance and Assurance Committee)
L Bennett (Independent member of the Governance Committee)

None of the trustees have any beneficial interest in the company. All trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The strategic direction and policy development of The Federation of Disability Sport Wales is the responsibility of the Board of Trustees.

The Management team holds executive responsibility for implementing the polices and strategies approved by the Board of Trustees.

The Trustees are either elected at an Annual General Meeting or appointed following external advertisement for independent Board Trustees. Trustees may not serve more than two consecutive terms (or eight years). The Chair of the Board is an independent appointment following external advertisement.

The Annual General Meeting must be held within 15 months of the previous Annual General Meeting.

The Trustees of The Federation of Disability Sport Wales are also the directors for the purposes of company law and comprise:

- the Chair
- the Vice Chair, and
- not more than 10 other individuals either nominated and elected by the Voting Members or independently appointed.

Staffing

All staff work using a hybrid and flexible model, some homeworking and some office-based working depending on preference, access to an office location and work demands and expectations. All staff members have one-to-one check ins with their line managers each week. This is to ensure wellbeing, capacity and connection to colleagues is prioritised and maintained.

In March 2024 the Deaf Sport Officer resigned his position, which was for an initial 6-month period so return to BSL interpreting. This post will be reappointed with the focus remaining on the development of a robust and clear pathway for D/deaf and hard of hearing participants, athletes and potential participants into physical activity (including sport).

With the changes in resourcing there were 5 additional appointments into Disability Sport Wales which were for five regional posts (Regional Partnership Senior Officer); Mid Wales (which was a 0.5 Regional Partnership and a 0.5 Intellectual Impairment/Learning Disability-focused Senior Officer post), North Wales, West Wales, Gwent and Central South. The Gwent and North Senior Officers started in April 2023, with the remaining 3 posts joining in June 2023. Additionally in October 2023 a 0.5 Education and Training Coordinator was appointed to support the work of the Insight and Learning Senior Officer and grow the availability of and access to 'disability'-focused education and training provision. In November 2023 a Para Sport Festival Intern post was appointed to support the work of the Para Sport Event Management Senior Officer role, and specifically with the delivery of the Para Sport Festival scheduled for July 2024.

Disability Sport Wales are aware that the changes to funding from Government and Sport Wales over the next two financial cycles, and with the gap left in the passing of Anthony Hughes, that a restructure will be taking place in 2024/2025. This work is underway and being supported by Ashton People Solutions. Board and Committees are fully engaged with the process and committed to continuing to create a strong environment where the organisation and its people thrive. The restructure will result in the establishment of a senior leadership team, benchmarking of salaries across the wider team, the addition of amendments to terms and conditions to better support team wellbeing, and refinement of existing role descriptions throughout the organisation to ensure we can deliver our strategic priorities with changes to resourcing.

The Federation of Disability Sport Wales had 22 employees, fourteen full time staff and eight part-time staff during the period 2023/2024.

Wider Workforce

The Federation of Disability Sport Wales also engage a workforce of tutor-qualified (ADL and AE&T) education and training tutors, as well as 2 insport Case Officers who support NGBs and 3rd Sector Organisations with insport. There is also a Para Bowls Coordinator on a contract for services and 1 performance pathway coach.

The Communications, Media and PR partnership, in accordance with the contract, was extended in February 2023 for a further 2 years. Delivery and partnership will be reviewed again at that point and extended until 2029 if mutually agreed. This partnership brings strong relationships with the Welsh media, and there are coherent contacts between athletes and one of the company directors which ensure good synergy especially in the build up to the Paris 2024 Paralympic Games. One senior member of the DSW team and other colleagues have established a Communications Operational Group (COG) which is also adding to the level of organisation, focus and promotion of Disability Sport Wales and the opportunities available to disabled people across Wales.

The DSW Podcasts have continued this year and provided a different and inclusive means of communicating impact and programmes as audio and visual (BSL) format. Disability Sport Wales continue to support the wider sport sector with an annual learning series, which includes free-to-access training and workshops which cover a range of topics relevant to equity, inclusion, diversity and safeguarding.

Three of the FDSW team had role changes during 2023/2024:

1. The Boccia Coordinator, who was appointed initially on a contract for services, transferred to a part time (0.3) fixed term contract in April 2023.
2. The Insight and Learning Senior Officer also had a contract change from a fixed term contract to a full time, permanent role working compressed hours through a flexible working agreement.
3. The Digital Brand and Marketing Officer role was also made permanent, continuing to work on a 0.4 contract (2 days a week).

Employee Involvement

The FDSW are a Disability Confident Employer and operate an Offer an Interview Scheme for disabled people whose application meets the minimum criteria for the post. In the event of members of staff acquiring impairment whilst employed by DSW, every effort is made to ensure that their employment within the charity continues and that any appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should be equitable.

The charity's policy is to consult and discuss with employees, where appropriate through unions, staff councils and at meetings, matters likely to affect employees' interests. Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance. This element will be critical as we go into a period of restructure and transition.

Remuneration policy for key management personnel

The trustees recognise that the charity will not achieve its ambitious goals unless it is possible to attract and retain key management personnel who have the experience, enthusiasm, and ability to lead by example and to contribute to the charity's continuing success. Consequently, the ability to offer a compelling value proposition to staff is regarded as a critical success factor. This is as always limited by our income.

A Benchmarking exercise commissioned to our HR partners (Ashton People Solutions) highlighted that generally salary levels are comparable to other roles within the sector (sport and charity). There were 4 roles highlighted, including the CEO role (which will have additional and separate benchmarking led by the DSW Board of Trustees), where there was lower than expected salary. These will be specifically addressed in the restructuring process. It should also be noted that in most cases, in the opinion of the trustees, this results in remuneration that is lower than the people concerned would be able to earn outside of sport and the charities sector, in the commercial sector.

In common with other companies in the charitable sector, DSW's value proposition to staff includes supportive teamwork, personal development, and significant job satisfaction from the social impact that the Charity is helping to generate. However, remuneration is also important, and for this element of the overall reward package, our policy is to set pay and benefits at levels that are competitive for the sector, and which recognise an individual's abilities, responsibilities and experience. The remuneration of key management personnel is summarised in Note 12 of the financial statements. The Charity's highest paid employee is the Chief Executive Officer.

Induction and training of trustees

New trustees are provided with an induction as well as an information pack of policies and procedures relevant to the role and meet with the Chair and Chief Executive Officer to receive details of the decision-making process. Trustees are briefed on their legal obligations under charity and company law, the content of the Articles of Association and the Strategy. At the earliest opportunity after the appointment of a Trustee there is an opportunity to meet members of staff and all other trustees. Consistent opportunities are provided and encouraged for all trustees to attend appropriate external training events where these aids the undertaking of their role.

The Federation of Disability Sport Wales operates a Finance and Assurance Committee and a Governance Committee.

- The Finance and Assurance Committee was chaired by I M Stone. A Watkins continues to serve as an independent member of the Finance and Assurance Committee alongside J Dunn, and R F Price as representatives of the FDSW Board of Trustees. The CEO and DSW Financial Consultant are also in attendance at all meetings.
- The Governance Committee was chaired by Dr J Hendy. L Bennett continues to serve as the independent member alongside T Harris (Solicitor at Dolmans Solicitors), and P Ashton (HR Director at Ashton People Solutions), with D Jenkins and Dr I Griffiths as the representative Trustees on the committee.

The Board of The Federation of Disability Sport Wales review at each of its meetings the company's strategic risk register. The risk register will have been previously scrutinised at all meetings of the Finance and Assurance Committee and Governance Committee. The Finance and Assurance, and Governance committees have both met on four occasions during 2023/2024.

There were five board meetings in 2023/2024 (which were all held either virtually via Zoom or in hybrid format face-to-face with zoom) with an AGM due to take place in October 2024 (which will be held in person alongside the DSW Dinner in Newport). There was good attendance from all trustees at board meetings.

Governance Partners

The governance partners to The Federation of Disability Sport Wales are:

- Azets - Audit Partner
- Watkin Davies - Insurance Brokers
- Dolmans Solicitor - Legal support (Tom Harris)
- Fairfax Financial Management Limited – Financial Consultant (David Vickery)
- LloydBell Productions – Media, Communications and PR support (Sam Lloyd)
- Ashton People Solutions – HR company (Paula Ashton)
- Cybata – GDPR and Data Protection (Chris Roberts)

Landscape Partners

The key landscape partners to The Federation of Disability Sport Wales are:

- Welsh Government
- Sport Wales
- Community Sports and Active Recreation Clubs
- Welsh Disability Sport Organisations
- Home Country Disability Sport Organisations
- Welsh National Governing Bodies of Sport
- British Paralympic Association
- UK Deaf Sport
- UK Sports Association
- GB and UK Sport National Governing Bodies
- Welsh Local Authorities
- Third Sector Organisations
- Health Boards
- Housing Associations
- Commercial Sector
- Welsh Disability Organisations
- Pride Cymru
- StreetGames
- Equality and diversity organisations (sport and non-sport)

Reference and Administrative Details

Trustees:	**G Thomas** (Chair)	**E A Johnson**	**J Dunn**
	I M Stone	**G Griffiths**	**R Price**
	J Hendy	**D Jenkins**	
	A Sharma	**I Griffiths**	

Charity Number: **1144663**

Company Number: **05199508**

Registered Office: **Federation of Disability Sport Wales,**
Sport Wales National Centre,
Sophia Gardens,
Cardiff,
United Kingdom,
CF11 9SW

Auditor: **Azets**
Waters Lane Chambers
1-3 Waters Lane
Newport
United Kingdom
NP20 1LA

Senior Management Personnel: **Fiona Reid** (Chief Executive Officer)
Tom Rogers (Governance and Partnership Manager)

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



Mr G Thomas - Trustee

Dated: **3rd October 2024**

CHWARAEON ANABLEDD CYMRU DISABILITY SPORT WALES

The Federation of Disability Sport Wales Limited

Financial Statements

Statement of Trustees' Responsibilities for the Year Ended 31 March 2024

The trustees, who are also the directors of The Federation of Disability Sport Wales Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statemen ts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor's Report to the Trustees of The Federation of Disability Sport Wales Limited

Opinion

We have audited the financial statements of The Federation of Disability Sport Wales Limited (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our 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 an auditor's report that includes our 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: **https://www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



19 December 2024

Azets Audit Services
Chartered Accountants
Statutory Auditor

Ty Derw
Lime Tree Court
Cardiff Gate Business Park Cardiff
United Kingdom
CF23 8AB

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Statement of Financial Activities including Income and Expenditure Account for the Year Ended 31 March 2024

		2024			2023		
		Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	Notes	£	£	£	£	£	£
Income from:							
Donations and legacies	3	643	16,098	16,741	2,647	-	2,647
Charitable activities	4	32,636	1,229,984	1,262,620	50,377	1,247,293	1,297,670
Other trading activities	5	63,119	-	63,119	30,402	-	30,402
Investments	6	1,944	-	1,944	458	-	458
Total income		**98,342**	**1,246,082**	**1,344,424**	**83,884**	**1,247,293**	**1,331,177**
Expenditure on:							
Raising funds	7	28,510	8,709	37,219	(3,200)	12,921	9,721
Charitable activities	8	20,150	1,255,552	1,275,702	89,420	1,273,623	1,363,043
Total expenditure		**48,660**	**1,264,261**	**1,312,921**	**86,220**	**1,286,544**	**1,372,764**
Net income/(expenditure) for the year / Net movement in funds		49,682	(18,179)	31,503	(2,336)	(39,251)	(41,587)
Fund balances at 1 April 2023		306,033	181,106	487,139	308,369	220,357	528,726
Fund Balances at 31 March 2024		**355,715**	**162,927**	**518,642**	**306,033**	**181,106**	**487,139**

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Balance Sheet as at 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**14**		5,080		7899
Investments	**15**		1,000		1,000
			6,080		**8,899**
Current assets					
Debtors	**17**	29,185		62,120	
Cash at bank or in hand		663,237		711,313	
		692,422		**773,433**	
Creditors: amounts falling due within one year	**18**	(179,860)		(295,193)	
Net current assets			**512,562**		**478,240**
Total assets less current liabilities			**518,642**		**487,139**

	Notes	2024 £	2024 £	2023 £	2023 £
Income funds					
Restricted funds	**21**		162,927		181,106
Unrestricted funds					
Designated funds	**22**	5,080		3,399	
General unrestricted funds		350,635		302,634	
			355,715		306,033
			518,642		**487,139**

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on **3rd October 2024**.



Mr G Thomas - Trustee

Company registration no.: 05199508

Statement of Cash Flows for the Year Ended 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash (absorbed by) / generated from operations	**25**		**(46,371)**		(174,744)
Investing Activities					
Purchase of tangible fixed assets		(3,649)		(3,816)	
Investment income received		1,944		458	
Net cash generated from investing activities			**(1,705)**		**(3,358)**
Net cash used in financing activities			-		-
Net (decrease) / increase in cash and cash equivalents			**(48,076)**		**(178,102)**
Cash and cash equivalents at beginning of year			**711,313**		**889,415**
Cash and cash equivalents at end of year			**663,237**		**711,313**

Notes to the Financial Statements for the Year Ended 31 March 2024

1. Accounting policies

Charity information
The Federation of Disability Sport Wales Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 9SW, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The company has taken advantage of the exemption under section 402 of the Companies Act 2006 not to prepare consolidated accounts. The financial statements present information about the company as an individual entity and not about its group.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services and facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of the receipt.

Donated assets are valued at their market value when donated. These assets are then depreciated in line with the charity's depreciation policy.

Income from government and other grants whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measure reliably and is not deferred.

Training and education income is recognised when the course takes place with any income received in advance being deferred.

Sponsorship income is recognised evenly throughout the year and any amounts spanning future financial periods being deferred.

Fundraising income is recognised in the period to which the income is generated.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds comprise the costs in relation to generating income such as fundraising activities.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly while others are apportioned on an appropriate basis, as set out in the support costs note.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	15% reducing balance
Wheelchairs	20% straight line
Computer equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities
Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Donations and legacies

	2024			2023
	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	£	£	£	£
Donations and gifts	643	4,178	4,821	2,647
Donated goods and services	-	11,920	11,920	-
	643	**16,098**	**16,741**	**2,647**

Donated goods and services
Donated goods and services relate to services provided from Sport Wales.

4. Charitable activities

	2024	2023
	£	£
Education and training	17,426	30,981
Grants	1,245,194	1,266,689
	1,262,620	**1,297,670**
Analysis by fund		
Unrestricted funds	32,636	50,377
Restricted funds	1,229,984	1,247,293
	1,262,620	**1,297,670**
Grants		
Sport Wales - Exchequer	159,000	171,262
Sport Wales - Lottery	872,000	872,000
Get Out Get Active	70,484	124,031
GBWR Legacy	6,900	12,000
Whizz Kids Grant	8,310	7,396
Para Sport Festival	47,500	80,000
Sport Wales COL	81,000	-
	1,245,194	**1,266,689**

5. Other trading activities

	2024	2023
	Unrestricted funds	Unrestricted funds
	£	£
Fundraising	34,355	2,155
Sponsorship	28,500	28,247
Sundry income	264	-
Other trading activities	**63,119**	**30,402**

6. Investments

	2024	2023
	Unrestricted funds	Unrestricted funds
	£	£
Interest receivable	1,944	458
	1,944	**458**

7. Raising funds

	2024			2023		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£	£	£	£	£	£
Fundraising and publicity						
Other fundraising costs	28,510	-	28,510	(3,200)	-	(3,200)
Staff costs	-	8,709	8,709	-	12,921	12,921
	28,510	**8,709**	**37,219**	**(3,200)**	**12,921**	**9,721**

8. Charitable activities

	2024				
	Community	Pathway	Coaching	Edu & Train	Other activities
	£	£	£	£	£
Depreciation and impairment	2,587	2,587	647	647	-
Community programme	10,210	-	-	-	34,003
Community staffing and core costs	238,605	-	-	-	-
Academy programme	-	95,848	-	-	-
Coach Cymru staffing costs	-	-	151,953	-	-
Education and training programme	-	-	-	68,110	-
Youth Sport Trust	-	-	-	-	-
Get Out Get Active	72,908	-	-	-	-
Events	78,107	-	-	-	4,987
Bad Debt	-	-	-	-	(25,000)
Cost of Living Grant Expenditure	81,116	-	-	-	5,850
	483,532	98,435	152,600	68,757	44,840
Grant funding of activities (see note 9)	160,692	19,000	-	-	-
Share of support costs (see note 10)	104,775	84,605	8,731	37,931	19,761
Share of governance costs (see note 10)	6,817	6,817	1,704	1,704	-
	674,701	**208,857**	**163,035**	**108,392**	**120,717**

Edu & Train relates to Education & Training

Yearly totals:

	2024	2023
	Total	Total
	£	£
Depreciation and impairment	6,468	7,082
Community programme	44,213	37,219
Community staffing and core costs	238,605	83,497
Academy programme	95,848	63,391
Coach Cymru staffing costs	151,953	190,723
Education and training programme	68,110	57,341
Youth Sport Trust	-	3,143
Get Out Get Active	72,908	107,948
Events	83,094	51,703
Bad Debt	(25,000)	25,000
Cost of Living Grant Expenditure	86,966	-
	823,165	627,047
Grant funding of activities (see note 9)	179,692	458,121
Share of support costs (see note 10)	255,803	264,063
Share of governance costs (see note 10)	17,042	13,812
	1,275,702	**1,363,043**
Analysis by fund		
Unrestricted funds	20,105	89,420
Restricted funds	1,255,552	1,273,623
	1,275,702	**1,363,043**

9. Grants payable

	2024			2024
	Community	Pathway	Total	Total
	£	£	£	£
Grants to institutions: Local Authorities	160,692	-	160,692	436,121
Grants to individuals	-	19,000	19,000	22,000
	160,692	**19,000**	**179,692**	**458,121**

10. Support costs

		2024			2023		
		Support	Governance	Total	Support	Governance	Total
		£	£	£	£	£	£
Staff time	Operating lease charges	-	-	-	124	-	124
	Exchequer staffing costs	165,473	-	165,473	179,589	-	179,589
	Insurance	7,850	-	7,850	7,057	-	7,057
	Communications	21,252	-	21,252	18,405	-	18,405
	Printing, postage and stationery	785	-	785	328	-	328
	Office and sundry expenses	27,210	-	27,210	24,908	-	24,908
	Meeting, training and travel	25,033	-	25,033	25,373	-	25,373
	Facility and accommodation	7,437	-	7,437	7,437	-	7,437
	Bank charges and interest	763	-	763	842	-	842
Governance	Audit fees	-	12,350	12,350	-	10,968	10,968
	Accountancy	-	-	-	-	-	-
	Legal and professional	-	-	-	-	2,400	2,400
	Board meetings, training and travel	-	4,692	4,692	-	444	444
		255,803	17,042	272,845	264,063	13,812	277,875
	Analysed between Charitable activities	**255,803**	**17,042**	**272,845**	**264,063**	**13,812**	**277,875**

11. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the current or prior year.

During the year expenses of £415 (2023: £963) were reimbursed to two trustees (2023: three) in respect of travel and subsistence.

12. Employees

	2024	2023
Number of employees		
The average monthly number of employees during the year	23 employees	15 employees
Employment costs		
Wages and salaries	575,384	372,741
Social security costs	52,576	38,019
Other pension costs	28,116	19,506
	656,076	**430,266**

Key management personnel
The remuneration of the key management personnel was £105,205 (2023: £145,656).

Employees earning > £60k
There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

13. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14. Tangible fixed assets

	2024			
	Office equipment	Wheelchairs	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2023	6,527	30,000	25,603	**62,130**
Additions	-	-	3,649	**3,649**
At 31 March 2024	6,527	30,000	29,252	**65,779**
Depreciation and impairment				
At 1 April 2023	6,195	25,500	22,536	**54,231**
Depreciation charged in the year	50	4,500	1,918	**6,468**
At 31 March 2024	6,245	30,000	24,454	**60,699**
Carrying amount				
At 31 March 2024	282	-	4,798	**5,080**
At 31 March 2023	332	4,500	3,067	**7,899**

15. Fixed asset investments

	Other investments
Cost or valuation	**£**
At 1 April 2023 & 31 March 2024	1,000
Carrying amount	
At 31 March 2024	1,000
At 31 March 2023	1,000

		2024	2023
Other investments comprise:	**Notes**	**£**	**£**
Investments in subsidiaries	16	1,000	1,000

16. Subsidiaries

These financial statements are separate charity financial statements for The Federation of Disability Sport Wales Limited. Consolidated accounts have not been prepared due to the trading company being dormant. The company number of the subsidiary is 07102372.

Details of the charity's subsidiaries at 31 March 2024 are as follows:

Name of undertaking	Registered Office	Nature of Business	Class of shares held	% Held	Profit / (Loss)	Capital and Reserves
Disability Sport Wales Management Company Limited	England and Wales	Sports management	Ordinary	100.00 Direct 0.00 Indirect	-	£1,000

17. Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	10,620	60,468
Other debtors	-	-
Prepayments and accrued income	18,565	1,652
	29,185	**62,120**

18. Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Other taxation and social security		-	8,615
Deferred income	19	16,900	14,400
Trade creditors		25,316	36,824
Amounts owed to subsidiary undertakings		1,000	1,000
Other creditors		114,810	219,643
Accruals and deferred income		21,834	14,711
		179,860	**295,193**

Included within other creditors is £96,601 (2023: £219,643) which relates to grants payable to local authorities.

19. Deferred income

	2024	2023
	£	£
Arising from training and sponsorship	16,900	14,400

Deferred income is included in the financial statements as follows	2024	2023
	£	£
Balance brought forward	14,400	24,040
Received in the year	30,400	28,400
Released to income	(27,900)	(38,040)
Balance carried forward	**16,900**	**14,400**

20. Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £28,116 (2023: £19,506). At the year end there was £3,819 (2023: £nil) outstanding.

21. Restricted funds

	Movement in funds 2022-2023			
	Balance at 1st April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Sport Wales Community	130,105	578,000	(645,553)	62,552
Sport Wales Cost of Living	-	-	-	-
Get Out Get Active	1,401	124,031	(107,948)	17,484
Sport Wales Lottery	56,888	294,000	(312,039)	38,849
Sport Wales Exchequer	-	171,262	(164,175)	7,087
Donated wheelchairs	10,500	-	(6,000)	4,500
WG Para Sport Festivals	21,463	50,000	(35,857)	35,606
UK Sport Para Sport Festival	-	30,000	(14,972)	15,028
Anthony Hughes Memorial Fund	-	-	-	-
	220,357	1,247,293	(1,286,544)	181,106

	Movement in funds 2023-2024				
	Balance at 1st April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Sport Wales Community	62,552	578,000	(565,296)	-	75,256
Sport Wales Cost of Living	-	81,000	(81,000)	-	-
Get Out Get Active	17,484	70,484	(72,908)	-	15,060
Sport Wales Lottery	38,849	294,000	(280,265)	-	52,584
Sport Wales Exchequer	7,087	170,920	(178,007)	-	-
Donated wheelchairs	4,500	-	-	(4,500)	-
WG Para Sport Festivals	35,606	27,500	(56,222)	-	6,884
UK Sport Para Sport Festival	15,028	20,000	(21,885)	-	13,143
Anthony Hughes Memorial Fund	-	4,178	(4,178)	-	-
	181,106	1,246,082	(1,286,544)	(4,500)	162,927

Sport Wales Programmes

Sport Wales, being a main funding partner of the charity, provides funding for the delivery of some of the charity's programmes, including insport (Club, NGB and Partnerships), Play Together, UK Disability Inclusion Training, Performance Pathway Hubs, and Performance Partnerships. Resource is also provides to the Local Authorities or Regional Partnerships to further support their Sport Wales investment for the inclusion of disabled people.

Get Out Get Active
Get Out Get Active (GOGA) is a programme that supports disabled and non-disabled people to enjoy being active together. Funded by Spirit of 2012, the programme focuses on getting some of the least active people in Wales moving more through fun and inclusive activities.

Rotary club
Sponsorship for the charity's insport Series event in Cardiff.

Donated wheelchairs
In December 2018 the charity was donated 10 wheelchairs with a market value of £30,000. These assets must be returned to the donor if they are no longer required by the charity. Depreciation is charged against this fund in line with the charity's accounting policy.

WG Para Sport Festivals
Welsh Government Major Events awarded a grant to Disability Sport Wales to deliver a Para Sport Festival in Swansea annually for three years. This is delivered in partnership with National Governing Bodies of sport for Wales, Britain and the UK, Swansea Council, and Swansea University. The purpose of the event is to bring together community and performance sport to showcase para sport and Wales as a 'go to nation' for para sport events.

UK Sport Para Sport Festival
UK Sport supported the delivery of the Para Sport Festival (Swansea) during 2022-2023, and 2023-2024 with a resource to employ a Para Sport Event Management Senior Officer role within DSW. The purpose of this role was to successively develop the range and depth of performance opportunity at the event each year, and tocoordinate the delivery of the events in Swansea.

Anthony Hughes Memorial Fund
Anthony Hughes was the Performance Manager for Disability Sport Wales for over 20 years. He was a powerhouse in para sport and leaves a legacy in Welsh para sport which will always remain strong. He passed away suddenly and unexpectedly in December 2022. After his passing, Disability Sport Wales coordinated a restricted fund which people and organisations could donate to whilst the Welsh Sports Foundation was established. All monies received will be transferred to the Welsh Sports Foundation Anthony Hughes Memorial Fund when its governance is in place. This will then become something that will support disabled people who need something extra to help them stay in and thrive within their sport. Something Anthony was passionate about.

22. Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1st April 2022	Transfers	Balance at 1st April 2023	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Fixed asset fund	**667**	**2,732**	**3,399**	**1,681**	**5,080**

Fixed asset fund
Represents the unrestricted net book value of the charity's fixed assets.

23. Analysis of net assets between funds

	2023			
	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2023 are represented by:				
Tangible assets	-	3,399	4,500	7,899
Investments	1,000	-	-	1,000
Current assets/(liabilities)	301,634	-	176,606	478,240
	302,634	3,399	181,106	487,139

	2024			
	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2024 are represented by:				
Tangible assets	-	5,080	-	5,080
Investments	1,000	-	-	1,000
Current assets/(liabilities)	349,635	-	162,927	512,562
	350,635	5,080	162,927	518,642

24. Related party transactions

There were no other disclosable related party transactions during the year (2023: none).

25. Cash generated from operations

	2024	2023
	£	£
(Deficit)/surpus for the year	31,503	(41,587)
Adjustments for:		
Investment income recognised in statement of financial activities	(1,944)	(458)
Depreciation and impairment of tangible fixed assets	6,468	7,082
Movements in working capital:		
Decrease/(Increase) in debtors	32,935	(14,800)
Increase/(decrease) in creditors	(117,833)	(115,341)
Increase/(decrease) in deferred income	2,500	(9,640)
Cash (absorbed by)/generated from operations	**(46,371)**	**(174,744)**

26. Analysis of changes in net funds

The charity had no debt during the year.



THE FEDERATION OF DISABILITY SPORT WALES LIMITED

England & Wales - Charity number 1144663

Accounts

CHWARAEON ANABLEDD CYMRU

DISABILITY SPORT WALES



Federation of Disability Sport Wales

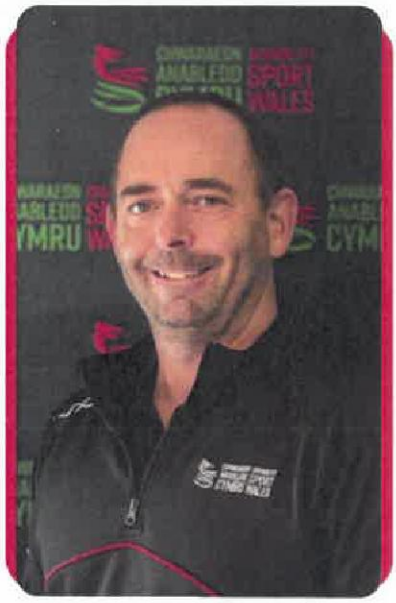
Annual Report and Accounts

1st April 2022–31st March 2023

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Message from Gareth Thomas, Chair of Trustees



The year 2022-2023 has been a year of significant progress for Disability Sport Wales punctuated by some fantastic events which have showcased the very best of Welsh para sport on the global stage.

As with every other organisation, we continue to adjust to the post-pandemic world, and I have been humbled by the dedication and flexibility shown by the team at DSW to ensure that the communities we serve have been able to once again enjoy access to a full range of inclusive sports and activities. Inclusion is at the heart of who we are. We are determined to continue to give all we can to ensure that opportunities to live a full and active lifestyle are made widely available across Wales as we support our communities through the physical and mental health challenges that Covid-19 stubbornly continues to present.

2022 was the year of the Commonwealth Games in Birmingham. The city put on an extraordinary event which delighted people from across the world. Importantly, para-sport was again integrated into the games which enabled us to showcase not only our amazing Welsh talent but also the range of opportunities available to disabled people who want to maintain an active lifestyle. The level of excitement in the stadium was incredible and I was lucky enough to be there to see Olivia Breen romp home to take gold with a breathtaking performance. She became the first female to win a track and field gold for Wales at the Commonwealth Games in 32 years after triumphing in the final of the T37/38 100 metres. Full credit to all the Welsh athletes who performed so admirably over the course of the games, but there was something incredibly joyous about Livvy's gold!

More locally, we were thrilled to be able to host the Inaugural Para Sport Festival in Swansea. In partnership with Swansea University and the various NGBs, the festival aimed to deliver high quality accessible opportunities for disabled young people and adults. It was a resounding success with over 9,394 participation opportunities available over the course of the event. We are excited to build on this success and continue to grow the event in 2023.

Continued: Message from Gareth Thomas, Chair of Trustees

Sport Wales National Centre played host to the Quad Nations Wheelchair Rugby Championship. It was incredible to see the event work so well and was a great taster for the World Rugby European Championships which will be held in the iconic Principality Stadium in May 2023. Not only does it mark the start of more exciting wheelchair rugby to come, but also sets the scene for Wales Deaf Men's and Women's rugby teams as they prepare to compete in the Deaf Rugby World Cup in Cordoba in April 2023.

This year also saw a significant change in the way that Disability Sport Wales organises the support we provide at a community level. To reflect the increasingly regional nature of demand we moved away from the traditional Local Authority level support model and introduced a regional structure which enables us to make the most effective use of our limited resources. A change such as this is always difficult to navigate as we make changes to the jobs of people who have supported and championed inclusive activities over many years. I would like to extend my thanks to all those who have supported DSW in achieving so much this far.

It is fitting to end by remarking upon the sudden passing Anthony Hughes which rocked our small organisation to its very core. Ant was a giant in the world of para-sport and an inspiration to so many. Arguably single handedly responsible for the incredible pipeline of successful Welsh para-athletes we have seen over the past 25 years. Moreover, to us, he was a friend who we will never be able to replace. To continue his legacy, we will establish the Anthony Hughes Memorial Fund within the Welsh Sports Foundation which will continue to provide financial support for para-athletes who are trying to make the dreams a reality.



Gareth Thomas — Chair, Disability Sport Wales

Objectives and Activities

Overview

The Federation of Disability Sport Wales was established (and is structured in accordance with its Articles of Association) to:

- act as the national development agency for disability sport in all its forms in Wales
- foster, encourage, assist and develop disability sport in Wales and amongst the people of Wales
- maintain and raise the standard of disability sport in Wales and promote Welsh disability sport at an international level
- formulate, issue and enforce in respect of disability sport in Wales:
  - (a) codes of ethics and conduct
  - (b) disciplinary procedures
  - (c) measures for the proper protection and welfare of children, young persons and vulnerable adults
  - (d) anti-discriminatory procedures; and
  - (e) any other rules and regulations which are deemed appropriate by the directors of the Company from time to time

  and to ensure that all the above are properly promoted to and observed by the Member Organisations of the Company and participants of disability sport in Wales; and
- do all other things necessary or desirable for the promotion of the interests of disability sport in Wales and amongst the people of Wales.

We are more commonly referred to as Disability Sport Wales.

We are working to achieve our charitable purposes by supporting the achievement of Sector Vision for Sport — ***An Active Nation where Everyone can have a Lifelong Enjoyment of Sport*** — and in our Mission, through our values and with our ambitions.

DSW Mission

influence, include, inspire, insport

DSW Values

Champion Everyone

We believe in meaningful opportunity, broad diversity and great achievement, with people at the centre of all we do.

Proudly Welsh

Together we are dedicated, passionate and welcoming.

Value Growth

We listen and learn.
We nurture, share and support.

Highlight Possibility

We are ambitious, creative and resourceful.

Success is measured quantitatively and qualitatively for impact and learning so that we can ensure investment is focused in the right areas, programmes support inclusive understanding and development, and partnerships bring about inclusive cultural change.

Snapshot of the Year

inspor t

579 Organisations engaged in inspor t
6% up from 545 in 2021-22

520 clubs working to a Standard of inspor t Club

1 club achieved inspor t Club Gold

1st inspor t Third Sector Gold Standard awarded (Urdd)



8 organisations presented for an inspor t Standard

inspor t CRC / NGB

28 NGBs in Wales working towards inspor t NGB

2 working toward Ribbon ▸ **7** Ribbon ▸ **11** Bronze ▸ **6** Silver ▸ **2** Gold

inspor t TRYDYDD SECTOR THIRD SECTOR

9 inspor t Third Sector Organisations



422 Volunteers
350 clubs
72 GOGA

Ewch Allan Byddwch Actif Get Out Get Active

934 GOGA Participants

SNAPSHOT OF THE YEAR

1,351
participants at
SPAR insport Series Events

792
people attended the inaugural
Para Sport Festival in Swansea

14 people in the Disability Sport Wales National Team (9 full time, 5 part time)

PODCAST

7 #JustAsk Podcasts

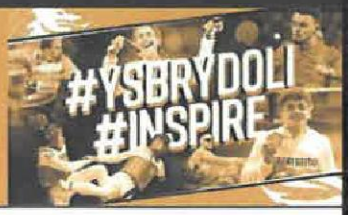


996 spaces on courses were sold

DISABILITY SPORT WALES
Performance Pathway

119
athletes involved with Performance Pathway Hubs

96 people completed the #Inspire performance athlete signposting form



19 Para Athletes were selected making 10% of the Commonwealth Games Welsh Team.

BIRMINGHAM 2022 commonwealth games



9 medals
were achieved which equates to 32% Team Wales Medals

2 PBs
3 CRs
2 Personal Bests and 3 Commonwealth Records were achieved by Welsh athletes



1412
people did UK Disability Inclusion Training (UK DIT) courses

1 Virtual Awards Celebration

A tribute to Anthony Hughes MBE

Words by Fiona Reid



Photo: Ant with the DSW National Team launching our strategy at the Senedd in 2019

The new year started with some tragic news, and the unexpected passing of Anthony Hughes MBE. Ant was the Performance Manager for Disability Sport Wales and had been with DSW from the start. His vision and intuition about people and their potential was a significant part of his magic, his knowledge of impairment and classification was unparalleled, and his commitment to identifying resources to forge people's futures had single focus.

Anthony had been a Paralympian himself, competing in the 1992 Barcelona Paralympic Games and following that up in 1994 with a world record and a World Championship silver medal in the shot. He was also a high-performance coach for British Athletics, and part of the coaching teams at British, European and World championships as well as at the Beijing, London and Rio Paralympic Games. His career prior to sport had been varied, with a degree in Fashion Design and History of Fashion Ant had owned his own tailoring shop and then moving on to become the Head of Department for textiles at Derwen College, Oswestry. Friendships and opportunities then led him to become Chair of the Federation of Sports Associations for the Disabled Wales (now Disability Sport Wales), and he then became the first and only Performance Manager in 1999.

Ant was the cornerstone of our team. He was a constant, an advocate, a visionary, a friend, and someone who would fight for anyone who he felt wasn't being given the right opportunities – inside or outside of sport. We can not replace Ant's unique skill set or his place within our team, but we can continue his legacy; we can continue to work with everyone to ensure sport is everyone's right if they want it, that being physically active is something we can all be, and that potential and desire is recognised in everyone.

Ant's impact can be felt throughout our achievements this year, for all the years gone by and all those to come. He was fearsome and fearless, and we share his passion, determination, and love for Welsh sport, we will support it to be inclusive and we will share his influence.

Our Ambitions



Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Success within this priority area will ensure that all organisations connected to physical activity (including sport) in Wales will embed, develop and co-promote inclusive cultural change. Our programmes and initiatives with partners are fundamental to this.

DSW seeks to acheive this strategic priority predominantly through:

- Our insport Programmes
- Our insport Series Events
- Our Community Programme

Strategic Priority 1

insport Programmes

These are a series of projects which provide partners with a toolkit for inclusion across the sport and active recreation sector. They particularly focus on:

insport CRC / NGB

National Governing Bodies (NGBs) of sport in Wales through **insport NGB**

insport CLWB / CLUB

Clubs and sessions based in Wales through **insport Club**

insport DATBLYGU DEVELOPMENT

Local Authorities (LAs) across Wales through **insport Development**

insport TRYDYDD SECTOR THIRD SECTOR

Third sector organisations operating in Wales through **insport Third Sector**



What we have achieved: insport Programmes

The insport programme has continued to progress over this period, with four panel dates delivered over the year, and seeing seven organisations achieving their next standard of their insport programme (2 Ribbon, 3 Bronze, 2 Gold).

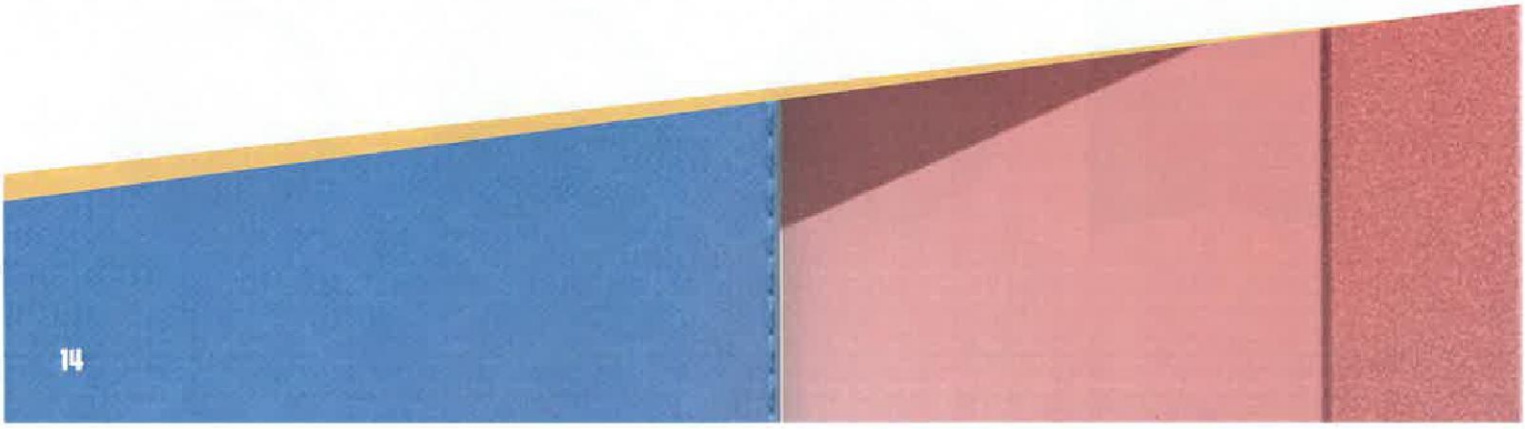
Significantly this year we have seen the first Third Sector organisation achieving Gold standard. The Urdd achieved Gold standard which coincided with their Centenary. Case Officers supported progress with 28 NGBs and nine Third Sector organisations.

insport Panels (which are the method through which organisations submit the support against the aims for the standard they are working towards and are then awarded, or not, that standard) and the training for panel members, have continued to be facilitated virtually. Two insport NGBs and five Third Sector organisations have come to panel during this period.

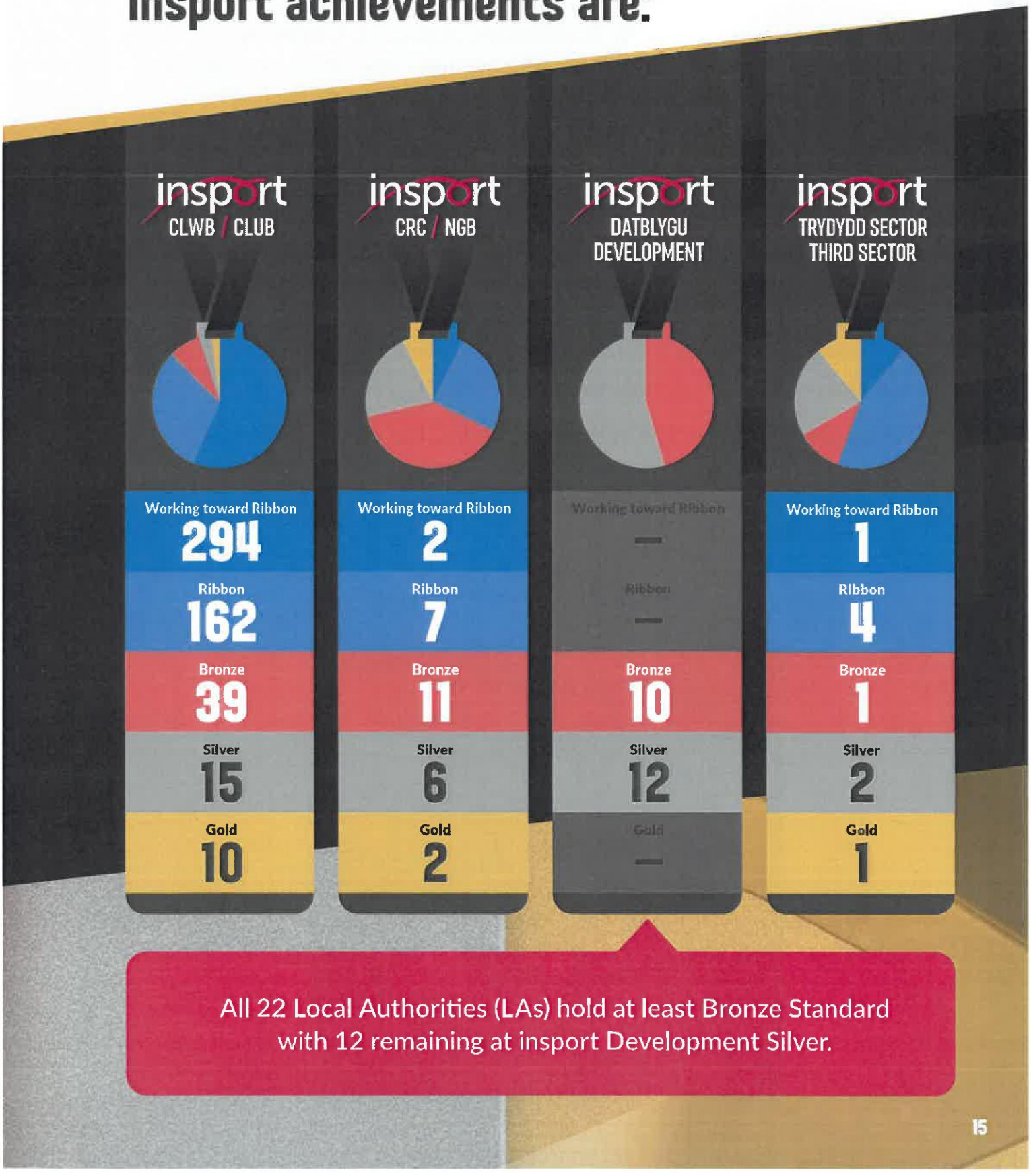
Byw'n Iach (delivering sport and leisure in Gwynedd) are continuing to progress through insport Third Sector and achieved the insport Third Sector Bronze Standard. This panel was hosted fully in Welsh. Whilst this has been a challenge previously due to panel member availability, we have prioritised recruitment to ensure we can host panels in the chosen language of organisations.

insport TRYDYDD SECTOR THIRD SECTOR EFYDD BRONZE

Byw'n Iach



The overall progress of inspport achievements are:



Case Study: Gold Organisations

Urdd achieve Gold in Centenary Year

The Urdd have become the first Third Sector Organisation in Wales to achieve the insport Gold standard, recognising their commitment and passion to providing inclusive opportunities for disabled people across the Nation.

The Urdd have made consistent progress with the insport Third Sector Programme and have been successful in their journey from ribbon through to Gold in only 5 years.

"The Urdd's ambition is to offer an equal service and opportunity in Welsh to all children and young people in Wales. I would like to thank Disability Sport Wales for helping the Movement by educating and sharing information so that we can adapt our activities to provide special opportunities for all.

"Although we have reached the gold award, the conversation and learning still continues, and we look forward to further developing our activities while working together with this special organisation over the coming years."

— Sian Lewis, Chief Executive Officer, Urdd Gobaith Cymru





Case Study: Gold Organisations

Welsh Gymnastics achieve insport Gold

Welsh Gymnastics have successfully achieved the insport Gold standard, recognising their commitment to providing inclusive gymnastics in Wales, demonstrating a strong commitment and culture throughout the organisation to developing the inclusion of disabled people across their gymnastics communities.

"We've got incredibly committed people across our community; our staff, clubs and coaches who have worked tirelessly to help us deliver opportunities for people with disabilities within our sport and to demonstrate that it really is about gymnastics for all in Wales."

— Bev Smith, Chair, Welsh Gymnastics



Strategic Priority 1

insport Series Events

The partnership between DSW and A F Blakemore (SPAR) which originally started in October 2019, supporting the provision of insport Series Events across Wales, was renewed for a further 3 years extending the partnership until 2025.

The return of face-to-face delivery has enabled insport Series events to be delivered in partnership with several stakeholders to target provision if needed. Examples include the delivery of a powerchair football and boccia event alongside Cardiff City FC Foundation and Whizz Kids, and the recent delivery alongside Special Olympics GB as part of their Summer Series of Sport in Wrexham.

The Para Sport Festival in Swansea provided a platform to showcase insport Series events alongside world level events (World Triathlon Para Series) and global event brands (Ironman) and enabled the return to a similar format to the traditional larger scale events with over 20 sports provided across a single venue.

Of the insport Series Events delivered during the period April 2022 – March 2023 the FDSW recorded a total of 1,351 attendees.

Case Study:

insport Series Events x Wheelchair Skills

Throughout the year insport Series events returned across Wales with the inclusive multi-sport events again providing a route into local and regional sport opportunities for disabled children, young people, and adults.

These events aim to provide inclusive sporting opportunities for disabled adults and young people across Wales. Alongside Whizz Kids, three wheelchair sport focused events were delivered across Wales, offering a range of physical activity and sport opportunities that were fully accessible to wheelchair users.

The events were delivered as part of a wider project to highlight the number of excellent wheelchair sport available across Wales. Linked to the Whizz Kids Moving on Project, aiming to increase the level of wheelchair skills within school aged wheelchair users across Wales, the events provided an excellent opportunity for pupils to utilise these in a sports setting. Activities at each event were mapped against established community opportunities in the local area to ensure that attendees could continue to participate post event.

Key Headlines

Held at: Newport Tennis Centre, Newport,
Plascrug Centre, Aberystwyth,
Plas Coch, Wrexham

Activities available: Powerchair Football, Para Fencing, Table Tennis, Boccia, Wheelchair Tennis, Wheelchair Basketball, Wheelchair Rugby, Wheelchair Rugby League, Indoor Rowing, Squash, Athletics, and Swimming.

The outcomes: The aim is to continue a blend of open and impairment focused events in future to maximise the opportunities for disabled children, young people, and adults to participate in a safe and fun environment.





Strategic Priority 1

The DSW Community Programme

During 2022/2023 14,145 disabled people have accessed physical activity, exercise or sporting opportunities within clubs and sessions. This represented a decrease of 5.5% in the reported figures from 2021/2022. A primary reason for the decrease in the number of disabled people reported was a result of a lower engagement with the Club & Session survey across Wales. As a result, several changes have been implemented moving forward to capture the information required to best support clubs & sessions providing inclusive physical activity (including sport).

Nationally, 382 community clubs and sessions have provided inclusive physical activity or sport within their local communities between 1st April 2022 and 31st March 2023. These were responsible for delivering a total of 19,459 inclusive sessions across Wales within this period, by a total workforce of 2,310 coaches & volunteers, including 350 with a disability or impairment .

Positively, clubs & sessions returning data during 2022/23 demonstrated an increase of 23% within their disabled participant population. This included from all impairment groups (Sensory impairment (blind and partially sighted; Deaf and hard of hearing), Physical impairment; and Intellectual impairment).

Looking at the diversity of the workforce within these environments, 18% of the coaches supporting delivery have an impairment, this represents an increase from 11% in 2021-22. Across the workforce, 58% are Welsh speaking, and 14% identify as being from an ethnically diverse background, with 8% identify as belonging to the LGBTQ+ community.



Case Study:

Ammanford AFC Strike Gold

Ammanford AFC have recently become the first club in Carmarthenshire to achieve the insport Club Gold standard. The club have shown a passionate and dedicated commitment towards inclusion and have quickly progressed through the insport Standards.

" As a club we are delighted to meet the Gold standard for insport, recognising our inclusivity as a club and provision for our Rhydaman Rangers side. This would not be possible without great support from our dedicated committee and volunteer base, with a big thank you to coach Sion Thomas who started the team back in 2017. We also need to thank Lisa Pudner from Actif Sir Gar who has supported us on our journey with insport, helping us becoming the first Gold standards recognised sports club in the county. Ammanford AFC prides itself on being a community-based club, and we look forward in continuing to increase awareness within disability sport, working closely with various stakeholders to promote football opportunities for all. "

— Rhodri Jones, Ammanford AFC

" I am delighted that Ammanford AFC is the first insport gold club in Carmarthenshire and only the second insport gold football club in Wales, this is a tremendous achievement for the club. The meteoric rise was due to the club's partnership between the FAW and Swansea City Football Trust, nearly all the policies and procedures were in place so there was a smooth transition through from ribbon to gold, the only delay was accessing an equity course due to Covid restrictions.

The Rangers pan-disability team was established in 2017 within Ammanford AFC umbrella and are going from strength to strength playing in the pan-disability league and have secured their own kit sponsors. "

— Lisa Pudner, Actif Sports & Leisure

Case Study:

Reducing barriers in Vale of Glamorgan

In response the School Sport Survey (2022) results, the Healthy Living Team within the Vale of Glamorgan developed a number of successful projects through the development of a number of key partnerships.

With the school sport survey demonstrating identified differences in the participation levels of disabled young people in comparison to their peers, the team have actively worked to develop new partnerships to ensure disabled young people have opportunities to access sport & physical activity.

Insight

As part of an analysis into the School Sport Survey, it was highlighted that within the Vale of Glamorgan, 34% of pupils with a disability or impairment participated in organised sport outside of the curriculum three or more times per week, compared to 44% of pupils without.

Identified Barriers to Participation

Following discussions with a number of partners, the following identified barriers to participation needed to be considered during the development phase of any projects:

- Access to quieter spaces for activities
- Time needed to be built into projects to allow activity leaders to build rapport with participants before start of activity
- Promotion / signposting and raising confidence for participants and parents / carers

Outcomes

As a result of developing new partnerships several key projects have been successfully established. These have included developing key links within the community club networks and primary and secondary school settings within the local authority area.

Community provision - Within the Vale, it recognised that whilst there is a vibrant sports clubs network, but it has been identified that there are limited introductory opportunities for children to be active within a group setting and without focusing on one sport only.

A block of family-based physical activity sessions were developed, targeting those families where children do not already belong to local sports clubs and /or targeting those with low activity levels. During the sessions, parents/carers identified that being able to be active alongside their child removed some of the barriers their children had previously faced, and the sessions also provided a positive platform, for both parents/carers and children to recognise that activities were inclusive. All participants attending indicated they were not regularly active nor members of sports clubs and because of participation in sessions, were more motivated and confident to continue to be active.

Secondary School - As a result of a signpost through the Disability Health Activity Pathway scheme and subsequent discussions with family, it was identified that a young person attended an autism resource base within a local secondary school. A team member contacted the resource base to discuss physical activity opportunities not only to support this signpost, but also other pupils within the base. As a result, consultation took place with young people to identify interests and gaps were identified in opportunities. Further consultation with both young people and support staff, due to challenges and barriers faced by the young people (e.g noise related challenges, reduced timetable etc), an additional timetable of extra-curricular provision was developed to support the young people in accessing opportunities. There has been additional provision factored in to enable instructors to build rapport with young people before starting physical sessions to overcome some of the identified barriers.



Strategic Priority 2

Empower an inclusive workforce

In order to change processes, it is essential to have a workforce who understand and drive inclusion at the very heart of where it happens. Ensuring that current and future workforces understands and represents inclusion and diversity and has a range of resources at their disposal with the power to change attitudes and behaviours is critical to DSW's purpose.

Education and Training

This area encompasses a suite of resources and training which are intended to influence, educate, and enhance confidence about disability sport provision, participation, and engagement.

The UK Disability Inclusion Training population-specific approach enables information and approaches to be relevant to everyone's experiences, with the Play Together and UK Disability Inclusion Training Education workshops aimed at engaging children in school years 5 and 6 (aged 7 – 11 or progression steps 2 and 3) and their educators to include everyone in the playground, within PE, and extra-curricular activities.

The UK Disability Inclusion Training (UK DIT) for coaches and volunteers is a programme of training specifically designed for coaches and volunteers who are either delivering or considering delivering within community and/or performance settings.

UK Disability Inclusion Training (UK DIT)

BrightSpace (the Virtual Learning Environment DSW invested in at the beginning of 2021) went live with its first courses in December 2021. The Level 1 e-learning module of the UK DIT (Coaches and Volunteers) workshop is intended to provide a basic introduction to inclusive practice and is aimed at all those looking to make sport and physical activity more inclusive. This training is fully inclusive with captions and BSL overlay. UK Disability Inclusion Training Level 2 provides further knowledge and understanding of inclusive practice and the theory behind it. For instance, it covers understanding legislation, effective communication, an in-depth discussion on how to deliver inclusively, and examples of inclusive delivery. UK Disability Inclusion Training Level 3 provides a detailed application of inclusive practice, reflection of delivery of inclusive practice, and challenges and solutions when delivering inclusively.

Over the course of 2022/23, 1222 learners have accessed the UK Disability Inclusion Training (DIT) level 1 course, 162 learners have attended the UK DIT level 2 course, and 28 learners have attended UK DIT Level 3 courses.

The FDSW currently have a workforce of 22 tutors (11 North-based, 9 South-based, and 2 based in West Wales) who have all achieved their L3 Award in Delivering Learning (ADL) or L3 Award in Education and Training (AE&T) and engage with two workforce development sessions annually.



1,222 learners at Level 1

▼

162 learners at Level 2

▼

28 learners at Level 3





UK DIT Education

The UK Disability Inclusion Training Education course has been specifically designed for teachers and education staff. The course is aligned with the New Curriculum for Wales and the development of physical literacy within pupils is at its core.

This course is ideally suited for teachers and education staff who are delivering to pupils who are disabled and non-disabled and want to learn more about inclusive delivery. It provides guidance on how to deliver inclusively, create a child-centred approach, effective communication, along with ideas for inclusive sport, physical activity, and extra-curricular activities.

Play Together

Play Together is a fun and creative inclusive learning programme aimed at primary school pupils in years 5 and 6 (progression steps 2 & 3). The aim of Play Together is to help pupils create innovative way to include all children in the games and activities they play. The workshop enhances children's knowledge of disability, language and terminology, inclusive activities to play, and explore inclusive equipment.

Case Study:

Cardiff Met Sport x Play Together

Over the Autumn term, Cardiff Met Sport developed a plan to roll out Play Together workshops across Primary Schools within the Southern Arch of Cardiff. As a focus area for the city because of the higher levels of deprivation, all schools were offered the opportunity to participate. An initial eight schools were included in the pilot phase, with workshops provided for all Year 5 pupils.

The Project:

- Developing a workforce to deliver: a key member of the Met Sport team was upskilled to lead the workshops and paralympic sport focused sessions by attending a UK Disability Inclusion Training workshop. Three Cardiff Met student placements were recruited and upskilled to support the delivery.
- Identifying the participants: initially focusing on the southern arch of Cardiff, eight schools formed part of the pilot phase.
- Delivery: the identified workforce, initially supported by the Disability Sport Coordinator were mentored to deliver the workshops. Each of the three students eventually completing an 80-hour placement each.

Outcomes:

Between October and December 2022 eight Primary Schools welcomed Met Sport to deliver the project. In total over 400 children have participated to date and received Play Together certificates. Due to the success of the pilot the offer then went out to all Primary Schools in Cardiff in January 2023. Within a matter of days fourteen more schools had signed up. By the end of March 2023 over one thousand children attended a Play Together Workshop and Paralympic Sports experience over a six-month period.

Even though I considered myself inclusive in the way that I have been working previously, delivering the Play Together workshop has not just opened my eyes to inclusion but has put inclusion into the forefront of how I might plan and now do my day-to-day work.

"It has been refreshing listening to the children in school and how they are afraid to put a hand up and ask questions at the beginning of the workshop, but by the end when you are asking them, they have plenty to say on what they have learnt and how they might put into practice playing with disabled children."

— Huw James - Schools Lead (Competitions and Events Officer) - Met Sport

"The sessions were really informative and enjoyable for the children ... The children, and myself, thoroughly enjoyed the experience of taking part in GoalBall, Seated Volleyball and Boccia - we will definitely continue to play these sports in the new year. A great session for the children to become more ethically informed citizens as well as healthy confident individuals."

— Mike Carne - Year 5 Teacher - Rumney Primary School

"Brilliant fun and clearly explained how to include all pupils in adventurous games. Just what I was hoping for."

— Year 5 Teacher - Llanishen Fach Primary School

FEATURE
International Women's Day



Open to females and allies from communities in all levels of physical activity including sport, the inaugural International Women's Day Learning Event was hosted in Cardiff to celebrate International Women's Day, while also establishing a platform to highlight best practice within inclusive provision.

An evening of workshops and networking to celebrate International Women's Day, the Disability Sport Wales hosted event consisted of workshops, focusing on supporting female participation in sport. The aim of the event was to offer a great inclusive experience while developing the knowledge of how to support the female participation in physical activity including sport.



The series of 30-minute workshops were delivered by a range of Paralympic athletes, and those with expertise within their respective fields.

- Menna Fitzpatrick delivered an overview of her athlete journey, as Paralympic GB's most decorated winter Paralympian,
- Lora Roberts MChiro LRCC, a former Associate Chiropractor and current lecturer of chiropractic at the University of South Wales delivered a workshop on the female body and the benefits of inclusive physical activity,
- Pippa Britton closed the event with an overview of her journey from performance as a Paralympic archer into sport and wider governance roles.



The aim is for the event to travel around Wales annually to promote best practice and to continue the growth and development of inclusive provision for women & girls in sport.

Strategic Priority 2

Volunteers

Across all its provision, the activities provided by and in partnership with DSW are entirely dependent on volunteers. Volunteers underpin the sessions, they are the life blood of the Get Out Get Active programme (see p48), they work with the local authorities on insport Club, they support events, and they attend the education and training intended to support their provision.

Volunteers are a huge support to the work of DSW and the support that they provide to the delivery of inclusive sport and physical activity within Wales.

422 Volunteers

support clubs, sessions and events delivered in partnership with Disability Sport Wales





Strategic Priority 3

Enable robust inclusive pathways

Support throughout the sector for involvement in, engagement with, and the development (across the age ranges) of physical competencies for physical activity (including sport) is key to ensuring that disabled people are as likely to have lifelong enjoyment as non-disabled people.

Providing viable pathways to be involved, to progress along, to re-enter and to compete within is essential.

Strategic Priority 3

DISABILITY SPORT WALES

Performance Pathway

Aimed at identifying and supporting emerging athletes across Wales, athletes are provided tailored support in a tiered structure which intends to develop physical literacy as well as sport specific exposure. Provision is to all athletes who have the potential to progress in Paralympic, Commonwealth, Virtus, Deaflympic and Special Olympics pathways.

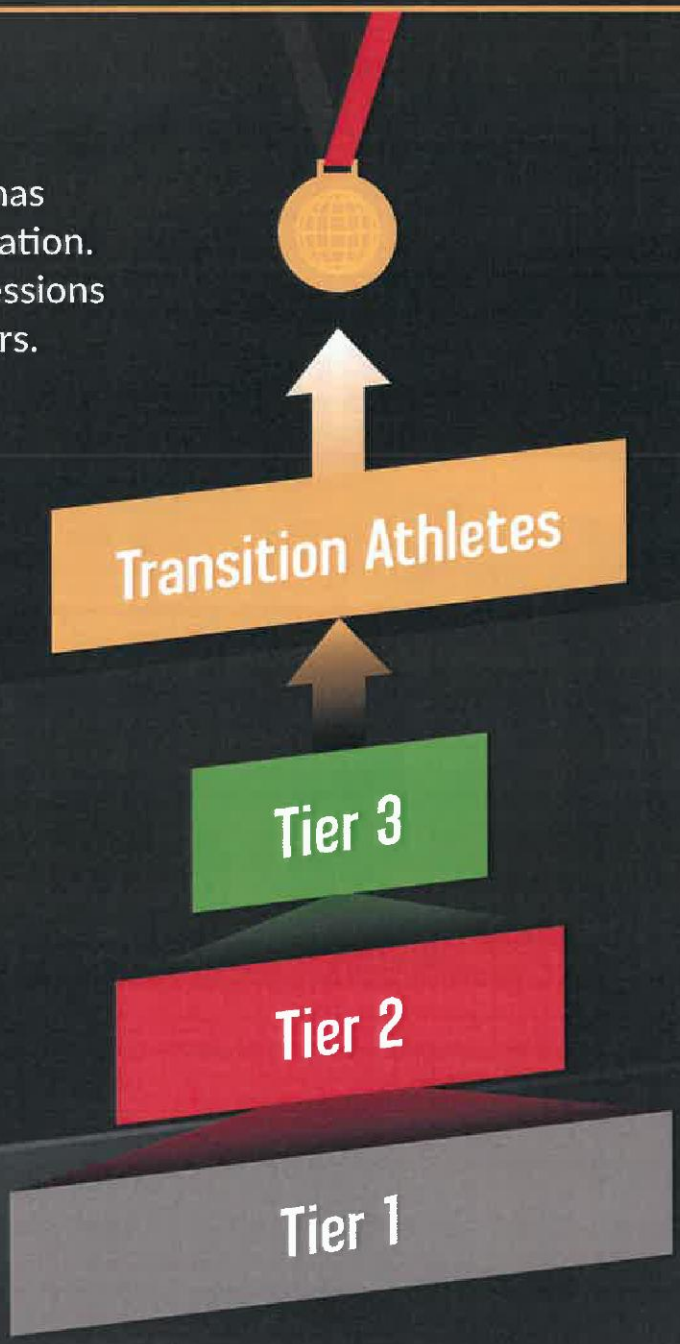
The programme also supports elite (disabled) athletes via a range of performance services who are within or transitioning on to UK, GB or Welsh programmes for Paralympic or Commonwealth Games.



Photo: Athletes prepare for a wheelchair tennis drill at a Performance Pathway Hub

The Performance Pathway Programme has completed the first full year since its creation. A blended mix of virtual and practical sessions were delivered to athletes within the tiers.

The Performance Pathway Hub (PPH) programme cycle runs from September to July, meaning the 22-23 year began with the end of the 21-22 PPH cycle. Three sessions (2 virtual and 1 practical) were delivered from April to July. For the new cycle, starting in September, the decision was made to increase the number of practical opportunities, from 4 in 21-22 PPH cycle, in the form of PPH day camps held across Wales.



Nine day-camps are offered, with the aim of developing physical competencies, fundamental movement skills and the knowledge, motivation and confidence for attendees to take ownership over their own journey in sport. Webinar sessions continue to be offered to Tier 3 athletes with topics including social media, nutrition, performance lifestyle and clean sport. Up to the end of the 22-23 financial year, the PPH has delivered 5 day-camps and 3 online virtual sessions with a further 4 day camps and 3 virtual sessions in planning.

Performance Pathway Hub structure is established and sets out a 3-tier system of support, opportunity, and expectation. Tier 1 and Tier 2 Hub athletes will be participating in a range of activities, whilst Tier 3 Hub athletes are more likely to specialise in a single sport.

Case Study:

Tier 1 Hub athlete

A 10 year old, new signpost through the #inspire form enjoys sport but had little understanding of para/disability sport pathways. They have attended PPH day camps and tried sports such as para powerlifting, athletics, and badminton.

They have also been signposted to sport specific taster sessions which has resulted in them being invited to further swimming sessions lead by Swim Wales.

This individual continues to try new sports but is interested primarily in swimming and athletics and is hoping to be classified in both sports when an opportunity arises.

Case Study:

Tier 2 Hub athlete

A 15-year-old engaged with the PPH through the inspire campaign with previous recreational interest in swimming and a new interest in boccia. The athlete was signposted to insport series events which enabled them to connect with the Swim Wales pathway coaches.

They have continued to swim in local swimming lessons. The individual attended one to one and small group boccia sessions lead by the Boccia Coordinator, Performance Pathway Senior Officer, and the Performance Pathway Officer.

This led to the individual competing in the Welsh Boccia Championships for the first time in 2022. The individual continues to attend PPH day camps to experience new sports and develop in their primary sport of boccia. The individual is looking to get classified in boccia at the earliest opportunity.

Case Study:

Tier 3 Hub athlete

A 16-year-old participant in golf, athletics, cycling and snowboarding. The participant was very active before acquiring their impairment. The participant had identified a goal of competing in athletics for the first time and has been attending the PPH online and day camp sessions to support this goal since 2021.

Performance Pathway Senior Officers (PPSOs) and the Performance Pathway Officer have provided outreach support to help the participant return to athletics which has included arranging one-to-one training sessions with a familiar coach, supporting the participant and their family through the National classification process, attending local club training sessions with the participant, ongoing communication with the club coach, working with Welsh Athletics to identify inclusive competition opportunities and offering a para specific competition opportunity through the DSW athletics club.

The participant achieved their goal of competing in athletics at the National Junior Disability Athletics Championship in July 2022. This athlete was made aware of a talent transfer opportunity which would allow them to work towards selection for the Commonwealth Youth Games in Para Athletics. DSW and Welsh Athletics supported the athlete to identify and work with a new coach. The athlete was nominated by Team Wales to the CGF for selection to compete.

- Para events will be included and integrated within the Commonwealth Youth Games for the first time in history. The event which will include para-athletics will take place at Trinidad and Tobago August 2023.
- DSW and Sport Wales collaborated with UK Sport to establish a network approach to Paralympic recruitment and development. This included exploring Athlete recruitment networks and a British Paralympian development framework.
- The #inspire signposting form is being utilised by the sport sector and key stakeholders to encourage individuals to engage with the Performance Pathway.

- Performance Pathway Athlete Kai Hamilton Frisby was selected to take part in the BBC Children in Need Rickshaw Challenge. A documentary about Kai's journey through sport and how that has made a different to his life and helped him cope with his impairment was a powerful watch. Kai was also present at the studio and invited live on to the stage.

- Wales hosted the UK Boccia Championships in Swansea in October. Boccia UK were extremely positive and grateful to DSW for hosting and running a successful event. Athletes thoroughly enjoyed themselves and had a very positive experience at a high standard event.

- Commonwealth Games Federation announced that there will be 9 para sports included within the 2026 programme with the addition of para shooting for the first time.

- British Athletics and British Swimming announced the Athletes on their programme which include 6 Athletes from Wales.

- Olivia Breen was crowned 2022 BBC Cymru Sports Personality of the Year following a superb year which saw her win a second Commonwealth title.

- Orthotix and Disability Sport Wales established a partnership which will allow the performance pathway athletes to benefit from expert clinical services and specialist sports medicine bracing.

- 6 para-athletes (4 are PPH participants) were selected to represent Wales or Welsh Schools Athletic Association at a Welsh Athletics U20 International event in Swansea.

- The UK School Games had strong representation from Wales with an increase of 11 Athletes since 2021.
  Tennis: 7 Athletes (5 Members of PPH)
  Athletics: 7 Athletes (7 Members of PPH)
  Wheelchair Basketball: 11 Athletes (9 Members of PPH).
  Medals: 5 Gold, 8 Silver, 1 Bronze.

- 14 athletes competed at the National Junior Disability Athletics Championship. The team was led by DSW core staff and supported by volunteer coaches from Welsh Clubs. All 14 athletes achieved at least 1 medal and one member of our team was voted as Athlete of the Competition by the event officials and volunteers.

- The Performance Pathway Hub entered its second year. Outreach support increased, practical sessions took place more frequently (monthly) and a series of Athlete Curriculum sessions was made available virtually.

- A Wheelchair Basketball Celebration event was held at Team Wales House during the Commonwealth Games to highlight the achievement of the young squads and thank the volunteer coaches for their hard work over the last Commonwealth Games Cycle.

- The Commonwealth Games took place during August 2022. Out of eight Para Sports available at Birmingham 2022, Wales had para representation across seven sports.

  19 Para Athletes were selected making 10% of the Welsh Team. Team Wales collected a total of 28 medals at the 2022 Commonwealth Games in Birmingham: eight golds, six silvers and 14 bronzes.

  From those figures, Para Athletes took home nine of those Medals: (4 Gold, 3 Silver, 2 Bronze) which equates to 32% of Team Wales Medal Total (50% of the Gold medals, 50% Silver, and 14% of the Bronze medals).

- Taekwondo Athlete Beth Munro achieved World No 1 status only four years after identifying her at an insport Series Event.

- Three para athletes were selected to attend the Commonwealth Youth Games GAPS camp in South Africa in March along with their coach, Morgan Jones. The athletes had a short training camp, followed by a competition.

Strategic Priority 3

National Performance Programme

This was an exciting year for para sport. Covid restrictions eased and sport was able to get back to normal and with the Commonwealth Games heading to Birmingham, it was great to see Welsh athletes dominate on the world stage once again.

The 2022 Birmingham Commonwealth Games was set to be the most inclusive games to date, with 8 para events being included in the games.

19 Para Athletes were selected making 10% of the Commonwealth Games Welsh Team.

- Para Athletics
- Para Track Cycling
- Para Table Tennis
- Para Lawn Bowls
- Para Swimming
- Para Powerlifting
- 3x3 Wheelchair Basketball
- Para Triathlon

Commonwealth Games Medals

GOLD

James Ball Para Track Cycling
Men's Tandem B - Sprint with his pilot Matt Rotherham

Olivia Breen Para Athletics
Women's T37/T38 100m

Aled Davies Para Athletics
Men's Discus Throw F42-44/61-64

Josh Stacey Para Table Tennis
Men's Singles Classes 8-10

SILVER

James Ball Para Track Cycling
Men's Tandem B - Sprint with his pilot Matt Rotherham

Julie Thomas and Gordon Llewellyn Para Lawn Bowls
Para Mixed Pairs B2/B3 with their directors Mark Adams and John Wilson

BRONZE

Harrison Walsh Para Athletics
Men's Discus Throw F42-44/61-64

Lily Rice Para Swimming
Women's 100m Backstroke S8

Location: **Birmingham, United Kingdom**
When: **July 28th - August 8th 2022**

Outstanding performances 2022-2023
(outside of the Commonwealth Games)

ANDALUCÍA 2022 WORLD PARA TABLE TENNIS CHAMPIONSHIPS

Paul Karabardak	Men's Doubles Class MC14	GOLD
Grace Williams	Women's Doubles Class WD14	GOLD
Josh Stacey	Men's Singles Class 9	SILVER
	Men's Doubles Class MD18	SILVER
Rob Davies	Men's Singles Class 1	BRONZE

2022 UCI PARA-CYCLING TRACK WORLD CHAMPIONSHIPS

James Ball & Steffan Lloyd	Tandem Team Sprint	GOLD
	Tandem 1km TT	SILVER
	Tandem Sprint	BRONZE

2022 ICF PARACANOE WORLD CHAMPIONSHIPS – DARTMOUTH

Laura Sugar	Women's KL3	GOLD

2022 WORLD ROWING CHAMPIONSHIPS – RACICE

Benjamin Pritchard	PR1 Men's Single Sculls	BRONZE

2022 PISMO BEACH ISA WORLD PARA SURFING CHAMPIONSHIP

Llywelyn Williams	Men's Kneeling	GOLD

Athlete Case Study:

Olivia Breen - Para Athletics T38

Olivia Breen has been a figurehead of Welsh Paralympic sport since her debut at the London 2012 Paralympic Games, inspiring so many future athletes into the sport, her charisma and enthusiasm for inclusion and Paralympic sport is infectious which has made her a household name within Welsh sport.

2022 was a great year for Olivia after coming back from the Tokyo 2020 Paralympic Games with a bronze medal around her neck from the T38 long jump, she had to quickly change her focus from long jump to her second event the T38 100m to get herself prepared for the 2022 Birmingham Commonwealth Games, the event where Olivia brought home a Bronze at the 2018 Gold Coast Commonwealth.

Unfortunately, she would not be able to defend her long jump title gold medal form the 2018 games as this event was not included in the program, she had her sights set on more silverware but what unfolded on the night of the 2nd of August was something for the history books as a female Welsh athlete hadn't stood on top of the podium since 1990.

Olivia eased her way into the final taking the second automatic qualification slot behind her English rival Sophie Hahn who has been dominant in the event since her Debut in 2013. With the final looming all eyes were on Sophie Hahn to retain her title, but it was not meant be for the English athlete, Olivia run the race of her career finishing the race with a personal best of 12.83 and that all important gold medal and title of Commonwealth Games champion.

On returning form the games the accolades kept on coming in with nominations for 2022 National Lottery Athlete of the Year, Welsh Athletics Senior Female Athlete of the Year and Athlete's Athlete of the Year, and the BBC Wales Sports Personality of the Year.

Olivia Breen gained the top honours in both categories of the Welsh Athletics Awards and also being awarded the BBC Wales Sports Personality of the Year via a unanimous decision by the panel of judges.

Olivia Breen has had a truly remarkable year, and we look forward to seeing what more she goes onto achieve.

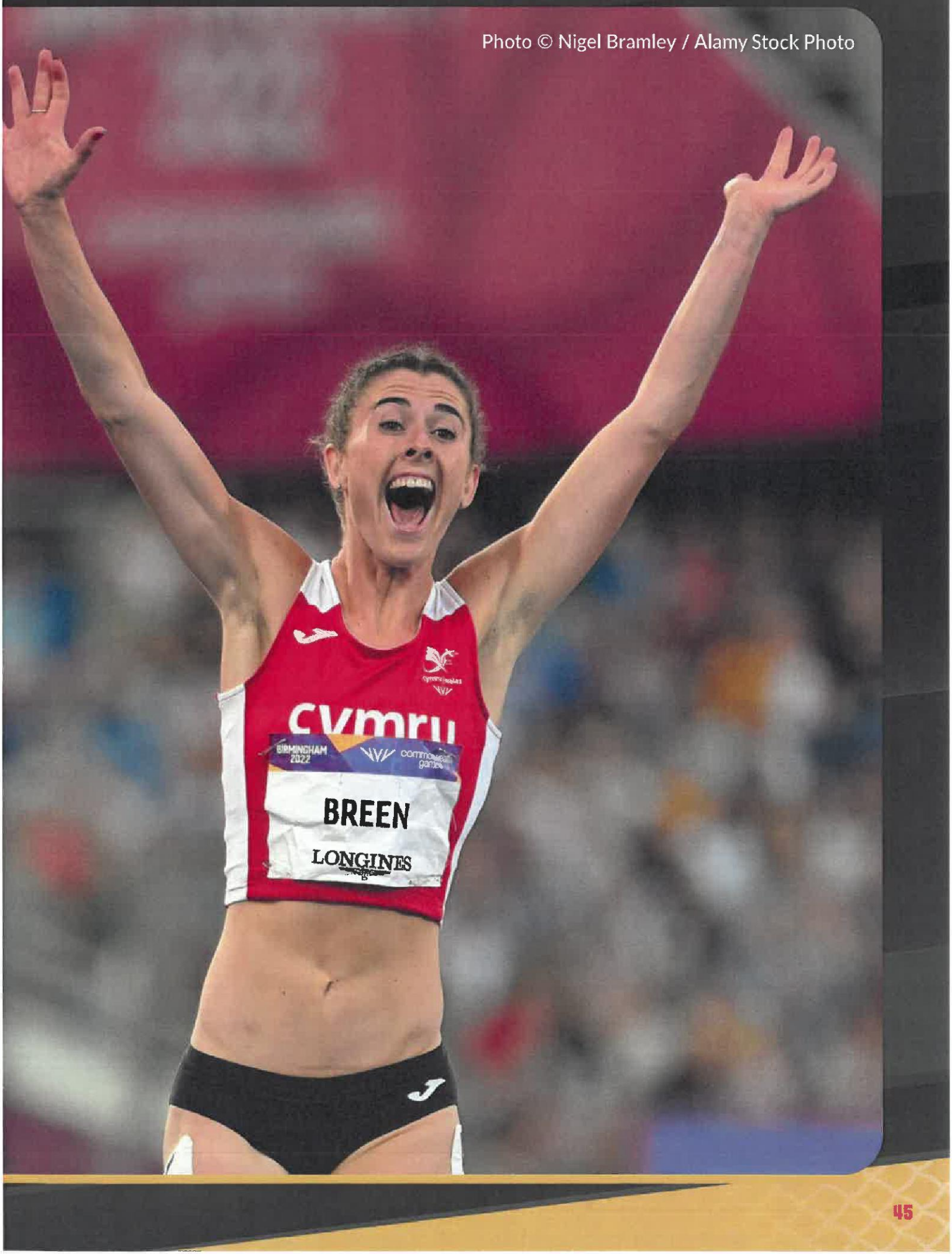


Photo © Nigel Bramley / Alamy Stock Photo

Feature Project

Boccia Cymru Development

Following on from the home Boccia project that was launched through the Covid pandemic to ensure that those individuals who were the most isolated could continue to be physically active, the development of a Welsh Boccia pathway has continued to grow.

In March 2022 the DSW Performance Pathway Team took on an intern with a passion for boccia to help develop the boccia pathway within Wales, with their focus to

- **Support in the Identification of new boccia players, forming/hosting a database of players, locations, club links etc.**
- **Work with boccia clubs to provide inclusive opportunities,**
- **Up-skill the workforce and provide appropriate training opportunities.**

One of the many successes of the intern role was their engagement with 10 schools and organisations across South Wales to showcase the sport and upskilling the teachers and practitioners to include boccia with their PE lesson and rehabilitation sessions showcasing the fully inclusive nature of the sport and the benefits it can have. The intern has now been employed as the Disability Sport Wales Boccia Coordinator and their work continues to grow work towards the Boccia Development strategy.

Boccia CYMRU WALES





As part of Disability Sports Wales commitment to the sport of Boccia the organisation announced that it would hold the 2022 Boccia UK Championships, this would be the first time that Wales would host the championships since 2014. The event welcomed athletes from across the UK including Paralympic champion David Smith, and other world class players such Claire Taggart and Jamie McCowan.

The success of hosting the UK Championships has been used to establish additional competition that could be held in Wales to formulate and active and engaged competition pathway, it was also a good way to encourage and inspire future Welsh boccia players into the pathway.

Since the appointment of the Boccia Coordinator, the number of athletes within the pathway has doubled, a new club has been established with more in the pipeline, and coaching qualifications are set for the end of the year.

Strategic Priority 3

Get Out Get Active (GOGA)

Ewch Allan Get Out
Byddwch Actif Get Active

SPIRIT OF 2012
LONDON MARATHON CHARITABLE TRUST

A programme funded by Spirit of 2012 and the London Marathon Charitable Trust, this is a partnership with the Home Nations Disability Sport Organisations and other key partners. In Wales 3 localities have been identified to develop partnerships and programmes which will engage the least active of the inactive disabled and non-disabled people.

North Central Wales
Flintshire, Conwy, Denbighshire
Partnership with Pride Cymru and the focus in on disabled and non-disabled members of the LGBTQI+ communities

PRIDE CYMRU

West and Mid Wales
Pembrokeshire, Ceredigion, Carmarthenshire, West Powys
Partnership with Pembrokeshire County Council with a focus on children, young people and their adults in Elective Home Education environments.

Sport Pembrokeshire
Chwaraeon Sir Benfro

South M4 Corridor
Swansea, Cardiff, Newport
Partnership with StreetGames focused on disabled and non-disabled people from Ethnically Diverse Communities.





What we have achieved:
Get Out Get Active #2

Get Out Get Active (GOGA) is a programme created to bring disabled and non-disabled people together to be active. It looks to engage the least active communities in fun, inclusive ways. GOGA is about much more than being active. It strengthens community spirit, increases confidence and improves mental health. It increases the demand for, and the accessibility, of activities. The success of GOGA has come from tapping into people's real-life motivations to be physically active.

As with all other projects over the last year GOGA has had to be flexible with its approach, navigating lockdowns and changes in Welsh Government restrictions. Some of the work on the programme has been engaging with groups and individuals virtually and on social media to map current opportunities and identifying and engaging with potential partners in preparation for delivery. Training has been a focus area with partners going through online Disability Inclusion training, autism awareness training and LGBTQ+ Training. One officer has been appointed this year into each organisation and they are leading the work in each locality.

The core ingredients that underpin the GOGA programme include:

- Reaching the very **least active** disabled and non-disabled people in "active recreation".
- Supporting disabled and non-disabled people to be **active together** through genuinely inclusive environments.
- Focus on engaging people and developing workforce through use of **the ten talk-to-me principles.**
- **Sustainability**: Individuals active for life, Inclusive local system and practice, Transferable learning Inclusive local system and practice.

Case Study

Street Games - South Riverside Community Development Centre partnership

Background

The Young Children & Parent Project (YCPP) works with children and young people aged 0 to 15years old. Thanks to some funding from Street Games through the GOGA Programme we are now able to provide sport activities for children and young people including those with Additional Learning needs (ALN). The YCPP firstly consulted with the children and young people to find out what sort of things they would like to do. They were mostly interested in trying new sports and activities that they would not normally do in school or with parents.



Horse Riding

The first activity they did was horse riding at the Pontcanna stables. There were 6 participants aged between 7 and 14 years old, none of them had ever mounted a horse before so they were both scared and excited. Once mounted they were in the indoor arena learning how to start, stop, turn and ride their horse.

At the end of the session, they all are looking forward to a second lesson where they will be able to take the horses outside on the train in Pontcanna fields. I will be booking another two follow-on sessions for these children in the May half term.



Badminton

The YCPP also booked 2 courts for 2 hours in Western Leisure Centre so that the children and young people can experience the game of badminton. The young people were taught how to serve and hit the shuttlecock correctly; there were 4 children who had never held a racket however by the end of the session they were gaining confidence and beginning to enjoy the game.

Now the building that hold our sports hall in SRCDC is being refurbished. When it is completed, we will be booking regular badminton and netball sessions for the young people in Riverside.

Strategic Priority 3

Llwybr Gweithgaredd Anabledd Iechyd
Health Disability Activity Pathway

This Health-funded initiative was committed as recurrent funding to each Health Board in Wales prior to the pandemic. It placed a part time Health Practitioner in each health board with a remit to effectively signpost disabled people to physical activity (including sport) and support the training requirements of health practitioners to do this. Betsi Cadwaladr University Health Board also host a full-time manager to coordinate the practitioners (when appointed) across the Health Boards.

Despite the delays in the roll-out because of the implications for Health because of the Pandemic, a Health Disability Activity Practitioner has been successfully appointed within each of the seven Welsh health boards and continues to be supported by the Health Disability Activity Team Leader.

The investment for this programme goes directly from Health, monitored by the Welsh Therapies Advisory Committee and into each Health Board. This investment is recurrent and is identified for the part time (0.5) employment of a Band 5 post, plus additional programme resource (£1,000 annually).

The Federation of Disability Sport Wales additionally provide value-in-kind investment through the facilitation of the signpost process between the seven health boards, and their respective local authorities. The Health Disability Activity Practitioners will also be supported by Disability Sport Wales to embed the programme directly between health and local authority and wider partners. Each local authority will ensure that people who are sign-posted to physical activity (including sport) through a health practitioner can be supported or directed into appropriate local activity; or for the growth and development of new activity to service local demand and interest.

Through a staged approach nationally, depending on appointment timelines, the pathway was successfully established within all seven health boards during 2022/23. While continuing to build the pathway nationally, it is now receiving signposts, with a total of 136 signposts received during 2022/23. In addition, 755 health professionals were also trained during the same period.

It is anticipated that as all Health Disability Activity Practitioners become established within their respective health board areas, the number of trained health professionals, and signposted disabled people will continue to grow in 2023/24.

Strategic Priority 3

Wheelchair Rugby Legacy programme with GBWR

The legacy programme is funded by GBWR (Great Britain Wheelchair Rugby) to manage activity that will support the development and the promotion of wheelchair Rugby in Wales alongside the WWR Euro 23 and The Quad nations 22 competition. The Legacy Programme will run from April 22 through to May 23 and will focus on 5 key areas (New club competition, Schools programme, Community engagement, Volunteer & workforce development, and Disability Awareness training).

To support the impact of the Wheelchair Rugby European Championships 2023 and The Quad Nations 2022, the Legacy programme was designed to inspire the development & growth of wheelchair rugby in Wales. The programme looked at the different types of engagement with the sport and where there is the potential to have the greatest impact.

1 A new club competition

The Legacy programme linked up with the Para Sport Festival to launch the first Welsh Open club competition August 2022.

With four teams (Dragons, Ospreys, Rygbi Gogledd Cymru (RGC) & Tiger Seals) competing the event was streamed on YouTube with 528 views over the day of competition with RGC winners of the inaugural title for the event.

2 Schools Programme Including New Digital Resources

Working with Partners at the Welsh Rugby Union & regional rugby community foundations, wheelchair rugby sessions were delivered in schools and community engagement sessions around Wales.

We have also been working with the WRU on a digital school's platform. The online learning platform uses inspirational, wheelchair rugby-based resources to make the six areas of learning (expressive arts, Health & wellbeing, Humanities, Maths, science & Technology, Languages, Literacy & communication) fun and engaging for all pupils.

We engaged with teachers on two writing days to help build and shape the tasks and look at potential resources.

3 Community Engagement Through the Pro-Club Community Teams and WRU Staff

We have been working with the four pro rugby clubs in Wales and RGC in north Wales to raise the profile of the event and to engage communities in the lead up to the competition.

4 Volunteer and Workforce Development Programme

We are working to train more volunteers to support not only the championship, but to also support wheelchair rugby clubs across Wales by providing opportunities to train to become coaches and support staff for the teams.

5 Disability Awareness Training Package

To use sport as the enabler to rally local businesses to create a more inclusive experience in Cardiff. Encouraging and supporting communities to think beyond our sport and to promote racial, gender and social equality, particularly for disabled people.



Case Study

Quad Nations 22

As part of the lead up to the World Rugby European Championships in May 2023, the King Power Quad Nations was held in Cardiff. Four top nations collided as Paralympic champions Great Britain took on France, Germany and Canada at the Sport Wales National Centre, Cardiff from 16-18 September.

As part of the championships and to further the legacy work already being done around schools' engagement schools were invited to attend to see the opening match where Great Britain took on Germany and to take part in a number of engagement sessions.

100 pupils attended and had an opportunity to try wheelchair rugby on the main playing court, delivered by the WRU, a post-game Q&A from GB player Aaron Phipps and a session using one of the digital school platform tasks to engage with wheelchair rugby and the six areas of learning was also delivered by the WRU.

Clare Hewitt Headteacher of Nayland Primary school, said "Aaran Phipps has been in our school and we have worked with him a few times so loved to have the opportunity to watch him play. We had an amazing day! The children are still talking about it now! And we can wait to come back to the Principality Stadium in May".



Strategic Priority 3



The inaugural Para Sport Festival (PSF) was delivered across Swansea in August 2022. The PSF combines a programme of competitive events with participation opportunities through an insport Series event. The whole programme offers free to access participation or spectating opportunities across a range of elite para sport.

The concept of a para sport event to stimulate and enable the delivery of a multi-sport grass roots and a simultaneous series of competitive events across several sports, the first event of its kind.

Hosting the World Para Triathlon Series (WPS) event in Swansea, connecting in an Ironman 70.3 hosted in the same city at the same time, and extending the opportunity and inspiration through the addition of a Para Sport Festival is incredibly unique, and brings with it huge advantage in longer term legacy for para and inclusive sport within the City of Swansea, its surrounding area, and Wales.

A three-year programme, that will grow the range and level of opportunity and competition provided and will establish Swansea as a go-to City for the provision of grassroots, performance development and elite para and disability sport provision.

The inaugural programme included the largest insport Series event held following the pandemic, alongside a competitive para sport programme delivered alongside many Welsh and British Governing Bodies of Sport. Including representation from leading Paralympic athletes and disabled people competing for the first time. The competitive programme included para sports; Boccia, Shooting, Rowing, Triathlon, and Wheelchair Rugby, while also showcasing competitive opportunities provided through Deaf Rugby.

Case Study

Volunteer Engagement Opportunities at the Para Sport Festival

Ian Bailes led a team of volunteers from SPAR, who were instrumental in making sure visitors to the insport Series event at the inaugural Para Sport Festival had a fun, enjoyable, relaxed, and rewarding time. Ian is an Area Manager with SPAR, covering the stretch from his home in Bridgend and all the way west to Pembrokeshire.



Ian Bailes at the insport Series: Para Sport Festival in Swansea



That of course includes the Swansea region, hence Ian jumped at the chance to volunteer for the Para Sport Festival when Swansea Bay hosted provided a home location for the event.

"We're proud of the volunteering work that we do as a company and Disability Sport Wales is one of the organisations which SPAR is delighted to support. When volunteering opportunities came along to come and help with the insport Series event at the Para Sport Festival, we couldn't wait to put our names forward and to assist in any way that we could" says Ian.

"As it was the inaugural Para Sport Festival, we didn't know what to expect – but it's been sensational. We've been going around the different sports and helping in any way that we can – not so much with the technical things, but a lot of chasing after different shaped balls, helping visitors find their way around the venue and giving out SPAR goodie bags.

"It's been fantastic to see all the children and adults laughing and enjoying themselves – for us, that's what it's all about. Nothing beats putting a smile on children's faces, and there is nothing better than sport for doing that – me and the team are looking forward to volunteering for more events like this in the future."



The week-long event showcased elite para-athletes and Swansea as a destination of high-quality para sports. Alongside the competitive para sport events, an insport Series event was also held which allowed participants to try 20+ different sports and be signposted to local clubs.

The primary aspiration of the Para Sport Festival is to fundamentally embed Wales as the trusted 'go-to' home for para sport events. Working closely with Welsh Government the event aims to encourage the continued hosting of major para sport events in Wales.

The Para Sport Festival provided the opportunity to return to larger scale insport Series events for the first time since 2019. Hosted at Swansea University (Singleton Campus) the number of sports provided totalled 22 for participants to try out. All opportunities were provided by Welsh and/or British National Governing bodies of sport and representative of local opportunities. The wider programme consisted of several para-specific and inclusive opportunities, including rugby, football, boccia, golf, table tennis, and orienteering.



2022 Event Schedule

Take Part | Competitive

insport Series: Para Sport Festival Swansea Bay Sports Park	Multisport	Aug 1
insport Series: GO TRI Penlan Leisure Centre	Triathlon	Aug 2
Para Shooting Welsh Open Swansea Tennis Centre Swansea Rifle Club	Para Shooting	Aug 3-5
Wales v Home Nations International St. Helen's Rugby and Cricket Ground	Deaf Rugby	Aug 5
Wheelchair Rugby Welsh Open LC Swansea	Wheelchair Rugby	Aug 6
Indoor Para Rowing Welsh Open LC Swansea	Para Rowing	Aug 7
Boccia UK Team Championships LC Swansea	Boccia	Oct 14-16



9,394 participation opportunities were provided, playing a key role in raising awareness of the availability of physical activity (including sport) opportunities locally with the aim of enhancing the sustainability and interest in inclusive and para sport opportunities alongside a competitive para sport programme.

A key success of the insport Series event also included the impact of participants looking to access ongoing opportunities with a 400% increase in engagement through the inspire process because of the Para Sport Festival.

Offering a new spectator offer, the Para Sport Festival competitive programme provides an important platform for competitive para sport to showcase elite level competition to a new audience. All events were free to attend, with all events offered as open access opportunities to maximise the social impact of the inaugural Para Sport Festival. This was also supported by several live stream opportunities, with over 4,000 streaming the competitive action.

The first of a series of three initial events the aim is to continue to grow on the successes and learning from the inaugural Para Sport Festival in the following years, returning to Swansea in the Summer of 2023 and 2024.

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

Demonstrating our learning, building on what we do and how we do it, and being accountable to our team, funders and partners is important to DSW's progress. A changing landscape for sport means different ways of working, learning and transparency in what we do.



Strategic Priority 4

National Youth Board

A board comprising of 9 young people aged between 14 – 24 years old who meet (virtually or face to face) on a quarterly basis and give a voice to young people within or connected to disability sport in Wales.

The Chair is invited to attend the DSW Board meetings, provide a paper, and consult with colleagues in DSW regarding key work areas and aspects of communication and engagement relevant to young people.

Their work has also extended outside of Disability Sport Wales, having recently engaged with Youth Sport Trust (YST) and the Young Ambassadors Programme (YA) thus the board highlighting the need for engagement and YST and YA Cymru approaching the board for their invaluable knowledge and experience. The Youth Board's involvement with the YA Programme has and will help shape how young people with a disability will access the opportunity to become a YA Ambassador this involvement will help create a more inclusive and diverse workforce of volunteers moving forward.

Our next project as a board is to support the safeguarding lead for Disability Sport Wales in shaping and understanding the policies and creating resources which are engaging and supportive for young disabled people in Wales.

The National Youth Board continue to check and challenge us as a team. Their perspective continues to influence change and offer a fresh, young, and passionate approach to all things we do. They understand our audience and they understand what young people in Wales need and want.

Strategic Priority 4

Research Projects and Insight Reports

Disability Sport Wales has supported three research projects over the past year. These have included one research project being carried out by Cardiff Metropolitan University evaluating the impact of the Get Out Get Active project, a research project being carried out by a postgraduate student on inclusive delivery of physical activity and sport within secondary schools in Wales, and another postgraduate student developing a standardised starting system for deaf athletes in athletics.

Over the past 12 months, several research projects and insight reports have been completed by Disability Sport Wales. These reports include:

1. Community Case Studies – Strategic Priority 2
2. Disability Sport Wales Club Survey – March and September 2022
3. Para Sport Festival 2022 Evaluation Report
4. Sport Wales School Sport Survey (Disability Sport Wales report)

Strategic Priority 4

Governance

All DSW work is underpinned by a desire to ensure that it is a high-functioning organisation which has exceptional standards.

To do this, we continue to work with Sport Wales to demonstrate capability and accountability, as well as achieve outcomes which are consistent with sector standards in safeguarding, equity, and digital transformation.

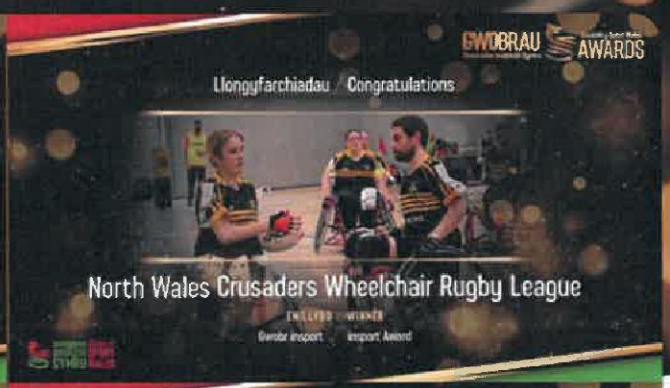
The FDSW Audit was completed by Azets within the usual timelines and was completed virtually and using a new Inflo system which worked well in sharing resources safely and securely.

Micro Feature

Digital Transformation

Disability Sport Wales used some of our Sport and Leisure Recovery Fund resource to commission a digital transformation piece which would include user experience research as well as identify for DSW and the sport sector what was needed to promote inclusive digital transformation. In partnership with Perago DSW have worked with Sport Wales to influence their digital transformation resources and will be producing further resources for the sector in the next year.









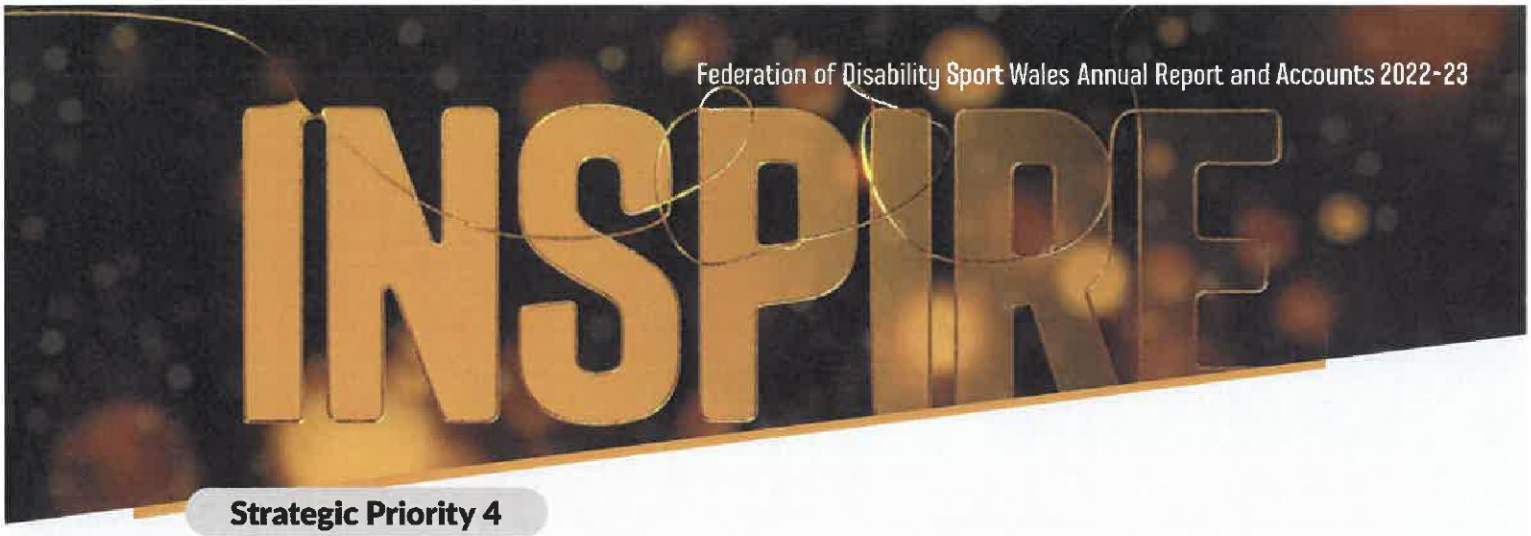
Disability Sport Wales Awards | June 24th 2022

The circumstances for the Awards this year were different than last. We were coming out the other side of the Pandemic, but we wanted to test the benefits we had experienced last year in hosting the awards virtually (all-Wales audience, connecting people to the work people and organisations are doing in disability sport from the comfort of their own home, reaching a wider potential audience and not being limited by maximum numbers, etc).

The event was pre-recorded in LloydBell's production offices in Cardiff and featured studio hosting and filming of the nominees. Similar to last year the event was live streamed on Facebook and YouTube. 396 people watched on YouTube, and 877 watched on Facebook.

Recipients of Awards:

- Inspiring my Journey Award: **Mia Lloyd**
- insport Organisation of the Year Award: **North Wales Crusaders Wheelchair Rugby League**
- Emerging Athlete of the Year Award (and Gareth John Bursary): **Anastasia Blease (Wheelchair Basketball)**
- Athlete of the Year Award: **Menna Fitzpatrick (Alpine Skiing)**
- Lifetime Achievement Award: **Jane Coia**



Strategic Priority 4

Our Workforce

The DSW team continue to make representation on several boards, committees, and groups to support the on-going development of disability sport across Wales and the UK:

- Boccia UK Board
- Boccia UK Workforce Committee
- Boccia UK Performance Advisory Group
- UK Sports Association Board
- UK Sports Association Sport Committees (Athletics and Swimming)
- UK Deaf Sport Performance Committee
- Boccia UK Workforce Group and Boccia UK Performance Implementation Group
- UK Learning and Disability Sport Group

In October 2021 changes in the ways DSW invest into Local Authorities was communicated to line managers and those within the Disability Sport Development Officers posts throughout Wales. Following advice and guidance around the impact of these changes to investment, implementation of the changes in investment were delayed until April 1st 2023. DSW hugely appreciate the work, impact and partnerships that all officers and partners have given throughout the extended delivery of the current programme, transforming the lives of many disabled people over 20 years.

Changes to investment from 1st April 2023 will reflect the continued roll-out of the Regional Sport Partnerships nationally, aiming to build on the successes of the current programme and continue to challenge stubborn inequalities in the provision of sport & physical activity, while continuing to support and champion high-quality inclusive community opportunities delivered by a wide range of partners.

We Set Out to Achieve

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

1

insport

Increase the number of organisations achieving and progressing through insport Standards

40%

The number of organisations working on insport Third Sector has grown by 40%.

2

Welsh Gymnastics and Urdd Gobaith Cymru achieved insport Gold standards.

2

#YSBRYDOLI #INSPIRE

Promoted the #inspire campaign and stimulate 119 new signposts into Performance Pathway Hubs

3

DISABILITY SPORT WALES
Performance Pathway

Provided 8 Performance Pathway day-camps and 6 virtual sessions.

4

Supported 6 athletes transferring into UK and GB programmes.

5

Contributed to 3 National or International conferences (SRS, The Blakemore Way, British Psychological Society Division of Sport and Exercise Psychology Conference) to showcase inclusive working in Wales

Establish effective partnerships for an inclusive sector culture

Strategic Priority 2

Empower an inclusive workforce

1

The number of disabled coaches and volunteers has increased by 7% since 2021 to 2022. This is a 4% increase beyond the target of a 3% increase in the number of disabled coaches and volunteers.

2

Disability Sport Wales has delivered 1412 places on the UK Disability Inclusion Training courses in Wales. Achieving 71% of the 2000 places we had aimed to achieve. Disability Sport Wales have not been able to achieve this target due to the impact of Covid still being felt and the cost-of-living restricting budgets.

Although, the price of our courses has been kept to a minimum it has still been a barrier for people to attend and complete the training.

3

Disability Sport Wales has been working with Sporting Equals to promote our roles and opportunities to a diverse audience and potential employees from ethnically diverse backgrounds.

4

Throughout March 2023, a Learning Series of training opportunities was delivered for the sector to engage with relating to enhancing their inclusive delivery.

There was a total of 15 learning opportunities and 206 people attended.

CHWARAEON ANABLEDD CYMRU DISABILITY SPORT WALES

Cyfres Dysgu Learning Series



5

Over the past year, Disability Sport Wales have engaged with Sport Wales, the Youth Sport Trust, and the Football Association for Wales to create resources for teachers and education staff on how to deliver inclusive sport and physical activity for children in schools.

These are the resources linked to Daily Active and the FAW Primary Schools Football Framework.

Strategic Priority 3

Enable robust inclusive pathways

1

Proactively working with the active Regional Partnerships (North, West and Mid) to enable the continuation of wide-ranging inclusive delivery within local communities across Wales.

2

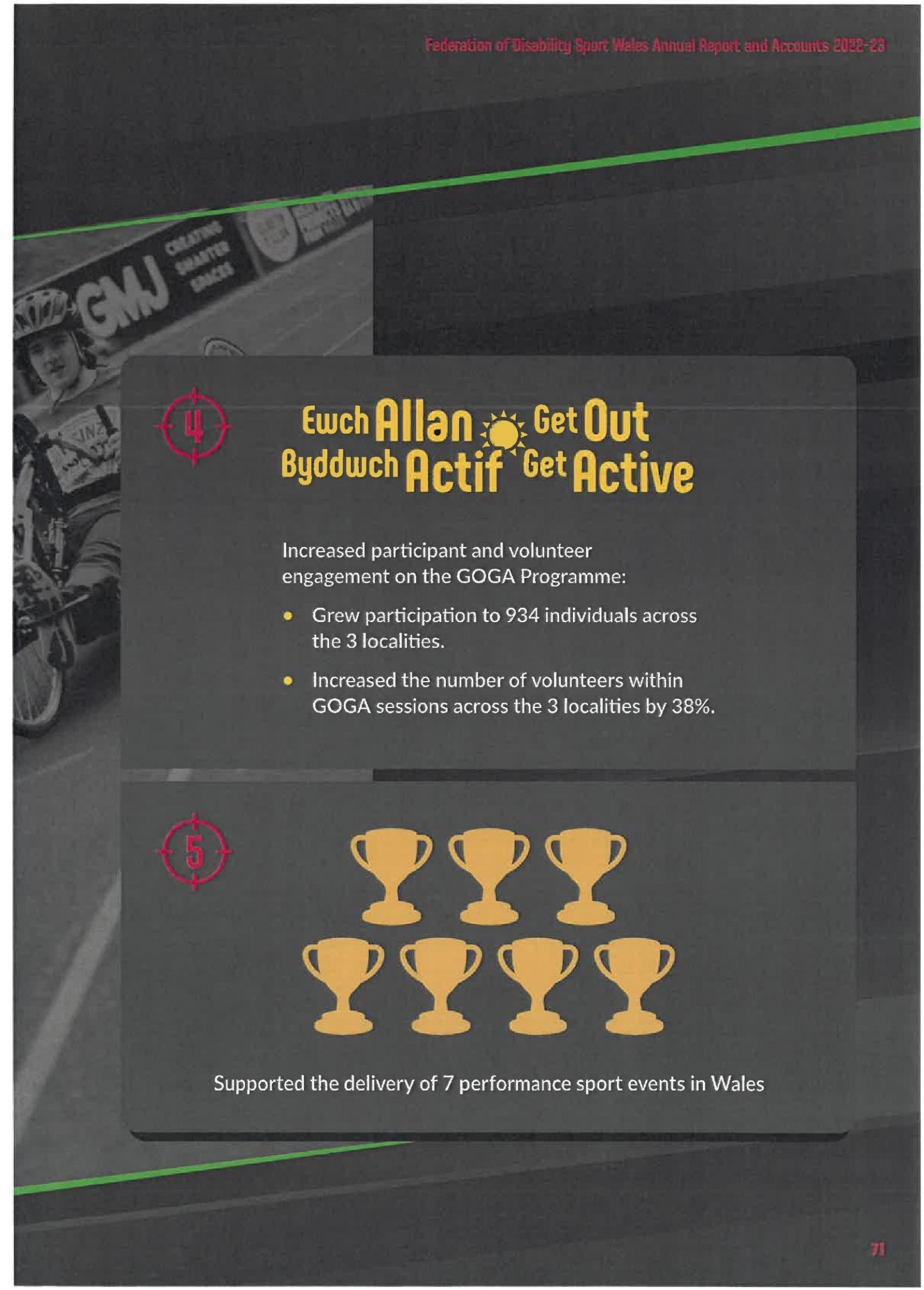
Supported 7 Health Boards in co-delivering the Health Disability Activity Pathway.

3

Delivered 14 SPAR insport Series events across Wales







4

Ewch Allan Get Out
Byddwch Actif Get Active

Increased participant and volunteer engagement on the GOGA Programme:

- Grew participation to 934 individuals across the 3 localities.
- Increased the number of volunteers within GOGA sessions across the 3 localities by 38%.

5

Supported the delivery of 7 performance sport events in Wales

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

1

Influence inclusive insight and learning reflecting disability sport and sport for disabled people.

sportwales
chwaraeoncymru

Disability Sport Wales worked proactively with Sport Wales to create a more inclusive and accessible survey. We will look to make the next School Sport Survey even more inclusive.

The insight and research section of the Disability Sport Wales website is currently under development.

2

Maintained our work towards strong equity, diversity and wellbeing and engage with the pilot for Moving to Inclusion Framework (replaces the Equality Standard for Sport).

3 Profiled the work DSW do through events by:

- Attracting 2,090 engagements with the DSW Awards (389 views on YouTube, and 1,701 on Facebook)
- Creating 4,044 engagements with streamed para sport events

4 Maintained AF Blakemore & Son Ltd. (SPAR) as commercial partner to DSW

5 Met all expectations in the Sport Wales Finance and Governance Capability framework

Grow as a sector-leading, healthy and accountable organisation

DSW will continue to place diversity, equity and wellbeing at the heart of its work, and look forward to the launch of the new Moving to Inclusion Framework, further establishing the principles of the DSW Equity and Diversity Framework, the DSW Wellbeing Framework, our working practices and policies, and seeing the consequences of that focus in the reach and impact of our programmes and people.

Plans for the Future

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

1

inspor t

Continue supporting organisations achieving and progressing through inspor t Standards.

100%

100% of inspor t Clubs on the inspor t Portal are active and engaged with inspor t.

1

At least one organisation achieving inspor t Gold Standard (NGB or Third Sector)

inspor t CLWB / CLUB

Complete the review of inspor t Club.

MOVING TO INCLUSION

Map inspor t NGB against the Moving to Inclusion Framework

2

Establish a Para Sport Group (PSG) with all Paralympic and Commonwealth stakeholders engaged.

3

#YSBRYDOLI #INSPIRE

Maintain 70 #inspire signposts into Performance Pathway Hubs.

4



Support 5 athletes transferring into UK and GB programmes.

5



Present at 5 National or International conferences.

Establish effective partnerships for an inclusive sector culture

Strategic Priority 2

Empower an inclusive workforce

1

Increase percentage of disabled coaches and volunteers within the workforce by 3% from 18%

2

Deliver 2000 places on UK DIT Level 1, 600 places on UK DIT Level 2, and 300 places on UK DIT Level 3

3

DISABILITY SPORT WALES
Performance Pathway

Deliver 8 Performance Pathway Hub sessions

4

Cyfres Dysgu
Learning Series

Deliver 16 Learning Series sessions throughout the year

5

Create a set of 8 Daily Active related inclusive resources for teachers and education staff

Strategic Priority 3

Enable robust inclusive pathways

1. Deliver 15 insport Series events,
1 Disabled Young Leaders event (alongside the DSW NYB),
and 1 DSW Dinner or conference.

2. Ewch Allan Byddwch Actif / Get Out Get Active

Extend the GOGA Programme beyond December 2023

3. Deliver 15 SPAR insport Series events across Wales

- Partnership between Great Britian Wheelchair Rugby, Welsh Rugby Union and DSW
- Deliver 2 Wales on the World Stage talent identification days
- Establish a community wheelchair rugby club in Mid Wales
- Bring 100 children to spectate the WR Euros at the Principality Stadium

4. Increase number of athletes entering Welsh Boccia Championships

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

1. Identify 2 new commercial partners to DSW

2. Carry out a research project in collaboration with the Welsh Institute of Performance Sport exploring Performance Pathway Athlete experience and evaluation of the impact of the Performance Pathway Tiers 1-3.

3. MOVING TO INCLUSION

Report good progress through the Moving to Inclusion Framework, enhancing diversity and sharing good practice



CHWARAEON ANABLEDD CYMRU DISABILITY SPORT WALES

Financial Review

Overview

The charity produced a total deficit for the year of £41,587 compared to a deficit of £208,444 in the preceding year.

This comprised of an unrestricted deficit of £2,336 and a restricted deficit of £39,251. As a result, unrestricted reserves decreased to £306,033 and restricted reserves decreased to £181,106. Overall, total reserves including fixed assets now stand at £487,139.

The financial activity of The Federation of Disability Sport Wales was delivered within budget, and full Financial Self Assurance as part of the Sport Wales Capability Framework has been completed.

Frequent discussion has taken place within both FDSW Finance and Assurance Committee and FDSW Board regarding the FDSW Reserves Policy and has been amended to reflect the current climate and risk and holding appropriate reserves should conditions change.

With the impact of the coronavirus pandemic changing there was an increase in competition opportunities for performance athletes, and the Commonwealth Games were held in Birmingham, with the wheelchair basketball qualification event having been postponed from earlier in the year, being hosted in Largs, Scotland.

Disability Sport Wales Management Company Limited is a wholly owned trading subsidiary of The Federation of Disability Sport Wales Ltd and its principal activity is sports administration and trading. During 2022/2023 the company was dormant.

Reserves Policy

It is the opinion of the Trustees that the charity should hold financial reserves to provide protection against its financial risks, as identified by the annual financial risk review.

The following principal risks have been identified as reasons for the charity to hold reserves:

- It requires protection against the ability to continue operating despite a significant delay in funding
- It requires protection should the charity lose significant grant funding or must cease its operations and make its staff redundant
- It requires protection against general business risks, fluctuations in income streams and unforeseen costs
- It may require funds to restructure or finance future growth and development.

The definition of financial reserve for this purpose is the amount of unrestricted reserves not invested in fixed assets (net current assets excluding capital liabilities). The Trustees believe that an appropriate level of reserves for the company is an amount equivalent to providing for 'specific combined risks' as defined by the company's annual financial risk review.

The Trustees may also require the development of an additional 'designated' reserve, built up through the company's income generation streams, for the purposes of spending on various projects that arise from time to time to enable the company's strategy and objectives to be achieved. This reserve will be clearly separated from company's reserve to cover financial risks.

Current reserves are monitored against the current reserve level requirement on at least an annual basis, as part of the financial risk review. The reserves policy as agreed by Trustees is three months essential operating costs.

Risk

The Board continuously reviews business risk in all its operations, and this has created risk minimisation strategies in key areas. The charity has purchased indemnity insurance for its Trustees, and additional Cyber and Data Insurances to reflect the current climate.

The principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the Trustees are:

1. A transition from a pandemic into a cost-of-living crisis which escalated throughout this financial year and likely continuing into the next.
2. The loss or reduction in funding from Sport Wales and/or Welsh Government as a new funding model is established and will be communicated early next financial year.
3. Regional working and partnerships with the local authorities as the changes to the investment model becomes more imminent.
4. Increasing risk of Cyber Crime.

The Trustees hold strategies for managing those above-stated risks and these are set out within the Strategic Risk Register, but incorporate the following:

1. Ensure sufficient financial resource is available to support athletes qualifying for the Paralympic and Commonwealth Games.
2. Maintain close and transparent relationships with both Sport Wales and WG, and clearly identify the role and purpose of the FDSW. Highlight successes and wider contribution to the sector. Seek external corporate partners to contribute funding which will reduce percentage reliance on specific funding streams.
3. Continue to work with Sport Wales, partners involved in Regional Partnership, and the entities as they become established. Maintain communication with the Local Authority partners and support transition of investment.
4. Ensure robust provision of services through IT and website and maintain up-to-date cyber security. Draw on expert advice and support to reduce risk of Cyber Crime.

Structure, Governance and Management

The Charitable model, introduced in 2011/12, continues to drive the governance structures of The Federation of Disability Sport Wales. The Federation of Disability Sport Wales remains signed up to the Welsh sport sector's voluntary Governance and Leadership Framework for Wales and has received good feedback regarding its capability and accountability.

The Federation of Disability Sport Wales is a charitable company limited by guarantee and registered as a charity. The Federation of Disability Sport Wales is bound by its Memorandum and Articles of Association with was reviewed and accepted for change on the 16th October 2022 at the Annual General Meeting (copies of which are available on request). The trustees listed above are directors of the company and trustees of the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

G Thomas (Chair)
N Ashbridge
I M Stone
J Hendy
A Sharma
E A Johnson
G Griffiths
D Jenkins

In November 2022, three new Trustees were interviews and appointed by the nominations and remuneration panel convened by the Governance Committee (pending final confirmations at the AGM). These trustees are:

I Griffiths
R Price
J Dunn

In addition to the trustees, the following individuals support the governance structure of The Federation of Disability Sport Wales:

L Osgood (Vice President)
R Khan (Special Advisor, visual impairment and community sport) (appointed in November 2022)
A Watkin (Independent member of the Finance and Assurance Committee)
L Bennett (Independent member of the Governance Committee) (appointed in November 2022)

None of the trustees has any beneficial interest in the company. All trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The strategic direction and policy development of The Federation of Disability Sport Wales is the responsibility of the Board of Trustees.

The Management team holds executive responsibility for implementing the polices and strategies approved by the Board of Trustees.

The membership of The Federation of Disability Sport Wales is open to any Welsh National Disability Sports Organisation (NDSO), sports specific body, for so long as, in the case of a National Disability Sports Organisation or a Sports Specific Body, it remains a recognised body and is the lead body for the development of disability sport for its sport or impairment group.

The Trustees are either elected at an Annual General Meeting or appointed following external advertisement for independent Board Trustees. Trustees may not serve more than two consecutive terms (or eight years). The Chair of the Board is an independent appointment following external advertisement.

The Annual General Meeting must be held within 15 months of the previous Annual General Meeting.

The Trustees of The Federation of Disability Sport Wales are also the directors for the purposes of company law and comprise:

The officers: being the Chair and the Vice Chair and not more than 10 other individuals either nominated and elected by the Voting Members or independently appointed. There are currently 11 individuals appointed as one has identified their intent to step down so this serves as temporary succession planning.

Staffing

All staff work using a hybrid and flexible model, some homeworking and some office-based working depending on preference, access to an office location and work demands and expectations. One member of the team applied for compressed hours (full time in 4 days) which was approved. All staff members have one-to-one check ins with their line managers each week. This is to ensure wellbeing, capacity and connection to colleagues is prioritised and maintained.

In April 2022 the insport Senior Officer resigned her position to take up a progression opportunity with Swim Wales. The officer made a significant difference to the insport programme during her time with DSW and was well regarded by partners. She will be a strong addition to the Swim Wales team, and all at FDSW wish her well. This post was interviewed for in May 2022 and the new officer started on the 1st of July 2022. She has longstanding experience of insport as a project and an interest and strength in education and training so will be an asset to the team.

Several appointments were made in May 2022 as DSW was reorganised. A new role was added and interviewed for in May 2022, the DSW Charity and Events Officer. The successful applicant brings good experience of delivering events in sport and commenced her contract in August 2022. The Administration Officer role was advertised and appointed, with the successful applicant starting the role on the 1st of July 2022. She had worked in private health care as an administration team leader and brings a wealth of knowledge and experiences from outside sport to support and challenge how we do things. A Para Sport Event Manager Senior Officer position was also advertised (made possible with UK Sport funding) to support the delivery of performance events in Wales. She took up the post on a part time basis, to also manage a professional rugby contract alongside. Her experience within performance sport and from her time as a teacher ensures she is a good appointment into this role.

We then conducted a series of interviews in October 2022 and January 2023 to recruit the new Regional Partnership Senior Officers. All five officers will start at the beginning of, or as close as possible to, the new financial year.

As already mentioned in our tribute to him, Anthony Hughes (DSW Performance Manager) passed away in December 2022. His funeral took place in March 2023, and recruitment into the space he leaves in the organisation will happen with another reorganisation of DSW in the new financial year.

Workforce

In October 2021 it was communicated to all Local Authority partners that the investment made by DSW into the community programme would be changing in April 2022, and that the 2020/2021 Partnership Agreement would change. However, after a period of consultation and further discussion with DSW Board it was agreed that an additional 12 months for transition would be given. Therefore, Partnerships Agreements were provided which would continue investment into the local authorities until the end of March 2023. At the end of this financial year DSW were made aware that two of the 22 officers employed across Wales had been made redundant.

The Federation of Disability Sport Wales also engage a workforce of tutor-qualified (ADL and AE&T) education and training tutors, as well as 2 insport Case Officers who support NGBs and 3rd Sector Organisations with insport. There is also a Para Bowls Coordinator on a contract for services and 1 performance pathway coach. DSW will also appoint a Boccia Coordinator on a one day a week basis.

The Communications, Media and PR partnership contract was put out to tender in October with expressions of interests received and interviews conducted in November 2022. The incumbent was reappointed, working arrangements were modified to provide greater accountability for day-to-day media to the FDSW team, and the relationship continues to grow.

Increased focus on alternative, inclusive methods for delivery also meant a greater reliance of digital communication, and engagement with Deaf Friendly (BSL translators and trainers) have supported hugely in the transcription of videos and Podcasts so that they are in formats accessible to the BSL-using Deaf community. Input was also continued into the DSW team through a series of BSL sessions, and this expanded to a wider Learning Series which combined equity and diversity related content provided by external partners, organisations and DSW members of staff.

Three of the FDSW staff had role changes during 2022/2023:

1. In September 2022 the interim Partnership Manager was interviewed for the Governance and Partnership Manager post which was advertised internally only. He has been an innovative leader and is a strong appointment into this role.
2. The Performance Pathway Hub Coordinator had his role reviewed and his title changed to Performance Pathway Officer and with increased responsibility there was also a review to salary. This role was also made permanent.
3. The insport Senior Officer which was initially appointed on a 12-month contract was made permanent when the Governance and Partnership Manager was appointed (he had previously occupied this role and if he had not been successful in his application for the promotion would have returned to that role at the end of the 12-month period).

Two roles were appointed or extended in 2022/23:

1. Insight and Learning Senior Officer (f/t, 12-month contract extension)
2. Digital Brand and Marketing Officer (0.4, 12-month contract)

The Federation of Disability Sport Wales had nine full time staff and six part-time staff during the period 2022/2023.

Employee Involvement

The FDSW are a Disability Confident Employer and operate an Offer an Interview Scheme for disabled people whose application meets the minimum criteria for the post. In the event of members of staff acquiring impairment whilst employed by DSW, every effort is made to ensure that their employment within the charity continues and that any appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should be equitable.

The charity's policy is to consult and discuss with employees, where appropriate through unions, staff councils and at meetings, matters likely to affect employees' interests. Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

Remuneration policy for key management personnel

The trustees recognise that the charity will not achieve its ambitious goals unless it is possible to attract and retain key management personnel who have the experience, enthusiasm, and ability to lead by example and to contribute to the charity's continuing success. Consequently, the ability to offer a compelling value proposition to staff is regarded as a critical success factor.

In common with other companies in the charitable sector, DSW's value proposition to staff includes supportive teamwork, personal development, and significant job satisfaction from the social impact that the Charity is helping to generate. However, remuneration is also important, and for this element of the overall reward package, our policy is to set pay and benefits at levels that are competitive for the sector, and which recognise an individual's abilities, responsibilities and experience. In most cases, in the opinion of the trustees, this results in remuneration that is lower than the people concerned would be able to earn in the commercial sector. The remuneration of key management personnel is summarised in Note 12 of the financial statements. The Charity's highest paid employee is the Chief Executive Officer.

Induction and training of trustees

New trustees are provided with an induction as well as an information pack of policies and procedures relevant to the role and meet with the Chair and Chief Executive Officer to receive details of the decision-making process. Trustees are briefed on their legal obligations under charity and company law, the content of the Articles of Association and the Strategy. At the earliest opportunity after the appointment of a Trustee there is an opportunity to meet members of staff and all other trustees. Consistent opportunities are provided and encouraged for all trustees to attend appropriate external training events where these aids the undertaking of their role.

The Federation of Disability Sport Wales operates a Finance and Assurance Committee and a Governance Committee.

- The Finance and Assurance Committee was chaired by Mr Neil Ashbridge. Mr Alan Watkins continues to serve as an independent member of the Finance and Assurance Committee alongside Mr Ian Stone, Mr James Dunn, Mr Ron Price as representatives of the FDSW Board of Trustees. Ms Sam Lloyd and Ms Jenny Cottle resigned from their roles as Special Advisors to the board and the Finance and Assurance Committee in December 2022.
- The Governance Committee was chaired by Dr Joanna Hendy. Mr Lee Bennett was appointed to serve as the independent member in November 2022 on the Governance Committee alongside Mr Tom Harris (Solicitor at Dolmans Solicitors), and Ms Paula Ashton (HR Director at Ashton People Solutions), with Mr David Jenkins and Dr Ingrid Griffiths (appointed as a Board member in November 2022 and stepped down as independent member at that point) as representatives of the FDSW Board of Trustees. Ms Anita Sharma stepped down from the Committee in June 2022.

The Board of The Federation of Disability Sport Wales review at each of its meetings the company's strategic risk register. The risk register will have been previously scrutinised at all meetings of the Finance and Assurance Committee and Governance Committee. The Finance and Assurance, and Governance committees have both met on four occasions during 2022/2023.

There were five board meetings in 2022/2023 (which were all held either virtually via Zoom or in hybrid format face-to-face with zoom) with an AGM due to take place in October 2023 (which will be held in person alongside the DSW Dinner in Cardiff). There was good attendance from all trustees at board meetings.

Governance Partners

The governance partners to The Federation of Disability Sport Wales are:

- Azets - Audit Partner
- Watkin Davies - Insurance Brokers
- Dolmans Solicitor - Legal support (Tom Harris)
- Fairfax Financial Management Limited – Financial Consultant (David Vickery)
- LloydBell – Media, Communications and PR support (Sam Lloyd)
- Ashton People Solutions – HR company (Paula Ashton)
- Cybata – GDPR and Data Protection (Chris Roberts)

Landscape Partners

The key landscape partners to The Federation of Disability Sport Wales are:

- Welsh Government
- Sport Wales
- Community Sports and Active Recreation Clubs
- Welsh Disability Sport Organisations
- Home Country Disability Sport Organisations
- Welsh National Governing Bodies of Sport
- British Paralympic Association
- UK Deaf Sport
- UK Sports Association
- GB and UK Sport National Governing Bodies
- Welsh Local Authorities
- Third Sector Organisations
- Health Boards
- Housing Associations
- Commercial Sector
- Welsh Disability Organisations
- Pride Cymru
- StreetGames
- Equality and diversity organisations (sport and non-sport)

Reference and Administrative Details

Trustees:	**G Thomas** (Chair)	**A Sharma**	**I Griffiths**
	N Ashbridge	**E A Johnson**	**J Dunn**
	I M Stone	**G Griffiths**	**R Price**
	J Hendy	**D Jenkins**	
Charity Number:	**1144663**		
Company Number:	**05199508**		
Registered Office:	**Federation of Disability Sport Wales,** **Sport Wales National Centre,** **Sophia Gardens,** **Cardiff,** **United Kingdom,** **CF11 9SW**		
Auditor:	**Azets,** **Cardiff Gate Business Park,** **Ty Derw,** **Lime Tree Court,** **Cardiff,** **United Kingdom,** **CF23 8AB**		
Bankers:	**Barclays Bank UK PLC** **241 Cowbridge Road East** **Canton** **Cardiff** **CF11 9TB**		
Senior Management Personnel:	**Fiona Reid** (Chief Executive Officer) **Tom Rogers** (Governance and Partnership Manager) **Anthony Hughes** (Performance Manager) (passed away Dec 2022)		

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



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Mr G Thomas - Trustee

Dated: 20th December 2023

CHWARAEON ANABLEDD CYMRU DISABILITY SPORT WALES

The Federation of Disability Sport Wales Limited

Financial Statements

Statement of Trustees' Responsibilities for the Year Ended 31 March 2023

The trustees, who are also the directors of The Federation of Disability Sport Wales Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity
- will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor's Report to the Trustees of The Federation of Disability Sport Wales Limited

Opinion

We have audited the financial statements of The Federation of Disability Sport Wales Limited (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our 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 an auditor's report that includes our 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services Limited

Azets Audit Services 22-12-2023

Chartered Accountants
Statutory Auditor

Ty Derw
Lime Tree Court
Cardiff Gate Business Park Cardiff
United Kingdom
CF23 BAB

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Statement of Financial Activities including Income and Expenditure Account for the Year Ended 31 March 2023

		2023			2021		
		Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	Notes	£	£	£	£	£	£
Income from:							
Donations and legacies	3	2,647	-	2,647	1,476	-	1,476
Charitable activities	4	50,377	1,247,293	1,297,670	21,339	1,166,393	1,187,732
Other trading activities	5	30,402	-	30,402	54,970	-	54,970
Investments	6	458	-	458	115	-	115
Total income		**83,884**	**1,247,293**	**1,331,177**	**77,900**	**1,166,393**	**1,244,293**
Expenditure on:							
Raising funds	7	(3,200)	12,921	9,721	7,423	8,576	15,999
Charitable activities	8	89,420	1,273,623	1,363,043	62,360	1,374,378	1,436,738
Total expenditure		**86,220**	**1,286,544**	**1,372,764**	**69,783**	**1,382,954**	**1,452,737**
Net income/(expenditure) for the year / Net movement in funds		(2,336)	(39,251)	(41,587)	8,117	(216,561)	(208,444)
Fund balances at 1 April 2022		308,369	220,357	528,726	300,252	436,918	737,170
Fund Balances at 31 March 2023		306,033	181,106	487,139	308,369	220,357	528,726

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Balance Sheet as at 31 March 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	14		7,899		11,165
Investments	15		1,000		1,000
			8,899		**12,165**
Current assets					
Debtors	16	62,120		47,320	
Cash at bank or in hand		711,313		889,415	
		773,433		**936,735**	
Creditors: amounts falling due within one year	17	(295,193)		(420,174)	
Net current assets			**478,240**		**516,561**
Total assets less current liabilities			487,139		528,726

	Notes	2023 £	2023 £	2022 £	2022 £
Income funds					
Restricted funds	20		181,106		220,357
Unrestricted funds					
Designated funds	21	3,399		667	
General unrestricted funds		302,634		307,702	
			306,033		308,369
			487,139		528,726

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 20th October 2023



Mr G Thomas - Trustee

Company registration no.: 05199508

Statement of Cash Flows for the Year Ended 31 March 2023

	Notes	2023		2022	
		£	£	£	£
Cash flows from operating activities					
Cash (absorbed by) / generated from operations	27		(174,744)		(113,392)
Investing Activities					
Purchase of tangible fixed assets		(3,816)			
Investment income received		458		115	
Net cash generated from investing activities			(3,358)		115
Net cash used in financing activities			-		-
Net (decrease) / increase in cash and cash equivalents			(178,102)		(113,277)
Cash and cash equivalents at beginning of year			889,415		1,002,692
Cash and cash equivalents at end of year			711,313		889,415

Notes to the Financial Statements for the Year Ended 31 March 2022

1. Accounting policies

Charity information
The Federation of Disability Sport Wales Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 9SW, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services and facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of the receipt.

Donated assets are valued at their market value when donated. These assets are then depreciated in line with the charity's depreciation policy.

Income from government and other grants whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measure reliably and is not deferred.

Training and education income is recognised when the course takes place with any income received in advance being deferred.

Sponsorship income is recognised evenly throughout the year and any amounts spanning future financial periods being deferred.

Fundraising income is recognised in the period to which the income is generated.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds comprise the costs in relation to generating income such as fundraising activities.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly while others are apportioned on an appropriate basis, as set out in the support costs note.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	15% reducing balance
Wheelchairs	20% straight line
Computer equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction

price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities
Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods

3. Donations and legacies

	2023	2022
	Unrestricted funds	Unrestricted funds
	£	£
Donations and gifts	2,647	1,476
	2,647	1,476

Donated goods and services
Donated goods and services relate to services provided from Sport Wales and the Get Out Get Active grant.

4. Charitable activities

	2023	2022
	£	£
Education and training	30,981	15,339
Grants	1,266,689	1,172,393
	1,297,670	**1,187,732**
Analysis by fund		
Unrestricted funds	50,377	21,339
Restricted funds	1,247,293	1,166,393
	1,297,670	**1,187,732**
Grants		
Sport Wales - Exchequer	171,262	173,262
Sport Wales - Lottery	872,000	872,000
Get Out Get Active	124,031	98,631
GBWR Legacy	12,000	-
Whizz Kids Grant	7,396	6,000
Para Sport Festival	80,000	22,500
	1,266,689	1,172,393

5. Other trading activities

	2023	2022
	Unrestricted funds	Unrestricted funds
	£	£
Fundraising	2,155	522
Sponsorship	28,247	44,333
Sundry income	-	10,115
Other trading activities	30,402	54,970

6. Investments

	2023	2022
	Unrestricted funds	Unrestricted funds
	£	£
Interest receivable	458	115
	458	115

7. Raising funds

	2023			2022		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£	£	£	£	£	£
Fundraising and publicity						
Other fundraising costs	(3,200)	-	(3,200)	7,423	-	7,423
Staff costs	-	12,921	12,921	-	8,576	8,576
	(3,200)	12,921	9,721	7,423	8,576	15,999

8. Charitable activities

	2023				
	Community	Pathway	Coaching	Edu & Train	Other activities
	£	£	£	£	£
Depreciation and impairment	2,833	2,833	708	708	-
Community programme	14,204	-	-	-	23,015
Community staffing and core costs	83,497	-	-	-	-
Academy programme	-	63,391	-	-	-
Coach Cymru staffing costs	-	-	190,723	-	-
Education and training programme	-	-	-	57,341	-
Youth Sport Trust	-	-	-	-	3,143
Get Out Get Active	107,948	-	-	-	-
Events	50,829	-	-	-	874
Bad Debt	-	-	-	-	25,000
	259,311	66,224	191,431	58,049	52,032
Grant funding of activities (see note 9)	436,121	22,000	-	-	-
Share of support costs (see note 10)	103,962	77,946	7,230	36,787	38,138
Share of governance costs (see note 10)	5,525	5,525	1,381	1,381	-
	804,919	171,695	200,042	96,217	90,170

Edu & Train relates to Education & Training Other activities above relate to Youth Sport Trust and Go Out Get Active.

Yearly totals:

	2023	2022
	Total	Total
	£	£
Depreciation and impairment	7,082	6,160
Community programme	37,219	46,914
Community staffing and core costs	83,497	79,124
Academy programme	63,391	106,889
Coach Cymru staffing costs	190,723	228,681
Education and training programme	57,341	170,662
Youth Sport Trust	3,143	13,771
Get Out Get Active	107,948	105,960
Events	51,703	1,037
Bad Debt	25,000	-
	627,047	759,198
Grant funding of activities (see note 9)	458,121	439,868
Share of support costs (see note 10)	264,063	228,297
Share of governance costs (see note 10)	13,812	9,374
	1,363,043	1,436,738
Analysis by fund		
Unrestricted funds	89,420	62,360
Restricted funds	1,273,623	1,374,378
	1,363,043	1,463,738

9. Grants payable

	2023			2022
	Community	Pathway	Total	Total
	£	£	£	£
Grants to institutions: Local Authorities	436,121	-	436,121	439,868
Grants to individuals	-	22,000	22,000	-
	436,121	22,000	458,121	439,868

10. Support costs

		2023			2022		
		Support	Governance	Total	Support	Governance	Total
		£	£	£	£	£	£
Staff time	Operating lease charges	124	-	124	5,219	-	5,219
	Exchequer staffing costs	179,589	-	179,589	162,948	-	162,948
	Insurance	7,057	-	7,057	6,748	-	6,748
	Communications	18,405	-	18,405	5,850	-	5,850
	Printing, postage and stationery	328	-	328	97	-	97
	Office and sundry expenses	24,908	-	24,908	13,904	-	13,904
	Meeting, training and travel	25,373	-	25,373	23,347	-	23,347
	Facility and accommodation	7,437	-	7,437	7,437	-	7,437
	Bank charges and interest	842	-	842	2,748	-	2,748
Governance	Audit fees	-	10,968	10,968	-	4,450	4,450
	Accountancy	-	-	-	-	1,144	1,144
	Legal and professional	-	2,400	2,400	-	3,179	3,179
	Board meetings, training and travel	-	444	444	-	601	601
		264,063	13,812	277,875	228,298	9,374	237,672
	Analysed between Charitable activities	264,063	13,812	277,875	228,298	9,374	237,672

11. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the current or prior year.

During the year expenses of £963 (2022: £nil) were reimbursed to three trustees (2022: nil) in respect of travel and subsistence.

12. Employees

	2023	2022
Number of employees		
The average monthly number of employees during the year	15 employees	17 employees
Employment costs		
Wages and salaries	372,741	376,918
Social security costs	38,019	34,988
Other pension costs	19,506	21,210
	430,266	433,114

Key management personnel

The remuneration of the key management personnel was £45,656 (2022: £136,346).

Employees earning > £60k

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

13. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14. Tangible fixed assets

	2023			
	Office equipment	Wheelchairs	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2022	6,527	30,000	21,787	**58,314**
Additions	-	-	3,816	**3,816**
At 31 March 2023	6,527	30,000	25,603	**62,130**
Depreciation and impairment				
At 1 April 2022	6,136	19,500	21,513	**47,149**
Depreciation charged in the year	59	6,000	1,023	**7,082**
At 31 March 2023	6,195	25,500	22,536	**54,231**
Carrying amount				
At 31 March 2023	332	4,500	3,067	**7,899**
At 31 March 2022	391	10,500	274	**11,165**

15. Fixed asset investments

	Other investments
Cost or valuation	£
At 1 April 2022 & 31 March 2023	1,000
Carrying amount	
At 31 March 2023	1,000
At 31 March 2022	1,000

		2023	2022
Other investments comprise:	**Notes**	£	£
Investments in subsidiaries	26	1,000	1,000

16. Debtors

	2023	2022
Amounts falling due within one year:	£	£
Trade debtors	60,468	42,673
Other debtors	-	619
Prepayments and accrued income	1,652	4,028
	62,120	47,320

17. Creditors: amounts falling due within one year

		2023	2022
	Notes	£	£
Other taxation and social security		8,615	11,071
Deferred income	18	14,400	24,040
Trade creditors		36,824	121,702
Amounts owed to subsidiary undertakings		1,000	1,000
Accruals and deferred income		234,354	262,361
		295,193	420,174

Included within accruals is £219,643 (2022: £220,233) which relates to accruals for grants payable.

18. Deferred income

	2023	2022
	£	£
Arising from training and sponsorship	14,400	24,040

Deferred income is included in the financial statements as follows	2023	2022
	£	£
Balance brought forward	24,040	17,500
Received in the year	28,400	66,212
Released to income	(38,040	(59,672)
Balance carried forward	14,400	24,040

19. Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £19,506 (2022: £21,210). At the year end there was £nil (2022: £nil) outstanding.

20. Restricted funds

	Movement in funds 2021-2022			
	Balance at 1st April 2021	Incoming resources	Resources expended	Balance at 31 March 2022
	£	£	£	£
Sport Wales Community	145,444	578,000	(593,339)	130,105
insport	38,368	-	(38,368)	-
Get Out Get Active	8,730	98,631	(105,960)	1,401
Sport Wales Lottery	102,654	294,000	(339,766)	56,888
Sport Wales Exchequer	-	173,262	(173,262)	-
Donated wheelchairs	16,500	-	(6,000)	10,500
The Toyota Foundation	-	-	-	-
Sport and Leisure Recovery Fund (SLRF)	119,230	-	(119,230)	-
Welsh Government	5,992	-	(5,992)	-
WG Para Sport Festival	-	22,500	(1,037)	21,463
UK Sport Para Sport Festival	-	-	-	-
	436,918	1,166,393	(1,382,954)	220,357

	Movement in funds 2022-2023			
	Balance at 1st April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Sport Wales Community	130,105	578,000	(645,553)	62,552
insport	-	-	-	-
Get Out Get Active	1,401	124,0321	(107,948)	17,484
Sport Wales Lottery	56,888	294,000	(312,039)	38,849
Sport Wales Exchequer	-	171,262	(164,175)	7,087
Donated wheelchairs	10,500	-	(6,000)	4,500
The Toyota Foundation	-	-	-	-
Sport and Leisure Recovery Fund (SLRF)	-	-	-	-
Welsh Government	-	-	-	-
WG Para Sport Festival	21,463	50,000	(35,857)	35,606
UK Sport Para Sport Festival	-	30,000	(14,972)	15,028
	220,357	1,247.293	(1,286.544)	181,106

Sport Wales Programmes

Sport Wales, being a main funding partner of the charity, provides funding for the delivery of some of the charity's programmes, including the Disability Sport Wales National Community Development Programnme, which is a joint initiative between Disability Sport Wales, Sport Wales and the 22 local authorities across Wales. The scheme is aimed at developing quality community based sporting and recreational opportunities for disabled people throughout Wales.

insport Programme
insport are prorammes which intend to support National Governing Bodies of Sport (insport NGB), Local Authorities (insport Development), and clubs (insport Club) to provide inclusive, quality sessions to disabled people within their communities and at a level of their choice or potential. The programme is funded by Sport Wales.

Youth Sport Trust
Funding was received from the Youth Sport Trust to carry out the Inclusive Future's project. This is a leadership and volunteering initiative for young people with disabilities, with a special emphasis on inclusion. The programamme offers those aged 14-19, the opportunity to work alongside each other to support and deliver physical activities in schools and communities.

Get Out Get Active
Get Out Get Active (GOGA) is a programme that supports disabled and non-disabled people to enjoy being active together. Funded by Spirit of 2012, the programme focuses on getting some of the least active people in Wales moving more through fun and inclusive activities.

Rotary club
Sponsorship for the charity's annual event.

Donated wheelchairs
In December 2018 the charity was donated 10 wheelchairs with a market value of £30,000. These assets must be returned to the donor if they are no longer required by the charity. Depreciation is charged against this fund in line with the charity's accounting policy.

The Toyota Foundation
Income received to fund training courses.

Sport and Leisure Recovery Fund (SLRF)
This funding was received from Sport Wales via the Welsh Government to support the organisation with ongoing challenges relating to the Covid-19 pandemic, and to provide longer-term sustainability through the development of specific projects aimed at building back better and stronger.

Welsh Government
The Welsh Government provided funding for the purchase of Boccia equipment to be distributed to each local authority in Wales in order to ensure disabled individuals remained active during the pandemic.

21. Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1st April 2021	Resources expended	Balance at 1st April 2022	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Fixed asset fund	**827**	**(160)**	**667**	**2,732**	**3,399**

Fixed asset fund
Represents the unrestricted net book value of the charity's fixed assets.

22. Analysis of net assets between funds

	2022			
	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2022 are represented by:				
Tangible assets	-	**665**	**10,500**	**11,165**
Investments	**1,000**	-	-	**1,000**
Current assets/(liabilities)	**306,703**	-	**209,858**	**516,561**
	307,703	665	220,358	528,726

	2023			
	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2023 are represented by:				
Tangible assets	-	**3,399**	**4,500**	**7,899**
Investments	**1,000**	-	-	**1,000**
Current assets/(liabilities)	**301,634**	-	**176,606**	**478,240**
	302,634	3,399	181,106	487,139

23. Financial commitments, guarantees and contingent liabilities

As at 31st March 2023 the charity was committed under contract for IT services totalling £nil (2022: £1,158).

24. Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	-	-

25. Related party transactions

There were 8 transactions made with Cardiff Metropolitan University during the comparative year, of which Jo Hendy was a trustee. The transactions totalled £24,248 (2022), and there were no outstanding balances at the 2022 year end. The transactions related to athlete membership costs.

25. Subsidiaries

These financial statements are separate charity financial statements for The Federation of Disability Sport Wales Limited. Consolidated accounts have not been prepared due to the trading company being dormant.

The company number of the subsidiary is 07102372.

Details of the charity's subsidiaries at 31 March 2023 are as follows:

Name of undertaking	Disability Sport Wales Management Company Limited
Registered office	England and Wales
Nature of business	Sports management
Class of shares held	Ordinary
% Held	100.00 (direct)
Profit / (loss) £	-
Capital and Reserves £	1,000

26. Cash generated from operations

	2023	2022
	£	£
(Deficit)/surpus for the year	(41,587)	(208,444)
Adjustments for:		
Investment income recognised in statement of financial activities	(458)	(115)
Depreciation and impairment of tangible fixed assets	7,082	6,160
Movements in working capital:		
(Increase) in debtors	(14,800)	(5,618)
Increase/(decrease) in creditors	(115,341)	88,085
Increase in deferred income	(9,640)	6,540
Cash (absorbed by)/generated from operations	(174,744)	(113,392)

27. Analysis of changes in net funds

The charity had no debt during the year.



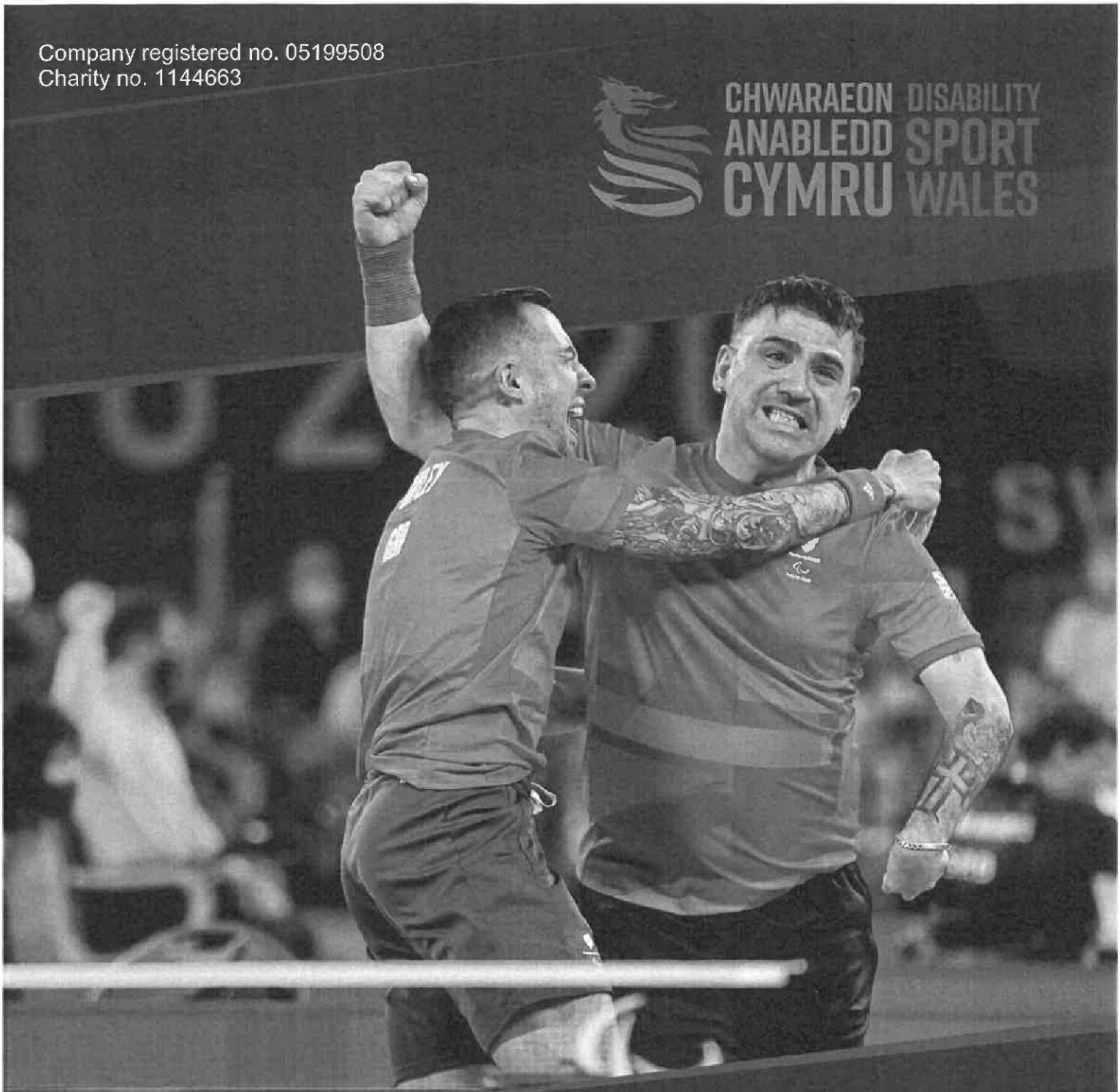
THE FEDERATION OF DISABILITY SPORT WALES LIMITED

England & Wales - Charity number 1144663

Accounts

Company registered no. 05199508
Charity no. 1144663

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DISABILITY SPORT WALES



The Federation of Disability Sport Wales Limited

Annual Report and Accounts

1st April 2021–31st March 2022

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Message from Gareth Thomas, Chair of Trustees



This year has again been one of change. We have seen a gradual return to sport within our communities, we have spectated from afar the achievements of summer and winter Paralympians, commiserated as competition schedules altered, and taken some difficult decisions about how Disability Sport Wales use its resources for the greatest impact.

We have seen some huge successes from our insport programmes, most notably with the Welsh Rugby Union attaining the first insport NGB Gold Standard. This is evidence of our impact of our productive partnership, but it is important to recognise that we need to continue to change and modernise in order to make most efficient use of the resources available to us to build on these successes.

The sector is shifting. A regional approach is developing, funding models are changing, and the solutions we find for people to be active include technology and virtual engagement more than ever.

We are committed to ensuring that we engage with the change proactively and positively, continue to provide support for partners to guarantee that as a nation, Wales continues to provide pathways for disabled people to thrive and perform in inclusive environments.

Ultimately our biggest measure of success is to not be needed because inclusion is embedded within all practice, across the whole sector, without prompt or challenge. We still have a distance to travel in this regard, but whilst organisations continue to work towards insport, engage on programmes like the SPAR insport Series events, Play Together, Get Out Get Active, the Health Disability Activity Pathway, and performance pathway hubs we will collectively keep moving in the right direction.

Change is about taking what we know is exceptional and building on it. This is something DSW have always been committed to.



Gareth Thomas — Chair, Disability Sport Wales

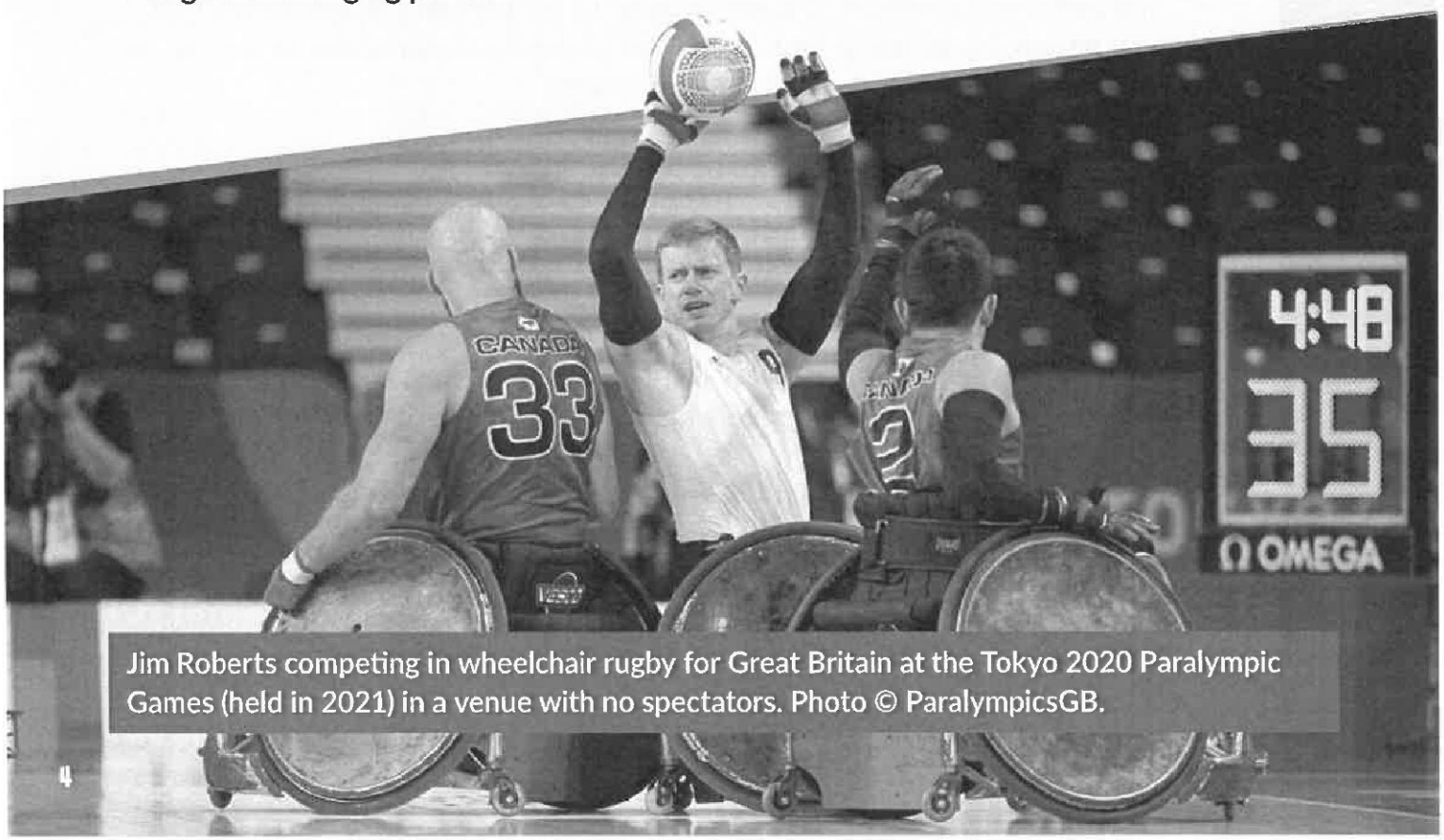
Impact of the Coronavirus Pandemic

The early part of the year was still significantly impacted by the Coronavirus (Covid-19) pandemic, with the Disability Sport Wales Awards being delivered virtually, events being postponed, and the Summer Paralympic and Olympic Games being delivered behind closed doors. Activity inside was still restricted, and groups were still not permitted to gather. As the new year approached, guidance began to change, and the success of the Government vaccination programme meant that the impact of the virus was changing.

For many disabled people, however, this impact continued to be significant with a slower rate of return to disability sport clubs and sessions, and a lack of confidence amongst many to re-engage. Facility space was in high demand and accommodating fewer activities, and many outdoor and alternative spaces were not accessible or appropriate for impairment specific clubs.

Lottery and Exchequer funding continued to be assured and sponsorship from partners was confirmed for delivery of outcomes in alternative ways to those which had been agreed prior to the pandemic. The DSW team continued to work primarily from home, with the office opening for use by a maximum of two colleagues when it was permitted.

The DSW Board and CEO wish to thank the team for their resilience, adherence to guidance provided and commitment through a challenging period.



Jim Roberts competing in wheelchair rugby for Great Britain at the Tokyo 2020 Paralympic Games (held in 2021) in a venue with no spectators. Photo © ParalympicsGB.

Objectives and Activities

Overview

The Federation of Disability Sport Wales was established (and is structured in accordance with its Articles of Association) to:

- act as the national development agency for disability sport in all its forms in Wales

- foster, encourage, assist and develop disability sport in Wales and amongst the people of Wales

- maintain and raise the standard of disability sport in Wales and promote Welsh disability sport at an international level

- formulate, issue and enforce in respect of disability sport in Wales:
  - (a) codes of ethics and conduct
  - (b) disciplinary procedures
  - (c) measures for the proper protection and welfare of children, young persons and vulnerable adults
  - (d) anti-discriminatory procedures; and
  - (e) any other rules and regulations which are deemed appropriate by the directors of the Company from time to time

  and to ensure that all the above are properly promoted to and observed by the Member Organisations of the Company and participants of disability sport in Wales; and

- do all other things necessary or desirable for the promotion of the interests of disability sport in Wales and amongst the people of Wales.

We are more commonly referred to as Disability Sport Wales.

We are working to achieve our charitable purposes by supporting the achievement of Sector Vision for Sport — ***An Active Nation where Everyone can have a Lifelong Enjoyment of Sport*** — and in our Mission, through our values and with our ambitions.

DSW Mission

fluence, clude, spire, sport

DSW Values

Champion Everyone

We believe in meaningful opportunity, broad diversity and great achievement, with people at the centre of all we do.

Proudly Welsh

Together we are dedicated, passionate and welcoming.

Value Growth

We listen and learn.
We nurture, share and support.

Highlight Possibility

We are ambitious, creative and resourceful.

Success is measured quantitatively and qualitatively for impact and learning so that we can ensure investment is focused in the right areas, programmes support inclusive understanding and development, and partnerships bring about inclusive cultural change.

Snapshot of the Year

insport 545 Organisations engaged in insport

489 clubs working to a Standard of insport Club

1st insport NGB Gold Standard awarded (WRU)

5 organisations presented for an insport Standard

insport CRC / NGB AUR GOLD

insport DATBLYGU DEVELOPMENT 22 Local Authorities achieved insport Development

9 13

insport CRC NGB 27 NGBs in Wales working towards insport NGB

9 10 7 1

insport TRYDYDD SECTOR THIRD SECTOR 7 Third Sector Organisations working towards insport Third Sector Standards

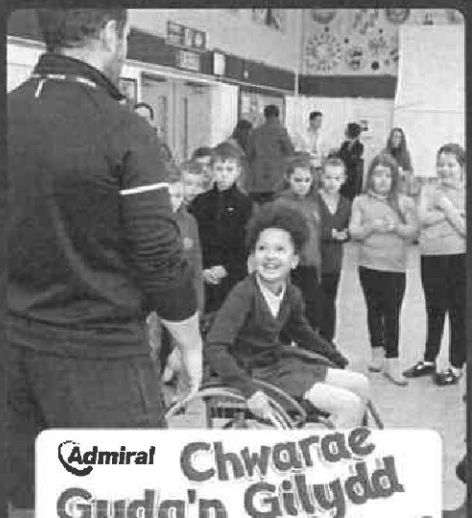


5,764 Volunteers

Ewch Allan Get Out
Byddwch Actif Get Active

286 GOGA Participants

SNAPSHOT OF THE YEAR



2,277
KS2 children received an Admiral Play Together inclusion workshop



Teachers checked in
1,018 learners
to access insport Series: Education inclusive PE lesson plans

14 people in the Disability Sport Wales National Team (9 full time, 5 part time)

PODCAST

11 #JustAsk Podcasts



940 spaces on UK Disability Inclusion Training (UK DIT) courses were sold

Performance Pathway

128
athletes involved with Performance Pathway Hubs

108 people completed the #Inspire performance athlete signposting form



ParalympicsGB

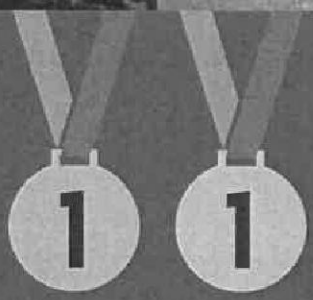
26
Welsh Athletes in ParalympicsGB teams







14 medals
won at Tokyo 2020 Summer Paralympic Games



2 medals
won at Beijing 2022 Paralympic Winter Games

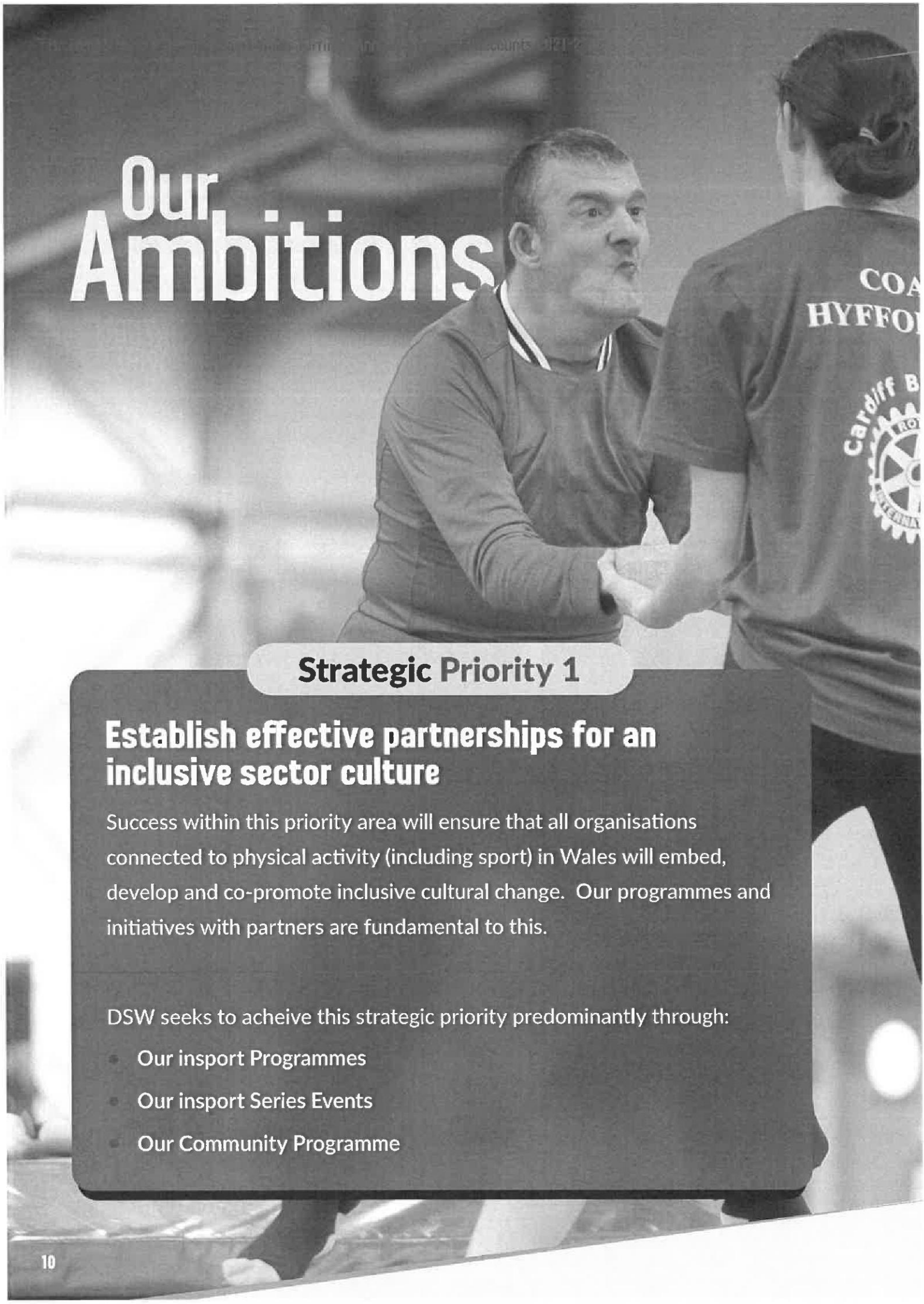
GWOBRAU Chwaraeon Anabledd Cymru
Disability Sport Wales AWARDS

7,000+ views on the first online DSW Awards



181
Boccia sets sent out to the community

Our Ambitions



Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Success within this priority area will ensure that all organisations connected to physical activity (including sport) in Wales will embed, develop and co-promote inclusive cultural change. Our programmes and initiatives with partners are fundamental to this.

DSW seeks to acheive this strategic priority predominantly through:

- Our insport Programmes
- Our insport Series Events
- Our Community Programme

Strategic Priority 1

insport Programmes

These are a series of projects which provide partners with a toolkit for inclusion across the sport and active recreation sector. They particularly focus on:

insport
CRC / NGB

National Governing Bodies (NGBs) of sport in Wales through **insport NGB**

insport
CLWB / CLUB

Clubs and sessions based in Wales through **insport Club**

insport
DATBLYGU
DEVELOPMENT

Local Authorities (LAs) across Wales through **insport Development**

insport
TRYDYDD SECTOR
THIRD SECTOR

Third sector organisations operating in Wales through **insport Third Sector**



What we have achieved: insport Programmes

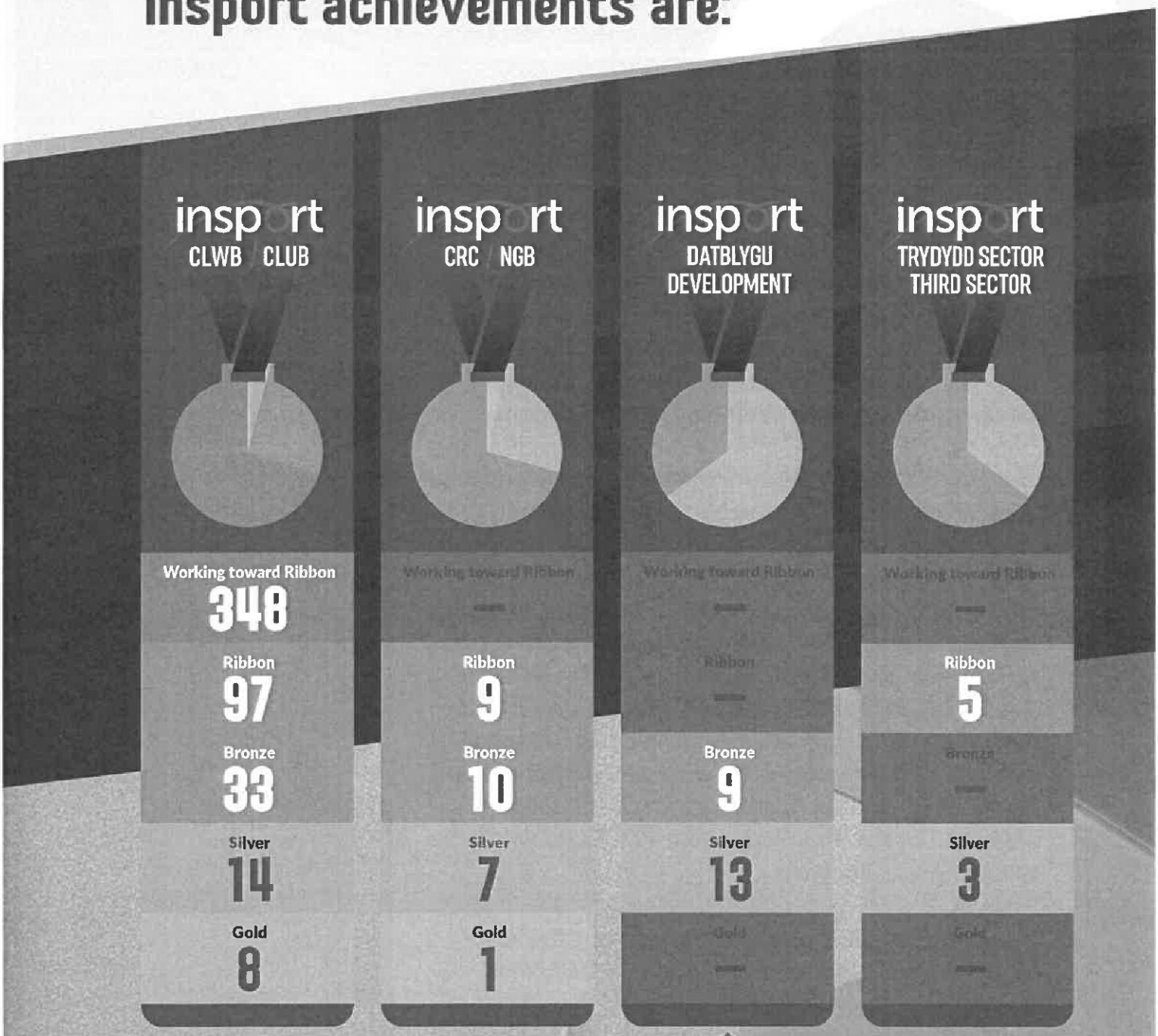
The insport programme has continued to progress with over this period, with three panel dates delivered over the year, and seeing 4 organisations achieving their next standard of their insport programme (1 Bronze, 3 Silver, 1 Gold).

Significantly this year we have seen the first National Governing Body achieving Gold Standard. The Welsh Rugby Union achieved Gold Standard after working with the programme for 5 years. This achievement coincides with the 10-year anniversary of the start of the insport project.



The Welsh Rugby Union achieved insport NGB Gold in March 2022.

The overall progress of insport achievements are:



All 22 Local Authorities (LAs) hold at least Bronze Standard with 13 remaining at insport Development Silver.

> "This is exceptional – well done to all the team for the hard work that has been put in to developing an inclusive approach to all areas of work. It is a recognition well deserved for years of hard work in this area."
>
> — Denbighshire Leisure Manager on achieving insport Development Silver Standard



Bwy'n Iach (delivering sport and leisure in Gwynedd) are doing insport Third Sector and achieved Ribbon Standard. This means that there are eight organisations engaging with two Case Officers; three having achieved Silver Standard; and five have achieved Ribbon.

11 organisations outside of DSW continue to support clubs to work towards insport Club Standards. 68 clubs (included in the totals on the previous page) are mapped against their own NGB's inclusive accreditation process. The last 12 months has seen Swim Wales increase the support for their club network, developing the support for clubs working towards the insport Club standards. Key clubs to the wider pathway are now directly supported by the Para Performance Manager within the national governing body.

When organisations submit the supporting evidence against the aims for the Standard they are working towards, their submissions are reviewed by an insport Panel to award, or not, that Standard. insport Panels and the training for panel members, have continued to be facilitated virtually. Five insport NGBs, three insport Development teams and four third sector organisations have come to panel during this period.

432 Clubs are mapped to insport Club

68 Clubs are mapped to NGB inclusion standards

insport NGB, Third Sector, and Development Panels in 2021/22

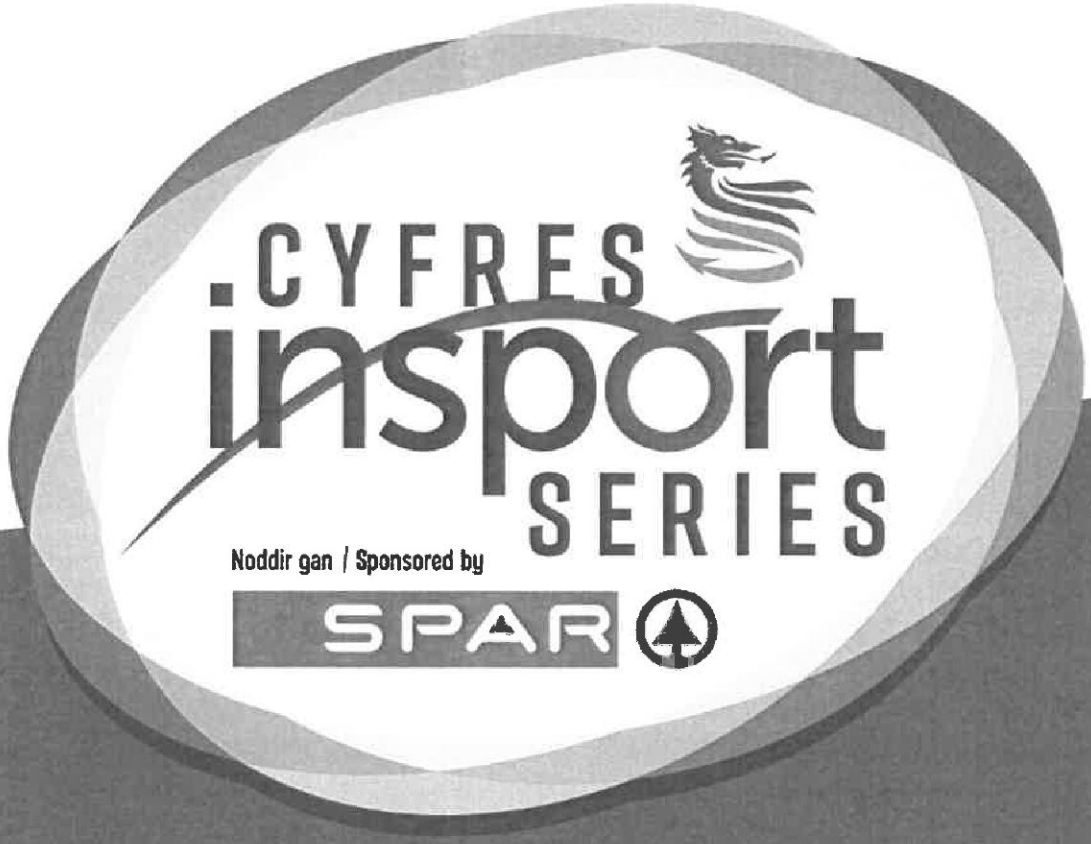
5 NGBs

4 Third Sector Organisations

3 Development Teams

Strategic Priority 1

insport Series Events



In partnership with AF Blakemore & Son Ltd. (SPAR) and local insport clubs, NGBs, LAs or third sector partners we deliver accessible events which provide opportunity for disabled people and their friends and families to connect with good quality community opportunities available locally.

This year we have been continued to deliver opportunities online and through smaller scale (micro) insport Series events held face-to-face. Originally intended as a platform to deliver online events during periods of lockdown in 2020, our insportseries.co.uk website was adapted to allow people to book places at in-person insport Series events as well.

These developments have enabled the effective management and reporting of these events moving forward, particularly when larger scale events return.

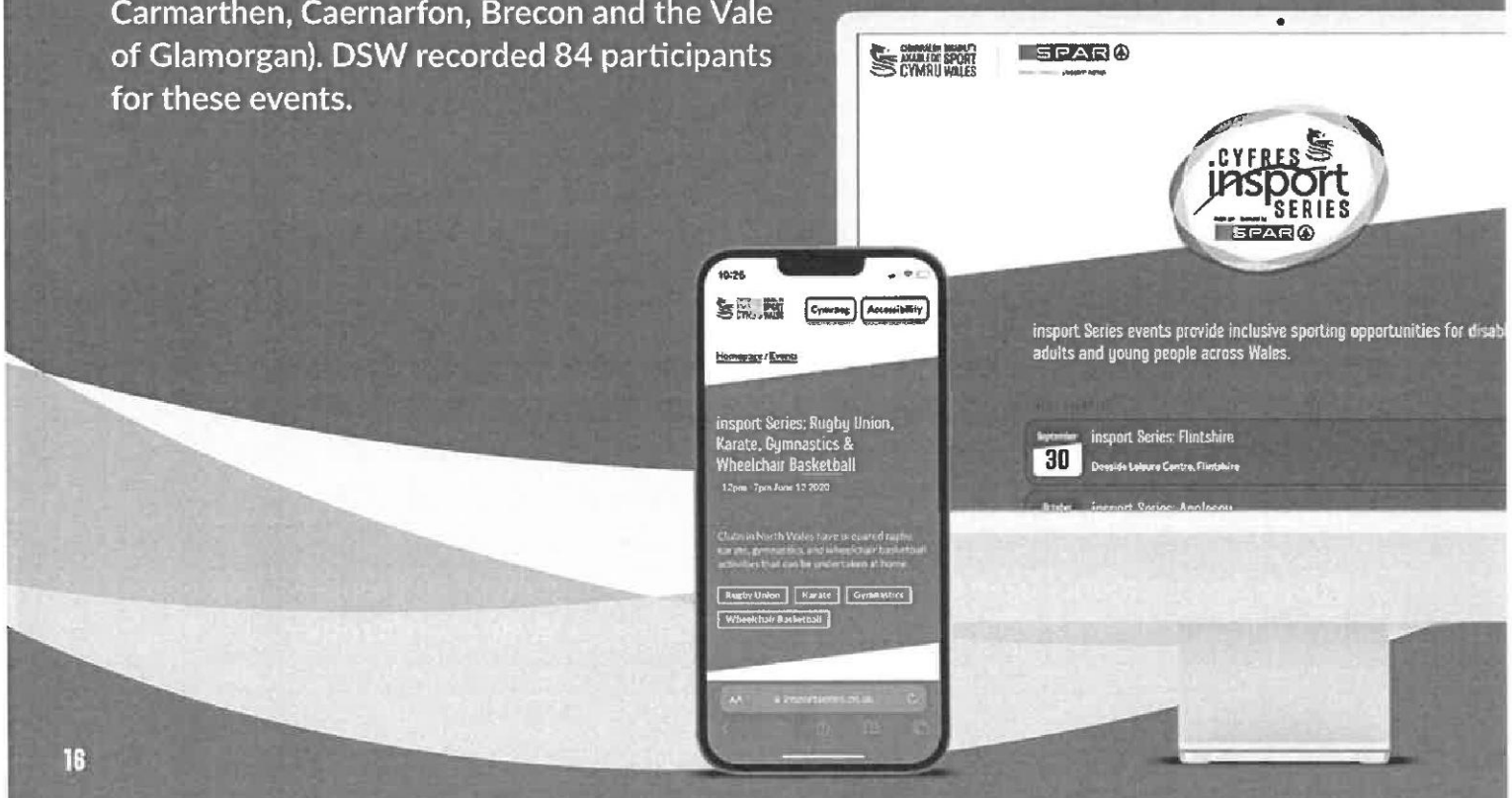
What we have achieved: insport Series Events

Although restrictions initially prevented insport Series events from being delivered in the traditional format, SPAR have continued to be very supportive of the decision to place the interests of disabled people and their families at the centre of the decision making, and DSW are very grateful for this support.

Whilst restrictions were in place and with the support of local insport Clubs and National Governing Bodies of Sport, we have continued to develop opportunities for participants to engage with physical activity (including sport). These opportunities were hosted exclusively online through the established insportseries.co.uk website, enabling individuals, schools, and clubs to access inclusive content along with clear signposting to both community and pathway opportunities.

As restrictions changes, we were able to return the face-to-face delivery of these opportunities. In partnership with the Active Wrexham team, an initial pilot event was planned in response to the low numbers of disabled participants registering and attending Active Wrexham school holiday sessions following the return to activity after the easing of the Covid-19 restrictions.

Following this pilot, small scale in-person insport Series events were scheduled again across Wales during February and March of 2022. Six events took place (Milford Haven, Cardiff, Carmarthen, Caernarfon, Brecon and the Vale of Glamorgan). DSW recorded 84 participants for these events.



Case Study:

Return of Face-to-Face insport Series Events – Wrexham

Active Wrexham planned and delivered an inclusive multi-sport event as a part of the October Half Term Holiday programme. The event was targeted at disabled children aged 7-16 as well as their siblings and friends and aimed to;

1. **Provide a variety of taster sessions to introduce participants to a range of sports and activities with local provision available**
2. **Invite coaches from local clubs to deliver sessions, providing an opportunity to develop club links and signpost to local provision**
3. **Provide the foundations to establish a weekly session**

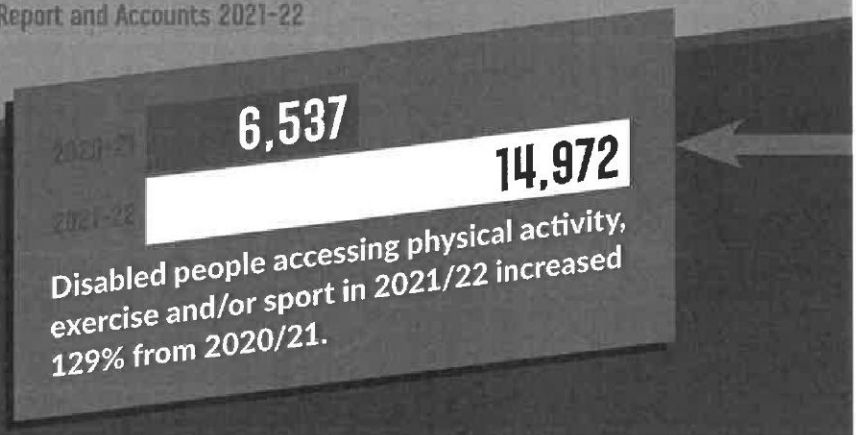
The event was planned in response to the low numbers of disabled participants registering and attending Active Wrexham school holiday sessions following the return to activity after the easing of the Covid-19 restrictions. There appeared to be a lower level of confidence for disabled children to attend these sessions in returning to activity or perceived suitability of other provision on offer. The event was also planned to provide an opportunity for disabled and non-disabled participants to participate in activity together.

Key Headlines

Held at: St Christophers School, Wrexham **Number of activities:** 7

Activities available: football, cricket, wheelchair rugby, boxing, Kin-Ball, and street dance. There was also the option of a quiet room setting for participants to take time away from the main session and an additional activity room with table tennis and boccia options available.

The outcomes: Feedback showed that the opportunity for disabled and non-disabled children to attend the same session was something they valued. The event developed relationships with clubs and coaches which will continue and support a pathway between the session and club provision. It also resulted in the launch of a weekly session held at school, which started the week after the event!



Strategic Priority 1

The DSW Community Programme

This is a shared initiative between DSW, Sport Wales, and the Local Authorities (LAs) where investment is made into the Local Authority to support quality-led, community-based sporting and physical activity opportunities for disabled people relevant to local need. In most cases the investment is used to employ one or more individual with a specific remit of disability sport and sport for disabled people. The progress being made within the Welsh sport sector towards regionalisation means that DSW will be making changes at the end of next year to the way in which this resource is provided to partners.

During 2021/2022 **14,972 disabled people accessed physical activity, exercise or sporting opportunities within clubs and sessions**. This represented an increase of 129% in the reported figures from 2020/2021. The primary reasoning for the increase in the number of active participants can be aligned to the reduction of the restrictions in place over this period. Through the Local Authority workforce, 489 community clubs and sessions have been supported, reflecting a 18% decrease from 2020/2021. This is likely to reflect the slower pace of return to physical activity (including sport) as well as engagement with the altered way of collecting data from the clubs. The people accessing these participation opportunities are from all impairment groups (Sensory impairment (blind and partially sighted; Deaf and hard of hearing), Physical impairment; and Intellectual impairment). Like the participant figures above, these have been adversely impacted over the past 12 months.

Looking at the diversity of the workforce within these environments, 11% of the coaches supporting delivery have an impairment, this represents an increase from 8% in 2020-21. Across the workforce, 27% are Welsh speaking, and 1.9% identify as being from an ethnically diverse background, with 1.3% identify as belonging to the LGBTQ+ community.

Workforce diversity

11% have an impairment

27% Welsh speaking

1.9% ethnically diverse

1.3% identify LGBTQ+

Work led by Sport Wales alongside the Local Authority-based partners continues to progress the Community Sport and Activity Programme (CSAP) and the process of regionalisation. A change in the way DSW will invest into the Local Authorities was communicated to partners in October 2021. Originally the changes in resources were intended to take place in April 2022, but this has been deferred until April 2023 to assist with transition. The DSW Board particularly note the impact of the Community programme as it has been delivered over the previous 20 years, and this change reflects progress within the sector to more inclusive working, a heightened priority for regional working and structures, and resourcing requirements for DSW as an organisation. The board wish to thank all those who have worked in Disability Sport Wales Development Officer roles previously or currently, good foundations have been established through their knowledge, partnerships and passion.

Case Study

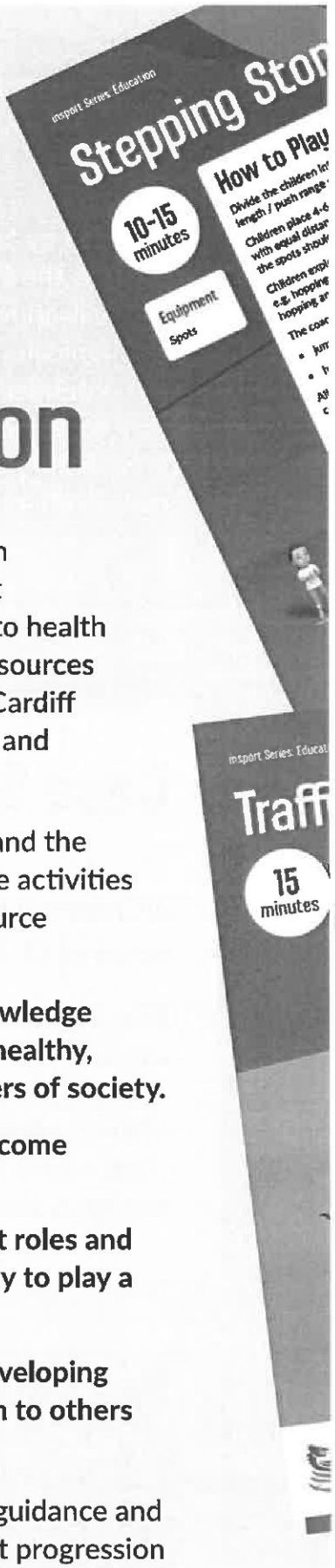
One Monmouthshire project which was particularly successful was an elected home educated health and activity project, building on the success of the MonLife Re-Engage programme.

The project developed across a range of engagement opportunities, including a virtual offer, Outdoor Adventure Days and a Home Sport and Physical and Activity Pack. The project had engagement from 65 learners across the opportunities offered, which included all learners receiving a home equipment pack and delivery cards. Older learners also enrolled onto the Duke of Edinburgh Bronze Certificate as part of the wider project.









Strategic Priority 1

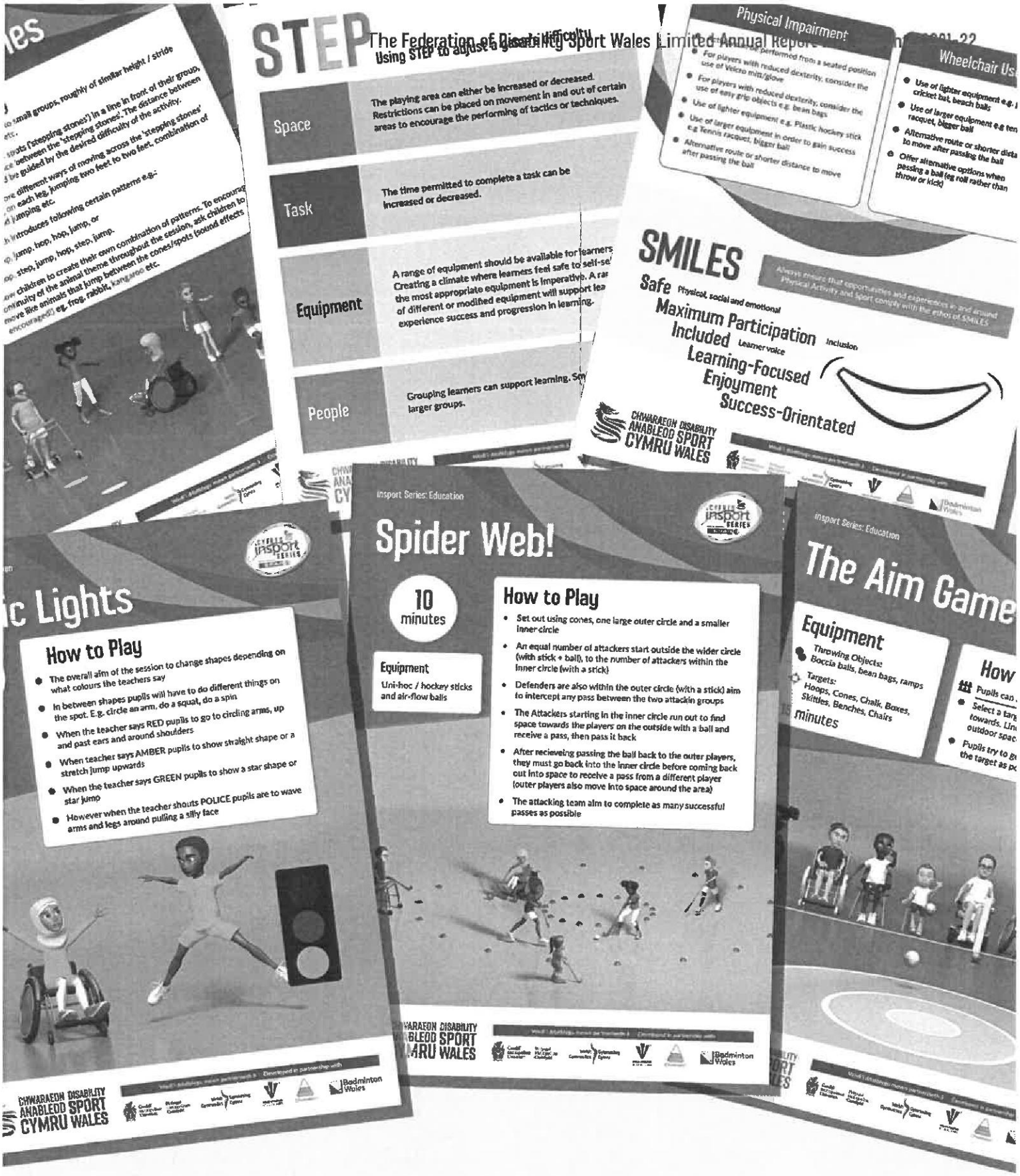
insport Series: Education

insport Series: Education resources were developed and delivered as an online event through the insportseries.co.uk platform. The online event designed for schools offered ideas on inclusive physical activity linked to health and well-being and mapped to the new Curriculum for Wales. These resources were developed in partnership with a range of key partners, including Cardiff Metropolitan University, Welsh Gymnastics, Welsh Athletics, the Urdd and Badminton Wales.

Curriculum for Wales, 2022 presents a bold new vision for curriculum and the resources shared through this event have been developed to ensure the activities and experiences described within the lesson plans included in the resource enable learners to:

- **Develop the confidence and motivation, physical competence, knowledge and understanding through physical activity and sport to become healthy, confident individuals, ready to lead fulfilling lives as valued members of society.**
- **Develop motivation, resilience, and decision-making abilities to become ambitious, capable learners, ready to learn throughout their lives.**
- **Manage risks, express ideas, engage in teamwork, take on different roles and responsibilities, to become enterprising, creative contributors ready to play a full part in life and work.**
- **To become ethical, informed citizens of Wales and the world by developing their ability to show respect, to value equity and inclusion, to listen to others and to evaluate the social influences affecting them.**

The lesson plans included within the resource are intended to provide guidance and exemplify how Physical Activity and Sport can be inclusive and support progression in learning within the framework of Curriculum for Wales. Following a physical literacy-informed approach is holistic, inclusive, and supports the needs of all learners. Differentiation is, therefore, a key requirement to the successful delivery. As a result, some key elements built into the resource packs provide examples of how Space, Task, Equipment, People (STEP) may be applied to differentiate tasks, leading to appropriate challenge.



Furthermore, ensuring that learners and experiences are: Safe (emotionally and physical environment), there is Maximum Participation, all learners are Included, the experience is Learning focused, Enjoyable, and Success orientated (SMILES).

Moving forward, the resource has continued to be available for schools and individuals to access and utilise as they continue to prepare for the initial roll out of the Curriculum for Wales from September 2022.



Strategic Priority 2

Empower an inclusive workforce

In order to change processes, it is essential to have a workforce who understand and drive inclusion at the very heart of where it happens. Ensuring that current and future workforces understands and represents inclusion and diversity and has a range of resources at their disposal with the power to change attitudes and behaviours is critical to DSW's purpose.

Education and Training

This area encompasses a suite of resources and training which are intended to influence, educate and enhance confidence about disability sport provision, participation and engagement.

The UK Disability Inclusion Training (UK DIT) population-specific approach enables information and approaches to be relevant to everyone's experiences, with the Admiral Play Together and Sainsbury's Active Kids for All Inclusive PE sessions engage Key Stage 2 children (aged 7 – 11) and their educators to include everyone in the playground and within PE and extra-curricular activity.

UK Disability Inclusion Training (UK DIT)

Brightspace (the Virtual Learning Environment DSW invested in at the beginning of 2021) went live with its first courses in December 2021. The Level 1 virtual element of the ***UK DIT for Coaches and Volunteers*** workshop is intended to provide support and information to coaches who are or will be working in an inclusive delivery environment.

Learners will then progress to Level 2 (Digital Classroom) and Level 3 (face-to-face practical) at their own pace. Between December 2021 and March 2022, 940 learners had purchased spaces at either L1 (613), L2 (267) or L3 (30).

613 learners at Level 1 ▶ **267** learners at Level 2 ▶ **30** learners at Level 3

An additional opportunity for hosting learning in an VLE is that it can be modified by NGB partners so that they can make it their own. This has been started with swimming.

During 2021/2022 there were no face-to-face courses delivered, all continued to be delivered via virtual classrooms. Across all the UK DIT derivative courses there were 5 sessions delivered (with approximately 85 candidates attending).

The DSW currently have a workforce of 20 tutors (7 based in North Wales, 11 based in South Wales, and 2 based in West Wales) who have all achieved their L3 Award in Delivering Learning (ADL) or L3 Award in Education and Training (AE&T), and engage with two workforce development sessions annually.

> "The aquatic disability inclusion training was pivotal for the development of the disability swimming programme in Cardiff. The eight staff were able to improve their knowledge and understanding of delivering aquatics inclusively."
>
> — Aquatics Development Co-ordinator, Sport Cardiff

UK DIT Education
(previously Sainsbury's Active Kids for All)

The funding from Sainsbury's for the Active Kids for All Inclusive PE training came to an end just prior to the 2021/2022 financial year. Whilst no replacement has been identified as yet to partner to the programme, the workshop continues to be delivered in a different format and will include a virtual module provided in Brightspace later in 2022.

This development was supported by the Sport and Leisure Recovery Fund investment.

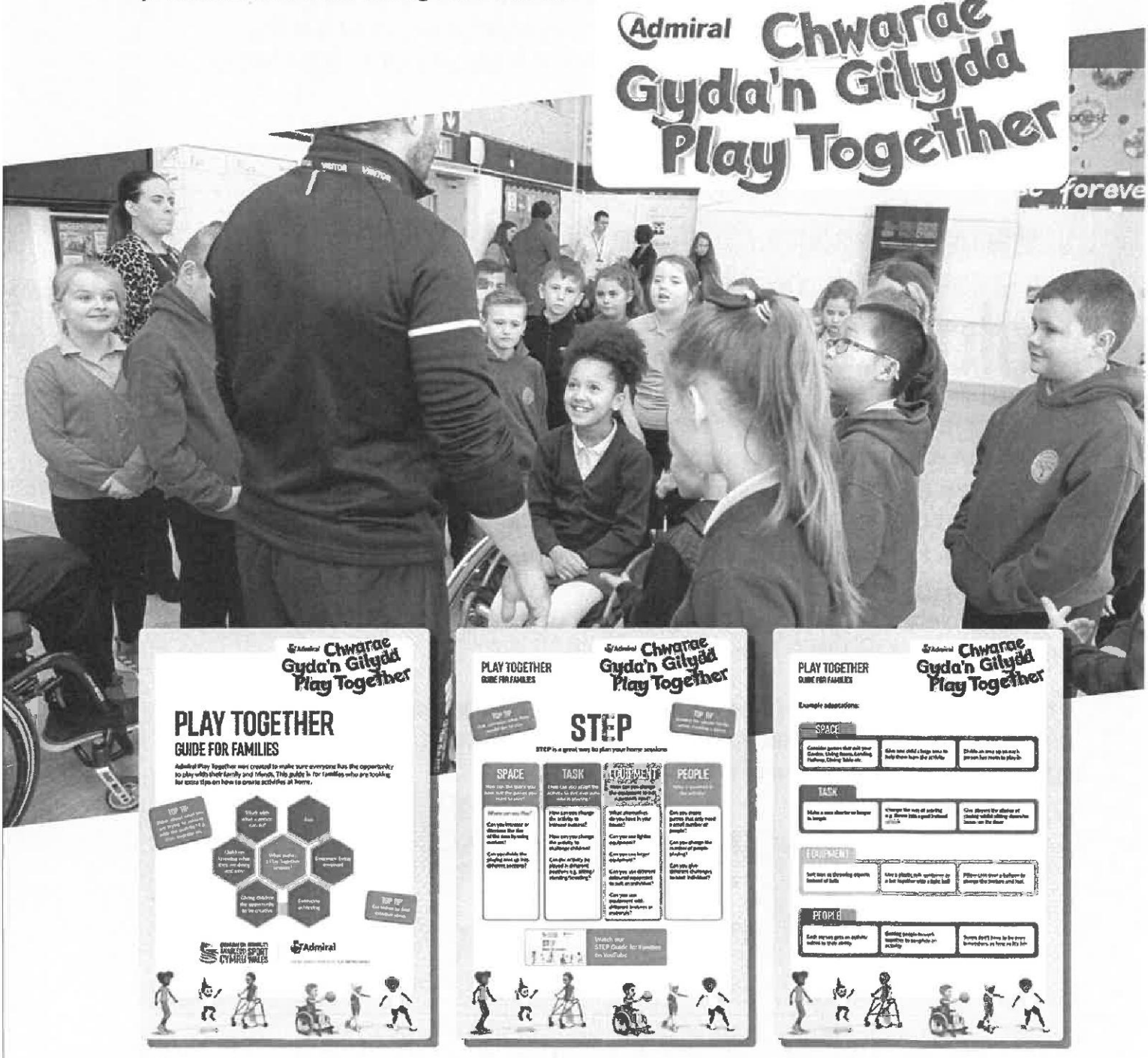
45

This year 45 undergraduate, post-graduate and in-service education staff have attended one of two sessions provided.

Admiral Play Together

The partnership agreement with Admiral for the Play Together workshops spans a calendar year rather than financial year. The contract for 2021/2022 was signed in May 2021 and intended to support delivery to 1,600 children in KS2. With face-to-face activity still being restricted in some Local Authorities the delivery was focused on those areas where it was possible to deliver sessions (10 of the 22 LAs delivered).

A STEP Guide for Families had been released in February 2021 and reached 159 families to play inclusively at home. This continued to be a resource which was promoted and used during 2021/2022.



Case Study:

Virtual Learning Environment: Sharing solutions

Sport Wales are exploring the use of Brightspace as a Virtual Learning Environment (VLE). We have given access for a Professional Development Award to take place using our platform to support the learning and development of coach educators throughout the sport sector in Wales.

More recently Sport Wales have worked with us to design and develop a module entitled 'Introduction to the Menstrual Cycle'. This has been developed to bring Sport Wales' research content into a virtual learning platform. This module is now complete and is being piloted by Sport Wales staff ahead of roll out to the Sport Sector.

Strategic Priority 2

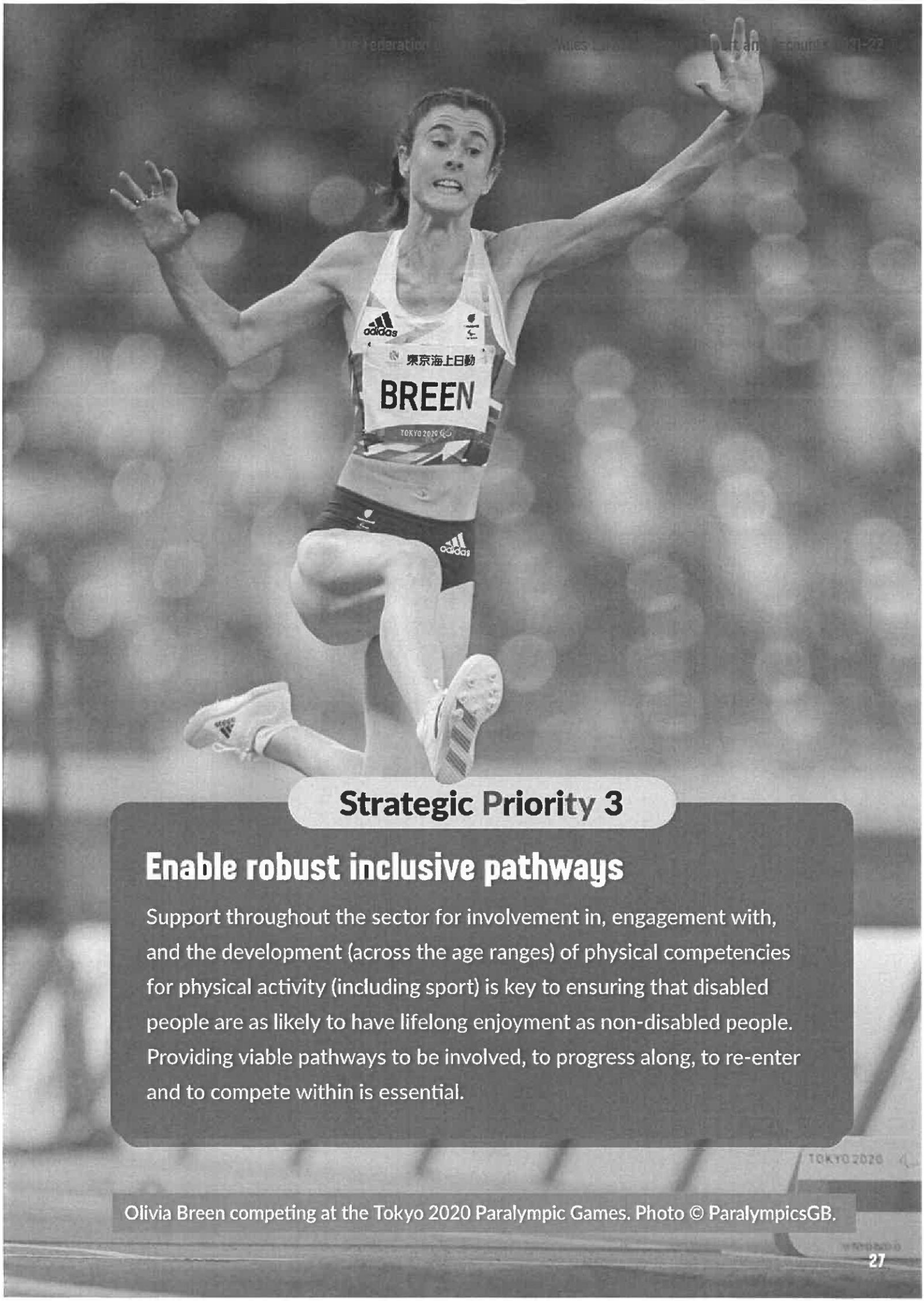
Volunteers

Across all its provision, the activities provided in partnership with DSW are entirely dependent on volunteers. They underpin the sessions, they are the lifeblood of the Get Out Get Active programme (see page 41), they work with the Disability Sport Wales Development Officers (DSWDOs) in the local authorities on insport Club, they support events, and they attend the education and training intended to support their provision. The role of volunteers has changed hugely over the past two years, with activity transitioning this year from largely home-based and virtual environments to tentative face-to-face activity.

The support that all the volunteers have given to the ongoing delivery of disability and inclusive sport in Wales, particularly when the circumstances have been so challenging and uncertain.

5,764 Volunteers

support clubs, sessions and events delivered in partnership with Disability Sport Wales



Strategic Priority 3

Enable robust inclusive pathways

Support throughout the sector for involvement in, engagement with, and the development (across the age ranges) of physical competencies for physical activity (including sport) is key to ensuring that disabled people are as likely to have lifelong enjoyment as non-disabled people. Providing viable pathways to be involved, to progress along, to re-enter and to compete within is essential.

Olivia Breen competing at the Tokyo 2020 Paralympic Games. Photo © ParalympicsGB.

Strategic Priority 3

DISABILITY SPORT WALES

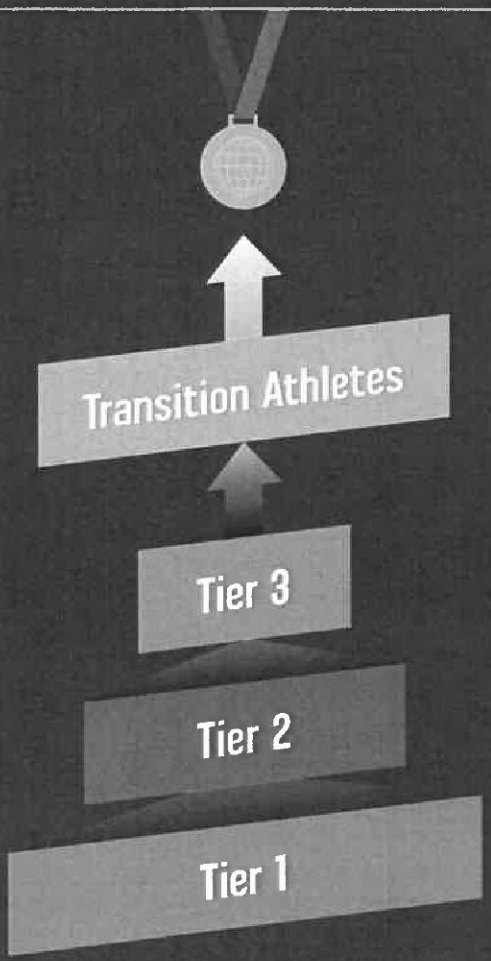
Performance Pathway

Aimed at identifying and supporting emerging athletes through a series of Hubs located across Wales, athletes are provided tailored support in a tiered structure which intendeds to develop physical literacy as well as sport specific exposure. Provision is to all athletes who have the potential to progress in Paralympic, Commonwealth, Virtus, Deaflympic and Special Olympics pathways.

The Performance Pathway Programme has completed the first full year since its creation. A blended mix of virtual and practical sessions were delivered to athletes within the tiers.

The Performance Pathway Hub (PPH) has been delivering virtual sessions to current participants until it was safe to return to practical activity. Emphasis is placed upon developing physical competencies, fundamental movement skills and the knowledge, motivation and confidence to take ownership over their own sport and physical activity in the absence of face-to-face coaching.

Performance Pathway Hub structure is established and sets out a 3-tier system of support, opportunity and expectation. Tier 1 and Tier 2 Hub athletes will be participating in a range of activities, whilst Tier 3 Hub athletes are more likely to specialise in a single sport.



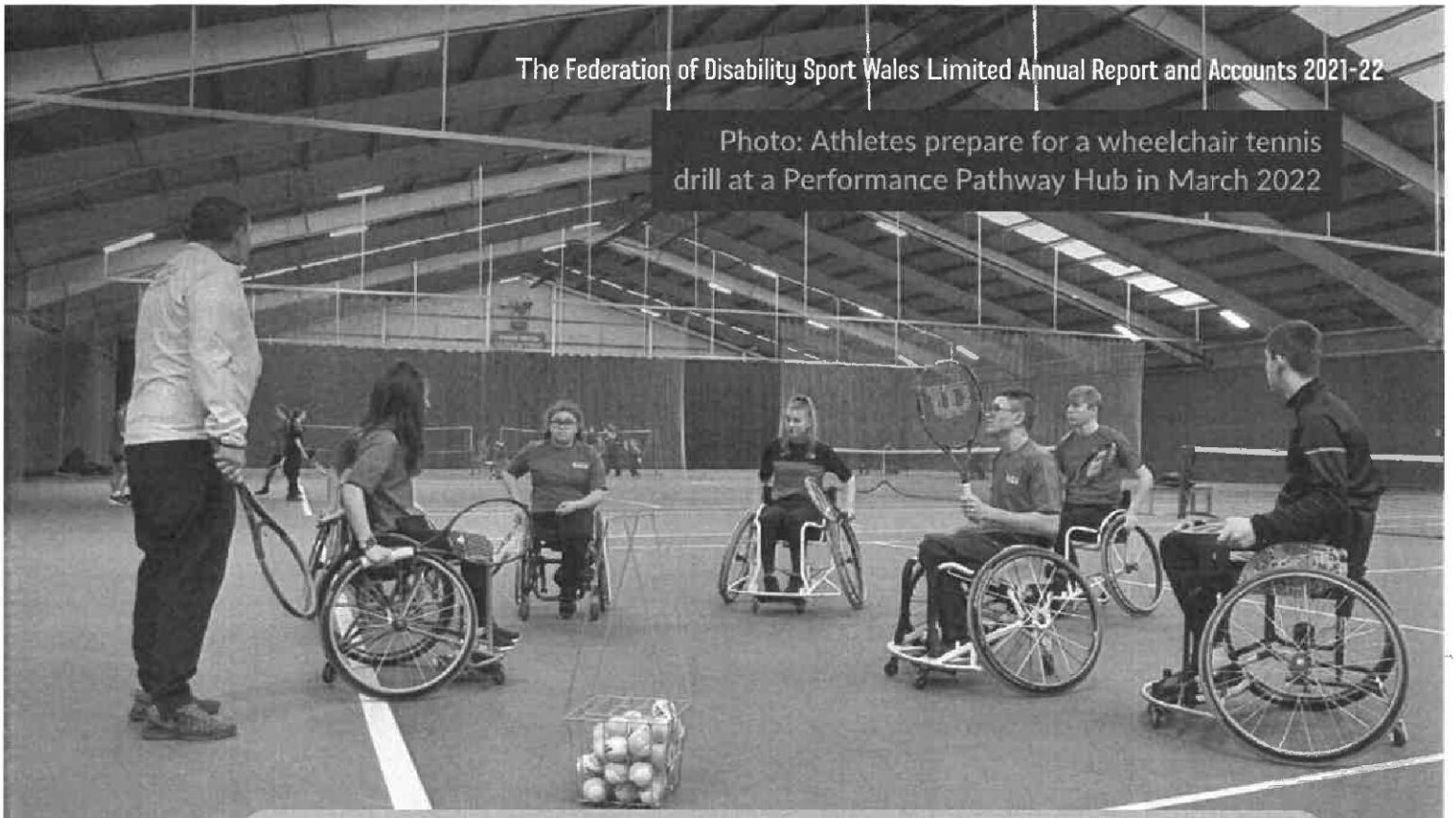


Photo: Athletes prepare for a wheelchair tennis drill at a Performance Pathway Hub in March 2022

During 2021/2022 the Performance Pathway programme has primarily been delivered virtually with hub sessions held weekly using Zoom, but the first face-to-face session was held in Aberdare in July 2021.

Case Study:

Tier 2 Hub athlete

15-year-old participant in golf, athletics, cycling and skiing. The participant was very active before acquiring their impairment. The participant had identified a goal of competing in athletics for the first time and has been attending the PPH online and day camp sessions to support this goal since 2021.

Performance Pathway Senior Officers (PPSOs) and the PPH Coordinator have provided outreach support to help the participant return to athletics which has included: arranging one-to-one training sessions with a familiar coach, supporting the participant and their family through the National classification process, attending local club training sessions with the participant, ongoing communication with the club coach, working with Welsh Athletics to identify inclusive competition opportunities and offering a para specific competition opportunity through the DSW athletics club. Much of this support was accessed between July 2021 and July 2022. The participant achieved their goal of competing in athletics at the National Junior Disability Athletics Championship in July 2022.

Case Study:

Tier 3 Hub athlete

18 year old previously competed at an elite level in WCMX. The participant was passionate about competing at an international level and representing Wales or Great Britain. At a PPH day camp in Carmarthen, October 2021, the participant told PPSO's and PPH Coordinator that they would like to try swimming with the goal of competing internationally.

The participant had previous swimming experience but had not been involved for some time due to their participation in WCMX. PPSO's were able to communicate with Swim Wales and, with their support, identify a suitable club for the participant to train with. Swim Wales invited the participant to a trial day with the Para Performance Squad in October 2021, after which, they were invited to join the Para Performance squad for the remainder of the season.

From this point onwards, the participant trained regularly with the Para Performance Squad and their local swimming club, competed in domestic and international competitions and obtained an international classification making them eligible for selection for the 2022 Commonwealth Games.

Throughout this journey the participant continued to attend online PPH sessions which included educational topics on SMART targets, lifestyle choices, communication skills and nutrition.

- Performance Pathway Hubs (PPH) consultation took place with DSWDOs and National Governing Bodies to introduce the PPH structure and the #inspire campaign. DSWDOs were given the opportunity to feedback on the PPH structure which has helped to shape the final version.
- NGB Engagement Sessions were hosted to NGB's by the Performance Pathway Team and insport case officers to give an overview of the Performance Pathway Hub programme moving forward and areas for collaboration and engagement.
- The #inspire signposting form is live online for individuals to engage with the Performance Pathway. In total, 109 individuals have now engaged using the online form, which was launched during the Tokyo Paralympic Games.
- Following successful GDPR due diligence, the Performance Pathway Team have begun to use a new data processing software (Monday.com) to store and monitor athlete information, progression and development, also project manage areas of work more efficiently.



- 14 Athletes represented Wales in athletics and wheelchair basketball at the 2021 School Games National Finals (UK School Games). Para events were embedded within the athletics schedule. The Performance Pathway Team had representation in the team management staff for Athletics. For the 22 School Games 25 Athletes have been selected across 3 sports (Tennis, Wheelchair Basketball and Athletics).
- In Wheelchair Basketball Cardiff Met was identified as one of 4 High Performance Partnerships in the UK. A Wheelchair Basketball High Performance Partnership Coaching role was appointed for Cardiff Met.
- The 3x3 Wheelchair Basketball squads did not qualify for the Commonwealth Games. At an average age of 18, playing against experienced GB Athletes and with several athletes being withdrawn last minute (due to Covid), the young squads did incredibly well. This is the first time Wales has had senior squads represent their country and to celebrate this achievement DSW hosted a celebration event at Team Wales House during the Commonwealth Games in Birmingham.
- A Para Athletics Coordinator Role was appointed to continue to support Welsh Athletics with their development as an inclusive organization.
- Welsh para athletes secured a place on the Welsh Athletics National Development Programme with support from the PPT. 6 attended the 2 day training and development camp in October 2021.
- The Welsh Athletics U15 champs which is the largest amount at these championships. A New World Record was set in the under 20's F38 Discus and a high percentage of New PB's from the Athletes. 5 Athletes entered the U 20 Champs for the first time.
- Fourteen junior athletes from Wales were entered as a team into the National Junior Para Athletics Championships. The event takes place over the weekend of the 2nd/3rd July 2022 in Coventry.

Strategic Priority 3

National Performance Programme

Supports elite (disabled) athletes via a range of performance services who are within or transitioning on to UK, GB or Welsh programmes for Paralympic or Commonwealth Games performance.

Specific provisions and exemptions were continued by Welsh Government to enable athletes who had medal winning potential at Paralympic, Olympic or Commonwealth level to train in a Covid-safe environment.

As Covid restrictions in Wales eased more athletes returned to training, work was done to ensure that NGB's included Para athletes who could be selected into Paralympic or Commonwealth teams.

Elite competition opportunities returned to Wales and a few Welsh Para athletes were able to successfully return to competition. Despite the restrictions over the 2020 winter period Welsh Athletes still managed to perform at the highest level during the 2021 season.

With so many Tokyo qualification events postponed due to the pandemic and changes of date for the Games to August 2021, the beginning of 2021 was a busy time for the athletes still seeking qualification.

Outstanding performances 2021-2022
(outside of the Paralympic Games)

Ben Pritchard Rowing
Silver, Varese European Championships

Aled Davies Athletics
Gold, Bydgoszcz WPA European Championships (F42 Shot Put)

Harrison Walsh Athletics
Bronze, Bydgoszcz WPA European Championships (F44 Discus)

Laura Sugar Canoeing
Gold, World Cup and Canoe Sprint European Paralympic qualifier, Hungary (Women's KL3 200m)

Beth Munro Taekwondo
Gold, European Taekwondo Olympic Qualification Tournament, Bulgaria.

Unfortunately, the Paralympics was not the only major sport event to be affected by the Pandemic; The Deaflympics scheduled to be held in the summer of 2021 was postponed due to the ongoing issues around travel between countries and continuing uncertainty around the pandemic. This was further compounded for the DeaflympicsGB team with UK Deaf Sport making the extremely tough decision not to send a team to Brazil. A similar approach was taken by the UK Sports Association, accompanied by decisions from Virtus to cancel all events for athletes with intellectual impairments.

The Paralympic Games

Two Paralympic Games took place in the same financial year: the summer Games in Tokyo, and the winter Games in Beijing.



August 24th - September 5th 2021

- 23 Athletes from Wales were selected and 21 flew out to the games.
- 7 Athletes were first time Paralympians – and 5 came home medallists
- 12 Sports had Welsh representation and medals were achieved in 8 of them
- Aled Davies (athletics), David Smith (boccia), Jim Roberts (wheelchair rugby) and Laura Sugar (canoe) won **Gold** medals
- Beth Munro (taekwondo), James Ball (cycling) and Paul Karabardak (table tennis) won Silver medals
- Georgia Wilson (equestrian) won two Bronze medals, and Harri Jenkins (athletics), Harri Jenkins (athletics), Hollie Arnold (athletics), Olivia Breen (athletics), Paul Karabardak (table tennis) and Tom Matthews (table tennis) added to the Bronze medal tally.
- Tokyo 2020 microsite: https://tokyo2020.disabilitysportwales.com/

A Unique Year

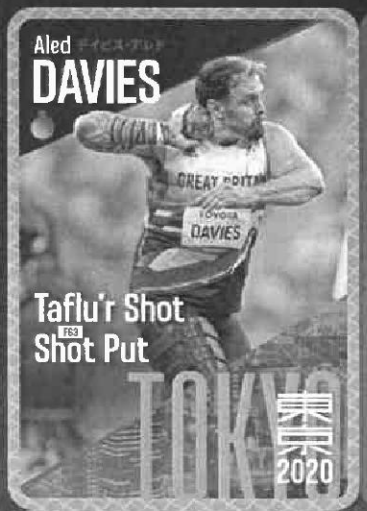
Both Games had no spectators and athletes competed in largely empty stadia.

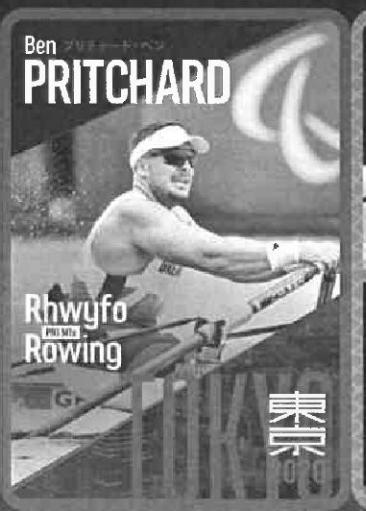
BEIJING 2022

March 4th - March 13th 2022

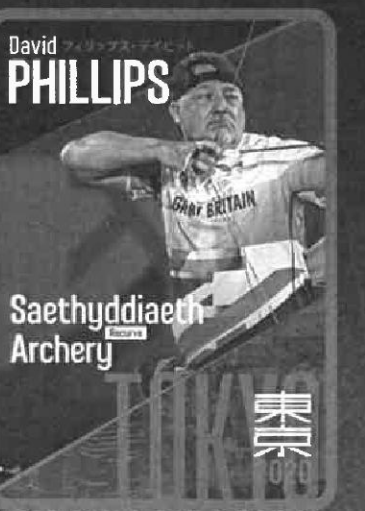
- Three athletes from Wales competed in Beijing.
- Menna Fitzpatrick won a Bronze and a Silver medal, and is now the most decorated British Winter Paralympian in history.
- Dan Sheen competed in his debut games
- Steve Thomas made his debut in Cross Country (sitting) but made this his 6th Paralympic Games (2006 Turin Winter Games (Sledge Hockey) and the 2008 Beijing, 2012 (London) and 2016 (Rio) Summer Games.
- Beijing Winter Games microsite: https://beijing2022.disabilitysportwales.com/

東京

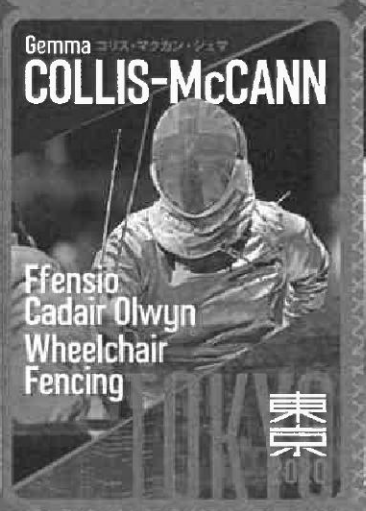


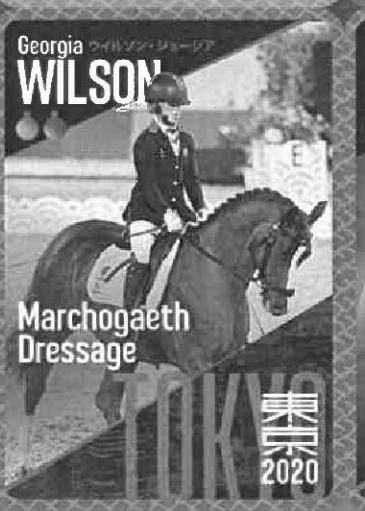




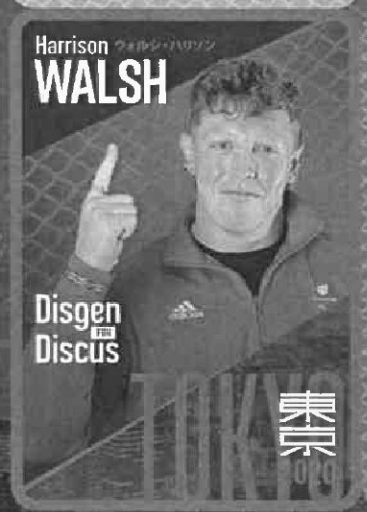


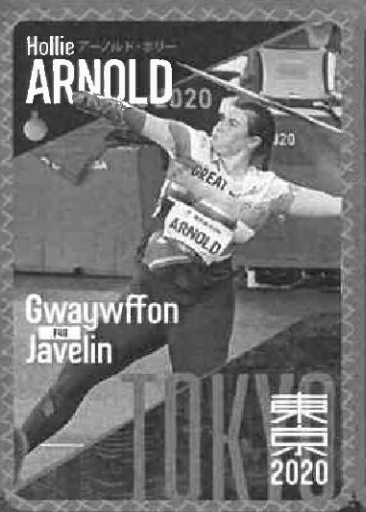




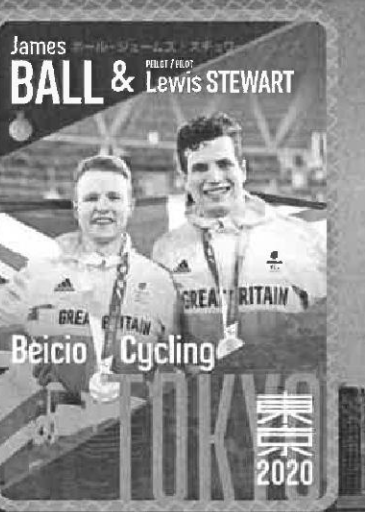






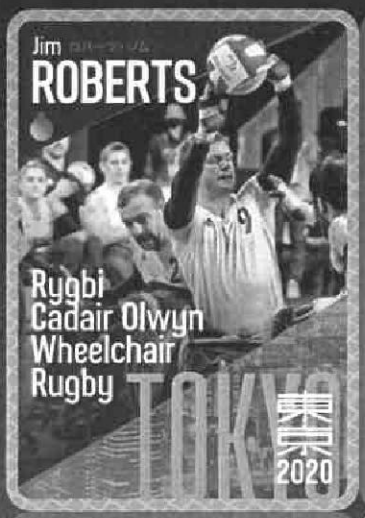


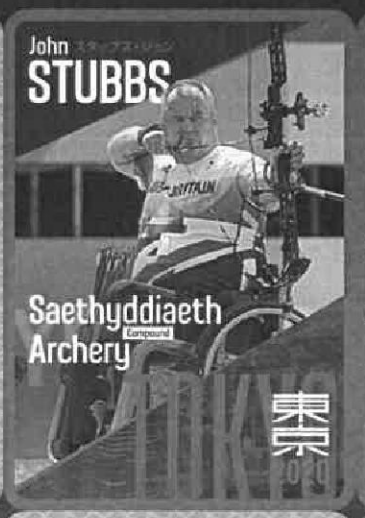


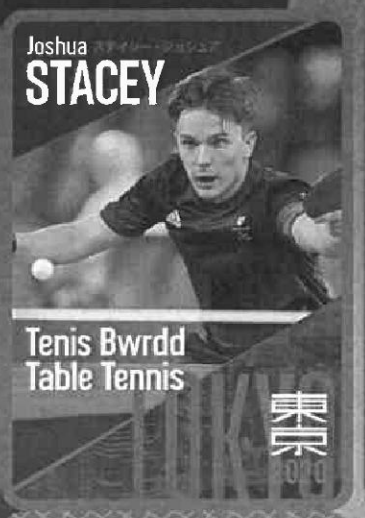


24 athletes from Wales travelled to the two Paralympic Games held in 2021-22, bringing back 16 medals in 9 sports.

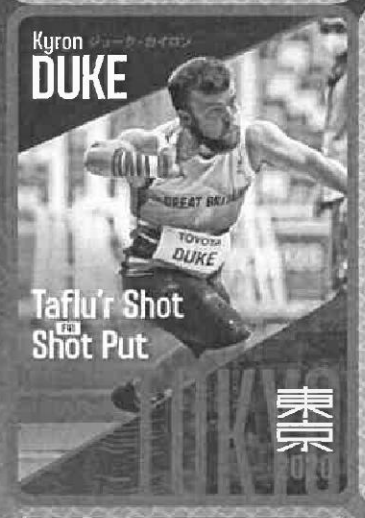
北京

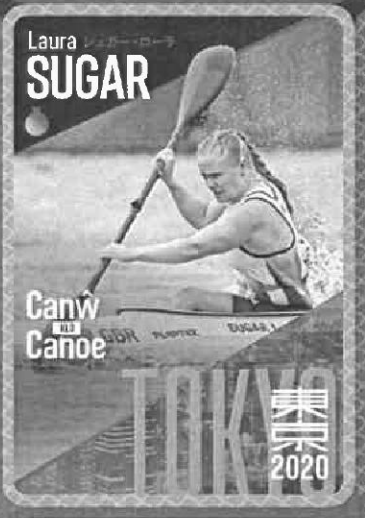

Jim
ROBERTS
Rygbi
Cadair Olwyn
Wheelchair
Rugby
TOKYO
2020


John
STUBBS
Saethyddiaeth
Archery
Compound
TOKYO
2020

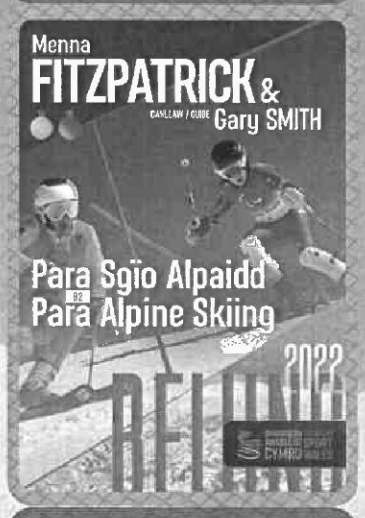

Joshua
STACEY
Tenis Bwrdd
Table Tennis
TOKYO
2020

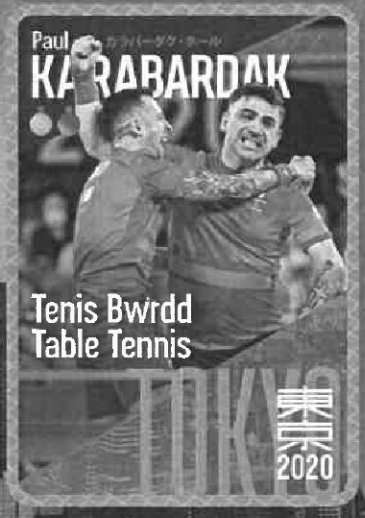

Daniel
SHEEN
Para Sgïo Alpaidd
LW12
Para Alpine Skiing
BEIJING
2022

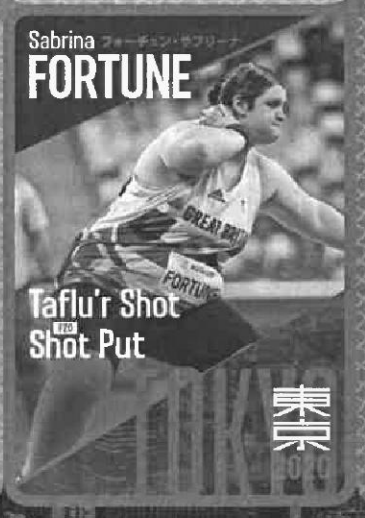

Kyron
DUKE
Taflu'r Shot
F46
Shot Put
TOKYO
2020


Laura
SUGAR
Canw
KL3
Canoe
TOKYO
2020

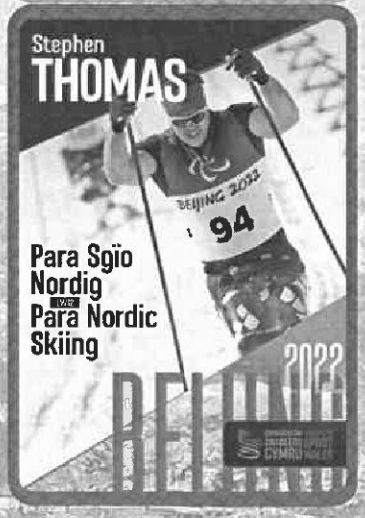

Olivia
BREEN
Naid Hir
T36
Long Jump
TOKYO
2020


Menna
FITZPATRICK &
CANLLAW / GUIDE
Gary SMITH
Para Sgïo Alpaidd
B2
Para Alpine Skiing
BEIJING
2022


Paul
KARABARDAK
Tenis Bwrdd
Table Tennis
TOKYO
2020


Sabrina
FORTUNE
Taflu'r Shot
F20
Shot Put
TOKYO
2020


Tom
MATTHEWS
Tenis Bwrdd
Table Tennis
TOKYO
2020


Stephen
THOMAS
BEIJING 2022
94
Para Sgïo
Nordig
LW2
Para Nordic
Skiing
BEIJING
2022

Athlete Case Study:

Beth Munro



Beth, a netball player prior to being spotted by the Performance Pathway Team at the Conwy insport series in 2019. Her potential was identified quickly and after trying a number of different sports she began training in Taekwondo. She moved to Cardiff to train with Taekwondo Cymru and very quickly her natural ability, commitment and dedication took her to the top. Winning gold in her very first international competition, the 2021 European Taekwondo Olympic Qualification tournament in Bulgaria meant that Beth secured her place in Tokyo where she made her Paralympic Games debut.

> Had you said before October 2019 that I would be going to a Paralympic Games I'd have said 'no, not a chance, that's not for me'. It was on a bucket list maybe under the heading 'impossible' because I never thought it achievable, honestly.
>
> If you have a dream and the opportunity is there, grasp it with both hands, one hand, with how many limbs you may have, grasp it and just take it because I'm now heading to the games. It's a dream come true you need to pinch me some days just to make sure I'm still here, living the dream. Any disabled individual just needs to take the opportunity and think that dreams are possible cause I am living proof that they are.

The postponement of the Tokyo Paralympic Games worked in Beth's favour and gave her an extra year to perfect her craft. Beth moved to Manchester in February 2021 to train full time out of the National Taekwondo centre with the Great Britain Team. In May 2021 she qualified to be part of ParalympicsGB in Tokyo.

As a debut sport, Beth made history in winning ParalympicsGB's first Para Taekwondo medal, claiming an incredible Silver. Beth has a very exciting future ahead of her with only two years left before Paris 2024 she is making all the right steps to turn that silver into a gold.

Celebrating successes through diversity

After the success of the Welsh Paralympians, their support staff and coaches in Tokyo, DSW hosted a celebration evening in November 2021. Covid restrictions had eased sufficiently to safely to bring everyone together at the Celtic Manor, Newport for a night to remember and to look back on a Paralympic games like no other, share stories of triumph and to really appreciated all that hard work and incredible achievements.







Celebrating BSL

Through the pandemic, DSW worked with Sarah Lawrence and Simon Deacy from Deaf-Friendly, a consultancy team who offer training to businesses to promote equality and integration for all deaf and hard of hearing individuals to learn British Sign Language (BSL).

The DSW team started learning the basics of BSL in March 2021, but during one of the sessions Simon explained that Sarah and he had performed ***Hen Wlad Fy Nhadau*** in BSL and would love more national Teams and organisations to learn this version of the anthem. The DSW team saw this a fantastic opportunity to honour the returning Paralympians whilst showcasing BSL and made it a goal to perform the anthem at the celebration dinner. With 80% of the lesson being held over Zoom it was going to be a challenge, but once the team came together in person, and with Sarah and Simon at the helm everything fell into place.



Feature Project

Home Boccia

A project application for the development of Boccia was submitted for a Welsh Government Capital Grant and was successful to the amount of £49,958.00. This resourced equipment which went into homes and Care/Residential homes to enable people who were at risk of isolation through the pandemic , so they could continue to be physically active. New resources were developed, shared as part of the Home Boccia packs, and provided to the local authorities for the growth of clubs when it was safe to return to face-to-face activity.

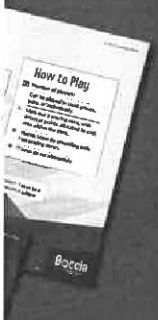




As an example of the success of this project, three primary schools and one secondary school engaged with the project in Merthyr Tydfil, with one of these schools going on to purchase their own boccia equipment to run an internal competition.

In Flintshire, Boccia sessions were delivered to 1,683 pupils across 26 primary schools with around 25% of these pupils having a disability or impairment. Boccia Cymru has a new logo commissioned by the Boccia focus group and leads the branding on these resources.

The focus is now firmly set on developing the sport with a clear talent pathway, ensuring this pathway links to UK provision supporting athletes, coaches and officials and that events are developed for when restrictions allow participation.



Strategic Priority 3

Get Out Get Active (GOGA)

Ewch Allan Get Out
Byddwch Actif Get Active

SPIRIT OF 2012
LONDON MARATHON CHARITABLE TRUST

A programme funded by Spirit of 2012 and the London Marathon Charitable Trust, this is a partnership with the Home Nations Disability Sport Organisations and other key partners. In Wales three localities have been identified to develop partnerships and programmes which will engage the least active of the inactive disabled and non-disabled people.

North Central Wales
Flintshire, Conwy, Denbighshire
Partnership with Pride Cymru and the focus in on disabled and non-disabled members of the LGBTQI+ communities

PRIDE CYMRU

West and Mid Wales
Pembrokeshire, Ceredigion, Carmarthenshire, West Powys
Partnership with Pembrokeshire County Council with a focus on children, young people and their adults in Elective Home Education environments.

Sport Pembrokeshire
Chwaraeon Sir Benfro

South M4 Corridor
Swansea, Cardiff, Newport
Partnership with StreetGames focused on disabled and non-disabled people from Ethnically Diverse Communities.





The core ingredients that underpin the GOGA programme include:

- Reaching the very **least active** disabled and non-disabled people in "active recreation".
- Supporting disabled and non-disabled people to be **active together** through genuinely inclusive environments.
- Focus on engaging people and developing workforce through use of **the ten talk-to-me principles.**
- Sustainability: Individuals active for life, Inclusive local system and practice, Transferable learning Inclusive local system and practice.

What we have achieved: Get Out Get Active #2

Get Out Get Active (GOGA) is a programme created to bring disabled and non-disabled people together to be active. It looks to engage the least active communities in fun, inclusive ways. GOGA is about much more than being active. It strengthens community spirit, increases confidence and improves mental health. It increases the demand for, and the accessibility, of activities. The success of GOGA has come from tapping into people's real-life motivations to be physically active.

As with all other projects over the last year GOGA has had to be flexible with its approach, navigating lockdowns and changes in Welsh Government restrictions. Some of the work on the programme has been engaging with groups and individuals virtually and on social media to map current opportunities and identifying and engaging with potential partners in preparation for delivery. Training has been a focus area with partners going through online Disability Inclusion training, autism awareness training and LGBTQ+ Training. One officer has been appointed this year into each organisation and they are leading the work in each locality.

286

By March 2022 a total of 286 individuals have had 2,450 attendances in 99 face-to-face sessions in over 10 different Sports/activities in the three target regions of Wales.

Case Study

SAW Active Together group proving all ages can get involved, even the grandparents.

Background

Get Out Get Active Elective Home Education was approach by Strength Academy Wales (SAW) to target the lack of daytime provision activity. GOGA saw this as the perfect opportunity to introduce home educated families to the world of weightlifting. Breaking down the barriers to accessible family friendly opportunities that we & SAW could offer.

Approach

Before sessions started within SAW, we worked closely with them to provide information to families before they started attending. Simple information about the club, coaches & what the sessions would look like broke down the barriers of entering a gym/weightlifting setting. By encouraging whole family participation, we found that participants were encouraging other families members to come along. We made sure SAW had a breakdown of the sessions that were inclusive and could be adapted for everyone of all ages and abilities.



Outcomes

- Large percentages of attendees taking part in other programmes within SAW (youth weightlifting, US girls, Lift the bar)
- 9 adult, 13 junior memberships
- SAW expansion, new timetable, added another 'Active Together' session
- Whole family participation from ages 6-76

Learning

- Families were travelling from other counties to attend SAW session
- Families would prefer to engage in family friendly opportunities as being home educated one timetable works best
- Families were using word of mouth to spread success of SAW sessions, leading to expansion of another session.

Strategic Priority 3

Llwybr Gweithgaredd Anabledd Iechyd
Health Disability Activity Pathway

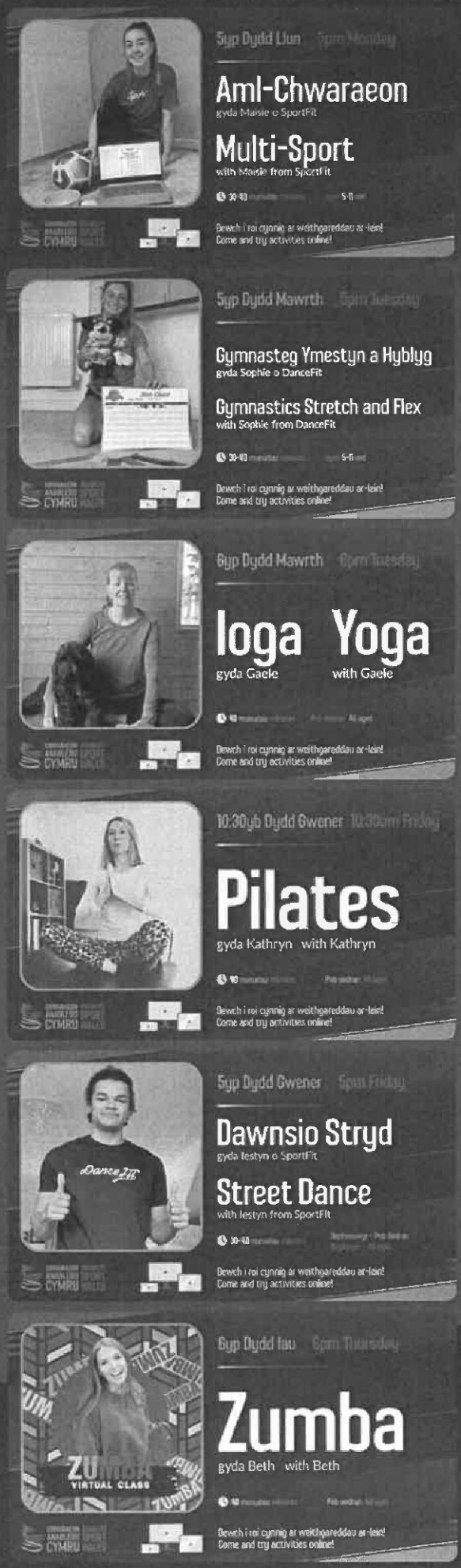
This Health-funded initiative was committed as recurrent funding to each Health Board in Wales prior to the pandemic. It placed a part time Health Practitioner in each health board with a remit to effectively signpost disabled people to physical activity (including sport) and support the training requirements of health practitioners to do this. Betsi Cadwaladr University Health Board also host a full-time manager to coordinate the practitioners (when appointed) across the Health Boards.

Despite the implications for Health because of the Pandemic, colleagues in Betsi Cadwaladr University Health Board continued to make some progress with the roll out of the National delivery for the Health Disability Activity programme. A Band 5 role description for a Health Disability Activity Practitioner was agreed for each of the seven Welsh health boards and the Health Disability Activity Team Leader post was appointed.

The investment for this programme goes directly from Health, monitored by the Welsh Therapies Advisory Committee and into each Health Board. This investment is recurrent and is identified for the part time (0.5) employment of a Band 5 post, plus additional programme resource (£1,000 annually).

Disability Sport Wales additionally provide value-in-kind investment through the facilitation of the signpost process between the seven health boards, and their respective local authorities. The Health Disability Activity Practitioners will also be invited into the Disability Sport Wales facilitated regional meetings to support the embedding of the programme directly between health and local authority partners. Each local authority will ensure that people who are sign-posted to physical activity (including sport) through a health practitioner can be supported or directed into appropriate local activity; or for the growth and development of new activity to service local demand and interest. As restrictions within health settings the pathway returned within the Posture and Mobility Service (PAMS) in North Wales. This element of the pathway has already seen the return of signposts across North Wales local authority areas.

It is anticipated that all Band 5 positions will be recruited during the 2022-2023 financial year to support the establishment of the pathway nationally.



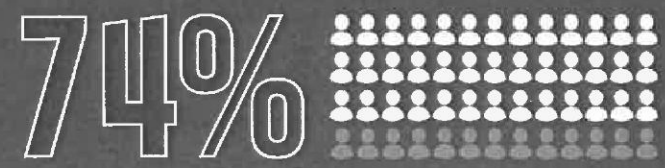
Strategic Priority 3

Online Activities

During April to June 2021 the final months of the online activities were delivered. These were instructor-facilitated live online activities which engaged **disabled (29%) and non-disabled people (60%)** in an inclusive environment. There were in excess of 1000 people who engaged with the sessions (which included Street Dance, Zumba, Pilates, Yoga, MMA, etc) during the period of their delivery.

Significantly of the individuals attending, **73.7% said they would not want to go to face-to-face delivery.** Many of the instructors continued to deliver beyond the DSW investment and many of the participants continued to be involved in those sessions.





of participants said they would not want to go back to tradition face-to-face delivery after experiencing live online sessions.

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

Demonstrating our learning, building on what we do and how we do it, and being accountable to our team, funders and partners is important to DSW's progress. A changing landscape for sport means different ways of working, learning and transparency in what we do.



Menna Fitzpatrick competing at the Beijing 2022 Paralympic Winter Games. Photo © ParalympicsGB.

Strategic Priority 4

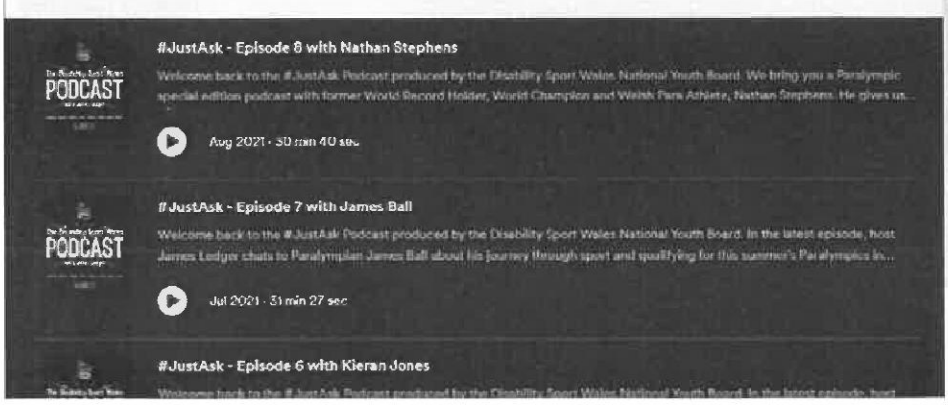
National Youth Board

This is a board comprising of 9 young people aged between 14–24 years old who meet (virtually or face to face) on a quarterly basis and give a voice to young people within or connected to disability sport in Wales. The Chair is invited to attend the DSW Board meetings, provide a paper, and consult with colleagues in DSW regarding key work areas and aspects of communication and engagement relevant to young people.

What we have achieved: National Youth Board

The Disability Sport Wales National Youth Board continue to make good progress and continue to influence the DSW's thinking. All meetings at the beginning of the year continued to be held in virtual format and have been on approximately a 6-weekly basis to stay connected with the members.

The successful #JustAsk podcasts continued through 2021/2022 and reached over 800 downloads and streams; interviewing leading athletes, coaches and support staff within disability sport discuss issues on topics linked to their sports, impairments, and challenges and questions which occur to and impact young disabled and non-disabled people. Eleven episodes were produced and aired in audio (podcast) and visual (vodcast) format. From December 2021 the podcasts went from 1 episode a month to 1 episode every other month. These are available through Spotify, Podbean and Apple Music.



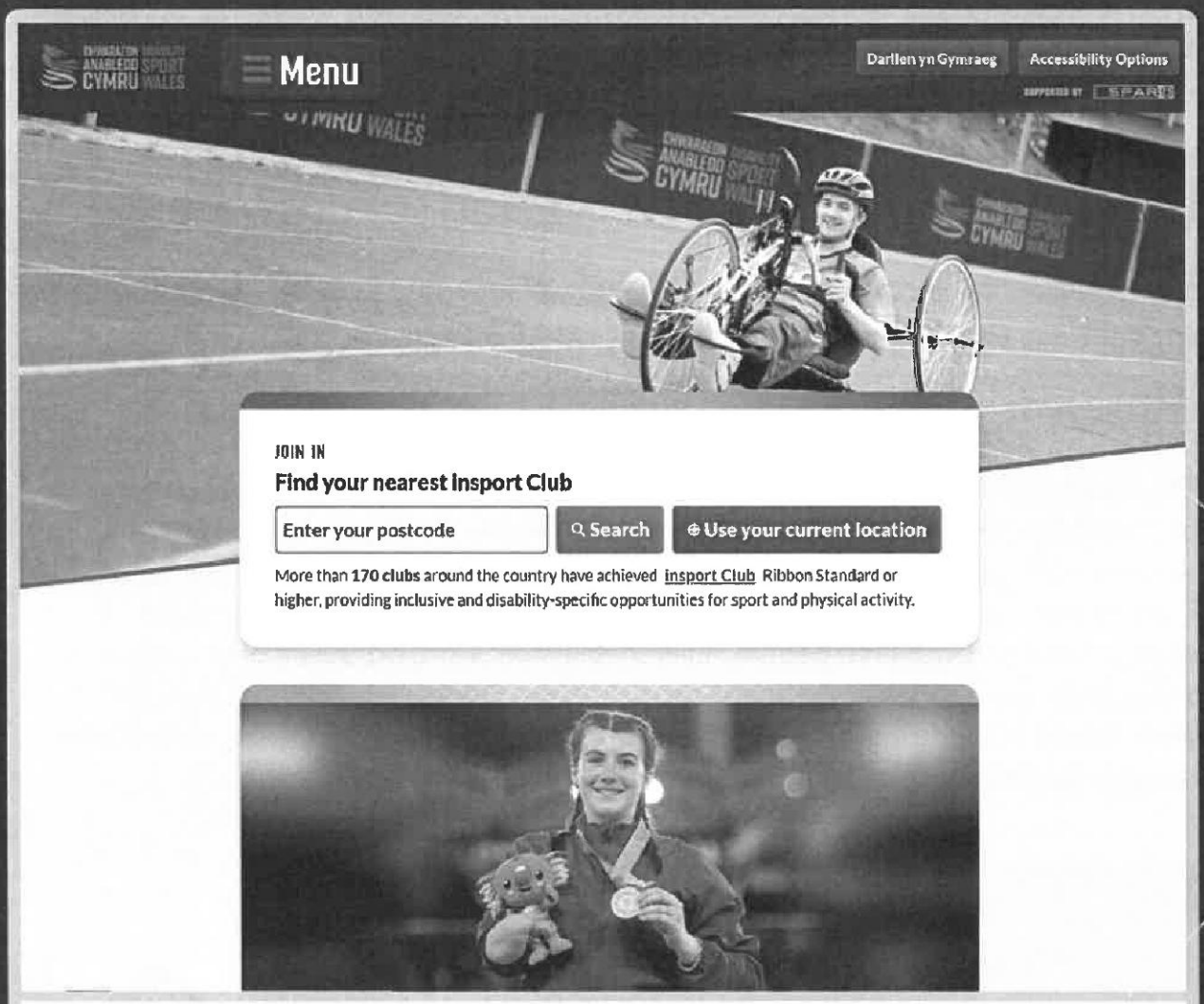


Strategic Priority 4

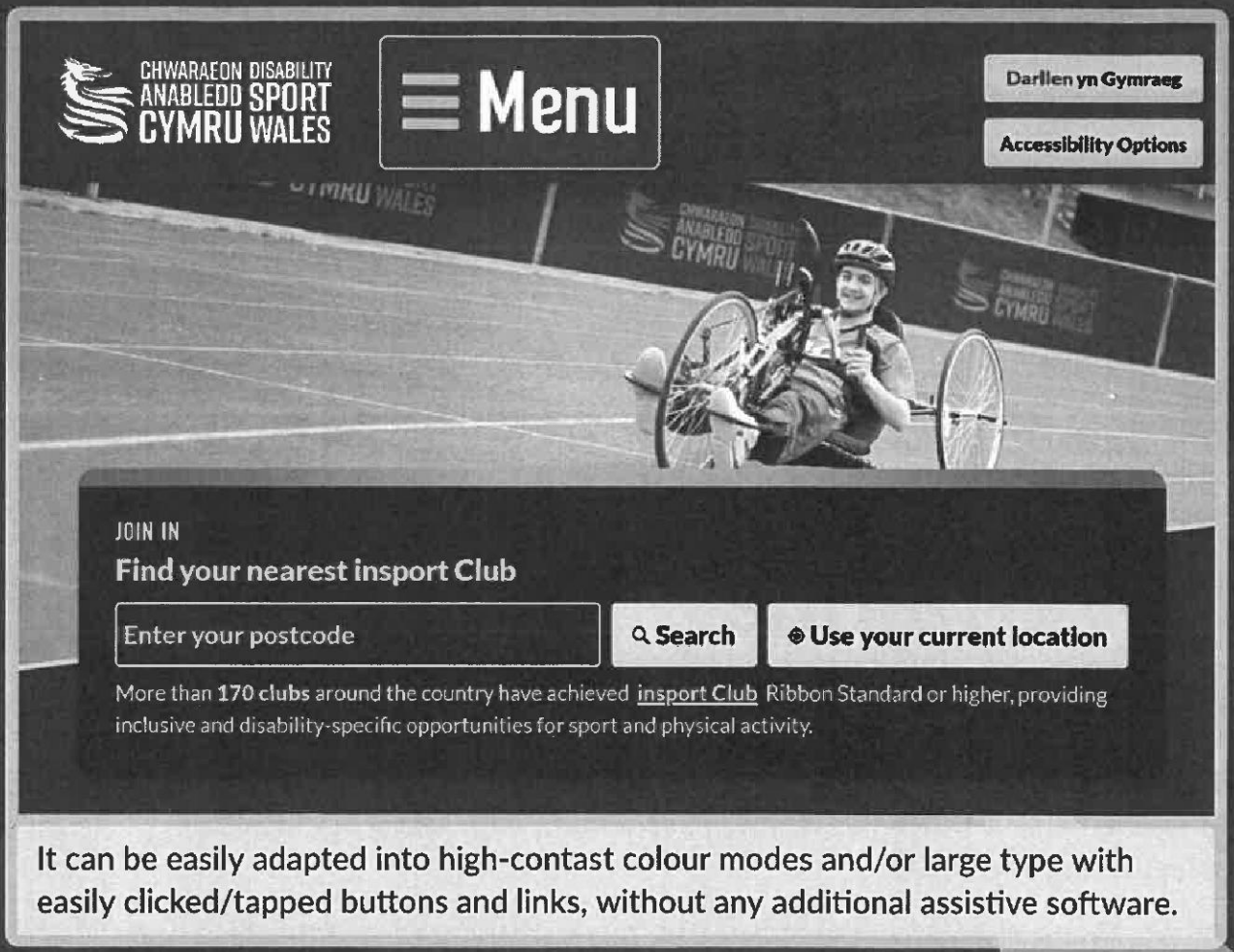
disabilitysportwales.com

In February 2022, Disability Sport Wales launched a new main website at disabilitysportwales.com.

The new web presence was designed and developed in-house, targeting higher accessibility, responsiveness and sustainability standards, with lower ongoing running costs and the capacity to directly integrate with other DSW digital products such as insportseries.co.uk.



The new homepage invites visitors to find their nearest insport Club. Screenshot with default accessibility settings.



It can be easily adapted into high-contast colour modes and/or large type with easily clicked/tapped buttons and links, without any additional assistive software.



Dark Mode is for users who prefer less light being cast from their screens, either for comfort or power saving.



Calm Mode reduces contrast and colour vibrancy to assist users with neurodiverse light/colour sensitivity.

Our new website is hosted by Krystal Hosting Ltd. Their services run on 100% renewable energy from solar, wind and hydroelectic sources, offer a 50% discount on their services to registered UK charities, and plant trees on Disability Sport Wales' behalf as part of their Billion Tree Pledge.

Krystal's mission to "leave the world a better place than we found it" aligns with Disability Sport Wales' values, and means we can benefit from both low running costs and responsible sustainability of our digital services.

Strategic Priority 4

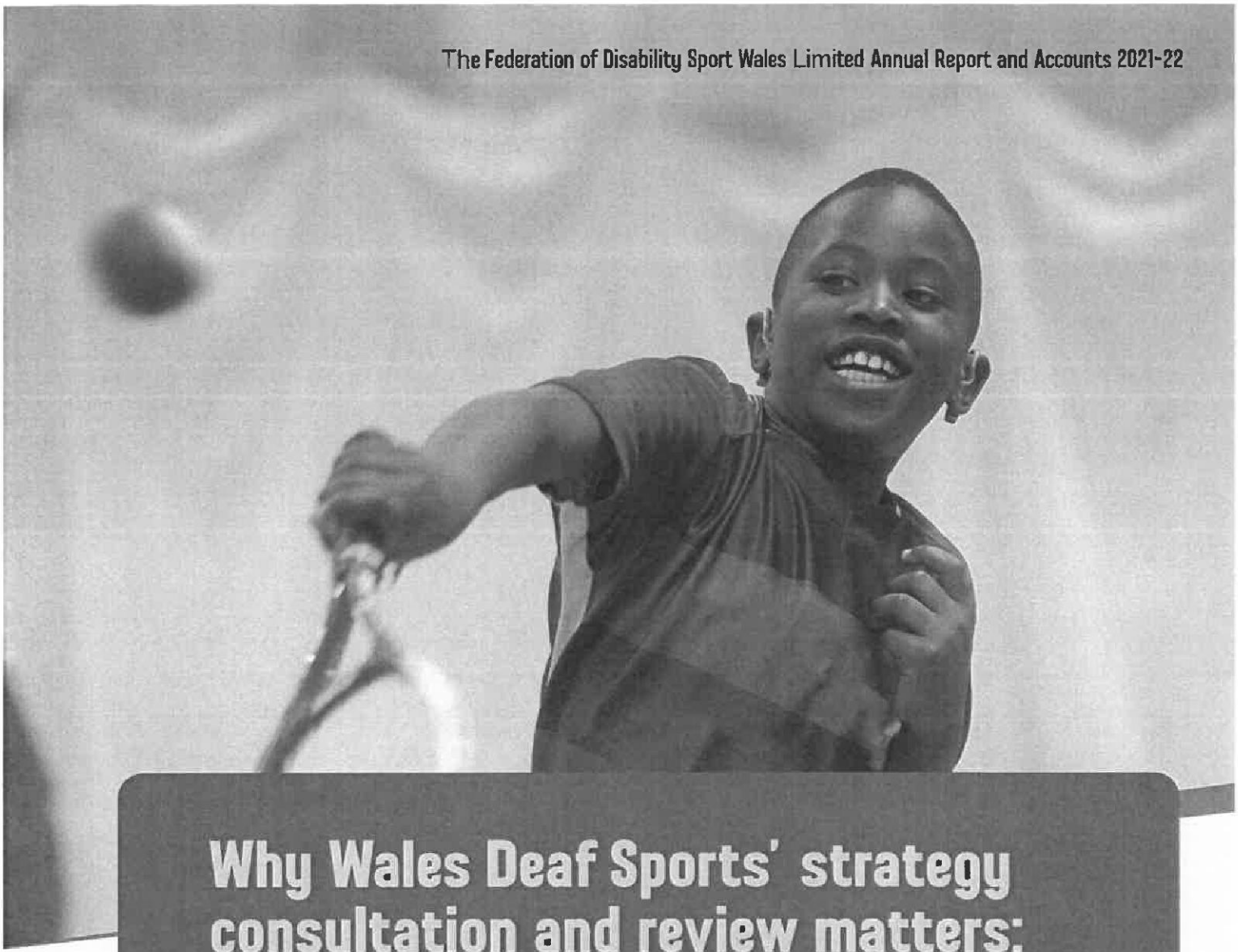
Governance

All the DSW's work is underpinned by a desire to ensure that it is a high functioning organisation which has exceptional standards. In order to do this we have worked with Sport Wales to demonstrate capability and accountability, as well as achieve outcomes which are consistent with sector standards in safeguarding and equity.

DSW's Financial Audit was completed by Azets within the usual timelines and was completed virtually.

The Sport and Leisure Recovery Funding (SLRF) received in the previous financial year was utilised to:

- Support strategy consultation and reviews for both Wales Deaf Sports and Welsh Sports Association for People with Learning Disabilities.
- Update the insport Portal for partners to usefully capture their inclusive cultural change and progress.
- Extend the range of resources which will be available on the DSW Virtual Learning Platform to include a UK DIT for Leisure Service Providers and for Education staff.
- Deliver a range of virtual, accessible resources for disabled people and their networks to support physical activity during lockdown and restrictions within the sector.
- Undertake a Digital Transformation project which will result in guidance for the sport sector on inclusive digital transformation, and user consultation which will influence digital solutions within the DSW Strategy.



Why Wales Deaf Sports' strategy consultation and review matters:

Our son has never experienced a sport activity just for deaf children. We have not come across this opportunity. He would probably feel completely included and confident. It would be a wonderful experience for him. He also likes to be included into mainstream activities.

— parent of a Deaf child

Improve awareness of resources for deaf people so they can easily find deaf coaches/communities for various activities. Deaf and hearing mix would be good to change hearing attitude to deaf. More deaf awareness courses too perhaps.

— participant



Case Study

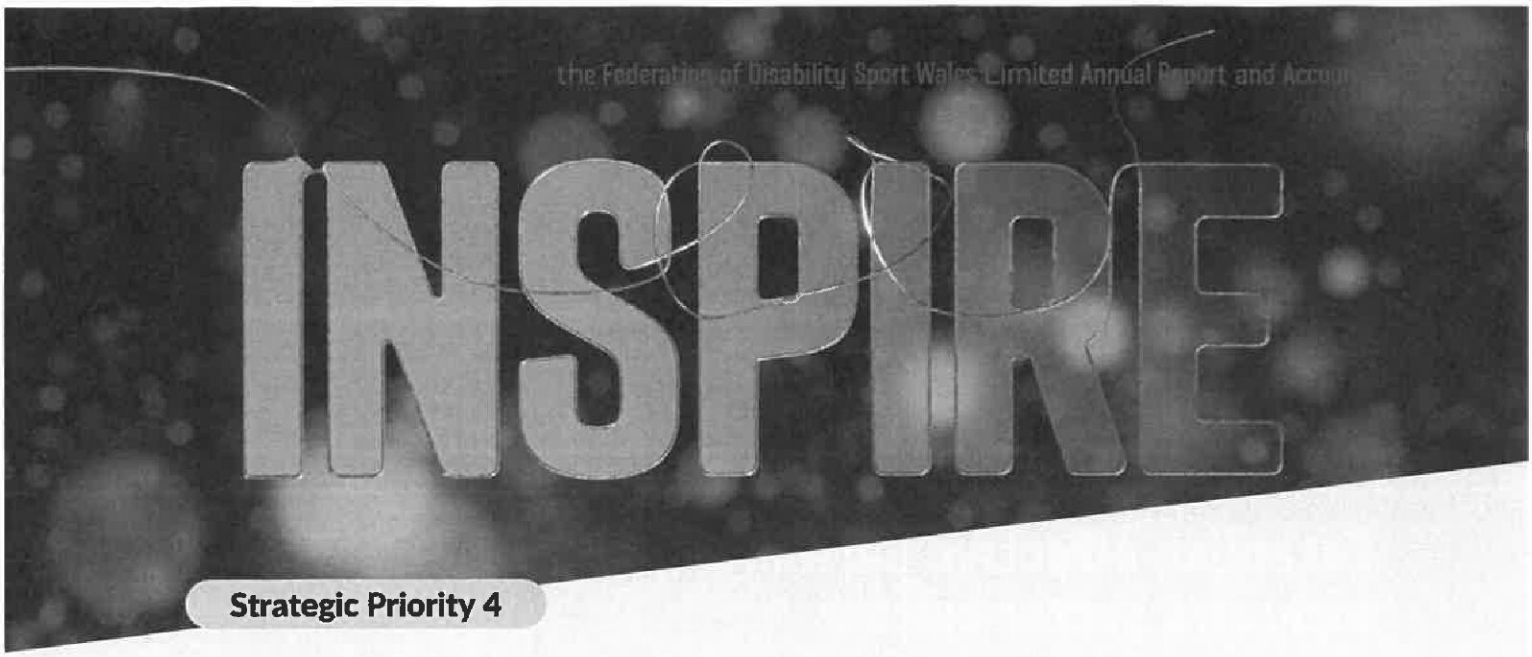
Disability Sport Wales Awards | April 9th 2021

This year we had the opportunity to do things differently. We couldn't be together in person so DSW made Wales their '4 walls' in which to celebrate the amazing achievements of individuals, groups, and communities.

The event, hosted by Sam Lloyd and Aled Davies, was pre-recorded rather than presented live, to allow us to include accurate subtitles and BSL translation with the main broadcast. The 79-minute presentation was simulcast as-live on Facebook and YouTube. Over 7000 views were recorded across the two video platforms, with viewers tuning in from around the world.

Recipients of Awards:

- Inspiring my Journey Award: **Will Bishop (Wheelchair Basketball/Athletics)**
- insport Organisation of the Year Award: **Welsh Rugby Union**
- Emerging Athlete of the Year Award (and Gareth John Bursary): **Deryn Allen-Dyer (Judo)**
- Athlete of the Year Award: **Ben Pritchard (GB Para Rower)**
- Lifetime Achievement Award: **John Harris**



Strategic Priority 4

Our Workforce

The DSW team continue to make representation on several boards, committees and groups to support the on-going development of disability sport across Wales and the UK:

- Boccia UK Board, Workforce Group and Boccia UK Performance Implementation Group
- UK Sports Association Board and Sport Committees (Athletics and Swimming)
- UK Deaf Sport Performance Committee
- UK Learning and Disability Sport Group

During this financial year the wellbeing of the team continues to be paramount. On-going work from home arrangement, coupled with at times being isolated from friends, family and loved ones takes its toll. DSW have provided wellbeing support through the provision of awareness session delivered by Canna Consulting, and these opportunities were also provided to those externally but connected to DSW. Weekly check-ins for all staff with their line managers have continued, and one-to-one interventions with wellbeing consultants has been provided where needed.

In October 2021 the difficult news of changes in the ways DSW would invest into Local Authorities was communicated to line managers and those within the DSW Development Officers posts throughout Wales. Despite the thought and advice received regarding the way in which this message was communicated, DSW are aware that the receipt of the message had unintended consequence and caused upset and frustration. We have listened, changed and will learn from this; and without doubt we have appreciated the work, honesty and partnerships the Officers and their line managers have given throughout the programme.
The changes to the investment will begin on 1st April 2023.

Plans for the Future

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

1

insport

Increase the number of organisations achieving and progressing through insport Standards

40%

Increase the number of organisations we work with on insport Third Sector by 40%

1

At least one additional organisation achieving insport Gold standard (NGB or 3rd Sector)

Create an insport members package for insport Clubs

2

insport

DATBLYGU RHANBARTHOL
REGIONAL DEVELOPMENT

Implement an additional strand of insport (insport Regional Development)

3

#YSBRYDOLI
#INSPIRE

+70

Promote the #inspire campaign and stimulate 70 new signposts into Performance Pathway Hubs

4

DISABILITY SPORT WALES
Performance Pathway

2x

Double engagement opportunities at Performance Pathway Hubs

5

Support 5 athletes transferring into UK and GB programmes

6

Contribute to at least 3 National or International conferences to showcase inclusive working in Wales

Establish effective partnerships for an inclusive sector culture

Strategic Priority 2

Empower an inclusive workforce

1

+3%

Increase by a further 3% the number of disabled coaches and volunteers within the workforce

2

2000

Deliver 2000 places on UK Disability Inclusion Training programmes within Wales

3

Focus promotion of opportunities for employment within DSW to ethnically diverse communities

4

12

Deliver 12 national training opportunities for the sector

5

6

Establish 6 co-produced resources with partners who can support inclusive physical activity (including sport)

Strategic Priority 3

Enable robust inclusive pathways

1

Proactively work with Regional Partnerships to enable the continuation of wide-ranging inclusive delivery within local communities across Wales

2

Support 7 Health Boards in co-delivering the Health Disability Activity Pathway

7

3

Deliver 15 SPAR insport Series events across Wales

15

4

Ewch Allan Get Out
Byddwch Actif Get Active

Grow participation to 950 individuals, and double the number of volunteers on the GOGA programme across the 3 localities

950

5

Deliver 5 performance events in Wales

5

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

1

Influence inclusive insight and learning reflecting disability sport and sport for disabled people

Work proactively with Sport Wales on the School Sport Survey

create a research and insight section on the DSW website

2

Report on our work towards strong equity, diversity and wellbeing and engage with the new Equality Standard for Sport.

3

Profile the work DSW do through events

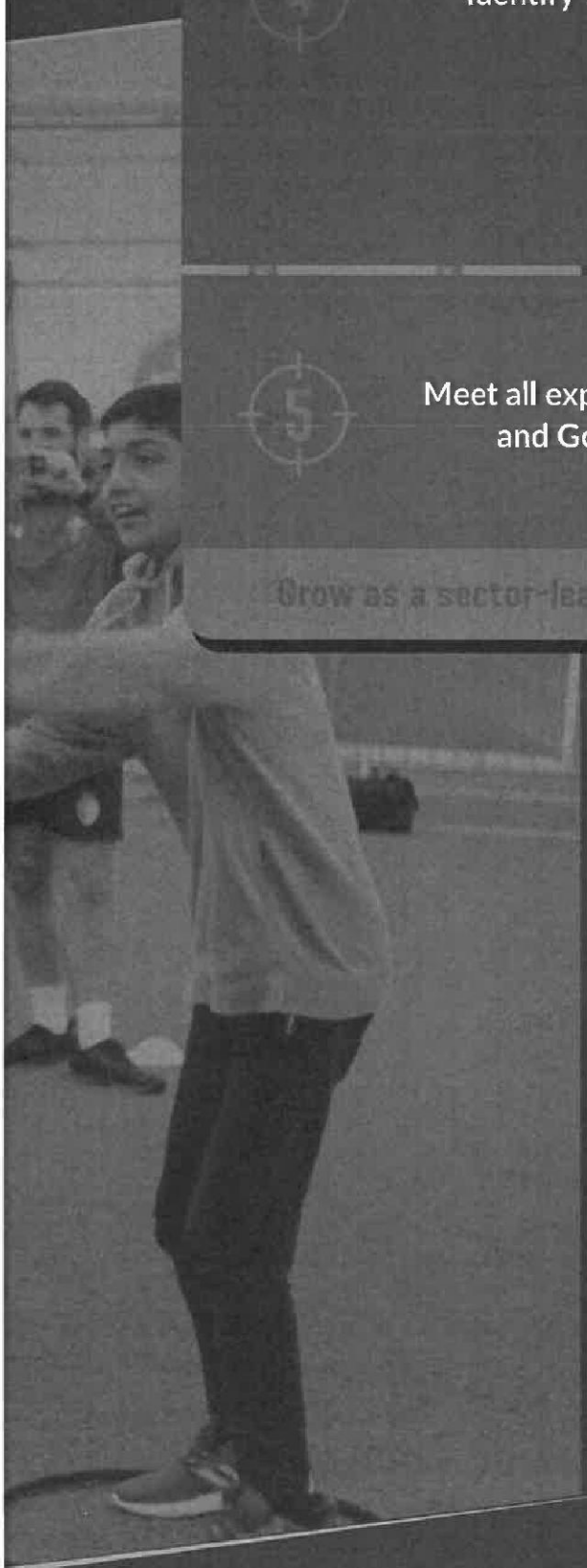
Attract 400 engagements with the DSW Awards

Create 1500 engagements with streamed para sport events

4 Identify 1 new commercial partner to DSW

5 Meet all expectations in the Sport Wales Finance and Governance Capability framework

Grow as a sector-leading, healthy and accountable organisation



DSW will continue to place diversity, equity and wellbeing at the heart of its work, and look forward to:

- the launch of the new Equality Standard for Sport,
- further establishing the principles of the DSW Diversity Framework
- the DSW Wellbeing Framework,
- our working practices and policies,
- and seeing the consequences of that focus in the reach and impact of our programmes and people.

Financial Review

The charity produced a total deficit for the year of £208,444 compared to a surplus of £192,427 in the preceding year. This comprised of an unrestricted surplus of £8,117 and a restricted deficit of £216,561. As a result, unrestricted reserves increased to £308,369 and restricted reserves decreased to £220,357. Overall, total reserves including fixed assets now stand at £528,726.

The financial activity of The Federation of Disability Sport Wales was delivered within budget, and full Financial Self Assurance as part of the Sport Wales Capability Framework has been completed. The deficit on restricted funds was planned and related to the spending on surplus funds that were built up in the previous year but were unable to be spent during the pandemic.

Frequent discussion has taken place within both FDSW Finance and Assurance Committee and FDSW Board regarding the FDSW Reserves Policy and has been amended to reflect the current climate and risk and holding appropriate reserves should conditions change.

The coronavirus pandemic has continued to most significantly impact DSW in terms of its ability to invest into performance programmes. As activity increased during the summer with some relaxing of restrictions, and in the build up to the Paralympic Games some increased performance spend was seen. However, this slowed again as the restrictions for travel were imposed by different nations and where event Covid-19 protocols were limited.

Disability Sport Wales Management Company Limited is a wholly owned trading subsidiary of The Federation of Disability Sport Wales Ltd and its principal activity is sports administration and trading. During 2021/2022 the company was dormant.

Reserves Policy

It is the opinion of the Trustees that the charity should hold financial reserves in order to provide protection against its financial risks, as identified by the annual financial risk review.

The following principal risks have been identified as reasons for the charity to hold reserves:

- It requires protection against the ability to continue operating despite a significant delay in funding
- It requires protection should the charity lose significant grant funding or must cease its operations and make its staff redundant
- It requires protection against general business risks, fluctuations in income streams and unforeseen costs
- It may require funds to restructure or finance future growth and development.

The definition of financial reserve for this purpose is the amount of unrestricted reserves not invested in fixed assets (net current assets excluding capital liabilities).

The Trustees believe that an appropriate level of reserves for the company is an amount equivalent to providing for 'specific combined risks' as defined by the company's annual financial risk review. This policy and the stated reserve requirements were reviewed more frequently than the standard annual review, this was due to the shift in financial risk over the course of the pandemic, and a review of the financial responsibilities required to reflect this.

The Trustees may also require the development of an additional 'designated' reserve, built up through the company's income generation streams, for the purposes of spending on various projects that arise from time to time to enable the company's strategy and objectives to be achieved. This reserve will be clearly separated from company's reserve to cover financial risks.

Current reserves are monitored against the current reserve level requirement on at least an annual basis, as part of the financial risk review. The reserves policy as agreed by Trustees is three months essential operating costs.

Risk

The Board continuously reviews business risk in all its operations, and this has created risk minimisation strategies in key areas. The charity has purchased indemnity insurance for its Trustees, and additional Cyber and Data Insurances to reflect the current climate.

The principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the Trustees are:

1. Continuing impact of Covid-19 on the landscape of sport, participation and return to activity and the disproportionate impact on disabled people
2. The loss or reduction in funding from Sport Wales and/or Welsh Government as a new funding model is established
3. Regional working and partnerships with the local authorities as investment models change
4. Cyber Crime and increase in digital working

The Trustees hold strategies for managing those above-stated risks and these are set out within the Strategic Risk Register, but incorporate the following:

1. Maintaining links with partners regarding investment and activity within the sector and support the inclusive return to sport (e.g. Welsh Sports Association, Return to Sport Groups, etc). Support a sensible pace of return to activity and sport based on insight gathered from disabled communities and their readiness to return to face-to-face activity, and in the meantime continue to provide inclusive virtual activity.
2. Ensure sufficient financial resource is available to support athletes qualifying for the Paralympic and Commonwealth Games.
3. Maintain close and transparent relationships with both Sport Wales and WG, and clearly identify the role and purpose of the FDSW. Highlight successes and wider contribution to the sector. Seek external corporate partners to contribute funding which will reduce percentage reliance on specific funding streams.
4. Continue to work with Sport Wales, partners involved in Regional Partnership, and the entities as they become established. Maintain communication with the Local Authority partners and support transition of investment.
5. Ensure robust provision of services through IT and website and maintain up-to-date cyber security. Draw on expert advice and support to reduce risk of Cyber Crime.

The Finance and Assurance Committee has operated since 2015/16 and meets on four occasions within each financial year. A Governance Committee was established in March 2021 and meets quarterly. The phasing of these meetings are Governance Committee, Finance and Assurance Committee and Board. Each with 2 weeks between them. The Terms of Reference have been agreed by Board. The strategic risk register is reviewed by the Governance Committee, then the Finance and Assurance Committee and at all Board meetings.

Structure, Governance and Management

The Charitable model, introduced in 2011/12, continues to drive the governance structures of The Federation of Disability Sport Wales. The Federation of Disability Sport Wales remains signed up to the Welsh sport sector's voluntary Governance and Leadership Framework for Wales and has received good feedback regarding its capability and accountability.

The Federation of Disability Sport Wales is a charitable company limited by guarantee and registered as a charity. The Federation of Disability Sport Wales is bound by its Memorandum and Articles of Association dated 09 December 2014 (copies of which are available on request). The trustees listed above are directors of the company and trustees of the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the 2021/22 year were:

G Thomas (Chair)
N Ashbridge
I M Stone
J Hendy
A Sharma
E A Johnson
G Griffiths
D Jenkins
A R Thomas (resigned 22/9/2021)

In addition to the trustees, the following individuals support the governance structure of The Federation of Disability Sport Wales:

L Osgood (Vice President)
J Cottle (Special Advisor to the Board)
S Lloyd (Special Advisor to the Board)
A Watkin (Independent member of the Finance and Assurance Committee)
I Griffiths (Independent member of the Governance Committee)

None of the trustees has any beneficial interest in the company. All trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All Trustees have given due regard to the Charity Commission guidance on Public Benefit.

The strategic direction and policy development of The Federation of Disability Sport Wales is the responsibility of the Board of Trustees.

The Management team holds executive responsibility for implementing the polices and strategies approved by the Board of Trustees.

The membership of The Federation of Disability Sport Wales is open to any Welsh National Disability Sports Organisation (NDSO), sports specific body, for so long as, in the case of a National Disability Sports Organisation or a Sports Specific Body, it remains a recognised body and is the lead body for the development of disability sport for its sport or impairment group.

The Trustees are either elected at an Annual General Meeting or appointed following external advertisement for independent Board Trustees. Trustees may not serve more than two consecutive terms (or eight years). The Chair of the Board is an independent appointment following external advertisement.

The Annual General Meeting must be held within 15 months of the previous Annual General Meeting.

The Trustees of The Federation of Disability Sport Wales are also the directors for the purposes of company law and comprise:

The officers: being the Chair and the Vice Chair and not more than 10 other individuals either nominated and elected by the Voting Members or independently appointed.

Staffing

All employees were transferred to a home-working environment on the 26th March 2020, this has continued throughout this financial year. The Cardiff office re-opened with a maximum capacity of 2, and under strict Covid protocols to keep the staff safe. The office risk assessment was completed on the 12th June 2021, and the office opened on 6th September 2021 when the Sport Wales building was opened.

In April 2021, following a recruitment process, the Performance Pathway Hub Coordinator started. He will be a strong addition to the team and brings with him experience as a performance athlete, as well as an education background. The Digital Brand and Marketing Officer also started a 12-month fixed term 0.4 contract (2 days a week) at the beginning of April. This will be extended for an additional year next financial year. The fixed term Performance Pathway Senior Officer role was extended for a further 6 months, and then at the end of September 2021 extended for a further month prior to the officer leaving to start a new post within Welsh Athletics. The DSW team which him every success in his new role and look forward to continuing to work with him in a different capacity.

In November 2021 an internal restructure was communicated to all National team staff. This would result in one post being made redundant, and 4 new posts being advertised. Sadly, the individual in the post at risk decided to take voluntary redundancy at the end of March 2022. She will be very sadly missed by everyone at DSW. Having been with the company for 13 years her leaving will be sorely felt. The team and board wish her every success and happiness in her future career.

In January 2022 the Administration Officer left to take a full-time role within Sport Wales. She was a valued member of the team and she will be missed as a colleague and friend.

In February 2022 the Insight and Learning Senior Officer's contract was extended. This was whilst the officer was on maternity leave, which commenced in September 2021. Congratulations to the family on the safe arrival of their second child.

In March 2022 a recruitment process began for the appointment of an Events and Charities Officer, an Administration Officer, and an insport Senior Officer.

Two employees took extended periods of leave during this period, both linked to the context of the pandemic and the impact on their health and wellbeing of this.

Workforce

In October 2021 it was communicated to all Local Authority partners that the investment made by DSW into the community programme would be changing in April 2022, and that the 2020/2021 Partnership Agreement would change. However, after a period of consultation and further discussion with DSW Board it was agreed that an additional 12 months for transition would be given. Therefore, Partnerships Agreements with some greater flexibility embedded within them to enable transition will be established from 1st April 2022.

The Federation of Disability Sport Wales also engage a workforce of 20 tutor-qualified (ADL and AE&T) education and training tutors. The Federation of Disability Sport Wales also engages 3 insport Case Officers (one resigned in October 2021) to support NGBs and 3rd Sector Organisations with insport, 1 additional performance pathway coach, and 1 Education and Learning Officer who support the delivery of education and training programmes.

A very successful Communications, Media and PR partnership between the FDSW and LloydBell Production continues, with a huge increase in reliance on LloydBell throughout this financial year with a greater need to communicate through social platforms.

Increased focus on alternative, inclusive methods for delivery also meant a greater reliance of digital communication, and engagement with Deaf Friendly (BSL translators and trainers) have supported hugely in the transcription of videos and Podcasts so that they are in formats accessible to the BSL-using Deaf community. Input was also made into the DSW team through a series of BSL sessions, culminating in the DSW team learning the BSL Welsh National Anthem and performing it at the Paralympians dinner in November 2021.

Two of the FDSW staff had role changes during 2021/2022:

1. insport Senior Officer became Interim Partnership Manager, and remuneration was increased to reflect this 12-month change in role
2. GOGA Officer (RCT) was employed by the FDSW as the Online Activity Coordinator. Remuneration was the same as for the GOGA role.

Four roles were appointed or extended in 2021/2:

1. Insight and Learning Senior Officer (f/t, 12-month contract extension)
2. Digital Brand and Marketing Officer (0.4, 12-month contract)
3. Performance Pathway Hub Officer (f/t, 12-month contract)
4. insport Officer (f/t, 12-month contract extension)

The Federation of Disability Sport Wales had nine full time staff and six part-time staff during the period 2021/2022. There was one voluntary redundancy in 2021/2022 for the Business Manager.

Employee involvement

The FDSW are a Disability Confident Employer and operate an Offer an Interview Scheme for disabled people whose application meets the minimum criteria for the post. In the event of members of staff acquiring impairment whilst employed by DSW, every effort is made to ensure that their employment within the charity continues and that any appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should be equitable.

The charity's policy is to consult and discuss with employees, where appropriate through unions, staff councils and at meetings, matters likely to affect employees' interests. Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

Remuneration policy for key management personnel

The trustees recognise that the charity will not achieve its ambitious goals unless it is possible to attract and retain key management personnel who have the experience, enthusiasm and ability to lead by example and to contribute to the charity's continuing success. Consequently, the ability to offer a compelling value proposition to staff is regarded as a critical success factor.

In common with other companies in the charitable sector, DSW's value proposition to staff includes supportive teamwork, personal development and significant job satisfaction from the social impact that the Charity is helping to generate. However, remuneration is also important, and for this element of the overall reward package, our policy is to set pay and benefits at levels that are competitive for the sector and which recognise an individual's abilities, responsibilities and experience. In most cases, in the opinion of the trustees, this results in remuneration that is lower than the people concerned would be able to earn in the commercial sector. The remuneration of key management personnel is summarised in Note 12 of the financial statements. The Charity's highest paid employee is the Chief Executive Officer.

Induction and training of trustees

New trustees are provided with an induction as well as an information pack of policies and procedures relevant to the role and meet with the Chair and Chief Executive Officer to receive details of the decision-making process. Trustees are briefed on their legal obligations under charity and company law, the content of the Articles of Association and the Strategy. At the earliest opportunity after the appointment of a Trustee there is an opportunity to meet members of staff and all other trustees. Consistent opportunities are provided and encouraged for all trustees to attend appropriate external training events where these aids the undertaking of their role.

The Federation of Disability Sport Wales operates a Finance and Assurance Committee and a Governance Committee.

- The Finance and Assurance Committee was chaired by Mr Neil Ashbridge. Mr Alan Watkins continues to serve as an independent member of the Finance and Assurance Committee alongside Mr Ian Stone, Mr Andrew Thomas, Ms Sam Lloyd and Ms Jennifer Cottle as representatives of the FDSW Board of Trustees. Mr Andrew Thomas resigned from Board and the Finance and Assurance Committee on the 22nd September 2021.
- The Governance Committee was chaired by Dr Joanna Hendy. Dr Ingrid Griffiths serves as the independent member of the Governance Committee alongside Mr Tom Harris (Solicitor at Dolmans Solicitors), Ms Paula Ashton (HR Director at Ashton People Solutions), and Mr David Jenkins and Ms Anita Sharma as representatives of the FDSW Board of Trustees.

The Board of The Federation of Disability Sport Wales review at each of its meetings the company's strategic risk register. The risk register will have been previously scrutinised at all meetings of the Finance and Assurance Committee and Governance Committee. The Finance and Assurance, and Governance committees have both met on four occasions during 2021/2022.

There were five board meetings in 2021/2022 (which were all held virtually via Zoom) with an AGM due to take place in October 2022 (which will be held in person alongside the UK Boccia Nationals to be hosted in Swansea). There was good attendance from all trustees at board meetings. The Chair of the National Youth Board is also invited to attend Board meetings.

Governance Partners

The governance partners to The Federation of Disability Sport Wales are:

- Azets - Audit Partner
- Sports Insure - Insurance Brokers
- Dolmans Solicitor - Legal support (Tom Harris)
- Fairfax Financial Management Limited – Financial Consultant (David Vickery)
- LloydBell – Media, Communications and PR support (Sam Lloyd)
- Ashton People Solutions – HR company (Paula Ashton)
- Cybata – GDPR and Data Protection (Chris Roberts)

Landscape Partners

The key landscape partners to The Federation of Disability Sport Wales are:

- Welsh Government
- Sport Wales
- Community Sports and Active Recreation Clubs
- Welsh Disability Sport Organisations
- Home Country Disability Sport Organisations
- Welsh National Governing Bodies of Sport
- British Paralympic Association
- UK Deaf Sport
- UK Sports Association
- GB and UK Sport National Governing Bodies
- Welsh Local Authorities
- Third Sector Organisations
- Health Boards
- Housing Associations
- Commercial Sector
- Welsh Disability Organisations
- Pride Cymru
- StreetGames
- Equality and diversity organisations (sport and non-sport)

Reference and Administrative Details

Charity Number: **1144663**

Company Number: **05199508**

Trustees:

G Thomas (Chair)
N Ashbridge
I M Stone
J Hendy
A Sharma
E A Johnson
G Griffiths
D Jenkins
A R Thomas (resigned 22/9/2021)

Registered Address: **Federation of Disability Sport Wales,**
Sport Wales National Centre,
Sophia Gardens,
Cardiff,
United Kingdom,
CF11 9SW

Auditor: **Azets,**
Cardiff Gate Business Park,
Ty Derw,
Lime Tree Court,
Cardiff,
United Kingdom,
CF23 8AB

Senior Management Personnel:

Fiona Reid (Chief Executive Officer)

Anthony Hughes (Performance Manager)

Tom Rogers (Partnership Manager)

Auditor

Azets Audit Services were appointed as auditor to the company and a resolution proposing that they be reappointed will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



Mr G Thomas - Trustee

Dated: **16/10/2022**

CHWARAEON DISABILITY ANABLEDD SPORT CYMRU WALES

The Federation of Disability Sport Wales Limited

Financial Statements

Statement of Trustees' Responsibilities for the Year Ended 31 March 2022

The trustees, who are also the directors of The Federation of Disability Sport Wales Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor's Report to the Trustees of The Federation of Disability Sport Wales Limited

Opinion

We have audited the financial statements of The Federation of Disability Sport Wales Limited (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information

contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
  we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

A further description of our responsibilities is available on the Financial Reporting Council's website at: **https://www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of noncompliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Azets Audit Services
Chartered Accountants
Statutory Auditor

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

1-12-2022

Ty Derw
Lime Tree Court
Cardiff Gate Business Park Cardiff
United Kingdom
CF23 BAB

Statement of Financial Activities including Income and Expenditure Account for the Year Ended 31 March 2022

		2022			2021		
		Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	Notes	£	£	£	£	£	£
Income from:							
Donations and legacies	3	1,476	-	1,476	4	-	4
Charitable activities	4	21,339	1,166,393	1,187,732	55,285	1,304,328	1,359,613
Other trading activities	5	54,970	-	54,970	46,259	-	46,259
Investments	6	115	-	115	236	-	236
Total income		**77,900**	**1,166,393**	**1,244,293**	**101,784**	**1,304,328**	**1,406,112**
Expenditure on:							
Raising funds	7	7,423	8,576	15,999	7,384	6,938	14,322
Charitable activities	8	62,360	1,374,378	1,436,738	82,359	1,117,004	1,199,363
Total expenditure		**69,783**	**1,382,954**	**1,452,737**	**89,743**	**1,123,942**	**1,213,685**
Net income/(expenditure) for the year / Net movement in funds		8,117	(216,561)	(208,444)	12,041	180,386	192,427
Fund balances at 1 April 2021		300,252	436,918	737,170	288,211	256,532	544,743
Fund Balances at 31 March 2022		**308,369**	**220,357**	**528,726**	**300,252**	**436,918**	**737,170**

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Balance Sheet as at 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	13		11,165		17,327
Investments	14		1,000		1,000
			12,165		**18,327**
Current assets					
Debtors	15	47,320		41,700	
Cash at bank or in hand		889,415		1,002,692	
		936,735		**1,044,392**	
Creditors: amounts falling due within one year	16	(420,174)		(325,549)	
Net current assets			**516,561**		**718,843**
Total assets less current liabilities			528,726		737,170

	Notes	2022 £	2022 £	2021 £	2021 £
Income funds					
Restricted funds	19		220,357		436,918
Unrestricted funds					
Designated funds	20	667		827	
General unrestricted funds		307,702		299,425	
			308,369		300,252
			528,726		737,170

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

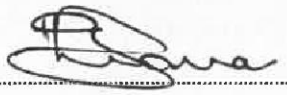
The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources

and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on **16/10/2022**



Mr G Thomas - Trustee

Company registration no.: 05199508

Statement of Cash Flows for the Year Ended 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash (absorbed by) / generated from operations	26		(113,392)		196,979
Investing Activities					
Investment income received		115		236	
Net cash generated from investing activities			**115**		**236**
Net cash used in financing activities			-		-
Net (decrease) / increase in cash and cash equivalents			**(113,277)**		**197,215**
Cash and cash equivalents at beginning of year			**1,002,692**		**805,477**
Cash and cash equivalents at end of year			**889,415**		**1,002,692**

Notes to the Financial Statements for the Year Ended 31 March 2022

1. Accounting policies

Charity information

The Federation of Disability Sport Wales Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 SSW, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest£.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services and facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of the receipt.

Donated assets are valued at their market value when donated. These assets are then depreciated in line with the charity's depreciation policy.

Income from government and other grants whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measure reliably and is not deferred.

Training and education income is recognised when the course takes place with any income received in advance being deferred.

Sponsorship income is recognised evenly throughout the year and any amounts spanning future financial periods being deferred.

Fundraising income is recognised in the period to which the income is generated.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds comprise the costs in relation to generating income such as fundraising activities.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly while others are apportioned on an appropriate basis, as set out in the support costs note.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	15% reducing balance
Wheelchairs	20% straight line
Computer equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction

price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Donations and legacies

	2022	2021
	Unrestricted funds	Unrestricted funds
	£	£
Donations and gifts	1,476	4
	1,476	4

Donated goods and services
Donated goods and services relate to services provided from Sport Wales and the Get Out Get Active grant.

4. Charitable activities

	2022	2021
	£	£
Education and training	15,339	16,181
Grants	1,172,393	1,343,432
	1,187,732	**1,359,613**
Analysis by fund		
Unrestricted funds	21,339	55,285
Restricted funds	1,166,393	1,304,328
	1,187,732	**1,359,613**
Grants		
Sport Wales - Exchequer	173,262	159,047
Sport Wales - Lottery	872,000	872,470
Get Out Get Active	98,631	81,456
Sanisbury's Active Kids for All	-	15,500
Sport Wales- SLRF	-	163,000
Welsh Government	-	51,959
Whizz Kids Grant	6,000	-
Para Sport Festival	22,500	-
	1,172,393	1,343,432

5. Other trading activities

	2022	2021
	Unrestricted funds	Unrestricted funds
	£	£
Fundraising	522	-
Sponsorship	44,333	41,833
Sundry income	10,115	4,426
Other trading activities	54,970	46,259

6. Investments

	2022	2021
	Unrestricted funds	Unrestricted funds
	£	£
Interest receivable	115	236
	115	236

7. Raising funds

	2022			2021		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£	£	£	£	£	£
Fundraising and publicity						
Other fundraising costs	7,423	-	7,423	7,684	-	7,684
Staff costs	-	8,576	8,576	-	6,938	6,938
	7,423	8,576	15,999	7,684	6,938	14,322

8. Charitable activities

	2022				
	Community	Pathway	Coaching	Edu & Train	Other activities
	£	£	£	£	£
Depreciation and impairment	2,464	2,156	62	942	554
Community programme	17,565	-	-	-	29,349
Community staffing and core costs	79,124	-	-	-	-
Academy programme	-	106,889	-	-	-
Coach Cymru staffing costs	-	-	228,681	-	-
Education and training programme	8,962	8,962	5,975	126,813	19,950
Youth Sport Trust	-	-	-	-	13,771
Get Out Get Active	105,960	-	-	-	-
Events	1,037	-	-	-	-
	215,112	118,007	234,718	127,737	63,624
Grant funding of activities (see note 9)	439,868	-	-	-	-
Share of support costs (see note 10)	91,319	79,904	2,283	34,245	20,547
Share of governance costs (see note 10)	3,749	3,281	94	1,406	844
	750,048	201,192	237,095	163,388	85,015

Edu & Train relates to Education & Training Other activities above relate to Youth Sport Trust and Go Out Get Active.

8. Charitable activities (yearly totals)

	2022 Total	2021 Total
	£	£
Depreciation and impairment	6,160	6,202
Community programme	46,914	79,856
Community staffing and core costs	79,124	70,909
Academy programme	106,889	73,932
Coach Cymru staffing costs	228,681	151,683
Education and training programme	170,662	66,601
Youth Sport Trust	13,771	4,443
Get Out Get Active	105,960	84,656
Events	1,037	5,025
	759,198	543,307
Grant funding of activities (see note 9)	439,868	442,056
Share of support costs (see note 10)	228,297	206,125
Share of governance costs (see note 10)	9,374	7,875
	1,436,738	1,199,363
Analysis by fund		
Unrestricted funds	62,360	82,359
Restricted funds	1,374,378	1,117,004
	1,463,738	1,119,363

9. Grants payable

	2022			2021
	Community	Pathway	Total	Total
	£	£	£	£
Grants to institutions:				
Local Authorities	439,868	-	439,868	424,981
Grants to individuals	-	-	-	17,075
	439,868	-	439,868	442,056

10. Support costs

		2022			2021		
		Support	Governance	Total	Support	Governance	Total
		£	£	£	£	£	£
Staff time	Operating lease charges	5,219	-	5,219	10,075	-	10,075
	Exchequer staffing costs	162,948	-	162,948	131,821	-	131,821
	Insurance	6,748	-	6,748	6,705	-	6,705
	Communications	5,850	-	5,850	27,112	-	27,112
	Printing, postage and stationery	97	-	97	120	-	120
	Office and sundry expenses	13,904	-	13,904	18,750	-	18,750
	Meeting, training and travel	23,347	-	23,347	10,691	-	10,691
	Facility and accommodation	7,437	-	7,437	-	-	-
	Bank charges and interest	2,748	-	2,748	851	-	851
Governance	Audit fees	-	4,450	4,450	-	4,320	4,320
	Accountancy	-	1,144	1,144	-	599	599
	Legal and professional	-	3,179	3,179	-	2,610	2,610
	Board meetings, training and travel	-	601	601	-	346	346
		228,298	9,374	237,672	206,125	7,875	214,000
	Analysed between Charitable activities	**228,298**	**9,374**	**237,672**	**206,125**	**7,875**	**214,000**

11. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the current or prior year.

During the year expenses of £nil (2021: £nil) were reimbursed to no trustees (2021: nil) in respect of travel and subsistence.

12. Employees

	2022	2021
Number of employees		
The average monthly number of employees during the year	17 employees	14 employees
Employment costs		
Wages and salaries	376,918	325,656
Social security costs	34,988	24,848
Other pension costs	21,210	14,882
	433,114	365,386

Key management personnel

The remuneration of the key management personnel was £136,346 (2021: £136,244).

Employees earning > £60k

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

13. Tangible fixed assets

	2022			
	Office equipment	Wheelchairs	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2021	6,527	30,000	21,787	**58,314**
At 31 March 2022	6,527	30,000	21,787	**58,314**
Depreciation and impairment				
At 1 April 2021	6,067	13,500	21,422	**40,969**
Depreciation charged in the year	69	6,000	91	**6,160**
At 31 March 2022	6,136	19,500	21,513	**47,149**
Carrying amount				
At 31 March 2022	391	10,500	274	**11,165**
At 31 March 2021	461	16,500	366	**17,327**

14. Fixed asset investments

	Other investments
Cost or valuation	£
At 1 April 2021 & 31 March 2022	1,000
Carrying amount	
At 31 March 2022	1,000
At 31 March 2021	1,000

		2022	2021
Other investments comprise:	**Notes**	£	£
Investments in subsidiaries	25	1,000	1,000

15. Debtors

	2022	2021
Amounts falling due within one year:	£	£
Trade debtors	42,673	33,000
Other debtors	619	-
Prepayments and accrued income	4,028	8,500
	47,320	41,700

16. Creditors: amounts falling due within one year

	Notes	2022	2021
		£	£
Other taxation and social security		11,071	8,959
Deferred income	17	24,040	17,500
Trade creditors		121,702	51,837
Amounts owed to subsidiary undertakings		1,000	1,000
Accruals and deferred income		262,361	246,253
		420,174	325,549

Included within accruals is £220,233 (2021: £206,892) which relates to accruals for grants payable.

17. Deferred income

	2022	2021
	£	£
Arising from training and sponsorship	24,040	17,500

Deferred income is included in the financial statements as follows	2022	2021
	£	£
Balance brought forward	17,500	14,750
Received in the year	66,212	60,764
Released to income	(59,672)	(58,014)
Balance carried forward	420,174	325,549

18. Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £21,210 (2021: £14,882). At the year end there was £nil (2021: £nil) outstanding.

19. Restricted funds

	Movement in funds 2020-2021				
	Balance at 1st April 2020	Incoming resources	Resources expended	Transfers	Balance at 1st April 2021
	£	£	£	£	£
Sport Wales Community	104,159	552,470	(530,509)	19,324	145,444
insport	73,131	-	(34,763)	-	38,368
Youth Sport Trust	3,034	-	(3,034)	-	-
Get Out Get Active	4,069	57,853	(53,192)	-	8,730
Sport Wales Lottery	40,551	320,000	(238,573)	(19,324)	102,654
Sport Wales Exchequer	-	159,047	(159,047)	-	-
Donated wheelchairs	22,500	-	(6,000)	-	16,500
The Toyota Foundation	9,088	-	(9,088)	-	-
Sport and Leisure Recovery Fund (SLRF)	-	163,000	(43,770)	-	119,230
Welsh Government	-	51,958	(45,966)	-	5,992
WG Para Sport Festival	-	-	-	-	-
	256,532	1,304,328	(1,123,942)	-	436,918

	Movement in funds 2021-2022			
	Balance at 1st April 2021	Incoming resources	Resources expended	Balance at 31 March 2022
	£	£	£	£
Sport Wales Community	145,444	578,000	(593,339)	130,105
insport	38,368	-	(38,368)	-
Youth Sport Trust	-	-	-	-
Get Out Get Active	8,730	98,631	(105,960)	1,401
Sport Wales Lottery	102,654	294,000	(339,766)	56,888
Sport Wales Exchequer	-	173,262	(173,262)	-
Donated wheelchairs	16,500	-	(6,000)	10,500
The Toyota Foundation	-	-	-	-
Sport and Leisure Recovery Fund (SLRF)	119,230	-	(119,230)	-
Welsh Government	5,992	-	(5,992)	-
WG Para Sport Festival	-	22,500	(1,037)	21,463
	436,918	1,166,393	(1,382,954)	220,357

Sport Wales Programmes

Sport Wales, being a main funding partner of the charity, provides funding for the delivery of some of the charity's programmes, including the Disability Sport Wales National Community Development Programnme, which is a joint initiative between Disability Sport Wales, Sport Wales and the 22 local authorities across Wales. The scheme is aimed at developing quality community based sporting and recreational opportunities for disabled people throughout Wales.

insport Programme
insport are prorammes which intend to support National Governing Bodies of Sport (insport NGB), Local Authorities (insport Development), and clubs (insport Club) to provide inclusive, quality sessions to disabled people within their communities and at a level of their choice or potential. The programme is funded by Sport Wales.

Youth Sport Trust
Funding was received from the Youth Sport Trust to carry out the Inclusive Future's project. This is a leadership and volunteering initiative for young people with disabilities, with a special emphasis on inclusion. The programamme offers those aged 14-19, the opportunity to work alongside each other to support and deliver physical activities in schools and communities.

Get Out Get Active
Get Out Get Active (GOGA) is a programme that supports disabled and non-disabled people to enjoy being active together. Funded by Spirit of 2012, the programme focuses on getting some of the least active people in Wales moving more through fun and inclusive activities.

Rotary club
Sponsorship for the charity's annual event.

Donated wheelchairs
In December 2018 the charity was donated 10 wheelchairs with a market value of £30,000. These assets must be returned to the donor if they are no longer required by the charity. Depreciation is charged against this fund in line with the charity's accounting policy.

The Toyota Foundation
Income received to fund training courses.

Sport and Leisure Recovery Fund (SLRF)
This funding was received from Sport Wales via the Welsh Government to support the organisation with ongoing challenges relating to the Covid-19 pandemic, and to provide longer-term sustainability through the development of specific projects aimed at building back better and stronger.

Welsh Government
The Welsh Government provided funding for the purchase of Boccia equipment to be distributed to each local authority in Wales in order to ensure disabled individuals remained active during the pandemic.

20. Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Transfers	Balance at 1st April 2021	Resources expended	Balance at 31 March 2022
	£	£	£	£
Fixed asset fund	**827**	**827**	**(160)**	**667**

Fixed asset fund
Represents the unrestricted net book value of the charity's fixed assets.

21. Analysis of net assets between funds

	2022			
	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2022 are represented by:				
Tangible assets	-	665	10,500	11,165
Investments	1,000	-	-	1,000
Current assets/(liabilities)	306,703	-	209,858	516,561
	307,703	665	220,358	528,726

	2021			
	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2021 are represented by:				
Tangible assets	-	827	16,500	17,327
Investments	1,000	-	-	1,000
Current assets/(liabilities)	298,425	-	420,418	718,843
	299,425	827	436,918	737,170

22. Financial commitments, guarantees and contingent liabilities

As at 31st March 2022 the charity was committed under contract for IT services totalling £1,158 (2021: £5,150).

23. Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	-	880

24. Related party transactions

There were 8 transactions made with Cardiff Metropolitan University during the year, of which Jo Hendy is also a trustee. The transactions totalled £24,248 (2021: £12,921), and there were no outstanding balances at the year end. The transactions related to athlete membership costs.

25. Subsidiaries

These financial statements are separate charity financial statements for The Federation of Disability Sport Wales Limited. Consolidated accounts have not been prepared due to the trading company being dormant.

The company number of the subsidiary is 07102372.

Details of the charity's subsidiaries at 31 March 2022 are as follows:

Name of undertaking	Disability Sport Wales Management Company Limited
Registered office	England and Wales
Nature of business	Sports management
Class of shares held	Ordinary
% Held	100.00 (direct)
Profit / (loss) £	-
Capital and Reserves £	1,000

26. Cash generated from operations

	2022	2021
	£	£
(Deficit)/surpus for the year	(208,444)	192,427
Adjustments for:		
Investment income recognised in statement of financial activities	(115)	(236)
Depreciation and impairment of tangible fixed assets	6,160	6,202
Movements in working capital:		
(Increase) in debtors	(5,618)	(2,019)
Increase/(decrease) in creditors	88,085	(2,145)
Increase in deferred income	6,540	2,750
Cash (absorbed by)/generated from operations	(113,392)	196,979

27. Analysis of changes in net funds

The charity had no debt during the year.



THE FEDERATION OF DISABILITY SPORT WALES LIMITED

England & Wales - Charity number 1144663

Accounts

Charity Registration No. 1144663

Company Registration No. 05199508 (England and Wales)

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

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THE FEDERATION OF DISABILITY SPORT WALES LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The objects for which the Federation of Disability Sport Wales is established, and as identified in The Articles of Association, are:

- to act as the national development agency for disability sport in all its forms in Wales
- to foster, encourage, assist and develop disability sport in Wales and amongst the people of Wales
- to maintain and raise the standard of disability sport in Wales and promote Welsh Disability sport at an international level
- formulate, issue and enforce in respect of disability sport in Wales:
    a. codes of ethics and conduct
    b. disciplinary procedures
    c. measures for the proper protection and welfare of children, young persons and vulnerable adults
    d. anti-discriminatory procedures; and
    e. any other rules and regulations which are deemed appropriate by the directors of the Company from time to time

  and to ensure that all the above are properly promoted to and observed by the Member Organisations of the Company and participants of disability sport in Wales; and
- to do all other things necessary or desirable for the promotion of the interests of disability sport in Wales and amongst the people of Wales.

In 2019 The Federation of Disability Sport Wales reviewed their strategic approaches to delivering against the Charitable Objects:

Vision
An Active Nation where Everyone can have a Lifelong Enjoyment of Sport

Mission
Influence, include, inspire, insport

Values
Champion Everyone
We believe in meaningful opportunity, broad diversity and great achievement, with people at the centre of all we do.

Proudly Welsh
Together we are dedicated, passionate and welcoming

Value Growth
We listen and learn; we nurture share and support

Highlight Possibility
We are ambitious, creative and resourceful

Objectives

Strategic Priority 1: Establish effective partnerships for an inclusive sector culture

1. The insport programme philosophy of inclusion is embedded by all partners
2. Inclusive athlete development pathways are confidently delivered and thrive
3. Successful inclusive approaches within disability sport locally, nationally and internationally are co-promoted

Strategic Priority 2: Empower an inclusive workforce

1. Diversity is reflected in an inclusive, skilled workforce who will enthuse and engage
2. Develop a workforce who will champion and deliver inclusion
3. Participant-centred resources based around what people can do are co-developed and produced

Strategic Priority 3: Enable robust inclusive pathways

1. Curricula relevant to physical competency is inclusive of disabled people
2. An approach which equally values the success of all achievements is clear through all communication
3. Quality opportunities for all disabled people to be active for life are increased
4. The value of active recreation and being physically active within the pathway is championed

Strategic Priority 4: Grow as a sector-leading, healthy and accountable organisation

1. Insight which will challenge understanding of an inclusive and diverse physical activity landscape is readily available
2. Resilient programme-linked income generation through partnerships and collaboration are secured
3. DSW are successfully profiled to new and existing networks
4. Exceptional standards around people and well-being are achieved

What success looks like against each of these ambitions are defined within the strategy and measured quantitatively and qualitatively for impact and learning so that the FDSW can ensure investment is focused in the right areas for the achievement of our objects. The FDSW report their learning and progress linked to Lottery and Exchequer investment to Sport Wales through the Capability and Accountability Frameworks.

The Federation of Disability Sport Wales is committed to the development of inclusive and disability sport and focuses its efforts through seven national provisions: -

1. **The DSW Community programme**
   A shared initiative between The Federation of Disability Sport Wales, Sport Wales, and the Local Authorities (LAs). There is a Disability Sport Wales Development Officer (DSWDO) within each of the 22 LA's in Wales. The programme is aimed at developing quality-led, community-based sporting and physical activity opportunities for disabled people throughout Wales. This programme contributes to delivery across our strategic priorities, but particularly to SP1 (establishing effective partnerships for an inclusive sector culture) and SP3 (enable robust inclusive pathways).

2. **The DSW National Youth Board**
   A board comprising of 9 young people aged between 14 – 24 years old who meet (virtually or face to face) on a quarterly basis and give a voice to young people within the Federation of Disability Sport Wales. The Chair and Vice Chair attend FDSW Board of Trustees meetings, provide a paper, and consult with colleagues in the FDSW regarding key work areas and aspects of communication and engagement relevant to young people. This impacts on all Strategic Priority areas but specifically on SP4 (grow as a sector-leading, healthy and accountable organisation).

3. Education and Training

Delivery of a range of generic, population-specific training courses to the community, club, public and private sector and national sports agencies and governing bodies of sport. This provision also links closely with the delivery of insport aims at specific Standards (see insport point below). Significant work also takes place with NGB and third sector partners to support the development of their specific and inclusive coach education, as well as the delivery of the Admiral Play Together and Sainsbury's Active Kids for All Inclusive PE sessions. The methods for delivery of all Education and Training has changed this year to virtual classroom environments. These programmes seek to create a Wales where sport and active recreation is inclusive and intends to 'empower an inclusive workforce' (SP2) as well as establishing 'effective partnerships for an inclusive sector culture' (SP1).

4. Performance Pathway programme

Aimed at identifying and supporting emerging athletes through a series of Hubs located in the 3 regions of Wales. Athletes within the Hubs are provided tailored support in a tiered structure which is intended to develop their physical literacy as well as sport specific exposure. Provision is to all athletes who have the potential to progress in Paralympic, Commonwealth, Virtus, Deaflympic and Special Olympics pathways. During this financial year the performance pathway programme has been delivered virtually with hub sessions held weekly through Zoom. Through this programme the FDSW delivery against SP3 (enable robust inclusive pathways) and SP1 (establish effective partnerships for inclusive sector culture).

5. National Performance programme

Supports elite (disabled) athletes via a range of performance services who are within or transitioning on to UK, GB or Welsh programmes for Paralympic or Commonwealth Games performance. This has been delivered in Wales for those athletes (during this financial year) who are medal winning potential. Specific provisions and exceptions were made by Welsh Government to enable these athletes to train in a Covid-safe environment. This extends the delivery of SP3 and enabling robust inclusive pathways.

6. insport

6.1 insport programmes

A series of projects that provides a toolkit to an inclusive approach for delivery across the sport and active recreation sector, including our delivery partners (specifically NGB's, Local Authorities, clubs, as well as leisure and sports providers and the sports education sector). These programmes include:

- insport NGB (specifically for National Governing Bodies of sport in Wales)
- insport Development (specifically for Local Authorities across Wales)
- insport Club (specifically for clubs based within Wales)
- insport 3rd Sector (specifically for third sector organisations operating in Wales), and
- piloting insport Education (Primary) (specifically for primary school settings in Wales)

Through insport programmes we deliver directly against strategic priority 1 (establish effective partnerships for an inclusive sector culture), and this set of programmes intends to create a culture of inclusive change within the internal systems and delivery provided by partners within the broader sport sector.

6.2 insport Series Events

In partnership with Spar, the FDSW deliver local locally accessible insport Series Events in partnership with local clubs who have achieved at least Ribbon standard of insport Club. This means that there is an opportunity for disabled people and their friends and families to come and get involved with a range of sports where there are good quality community opportunities available locally. These events have been delivered virtually this financial year, with video footage and resources held on the Disability Sport Wales YouTube page and within a specific insport Series Event microsite. This provision specifically relates to Strategic Priority 1 (Establish effective partnerships for an inclusive sector culture) and 3 (Enable robust inclusive pathways).

7. Get Out, Get Active (GOGA)
A programme funded by Spirit of 2012, delivered in partnership with the Home Nations Disability Sport Organisations and other key partners, and 3 localities (Local Authorities) in Wales to engage the least active of the inactive disabled and non-disabled people who also share other protected characteristics in active recreation opportunities. Phase 1 of the GOGA programme ended in May 2020 with the second 3-year phase of GOGA in progress, and an extended end date of September 2023. GOGA Officers have focused on building relationships, identifying effective communication channels and identifying need for activity within communities whilst face-to-face activity was not possible. The GOGA Programme contributes to Strategic Priority 2 (Empower an inclusive workforce) and Strategic Priority 3 (Enable robust inclusive pathways)

Across all its provision within the community the activities provided in partnership with the FDSW are dependent on volunteers. They underpin the sessions, they work with the DSWDOs in the local authorities on insport Club, they support events, and they attend the education and training intended to support their provision. During this year the role of the volunteers has changed significantly, with activity largely occurring in a home-based and virtual environment. There has been no requirement for volunteers to support events, as no face-to-face events have been held; and additional volunteering activities have been very limited during this time. This may have an impact on the pace of return to face-to-face activities when it is safe to do so.

Everyone at the FDSW are even more appreciative of the support that all the volunteers have given to the ongoing delivery of disability and inclusive sport in Wales, particularly when the circumstances have been so challenging and uncertain.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The FDSW is not a grant-making charity.

The Charity's policy is to consult and discuss with employees at meetings, matters likely to affect employees' interests.

Information of matters of concern to employees is given through regular team and one-to-one meetings, as well as via email and agreed other forms of accessible communication; all of which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the charity's performance. This has been particularly important during this year and all team and one-to-one meetings have taken place on a weekly basis. Zoom and Teams have been used extensively as the preferred form of contact for all employees.

Applications for employment by disabled persons are proactively sought, and a skills-focused criterion is set which has been Equality Impact Assessed. The Federation of Disability Sport Wales continues to be a Disability Confident Employer and operates the Guaranteed Interview Scheme. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the charity continues and that the appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should be equitable to that of non-disabled employees.

Public benefit
The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charitable purposes and Public Benefit".

The public benefit of The Federation of Disability Sport Wales is for the object of improving the provision for sport and recreation for the disabled in Wales. This is reflected in the key objectives of the company.

The work of The Federation of Disability Sport Wales covers all of Wales.

The Federation of Disability Sport Wales ensures that its programmes are reflective of the Activity Inclusion Model, focuses on the functional model of disability and offers individuals the opportunity to achieve an active life within their communities. Some individuals may then enter an athlete development pathway through which they are supported to achieve their potential within a competitive sport environment and may continue through to GB, UK and Welsh programmes. The disability sport pathway is not a linear one, but offers the opportunity for individuals to revisit, and indeed start, at segments of the pathway which will be different but appropriate to them.

The Federation of Disability Sport Wales' activities directly relate to a high-value social return on investment. This ethos has remained the same despite the public health circumstances and societal changes imposed consequently. The reframing of activity the FDSW took during the 12 months continued to drive the work undertaken by The Federation of Disability Sport Wales, and therefore the direct and positive impact on individual and societal benefits, and in doing so achieves the corporate Vision. Such benefits include:

Health
Well-Being
Social Cohesion
Changing public perceptions towards disability/impairment
Education & Lifelong Learning
Social Networks and Friendships
Reducing social isolation
Anti-poverty
Improving Life Chances

Achievements and performance

The Covid-19 pandemic impacted the provision of sport significantly, and whilst physical activity increased for some (with it being for a period of time the only permissible reason for leaving the house) for the majority of disabled people (significant proportions of whom were on the Shielding List) access to physical activity (including sport) decreased disproportionately. Lottery and Exchequer funding was assured and sponsorship from partners was confirmed for delivery of outcomes in alternative ways. None of the FDSW employees' roles were at risk, and no furloughs were proposed or required.

Staffing
All employees were transferred to a home-working environment and both Deeside and Cardiff FDSW Offices were closed the week prior to UK lockdown on 26 March 2020. During this period the GOGA#1 programme came to an end (May 2020), however, due to the changed requirements for provision the FDSW further extended the contracts of RCT and Wrexham Officers until 31 December 2020. The Pembrokeshire GOGA Officer left her post at the end of May 2020 for a new role within the Local Authority. She had been involved with GOGA from the outset and was a highly valued member of the DSW team. She will have great impact in her new role, and we wish her well.

In October 2020 the Administration Officer post was extended and a contract issued for a further three years until 30 September 2023. An additional Performance Pathway Project Officer post was created for a 6-month fixed term on a full-time basis from 1 October 2020 until 31 March 2021. This additional role will be based in performance pathway and develop Boccia in Wales, as well as take leadership responsibility for relationships with Higher Education Institutions.

In November 2020 the Partnership Manager for the FDSW resigned from her post to take up a position with Inclusive Employers. She had been an employee of the FDSW for 15 years and had led the Community programme from its early inception. She will thrive within her new role but will be sadly missed by all in FDSW. On an interim basis (for a fixed term of 1 year) the insport Senior Officer took on the Partnership Manager role (1 December 2020 until 31 December 2021), and therefore his post was advertised and filled (on a 12-month fixed term full-time basis) with an insport Officer on 31 January 2021.

In February 2021 an Insight and Learning Senior Officer was appointed to lead the development of insight within the FDSW and to ensure that delivery was linked to data, insight and learning for impact. This post was appointed on a 12-month fixed term, full-time contract. In March a recruitment process began for the appointment of a Digital Brand and Marketing Officer, this is also a 12-month fixed term, but a 0.4 contract (2 days a week). This post will start in the new financial year.

Two employees took extended periods of leave during this period, both linked to the context of the pandemic and the impact on their health and wellbeing of this.

Establish effective partnerships for an inclusive sector culture

insport Programmes
There has been continued support for the insport programme over this period, despite the shutdown of club-based, NGB-organised and Local Authority provision. The cessation of organised, group face-to-face activity resulted in some increased progress for insport Clubs, as the volunteers and club officials found time to collate resources which demonstrated their progress against aims. Growth has been reflected particularly in clubs achieving the Ribbon standard and progressing towards the Bronze and Silver standards. The breakdown is as follows:

Working towards insport club ribbon - 174
insport Club Ribbon - 260
insport Club Bronze - 44
insport Club Silver – 18
insport Club Gold - 12

All 22 Local Authorities (LAs) hold at least Bronze standard with 13 having progressed onto the insport Development Silver. Four of these have also agreed their insport Development Gold aims with the panel and are working towards the achievement of these. The remaining 9 are putting their Gold standard aims together through a consultation process with their membership, however this work over the past year has generally slowed down. Significant numbers of employees within Local Authorities were furloughed, and whilst this was only the case for the Disability Sport Wales Development Officer (DSWDOs) in Newport (employed by Newport Live), other DSWDOs were given permission to work outside of the sport development team to support the delivery of statutory services within the local authority. This position was supported by Sport Wales as the focus of their work continued to fulfil a community-focused function.

insport 3rd Sector has 8 organisations engaging with 3 Case Officers; 3 have progressed to the Silver standard; 1 achieving their Ribbon standard, and another 2 are working towards Ribbon Standard.

Eleven organisations outside of FDSW now support clubs to work towards insport Club standards. This has grown capacity to support inclusive working and has resulted in 77 clubs (of those identified above) being mapped against their own NGB's inclusive accreditation process. The last 12 months has seen the FAW Trust significantly developing the support for clubs working towards the insport standards, with both Welsh Boxing and Swim Wales also increasing the awareness of the standards within their club networks.

At the end of 2020/21 there were a total of 27 Welsh National Governing Bodies engaged with insport NGB; one working towards insport NGB Ribbon, 10 achieving Ribbon, nine on Bronze standard and a further seven having achieved insport NGB Silver standard. Of these, three have agreed their insport NGB Gold standard aims and continue to make consistent progress. insport Panels (which are the method through which organisations submit the support against the aims for the standard they are working towards and are then awarded, or not, that standard) were facilitated virtually, with training being given to all panel members, and discussion within the team and presenters regarding the quality assurance and comparability of virtual versus face-to-face formats. Five insport NGBs, three insport Development teams and four 3rd Sector organisations have come to panel during this period.

Whilst the pandemic has impacted directly on provision, for some organisations who continued to have capacity, there was time for focused work to take place regarding insport, which should result in enhancements to inclusive delivery as provision continues and returns.

National Youth Board
The Disability Sport Wales National Youth Board continue to make good progress and continue to influence the FDSW's thinking. All meetings were transferred to a virtual format and frequency of meetings increased to maintain connection and check in on the wellbeing of members. The NYB Chair has continued in her post, and despite the original change being temporary until December 2020, given the extent of social change it was decided by the senior team within the NYB to extend the tenure until everything had started to settle down again. The focus for the National Youth Board during this time has been on defining specific roles for each member and linking them up to members of the DSW Executive team as well as the FDSW Trustees.

During the year three of the NYB members stepped down from the board due to other commitments. Their contribution has been appreciated by the whole team at the FDSW and the impact they have made on the practice of FDSW has been incredibly important. Recruitment will take place in the later part of 2021 for new members and to establish a geographic spread of members, and representation from members across all impairment groups.

The National Youth Board lead a very successful (and likely on-going) podcast and vodcast series called 'Just Ask' which was intended to bring audio (podcast) and visual (vodcast) content via young peoples voices to other young disabled people on topical issues linked to health and wellbeing, physical activity and performance sport, equality and diversity, and lifestyle (nutrition, etc). These are available through Spotify, Podbean and Apple.

Empower an inclusive workforce

Education and Training: Virtual Learning Environment (BrightSpace)
Investment was made in January 2021 into a new Virtual Learning Environment for the UK DIT (Coaches and Volunteers) workshop, and it is intended that this resource will be shared with the Welsh sport sector. The content has been developed in partnership with Scottish Disability Sport, with the content and livery reflecting the Home Nation Disability Sport Organisation delivering. This will create some sustainability of delivery of the UK DIT workshops where face-to-face delivery is not possible, and longer term will be a time and cost-effective blended learning opportunity for all coaches and volunteers. Scope will also exist to add different derivatives of the workshop to the VLE so that it is specific to different sports and adopted by Welsh NGBS. There is provision for 2000 learners to access virtual learning and it is anticipated that the launch will be later in 2021.

Education and Training: UK DIT and Sainsbury's Active Kids for All workshops
The Federation of Disability Sport Wales offers UK Disability Inclusion Training courses (delivered by the DSW workforce) for the purposes of grassroots coaches, volunteers, clubs, Governing Bodies of sport, local authority staff and facility providers. This is a workshop which is developed by the 4 Home Nations Disability Sport Organisations and delivered locally. The FDSW currently have a workforce of 20 tutors (7 North-based, 11 South-based, and 2 based in West Wales) who have all achieved their L3 Award in Delivering Learning (ADL) or L3 Award in Education and Training (AE&T), and engage with two workforce development sessions annually.

In 2020/21 the Federation of Disability Sport Wales drastically changed the delivery mechanism for these workshops because of the restrictions for group, indoor and face-to-face contact. A version of the workshop was created retaining, as far as possible, the original learning outcomes but placing the delivery in a virtual classroom environment where there was a tutor who acted as workshop deliverer, and a second tutor who acted as workshop facilitator (keeping an eye on the chat function, and ensuring workshop engagement was supported).

Across all the UK DIT derivative courses there were 22 virtual classrooms delivered (with approximately 305 candidates attending) and 11 Sainsbury's Active Kids for All Inclusive PE courses (the Education-focused UK DIT workshop) (with a total of 189 undergraduate, post-graduate and in-service education staff attending). The funding for this workshop was extended in March 2020 for one final year and came to an end in March 2021. Discussions are ongoing about the identification of a replacement partner to this workshop.

The feedback from the workshops was very positive, with a cohort of learners attending who had previously been absent from face-to-face workshops, therefore a review of formats will take place into the next financial year. This will happen alongside the development of a Virtual Learning Environment (VLE) for the FDSW, hosted on BrightSpace. This will allow a blended approach (in partnership with Scottish Disability Sport) to learning around Disability Inclusion Training and will be offered to Welsh NGBs in a format which can be modified to create a bespoke, sport specific package for learners. Two thousand learners will be provided with the opportunity to access this VLE prior to January 2022.

Education and Training: Admiral Play Together sessions
The partnership agreement with Admiral for the Play Together workshops spans a calendar rather than financial year. The contract for 2020/21 was signed in May 2020 due to the changing conditions for delivery and with the closure of the schools in Wales. It was agreed that another 1,600 children in KS2 would be provided with the opportunity to get access to sessions (when it is safe to do so). Whilst it wasn't possible to deliver face-to-face, a series of online activities were created and posted through the FDSW social media and hosted on the YouTube channel for young people to be Play Together at home with their siblings, and adult members of their families. This social media campaign reached 28,363 people. Whilst this was not our initial preferred delivery method, this helped to spread the awareness and reach of Disability Sport Wales, the Play Together programme and message along with the profile of our commercial partner Admiral. A competition was also hosted to create a Play Together t-shirt with the winner getting the t-shirt produced for each member of their class. As the schools opened many of the sport development teams began to deliver Play Together session with precautions and safeguards in place. This has resulted in 1,505 children having access to the sessions in schools. We have been able to extend our delivery workforce of this programme by delivering virtual orientation sessions to appropriate sports development personnel beyond our DSWDO network. We have delivered to 24 individuals across 10 local authorities and include members of our DSW Youth Board. We have also delivered to Urdd staff to extend our reach in Welsh medium primary schools.

Toyota Funding: Inclusive club sessions
In November 2019 Toyota (because of their partnership with the BPA Parasport website) offered £10,000 investment into the FDSW for programming to extend the provision of inclusive clubs; this was continued in November 2020 with a further £10,000 investment for the provision of workshops (no investment was sought from Sport Wales this year). Six workshop themes were identified this year (UK DIT (Coaches and Volunteers), Mental Health Awareness, Safeguarding Adults at Risk, Autism Awareness, Introduction to insport Club, and Guidance to Inclusive Marketing), with 498 learners engaging across the 40 workshops offered in their digital classroom format (free of charge to the end user as long as they were associated to a club working towards one of the insport Club standards). 44 new clubs engaged with insport Club commencing their journey with ribbon standard. The programme completed at the end of March 2021.

Enable robust inclusive pathways

Community Programme
During the past 12 months the provision ordinarily made through the FDSW into community sport through the Local Authority employed Disability Sport Wales Development Officers. A network of 22 Development Officers are currently in place.

Over the past 12 months, as expected, the number of active inclusive opportunities for disabled people was severely impacted by the public health measures in response to the Covid-19 pandemic. A change in reporting methods, to focus on community-based opportunities, also led to some education-based opportunities previously reported not being reflected here. Over this period, the Federation of Disability Sport Wales supported 11,520 disabled people to access physical activity, exercise or sporting opportunities across Wales.

This represented a significant decrease in the reported figures from 2019/20, with 20 of the 22 Local Authority areas reporting a decrease in the number of active participants. Gwynedd and Monmouthshire were the exception, with both demonstrating an increase in the number of participants over this period.

Focus over the next year will be to support the effective return of these participants, using the insport programmes to accelerate the development of inclusive provision and to embed a culture of inclusive change across the sector. The continued growth and influence of the insport Club programme over the last 12 months, along with the continued investment into the development of the wider programme and supporting resources, will support a return to a positive trajectory of growth in participation levels. Significant support was provided to NGBs regarding the inclusive return to their sports within their Return to Sport Guidance. The FDSW also created a range of resources for the Sector to ensure that disabled people were not unintentionally excluded from the return to participation when it was safe and permitted. Sport Wales also released financial resource in the form of Be Active Wales grants to support clubs survive and then thrive. Virtual seminars were provided through the FDSW to support the return of inclusive clubs to sport.

In providing these opportunities, the Federation of Disability Sport Wales has worked with/supported 594 community clubs and sessions. The people accessing these participation opportunities are from all impairment groups (Sensory impairment (blind and partially sighted; Deaf and hard of hearing), Physical impairment; and Intellectual impairment). Similar to the participant figures above, these have been adversely impacted over the past 12 months. Looking at the diversity in the workforce within these environments, only 8% of the coaches supporting delivery have a disability, 20% are Welsh speaking, and 0.7% identify as being from an ethnically diverse background.

Work led by Sport Wales alongside the Local Authority based partners continues to progress the Community Sport and Activity Programme (CSAP) whereby delivery will take place through regional partnerships rather than solely within LA boundaries. Sport North Wales Partnership Board continue to move towards an established agreement hosted by Gwynedd County Council. Although overall progress has been slower than anticipated to ensure that the governance processes are right, Sport North Wales have made progress, with the intention of appointing a Regional Director in the following financial year. The CEO and Partnership Manager for FDSW continue to be involved throughout the process of engagement and development, this will continue as the remaining 4 regions develop.

The FDSW began a 3-year sponsorship agreement with Spar in October 2019 for the Community Programme with specific brand focus at the insport Series Events across Wales. Although restrictions have prevented insport Series events from being delivered in the traditional format, Spar have continued to be very supportive of the decision to place the interests of disabled people and their families at the centre of the decision making, and the FDSW are very grateful for this support. Over this period, with the support of local insport Clubs and National Governing Bodies of Sport, we have continued to develop opportunities for participants to engage with physical activity (including sport). These opportunities have been hosted through a newly established insportseries.co.uk website, enabling individuals, schools, and clubs to access inclusive content along with clear signposting to both community and pathway opportunities. Of the Virtual insport Series Events delivered the FDSW recorded the following check-ins (which reflect and individual or group of individuals who attended the event live).

- North Wales (12 June 2020): **86**
- Gwent (19 June 2020): **20**
- Central South Wales (3 July 2020): **39**
- Mid and West Wales (10 July 2020): **28**

Moving forward, we are aiming to further develop these online resources to complement a safe return to the traditional face-to-face insport Series events.

Toyota provided £10,000 again this financial year to support the development of inclusive clubs in Wales. Mirror investment from Sport Wales was not sought this year, under the financial circumstances, but the Toyota investment was allocated to the provision of virtual classrooms for workshops including:

- UK Disability Inclusion Training (13 workshops; 170 attendances)
- Safeguarding Adults at Risk (7 workshops; 76 attendees)
- Mental Health Awareness (8 workshops; 112 attendees)
- Inclusive Marketing and Communication (5 workshops; 66 attendees)
- Autism and ASD Awareness Training (7 workshops; 74 attendees)

A total of 498 learners attended across all the workshops, with 44 additional clubs engaging with insport Club. 93% of learners identified that they would attend future digital classroom format workshops, and 92% said that it made it easier for them to attend a workshop and 89% identified that it fit well alongside day-to-day life.

Get Out, Get Active # 2 (GOGA#2)
The 3-year project which was due to start in April 2020 was delayed until August 2020 due to the implication of Covid-19 on people gathering in both outdoor and indoor environments. The project is being delivered with 3 localities in Wales (West (Ceredigion, Pembrokeshire, Carmarthenshire and West Powys), North Mid (Denbighshire, Flintshire and Conwy), and South (Newport, Cardiff and Swansea) in conjunction with 3 partners (Sport Pembrokeshire (West), Street Games (South) and Pride Cymru (North Mid)). One officer has been appointed this year into each organisation.

As with all other projects over the last year GOGA has had to be flexible with its approach, navigating lockdowns and changes in Welsh Government restrictions. The majority of the work on the programme has been engaging with groups and individuals on social media to map current opportunities and identifying and engaging with potential partners in preparation for delivery. Training has been a big part of this preparation with partners going through online Disability Inclusion training, autism awareness training and LGBT+ Training. A total of 30 partners have been trained during this time and several potential sessions are in place for when government guidelines allow activity to return.

Health Disability Sport Partnership
Despite the implications for Health because of the Pandemic, colleagues in Betsi Cadwaladr University Health Board continued to make some progress with the roll out of the National delivery for the Health Disability Activity programme. A Band 5 role description for a Health Disability Activity Practitioner was agreed and the Health Disability Activity Manager post was appointed.

The investment for this programme goes directly from Health, monitored by the Welsh Therapies Advisory Committee and into each Health Board. This investment is recurrent and is identified for the part time (0.5) employment of a Band 5 post, plus additional programme resource (£1,000 annually). The Federation of Disability Sport Wales additionally provide value-in-kind investment through the Disability Sport Wales Development Officer network to ensure that people who are sign-posted to physical activity (including sport) through a health practitioner can be supported or directed into appropriate local activity; or for the growth and development of new activity to service local demand and interest.

It is anticipated that all Band 5 positions will be recruited during the 2021/22 financial year (dependent on the ongoing impact of the pandemic on health services).

Performance Pathway
Performance Pathway Hubs were established last financial year (2019/20) in West and South Wales and associated with the two Higher Education Institutions in the region (Aberystwyth and Cardiff Metropolitan University respectively). The Welsh Government Covid-19 control measures meant that it was not possible to continue to deliver face-to-face sessions and they were transferred immediately to virtual sessions which were facilitated by the Performance Pathway Senior Officers, Performance Pathway Hub coaches, elite athletes and members of the support services team in Sport Wales and outside.

Virtual Hub sessions were differentiated for the athletes (based on the tier in which the athlete participated in the Hubs) and also provided whole Hub sessions. This allowed specific support, input and development for the athletes in a time when training outside of the home was difficult.

Each athlete was also sent a training at home pack which included dyno bands, a drinks bottle, and notebook and pen. This enabled them to do home-based training facilitated and led by the performance pathway hub team and record their progress as well as take notes in the sessions they were attending virtually. Up to 20 athletes attended the sessions and 40 sessions were delivered during the year. At no point within this 12-month period was it considered safe, or allowed by Welsh Government guidelines, to resume the face-to-face activity.

Work has been ongoing with the Cardiff Metropolitan University (CMU) partnership and a Performance Pathway Project Officer post was appointed on a 6-month contract for the further development of the scope of the agreements and activity. Colleagues at CMU were brought in to work with some of the performance pathway and performance athletes at this time, especially providing mental health and psychology-focused support to those athletes who needed it under the societal and public health circumstances.

A Boccia working group was also established during this time by the Performance Pathway Project Officer to direct the bid for some financial resource from Sport Wales for Boccia equipment to be placed in people's homes so that they could continue to play boccia under circumstances which meant (due to shielding and/or availability of opportunity) that boccia in the club setting was not possible. The group was chaired by one of the Welsh boccia players who was looking for a work placement as part of his undergraduate degree and supported by a group of individuals representing the sport (including David Smith, World Champion and Paralympic Gold medallist), local authorities and education and training. A series of Boccia play cards have been developed to accompany a series of playing resources (including balls, ramps and head-pointers).

Work has also started to establish a governance structure for Wheelchair Basketball in Wales. A consultant was employed (and managed by one of the Performance Pathway Senior Officers) to consult with the wheelchair basketball community, current Wales Wheelchair Basketball committee, and other organisations to identify a proposed governance structure for the future of wheelchair basketball in Wales. Conversations are now happening with GB Wheelchair Basketball to agree the final structure so that the performance pathway connects between Wales and Great Britain.

insport NGB and insport 3rd Sector remain a focus for the Performance Pathway team, specifically supporting work related to the development of athletes with potential and the identification of an appropriate pathway for them to follow.

The Deaflympics, all Virtus events, and the Special Olympic National Games (due to take place in Liverpool) during the 2020 or early 2021, have been either postponed until later in 2021 or 2022, or cancelled. The Deaflympics have been rescheduled to May 2022. In Wales, the Wales Deaf Sport 'Welsh Deaf Games' due to take place on the 25 July 2020 have been postponed until it is safe, and the hosting of events is allowed.

All qualification events, European competitions and World events have also been suspended, across all sports for this financial year.

Performance
The Paralympics has been rescheduled for the 24 August – 5 September 2021. Sport Wales Elite Sport Strategy target remains at 20 base/30 stretch for Tokyo 2020 (2021), an additional year of preparation may bring some benefits, but for the early part of the year no activity outside of the home environment could take place, including for elite athletes. The FDSW worked with partner organisations and athlete support services to provide equipment to elite athletes to enable them to train at home (i.e. robots for the para table tennis players, gym equipment for some of the para athletes, etc).

It had been confirmed that there would be 7 inclusive sports in the Commonwealth Games in Birmingham 2022: Para Athletics, Para Swimming, Para Lawn Bowls, Para Cycling (Track), Para Powerlifting, Para Triathlon and Wheelchair Basketball. Commonwealth Games Wales have been working on the 'inclusive team' approach they have taken for the past 2 Commonwealth Games. One of the FDSW's Performance Pathway Senior Officers is the key contact for this work, and has been leading the relationships between Para Bowls, Para Athletics and Wheelchair Basketball specifically.

Para Table Tennis had 4 players (Rob Davies, Paul Karabardak, Josh Stacey and Tom Matthews) qualify for the Paralympic Games in July 2020 by virtue of their world ranking at the end of March 2020 or their status as regional champion.

Para Athletics athletes were a part of the Welsh Athletics Covid Pilot competition that was held in Aberdare in August 2020. After the success of the event more competitions were permitted under strict Covid regulations through the rest of September 2020 and into early 2021. These competitions were limited in access to elite athletes who needed results to help them get selected for major senior championships and the Paralympic and Olympic Games out in Tokyo.

GB Wheelchair Basketball gave a directive to no play in the UK, but many of the GB players are based (playing and training overseas) including Welsh and GB player Phil Pratt who continued to train in Spain.

The impact of the Public Health pandemic caused by Covid-19 on all sport was more significant than originally thought at the end of the last financial year, and the impact is likely to continue with significant uncertainties remaining regarding the Paralympics and other events and competitions. The FDSW were represented by one of the Performance Pathway Senior Officers on the Welsh Government and Sport Wales established Elite Sport Group, where the focus was to return performance athletes (those who were very likely to be selected for Paralympic, Olympic or Commonwealth Games selection) to training and competition safely and within highly regulated 'training bubbles'. Work was done in partnership with Welsh Athletics, Boccia UK, Bowls Wales and British Wheelchair Basketball to return those accepted by Welsh Government to training with their coaches. The support structure which existed around that was managed through the Sport Wales doctor, the FDSW Performance Pathway Officer, the training bubble Covid Warden (initially a member of the Sport Wales Performance Services team, more latterly the Performance Pathway Senior Officer), and the FDSW Covid Officer (FDSW CEO).

This has a great impact on athletes, coaches and support staff and the FDSW worked with athletes, coaches and NGBs for the sport to ensure that as far as was possible training could continue from home until it was safe to return to the training environment. However, the impact on training and mental health cannot be, and is not being under-estimated. The Strong Relationships with Facility mangers that the FDSW have created over the years were vital at this time to ensure that the 'Training Bubbles' created by the Elite Sport Groups had safe and regulated environments out of which to train, and prepare for the upcoming competition season and selection deadlines for the Paralympic games.

Grow as a sector-leading, healthy and accountable organisation

All the FDSWs work is underpinned by a desire to ensure that it is a high functioning organisation which has exceptional standards around people, well-being and organisational resilience. In order to do this the FDSW have worked with Sport Wales to demonstrate capability and accountability, as well as achieve outcomes which are consistent with sector standards.

Support from Sport Wales (in terms of reassurances, continuation and enhancements in financial resources) and the Welsh Sports Association (providing leadership with Welsh Government, business continuity support and advice) was high during this financial year. Virtual meetings were established and were incredibly successful in connecting the whole of the sector which created a supportive and informative environment in a period were there was significant uncertainty and risk. These were initially held on a weekly basis, alongside Ministerial updates regarding Covid control measures, and became less frequent as dictated by need and pace of change.

The FDSW CEO produced daily updates for the Trustees initially, and processes were created in which new safeguards and parameters for working practices and business continuity were identified and agreed. These included:

- FDSW Working from Home Guidance for the FDSW team (including risk assessments)
- FDSW Coronavirus Action Plan
- FDSW Recover and Thrive Plan
- FDSW Return to Sport: Inclusive Guidance
- FDSW Risk Assessments (Return to Work) (these were differentiated based on role and need)
- FDSW Financial Risks and Reserves Policy

As a consequence of the significant impact of change on connections with people and location of workspaces for members of the team a large emphasis was placed on wellbeing, connectivity and communication, and transparency. A well-being consultant provided several weekly sessions for the National team as well as sessions for the wider Local Authority employed DSWDO workforce. These focused on working practices, wellbeing, communication and diary management. In January 2021 it was agreed within the team that specific changes should be standard across all working practice including:

- a 30 minute 'commute' between meetings
- one off-line day a week (agreed as a Tuesday), and
- adding FOR ACTION, FOR INFORMATION and FOR IMMEDIATE RESPONSE into email subject boxes.

Due to the pandemic the annual CPSU Health Check for the Safeguarding in Sport Standard was postponed; Submission to the Equality Standard: A Framework for Sport panel was postponed and subsequently the standard was placed 'under review' (the FDSW therefore took the decision to postpone our submission until the new standards were set and submission would be made against those rather than the outgoing standards); and progress by Sport Wales against the Funding Submission review was delayed. Progress in all areas remained a priority for the FDSW despite 'assessments' not being carried out. The FDSW Audit was completed by Azets (rebranded from Baldwins) within the usual timelines, but it was completed virtually.

Sport Wales also provided additional funding to each NGB and Partner Organisations in the form of a Sport and Leisure Recovery Package. The FDSW were allocated £183K, of which £163K awarded. The allocation of the fund included £10,000 for Wales Deaf Sport and £10,000 for Welsh Sports Association of People with Learning Disability to each develop (with support from a consultant) their strategy and governance structure so as to support future resilience and strengthen clarity about purpose and direction. The remaining funding was to support the extension of resources and packages which enabled access to training and support to inclusive clubs.

The FDSW are planning on hosting a virtual Awards Ceremony in the early part of next financial year (9th April 2021) in order to celebrate achievements within the sector and beyond. This will be hosted via Facebook Live and be a YouTube live event. All elements will be pre-recorded and strictly follow Covid regulations and guidance.

Financial review

The charity produced a total surplus for the year of £192,427 compared to a surplus of £64,015 in the preceding year. This comprised of an unrestricted surplus of £12,041 and a restricted surplus of £180,386. As a result, unrestricted reserves increased to £300,252 and restricted reserves increased to £436,918. Overall, total reserves including fixed assets now stand at £737,170.

The financial activity of The Federation of Disability Sport Wales was delivered within budget, and the Financial Self Assurance aspect of the Sport Wales Capability Framework has been successfully completed.

Frequent discussion has taken place within both FDSW Finance and Assurance Committee and FDSW Board regarding the FDSW Reserves Policy and has been amended to reflect the current climate and risk associated with winding up period (was identified as 1 months costs, this has now been increased to 3 months operating costs).

The coronavirus pandemic has most significantly impacted the FDSW in terms of its ability to invest into performance programmes. Repurposing of this investment was made where appropriate, but as activity becomes possible it was considered likely that further investment into that area will be necessary next financial year, and requests were made of Sport Wales to protect that investment for the following year. The commitment from Sport Wales and Welsh Government to continue funding as agreed, and to enable the repurposing of investment in order to ensure that the organisation remained resilient and could provide opportunity which was appropriate to the changing climate, meant that no FDSW staff were furloughed and all were able to continue working with activities and working format altered accordingly.

Disability Sport Wales Management Company Limited is a wholly owned trading subsidiary of The Federation of Disability Sport Wales Ltd and its principal activity is sports administration and trading. During 2020/2021 the company was dormant.

Reserves Policy
It is the opinion of the directors that the charity should hold financial reserves in order to provide protection against its financial risks, as identified by the annual financial risk review.

The following principal risks have been identified as reasons for the charity to hold reserves:

- It requires protection against the ability to continue operating despite a significant delay in funding
- It requires protection should the charity lose significant grant funding or must cease its operations and make its staff redundant
- It requires protection against general business risks, fluctuations in income streams and unforeseen costs
- It may require funds to restructure or finance future growth and development.

The definition of financial reserve for this purpose is the amount of unrestricted reserves not invested in fixed assets (net current assets excluding capital liabilities).

The Trustees believe that an appropriate level of reserves for the company is an amount equivalent to providing for 'specific combined risks' as defined by the company's annual financial risk review. This policy and the stated reserve requirements were reviewed more frequently that the standard annual review, this was due to the shift in financial risk over the course of the pandemic, and a review of the financial responsibilities required to reflect this.

The Trustees may also require the development of an additional 'designated' reserve, built up through the company's income generation streams, for the purposes of spending on various projects that arise from time to time to enable the company's strategy and objectives to be achieved. This reserve will be clearly separated from company's reserve to cover financial risks.

Current reserves are monitored against the current reserve level requirement on at least an annual basis, as part of the financial risk review. The reserves policy as agreed by Trustees is three months essential operating costs.

Risk
The Board continuously reviews business risk in all its operations and this has created risk minimisation strategies in key areas. The charity has purchased indemnity insurance for its directors, and additional Cyber and Data Insurances.

The principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the Trustees are:

1. Impact of Covid-19 on the landscape of sport, and continued investment into the sector
2. Brexit and the uncertainties regarding the impact of changes to the position and provision for sport and physical activity in Wales.
3. The loss or reduction in funding from Sport Wales and/or Welsh Government
4. Data Breach and Cyber Crime

The Trustees plans and strategies for managing those above-stated risks are set out within the Strategic Risk Register, but incorporate the following:

1. Maintaining close links with partners regarding investment and activity within the sector and support the inclusive return to sport (e.g. Welsh Sports Association, Return to Sport Groups, etc). Support a sensible pace of return to activity and sport based on insight gathered from disabled communities and their readiness to return to face-to-face activity, and in the meantime continue to provide inclusive virtual activity. Ensure enough financial resource is available to support athletes qualifying for the Paralympic and Commonwealth Games.
2. Seek advice through trusted channels and keep up to date with briefings relevant to the sector. Anticipate challenges which may arise for workforce, budget and funding, athlete travel, transport of equipment and importing goods, etc. Receive advice from Trustees with further insight and information.
3. Maintain close and transparent relationships with both SW and WG, and clearly identify the role and purpose of FDSW. Highlight successes and wider contribution to the sector. Seek external corporate partners to contribute funding which will reduce percentage reliance on specific funding streams.
4. Review all data online and provide training for the FDSW team. Ensure robust provision of services through IT and website. Utilise resources which identify the maintenance of a transparent and accessible Record of Processing Activity. Draw on expert advice and support to reduce risk of breach and Cyber Crime.

The Finance and Assurance Committee has operated since 2015/16 and meets on four occasions within each financial year. A Governance Committee was established and the first meeting took place on the 9 March 2021. The Terms of Reference will be agreed by Board at the first meeting of the new financial year. The strategic risk register is reviewed by the Governance Committee, then the Finance and Assurance Committee and at all Board meetings.

Plans for the Future

There are several areas of change forthcoming within the Sector, which have been delayed as a consequence of the public health pandemic, during the next financial year:

1. The community sport landscape will continue the transition to a series of regional models (CSAP), with North Wales being the first to fully establish
2. Sport Wales will have a new investment model
3. The impact of Covid-19 will be visible within the whole sector, with additional risks to disability sport based on availability of facilities and confidence to return where participation number may be lower and for some disabled people a greater risk to the impact of the virus (and therefore a greater need for safe return)
4. Discussion regarding the continuation of the Disability Sport Wales Management Company

Additionally, the FDSW will be further revisit the company structure, including the review of current roles and the continuation of the additional roles recruited (or due to be recruited) on a fixed term basis to deliver against the Strategic Priorities. The financial modelling for this will sit alongside the Sport Wales investment remodelling so that we can ensure efficient investment for impact and learning, and to meet our core purposes.

The FDSW have continued involvement with the Community Sport and Activity Programme (CSAP) for North Wales (Sport North Wales Partnership) so as to support the embedding of inclusion within governance, and so as to anticipate related changes which would be needed to the structure of the insport Development programme (primarily in the organisation and identification of the aims).

The practicalities of the set-up of SNWP has been slower than initially anticipated due to the impact of Covid on Local Authority terms and priorities for provision of services. However, agreement has been reached about the employment of a Regional Director into a lead Local Authority, and the governance structure to meet legal compliance and development.

insport programmes continue to show significant successes within the Sector despite the changes in delivery and facilitation. Case Officers and Panels have continued their work and input in a virtual environment, and this has been successful and cost-effective. The FDSW will likely continue to use a blended model into 2021/22 for both Case Officer support and the hosting of panels, panel training and progress against the aims at Gold Standard. Not only will this continue financial efficiencies, provide quality assurance, but also enhance the flexibility of the submission process to reduce travelling.

The impact of Covid-19, social distancing restrictions, safety of individuals vulnerable to the impact of the virus, and restrictions on numbers in outdoor and indoor environments mean that any face-to-face activity will not resume until it is safe to do so. The FDSW continue to anticipate significant impact on numbers engaging in sport, but conversely may see increasing numbers of people engaging in physical activity or sport in a virtual environment. The organisational learning we take from this will influence the formats in which we deliver in the future, but also the opportunities we have to take further learning about the impact on inclusion and digital accessibility.

insport Series Events will also continue to be important opportunities for disabled people to access sessions provided by local clubs and sessions who are committed to being or are at a good stage of inclusive delivery. Due to the nature of insport Series Events and the focus on individuals with impairments (who may have enhanced vulnerability to the impact of the virus or be more concerned about that risk) it is unlikely they will resume in their previous format until 2022. The FDSW have plans to continue to deliver virtual insport Series Events where disabled people and their families can engage in safe ways from their homes, or perhaps schools without having to be in large groups of people; and we will also start to provide some micro-insport series events which will focus on specific sports, and/or specific impairment groups within environments which enable confidence to attend, and appropriate connections to activity being delivered inclusively locally.

The Performance Pathway Hubs will continue in a virtual format, and there are plans to deliver some face-to-face activities outdoors when restrictions allow this to happen safely. This blended approach will be the model which will be explored for future delivery. An Error in formula ->#inspire<- campaign will be launched just after the Paralympic Games in September 2021 to promote the opportunities available within Wales for development through the performance pathway. Similar campaigns will follow other evets like the Deaflympics, Special Olympics and Virtus Global Games. Work with Boccia and establishing the performance pathway, as well as a robust governance structure Wheelchair Basketball, and development of other impairment specific sports (e.g. Goalball) in Wales will remain a priority.

Get Out, Get Active (GOGA) will start to deliver face-to-face sessions as soon as is possible, with a focus on training and possible delivery through virtual engagements until that point. StreetGames (Ethnically Diverse Communities project), Pride Cymru (LGBTQI+) and Pembrokeshire County Council (on behalf of the region with Elective Home Education) will continue to lead the programme in their localities and establish volunteer structures to ensure continuity. The FDSW will continue to seek continuation funding beyond September 2023.

Sainsbury's funding for the Active Kids for All Inclusive PE programme came to an end in March 2021. No replacement partner has been identified, so this will become a priority for the next financial year. Virtual classrooms as the primary delivery mechanism for this workshop this financial year proved very successful as a model, and a new delivery format for all education and training opportunities will be explored in order to provide based on our learning (likely a Level 1 – 3 progression of workshops delivered in a blended format).

Admiral Play Together sessions ideally be delivered in face-to-face format next year and the opportunities with schools returning to structures which have removed class bubbles will enable more consistent delivery across the local authorities. The contract for delivery remains in place until May 2022 and we will hope to continue the partnership beyond that point.

The Paralympic Games are scheduled for delivery in August/September 2021 and so work will be ongoing with best supporting athletes from Wales to qualify and be eligible for selection by ParalympicsGB. UK Sports Association have identified that GB will not be sending teams to any Virtus events during 2021/2022, however supporting athletes in the virtual and face-to-face Hub environments will continue to be important until competitive opportunities are available again. The same will apply to Deaf athletes who will be looking to qualify for the DeaflympicsGB team who will be competing the following financial year in Brazil. It is likely that competitive opportunities and international travel will not be possible for many athletes outside of GB programmes during 2021, but with the potential for this to resume towards the end of the financial year.

Key focus continues around Governance and progress towards the Governance and Leadership Framework in Wales; as well as submission for the Advanced Level of the Equality Standard, maintaining Level 3 of the Safeguarding Standard, enhancing GDPR compliance, and ensuring high standards against Sport Wales' Capability and Accountability Frameworks.

Structure, governance and management

The Charitable model, introduced in 2011/12, continues to drive the governance structures of The Federation of Disability Sport Wales. The Federation of Disability Sport Wales remains signed up to the Welsh sport sector's voluntary Governance and Leadership Framework for Wales and has received good feedback regarding its capability and accountability.

The Federation of Disability Sport Wales is a charitable company limited by guarantee and registered as a charity. The Federation of Disability Sport Wales is bound by its Memorandum and Articles of Association dated 09 December 2014 (copies of which are available on request). The trustees listed above are directors of the company and trustees of the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

G Thomas
N Ashbridge
I M Stone
A R Thomas
J Hendy
A Sharma
E A Johnson
G Griffiths
D Jenkins

In addition to the trustees, the following individuals support the governance structure of The Federation of Disability Sport Wales:

L Osgood (Vice President)
J Cottle (Special Advisor to the Board)
S Lloyd (Special Advisor to the Board)
A Watkin (Independent member of the Finance and Assurance Committee)
I Griffiths (Independent member of the Governance Committee)

None of the trustees has any beneficial interest in the company. All trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The strategic direction and policy development of The Federation of Disability Sport Wales is the responsibility of the Board of Trustees.

The Management team holds executive responsibility for implementing the polices and strategies approved by the Board of Trustees.

The membership of The Federation of Disability Sport Wales is open to any Welsh National Disability Sports Organisation (NDSO), sports specific body, for so long as, in the case of a National Disability Sports Organisation or a Sports Specific Body, it remains a recognised body and is the lead body for the development of disability sport for its sport or impairment group.

The Trustees are either elected at an Annual General Meeting or appointed following external advertisement for independent Board Trustees. Trustees may not serve more than two consecutive terms (or eight years). The Chair of the Board is an independent appointment following external advertisement.

The Annual General Meeting must be held within 15 months of the previous Annual General Meeting.

The Trustees of The Federation of Disability Sport Wales are also the directors for the purposes of company law and comprise:

The officers: being the Chair and the Vice Chair and not more than 10 other individuals either nominated and elected by the Voting Members or independently appointed.

Workforce
Partnerships Agreements are in place between The Federation of Disability Sport Wales and the 22 Welsh local authorities. This successful partnership supports the development of grass roots sport and active recreation for disabled people. Each of the local authorities employ, on a part-time basis, disability sport development officers (or an officer who has FDSW delivery outcomes embedded within their role) to activate programmes. The funding for these part-time officers is provided by the National Lottery fund. Funding passed to the local authorities is managed by The Federation of Disability Sport Wales.

The Federation of Disability Sport Wales also engage a workforce of 20 tutor-qualified (ADL and AE&T) education and training tutors; 3 insport Case Officers to support NGBs and 3rd Sector Organisations with insport; 1 additional performance pathway coach; and 2 Education and Learning Officers who support the delivery of education and training programmes.

A very successful Communications, Media and PR partnership between the FDSW and LloydBell Production continues, with a huge increase in reliance on LloydBell throughout this financial year with a greater need to communicate through social platforms.

Increased focus on alternative, inclusive methods for delivery also meant a greater reliance of digital communication, and engagement with Deaf Friendly (BSL translators and trainers) have supported hugely in the transcription of videos and Podcasts so that they are in formats accessible to the BSL-using Deaf community. Input was also made into the FDSW team through a series of BSL sessions.

Two of the FDSW staff had role changes during 2020/21:

1. insport Senior Officer became Interim Partnership Manager, and remuneration was increased to reflect this 12-month change in role
2. GOGA Officer (RCT) was employed by the FDSW as the Online Activity Coordinator. Remuneration was the same as for the GOGA role.

Four new roles were appointed in 2020/21:

1. Insight and Learning Senior Officer (f/t, 12-month contract)
2. Digital Brand and Marketing Officer (0.4, 12-month contract)
3. Performance Pathway Project Officer (f/t, 6-month contract)
4. insport Officer (f/t, 12-month contract)

The Federation of Disability Sport Wales had nine full time staff and six part-time staff during the period 2020/21. There were no staff re-structures or redundancies in 2020/21.

Remuneration policy for key management personnel
The trustees recognise that the charity will not achieve its ambitious goals unless it is possible to attract and retain key management personnel who have the experience, enthusiasm and ability to lead by example and to contribute to the charity's continuing success. Consequently, the ability to offer a compelling value proposition to staff is regarded as a critical success factor.

In common with other companies in the charitable sector, FDSW's value proposition to staff includes supportive teamwork, personal development and significant job satisfaction from the social impact that the Charity is helping to generate. However, remuneration is also important, and for this element of the overall reward package, our policy is to set pay and benefits at levels that are competitive for the sector and which recognise an individual's abilities, responsibilities and experience. In most cases, in the opinion of the trustees, this results in remuneration that is lower than the people concerned would be able to earn in the commercial sector. The remuneration of key management personnel is summarised in Note 12 of the financial statements. The Charity's highest paid employee is the Chief Executive Officer.

Induction and training of trustees
New trustees are provided with an induction as well as an information pack of policies and procedures relevant to the role and meet with the Chair and Chief Executive Officer to receive details of the decision-making process. Trustees are briefed on their legal obligations under charity and company law, the content of the Articles of Association and the Strategy. At the earliest opportunity after the appointment of a Trustee there is an opportunity to meet members of staff and all other trustees. Consistent opportunities are provided and encouraged for all trustees to attend appropriate external training events where these aids the undertaking of their role.

The Federation of Disability Sport Wales operates a Finance and Assurance Committee and a Governance Committee.

- The Finance and Assurance Committee was chaired by Mr Neil Ashbridge. Mr Alan Watkins continues to serve as an independent member of the Finance and Assurance Committee alongside Mr Ian Stone, Mr Andrew Thomas, Ms Sam Lloyd and Ms Jennifer Cottle as representatives of the FDSW Board of Trustees.
- The Governance Committee was chaired by Dr Joanna Hendy. Dr Ingrid Griffiths serves as the independent member of the Governance Committee alongside Mr Tom Harris (Solicitor at Dolmans Solicitors), Ms Paula Ashton (HR Director at Ashton People Solutions), and Mr David Jenkins and Ms Anita Sharma as representatives of the FDSW Board of Trustees.

The Board of The Federation of Disability Sport Wales review at each of its meetings the company's strategic risk register. The risk register will have been previously scrutinised at all meetings of the Finance and Assurance Committee and Governance Committee. The Finance and Assurance committee have met on four occasions during 2020/2021; and the Governance Committee had their inaugural meeting in March 2021.

There were five board meetings in 2020/2021 (which were all held virtually via Zoom) with an AGM due to take place in October 2021 (which will also be held virtually). There was good attendance from all trustees at board meetings. The Chair of the National Youth Board is also invited to attend Board meetings.

Governance Partners
The governance partners to The Federation of Disability Sport Wales are:

- Azets (rebranded from Baldwins) - Audit Partner
- Sports Insure - Insurance Brokers
- Dolmans Solicitor - Legal support (Tom Harris)
- Fairfax Financial Management Limited – Financial Consultant (David Vickery)
- LloydBell – Media, Communications and PR support (Sam Lloyd)
- Ashton People Solutions – HR company (Paula Ashton)
- Cybata – GDPR and Data Protection (Chris Roberts)

Landscape Partners
The key landscape partners to The Federation of Disability Sport Wales are:

- Welsh Government
- Sport Wales
- Community Sports and Active Recreation Clubs
- Welsh Disability Sport Organisations
- Home Country Disability Sport Organisations
- Welsh National Governing Bodies of Sport
- British Paralympic Association
- UK Deaf Sport
- UK Sports Association
- GB and UK Sport National Governing Bodies
- Welsh Local Authorities
- Third Sector Organisations
- Health Boards
- Housing Associations
- Commercial Sector
- Welsh Disability Organisations
- Pride Cymru
- StreetGames
- Equality and diversity organisations (sport and non-sport)

Employee involvement
The FDSW are a Disability Confident employer and operate a Guaranteed Interview Scheme for disabled people who meet 80% of the essential criteria of job advertisements. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the charity continues and that the appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should be equitable.

The charity's policy is to consult and discuss with employees, where appropriate through unions, staff councils and at meetings, matters likely to affect employees' interests. Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

Reference and administrative details

Charity number	1144663
Company number	05199508
Trustees	Miss E A Johnson Mr I M Stone Mr N Ashbridge Mr A R Thomas Mr D G Griffiths Dr J Hardman Mr D Jenkins Ms A K Sharma Mr G J Thomas
Key management personnel	Ms F M Reid
Registered office	Federation of Disability Sport Wales Sport Wales National Centre Sophia Gardens Cardiff CF11 9SW
Auditor	Azets Audit Services Ty Derw, Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
Bankers	Barclays Bank UK PLC 241 Cowbridge Road East Canton Cardiff CF11 9TB

Auditor
Azets Audit Services were appointed as auditor to the company and a resolution proposing that they be re-appointed will be put at a General Meeting.

Disclosure of information to auditor
Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



Mr G Thomas - Trustee
Dated: 16/10/21

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are also the directors of The Federation of Disability Sport Wales Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE FEDERATION OF DISABILITY SPORT WALES LIMITED

Opinion

We have audited the financial statements of The Federation of Disability Sport Wales Limited (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE FEDERATION OF DISABILITY SPORT WALES LIMITED

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our 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 an auditor's report that includes our 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE FEDERATION OF DISABILITY SPORT WALES LIMITED

Extent to which the audit was considered capable of detecting irregularities, including fraud
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report
This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

23-11-2021

Azets Audit Services

Chartered Accountants
Statutory Auditor

Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
United Kingdom
CF23 8AB

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income from:							
Donations and legacies	3	4	-	4	12,909	-	12,909
Charitable activities	4	55,285	1,304,328	1,359,613	50,090	1,198,779	1,248,869
Other trading activities	5	46,259	-	46,259	63,667	15,500	79,167
Investments	6	236	-	236	1,067	-	1,067
Total income		101,784	1,304,328	1,406,112	127,733	1,214,279	1,342,012
Expenditure on:							
Raising funds	7	7,384	6,938	14,322	16,854	5,500	22,354
Charitable activities	8	82,359	1,117,004	1,199,363	80,881	1,174,762	1,255,643
Total resources expended		89,743	1,123,942	1,213,685	97,735	1,180,262	1,277,997
Net income for the year/ Net movement in funds		12,041	180,386	192,427	29,998	34,017	64,015
Fund balances at 1 April 2020		288,211	256,532	544,743	258,213	222,515	480,728
Fund balances at 31 March 2021		300,252	436,918	737,170	288,211	256,532	544,743

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	**13**		17,327		23,530
Investments	**14**		1,000		1,000
			18,327		24,530
Current assets					
Debtors	**15**	41,700		39,680	
Cash at bank and in hand		1,002,692		805,477	
		1,044,392		845,157	
Creditors: amounts falling due within one year	**16**	(325,549)		(324,944)	
Net current assets			718,843		520,213
Total assets less current liabilities			737,170		544,743
Income funds					
Restricted funds	**19**		436,918		256,532
Unrestricted funds					
Designated funds	**20**	827		-	
General unrestricted funds		299,425		288,211	
			300,252		288,211
			737,170		544,743

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2021

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021, although an audit has been carried out under section 144 of the Charities Act 2011.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on ....10/10/21.....



Mr G Thomas - Trustee

Company Registration No. 05199508

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	**26**		196,979		(7,906)
Investing activities					
Investment income received		236		1,067	
Net cash generated from investing activities			236		1,067
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			197,215		(6,839)
Cash and cash equivalents at beginning of year			805,477		812,316
Cash and cash equivalents at end of year			1,002,692		805,477

1 Accounting policies

Charity information

The Federation of Disability Sport Wales Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 9SW, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services and facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of the receipt.

Donated assets are valued at their market value when donated. These assets are then depreciated in line with the charity's depreciation policy.

1 Accounting policies **(Continued)**

Income from government and other grants whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measure reliably and is not deferred.

Training and education income is recognised when the course takes place with any income received in advance being deferred.

Sponsorship income is recognised evenly throughout the year and any amounts spanning future financial periods being deferred.

Fundraising income is recognised in the period to which the income is generated.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds comprise the costs in relation to generating income such as fundraising activities.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly while others are apportioned on an appropriate basis, as set out in the support costs note.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	15% reducing balance
Wheelchairs	20% straight line
Computer equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1 Accounting policies **(Continued)**

1.7 Fixed asset investments

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1 Accounting policies **(Continued)**

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable under operating leases, are charged to expenditure on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations and gifts	4	787
Donated goods and services	-	12,122
	4	12,909

Donated goods and services

Donated goods and services relate to services provided from Sport Wales and the Get Out Get Active grant.

4 Charitable activities

	2021	2020
	£	£
Education and training	16,181	19,090
Grants	1,343,432	1,229,779
	1,359,613	1,248,869
Analysis by fund		
Unrestricted funds	55,285	50,090
Restricted funds	1,304,328	1,198,779
	1,359,613	1,248,869
Grants		
Sport Wales - Exchequer	159,047	159,047
Sport Wales - Lottery	872,470	896,470
Get Out Get Active	81,456	135,262
Sanisbury's Active Kids for All	15,500	31,000
The Toyota Foundation	-	8,000
Sport Wales- SLRF	163,000	-
Welsh Government	51,959	-
	1,343,432	1,229,779

5 Other trading activities

	Unrestricted funds	Unrestricted funds	Restricted funds	Total
	2021	2020	2020	2020
	£	£	£	£
Fundraising	-	6,397	-	6,397
Sponsorship	41,833	51,059	15,500	66,559
Sundry income	4,426	6,211	-	6,211
Other trading activities	46,259	63,667	15,500	79,167

6 Investments

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Interest receivable	236	1,067

7 Raising funds

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2021	**2021**	**2021**	2020	2020	2020
	£	**£**	**£**	£	£	£
Fundraising and publicity						
Other fundraising costs	7,384	-	7,384	16,790	-	16,790
Staff costs	-	6,938	6,938	64	5,500	5,564
Fundraising and publicity	7,384	6,938	14,322	16,854	5,500	22,354
	7,384	6,938	14,322	16,854	5,500	22,354

8 Charitable activities

	Community	Academy	Coaching	Education and training	Other activities	Total 2021	Total 2020
	2021	2021	2021	2021	2021		
	£	£	£	£	£	£	£
Depreciation and impairment	2,481	2,171	62	930	558	6,202	6,258
Community programme	50,118	-	-	-	29,738	79,856	55,827
Community staffing and core costs	70,909	-	-	-	-	70,909	77,635
Academy programme	-	73,932	-	-	-	73,932	121,156
Coach Cymru staffing costs	-	-	151,683	-	-	151,683	133,476
Education and training programme	-	-	-	66,601	-	66,601	70,608
Youth Sport Trust	-	-	-	-	4,443	4,443	6,021
Get Out Get Active	84,656	-	-	-	-	84,656	142,519
Events	-	-	-	-	5,025	5,025	29,873
	208,164	76,103	151,745	67,531	39,764	543,307	643,373
Grant funding of activities (see note 9)	424,981	17,075	-	-	-	442,056	456,016
Share of support costs (see note 10)	82,450	72,144	2,061	30,919	18,551	206,125	145,744
Share of governance costs (see note 10)	3,150	2,756	79	1,181	709	7,875	10,510
	718,745	168,078	153,885	99,631	59,024	1,199,363	1,255,643
Analysis by fund							
Unrestricted funds						82,359	80,881
Restricted funds						1,117,004	1,174,762
						1,199,363	1,255,643

Other activities above relate to Youth Sport Trust and Go Out Get Active.

9 Grants payable

	Community £	Academy £	Total £	2020 £
Grants to institutions:				
Local Authorities	424,981	-	424,981	438,400
Badminton Wales	-	-	-	1,000
	424,981	-	424,981	439,400
Grants to individuals	-	17,075	17,075	16,616
	424,981	17,075	442,056	456,016

10 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020	Basis of allocation
	£	£	£	£	£	£	
Operating lease charges	10,075	-	10,075	7,462	-	7,462	Staff time
Exchequer staffing costs	131,821	-	131,821	91,925	-	91,925	Staff time
Insurance	6,705	-	6,705	946	-	946	Staff time
Communications	27,112	-	27,112	4,654	-	4,654	Staff time
Printing, postage and stationery	120	-	120	667	-	667	Staff time
Office and sundry expenses	18,750	-	18,750	8,002	-	8,002	Staff time
Meeting, training and travel	10,691	-	10,691	18,990	-	18,990	Staff time
Facility and accommodation	-	-	-	12,122	-	12,122	Staff time
Bank charges and interest	851	-	851	976	-	976	Staff time
Audit fees	-	4,320	4,320	-	4,200	4,200	Governance
Accountancy	-	599	599	-	980	980	Governance
Legal and professional	-	2,610	2,610	-	4,264	4,264	Governance
Board meetings, training and travel	-	346	346	-	1,066	1,066	Governance
	206,125	7,875	214,000	145,744	10,510	156,254	
Analysed between							
Charitable activities	206,125	7,875	214,000	145,744	10,510	156,254	

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the current or prior year.

During the year expenses of £nil (2020: £102) were reimbursed to no trustees (2020: 1) in respect of travel and subsistence.

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
	14	16

Employment costs	2021 £	2020 £
Wages and salaries	325,656	320,047
Social security costs	24,848	23,938
Other pension costs	14,882	10,629
	365,386	354,614

Key management personnel

The remuneration of the key management personnel was £136,244 (2020: £50,442).

Employees earning > £60k

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

13 Tangible fixed assets

	Office equipment	Wheelchairs	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2020	6,527	30,000	21,787	58,314
At 31 March 2021	6,527	30,000	21,787	58,314
Depreciation and impairment				
At 1 April 2020	5,985	7,500	21,299	34,784
Depreciation charged in the year	81	6,000	122	6,203
At 31 March 2021	6,066	13,500	21,421	40,987
Carrying amount				
At 31 March 2021	461	16,500	366	17,327
At 31 March 2020	542	22,500	488	23,530

14 Fixed asset investments

	Other investments
Cost or valuation	
At 1 April 2020 & 31 March 2021	1,000
Carrying amount	
At 31 March 2021	1,000
At 31 March 2020	1,000

Other investments comprise:	Notes	2021 £	2020 £
Investments in subsidiaries	25	1,000	1,000

15 Debtors

	2021	2020
Amounts falling due within one year:	£	£
Trade debtors	33,200	36,438
Prepayments and accrued income	8,500	3,242
	41,700	39,680

16 Creditors: amounts falling due within one year

	Notes	2021	2020
		£	£
Other taxation and social security		8,959	7,758
Deferred income	17	17,500	14,750
Trade creditors		51,837	23,928
Amounts owed to subsidiary undertakings		1,000	1,000
Accruals and deferred income		246,253	277,508
		325,549	324,944

Included within accruals is £206,892 (2020: £221,873) which relates to accruals for grants payable.

17 Deferred income

	2021	2020
	£	£
Arising from training and sponsorship	17,500	14,750

Deferred income is included in the financial statements as follows:

	2021	2020
	£	£
Balance brought forward	14,750	61,970
Received in the year	60,764	38,429
Released to income	(58,014)	(85,649)
Balance carried forward	17,500	14,750

18 Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £14,882 (2020: £10,629). At the year end there was £nil (2020: £nil) outstanding.

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds				Movement in funds			
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£	£	£	£	£
Sport Wales Community	87,614	552,470	(535,925)	-	104,159	552,470	(530,509)	19,324	145,444
Insport	27,221	24,000	(36,887)	58,797	73,131	-	(34,763)	-	38,368
Youth Sport Trust	9,055	-	(6,021)	-	3,034	-	(3,034)	-	-
Get Out Get Active	11,328	135,262	(142,521)	-	4,069	57,853	(53,192)	-	8,730
Sport Wales Lottery	36,681	320,000	(279,449)	(36,681)	40,551	320,000	(238,573)	(19,324)	102,654
Sport Wales Exchequer	22,116	159,047	(159,047)	(22,116)	-	159,047	(159,047)	-	-
Rotary club	-	5,500	(5,500)	-	-	-	-	-	-
Donated wheelchairs	28,500	-	(6,000)	-	22,500	-	(6,000)	-	16,500
The Toyota Foundation	-	18,000	(8,912)	-	9,088	-	(9,088)	-	-
Sport and Leisure Recovery Fund (SLRF)	-	-	-	-	-	163,000	(43,770)	-	119,230
Welsh Government	-	-	-	-	-	51,958	(45,966)	-	5,992
	222,515	1,214,279	(1,180,262)	-	256,532	1,304,328	(1,123,942)	-	436,918

19 Restricted funds **(Continued)**

Sport Wales Programmes
Sport Wales, being a main funding partner of the charity, provides funding for the delivery of some of the charity's programmes, including the Disability Sport Wales National Community Development Programnme, which is a joint initiative between Disability Sport Wales, Sport Wales and the 22 local authorities across Wales. The scheme is aimed at developing quality community based sporting and recreational opportunities for disabled people throughout Wales.

Insport Programme
Insport are prorammes which intend to support National Governing Bodies of Sport (insport NGB), Local Authorities (insport Development), and clubs (insport Club) to provide inclusive, quality sessions to disabled people within their communities and at a level of their choice or potential. The programme is funded by Sport Wales.

Youth Sport Trust
Funding was received from the Youth Sport Trust to carry out the Inclusive Future's project. This is a leadership and volunteering initiative for young people with disabilities, with a special emphasis on inclusion. The programamme offers those aged 14-19, the opportunity to work alongside each other to support and deliver physical activities in schools and communities..

Get Out Get Active
Gct Out Get Active (GOGA) is a programme that supports disabled and non-disabled people to enjoy being active together. Funded by Spirit of 2012, the programme focuses on getting some of the least active people in Wales moving more through fun and inclusive activities.

Rotary club
Sponsorship for the charity's annual event.

Donated wheelchairs
In December 2018 the charity was donated 10 wheelchairs with a market value of £30,000. These assets must be returned to the donor if they are no longer required by the charity. Depreciation is charged against this fund in line with the charity's accounting policy.

The Toyota Foundation
Income received to fund training courses.

Sport and Leisure Recovery Fund (SLRF)
This funding was received from Sport Wales via the Welsh Government to support the organisation with ongoing challenges relating to the Covid-19 pandemic, and to provide longer-term sustainability through the development of specific projects aimed at building back better and stronger.

19 Restricted funds **(Continued)**

Welsh Government
The Welsh Government provided funding for the purchase of Boccia equipment to be distributed to each local authority in Wales in order to ensure disabled individuals remained active during the pandemic.

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds			
	Incoming resources	Balance at 1 April 2020	Transfers	Balance at 31 March 2021
	£	£	£	£
Fixed asset fund	-	-	827	827
	-	-	827	827

Fixed asset fund
Represents the unrestricted net book value of the charity's fixed assets.

21 Analysis of net assets between funds

	Unrestricted funds 2021 £	Designated funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:							
Tangible assets	-	827	16,500	17,327	1,030	22,500	23,530
Investments	1,000	-	-	1,000	1,000	-	1,000
Current assets/(liabilities)	298,425	-	420,418	718,843	286,181	234,032	520,213
	299,425	827	436,918	737,170	288,211	256,532	544,743

22 Financial commitments, guarantees and contingent liabilities

As at 31st March 2020 the charity was committed under contract for IT services totalling £5,150 (2020: £11,588).

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	880	3,518
Between two and five years	-	3,370
	880	6,888

24 Related party transactions

There were 3 transactions made with Cardiff Metropolitan University during the year, of which Jo Hendy is also a trustee. The transactions totalled £12,921 (2020: £nil), and there were no outstanding balances at the year end. The transactions related to athlete membership costs.

25 Subsidiaries

These financial statements are separate charity financial statements for The Federation of Disability Sport Wales Limited. Consolidated accounts have not been prepared due to the trading company being dormant.

The company number of the subsidiary is 07102372.

Details of the charity's subsidiaries at 31 March 2021 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
Disability Sport Wales Management Company Limited	England and Wales	Sports management	Ordinary	100.00	

Name of undertaking	Profit/(Loss)	Capital and Reserves
	£	£
Disability Sport Wales Management Company Limited	-	1,000