



SPORT WALES INTEGRATED ANNUAL REPORT 2020-2021

REPORTING ON OUR EQUALITY; WELL-BEING OF FUTURE GENERATIONS AND WELSH LANGUAGE DUTIES



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1. INTRODUCTION

- 1.1 With Sport Wales having established new well-being objectives in our previous reporting period 2019-20, the theme of transition continues into this report for 2020-21 as the newly developed joint equality objectives took effect from the 1st April 2020.
- 1.2 Looking back to review this period from April 2020 to March 2021, the impact of COVID-19 on Sport Wales and the sports sector was unprecedented. Sport closed overnight for many months and priorities changed dramatically. However, the importance of the three public duties that are the reason for this document didn't waver, in fact it was increased. Throughout the pandemic a light was shone on inequality which was already at the heart of the Sport Wales strategy. The sector has responded very strongly on the need to reform sport as a more sustainable part of Welsh life with many aspects of the Future Generations approach being picked up and immediately implemented during the lockdowns. Communication has been crucial during the last 18 months and despite the huge challenges faced, Sport Wales and the organisations in the sector have wanted to improve and extend their Welsh language offers.

INTEGRATED ANNUAL REPORTING

- 1.3 This report includes our Welsh Language Standards report for the first time alongside our annual reporting on the Equality and Well-being of Future Generations duties. This addition brings public duties reporting into one document to give a more holistic picture of our work. The shift is planned to continue to the next reporting period for 2021-22 with the Integrated Annual report being included within our Annual Report and Accounts to give the complete span of Sport Wales operations.



2. THE WELL-BEING OF FUTURE GENERATIONS OBJECTIVES:

2.1 TO BE PERSON CENTRED:

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

2.2 TO GIVE EVERY YOUNG PERSON A GREAT START:

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

2.3 TO ENSURE EVERYONE HAS THE OPPORTUNITY TO BE ACTIVE THROUGH SPORT:

Sport is inclusive and provides a great experience for all.

2.4 TO BRING PEOPLE TOGETHER FOR THE LONG-TERM:

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

2.5 TO SHOWCASE THE BENEFITS OF SPORT:

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

2.6 TO BE A HIGHLY VALUED ORGANISATION:

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



3. THE 2020/21 EQUALITY OBJECTIVES

SPORT WALES' SHARED LONG-TERM OBJECTIVES: WE WILL WORK TOGETHER TO

3.1 INCREASE WORKFORCE DIVERSITY AND INCLUSION.

3.2 ELIMINATE PAY GAPS.

3.3 ENGAGE WITH THE COMMUNITY.

**3.4 ENSURE EQUALITY IS EMBEDDED INTO THE
PROCUREMENT/COMMISSIONING PROCESS AND
IS MANAGED THROUGHOUT DELIVERY.**

**3.5 ENSURE SERVICE DELIVERY REFLECTS
INDIVIDUAL NEED.**

3.6 Sport Wales is part of a group of public bodies known as the Wales Public Body Equality Partnership who have worked together to co-produce a suite of shared high-level equality objectives, to comply with their Public Sector Equality Duty. Sport Wales and each of the public bodies will individually publish the steps that they will take to meet the shared objectives in their Strategic Equality plans.

3.7 Future collaborative working will be captured through shared steps and joint outcomes measures. Sport Wales intends to publish the objectives as supplementary information to the strategy, clearly showing alignment.

3.8 The public bodies involved are:

Arts Council of Wales; Careers Wales; Higher Education Funding Council for Wales (HEFCW); Health Education and Improvement Wales (HEIW); Velindre University NHS Trust; Cardiff and Vale University Health Board; National Museum Wales; Natural Resources Wales; Sport Wales; Welsh Language Commissioner; Welsh Revenue Authority.

3.9 Between November 2019 and January 2020, a formal consultation was undertaken to produce the equality objectives, these were adopted by the boards of the 11 organisations. Sport Wales Board agreed the objectives at its meeting 14th February 2020.



4. PROGRESS TOWARDS THE EQUALITY AND WELL-BEING OF FUTURE GENERATIONS OBJECTIVES

The progress examples of projects and on-going work are grouped under the Well-being of Future Generations objectives which are also the Strategic Intent Statements at the heart of Sport Wales' strategy. Those examples that further the equality objectives are in grey shading.

Sport Wales reports that its Well-being of Future Generations were newly established during 2019-20 and remain unchanged.



4.1 TO BE PERSON CENTRED

THE NEEDS AND MOTIVATIONS OF THE INDIVIDUAL LEAD THE DELIVERY, WHETHER JUST STARTING OUT, AIMING TO PROGRESS OR STRIVING FOR EXCELLENCE ON THE WORLD STAGE

EXAMPLES OF PROGRESS:

- 4.1.1 Sport Wales partnered with Public Health Wales on their Staying Well at Home campaign which used Sport Wales gentle exercise content to encourage people to become physically active, including those from disadvantaged groups. Worked with Healthy and Active Fund projects to promote a wide range of different activities for different people as part of the of the #CymruActif / #BeActiveWales campaign. Having subtitled, high quality ready to use content including NHS designed exercises has made collaborating with Public Health Wales much easier and we've been able to move at pace with supporting campaigns.
- 4.1.2 Offering female participants a better experience through better understanding of the menstrual cycle. Collaboration with the Welsh Institute of Performance Science (WIPS) has allowed a focus and support provision through knowledge generation, education and resources provided to sports across Wales to improve participation and performance of women and girls. This has specifically concentrated on providing an understanding of the barriers and impact of the menstrual cycle for individuals and education to those involved in coaching and supporting women and girls in sport. From helping them stay active to successfully performing on the world stage.
- 4.1.3 During the first lockdown in 2020, Plas Menai made their mini-buses available to support Gwynedd Council's Foodbanks. Our staff volunteered to drive them and to help distribute food from central stores, to collect donations and deliver easter eggs to care homes across Gwynedd & Anglesey.






- 4.1.4 The Tokyo Olympic and Paralympic Games were a priority focus for Sport Wales' Institute team during 2020/21, but practitioners faced a balancing act in protecting public (and athlete) health whilst supporting partners to improve athlete performance. Working with partners to develop and provide COVID-safe environments was central to this. Athlete autonomy was at the heart of the decision-making process. There was a person-centred approach with athletes empowered to make informed decisions on managing this risk tolerance to Covid-19 and their performance aims. There were different challenges, unique to each athlete's own health risks.

The challenge of providing COVID-safe environments was also a huge challenge to our facility staff at Sport Wales National Centre who needed to consider the different needs of elite competitors; our staff and the general public. All of this in the context of the rapidly developing and changing statutory laws; rules and operational guidelines. This needed swift collaboration between our facility and Institute teams and several external organisations.

- 4.1.5 Sport Wales teamed up with Savanta ComRes to get an insight into the nation's activity habits and behaviours and views during the Coronavirus pandemic. The surveys, run at different points of the pandemic, provide a snapshot of how different restrictions impacted on physical activity and sport, as well as the attitude of people in Wales towards exercise during and after lockdown. The research has enabled Sport Wales to provide the sector with vital insight to identify the specific opportunities and challenges that have faced groups in Wales as a result of the pandemic.

- 4.1.6 Sport Wales have adapted the person-centred objective in the support given to its staff. Well-being has been a very high priority in staff management across the organisation with the rapid shift to virtual working and through the lockdown restrictions. Well-being has been supported on an individual basis in relations to staff who have been home-schooling their children; have had caring responsibilities or have risk factors in relation to COVID. The use of furlough was also done with well-being and sensitivity in mind. As our sports facilities were able to gradually re-open, staff concerns were considered and returning to work in the building was dependent on staff views.



4.1.7 Sport Wales has also taken a person-centred approach in its relationships with our partner organisations. At the height of the COVID restrictions and with huge uncertainty for the operation and income of these organisations Sport Wales gave re-assurance on the funding awarded and an approach that basically said ‘...we understand this is a crisis, just tell us what you need our funding for?...’. The re-purposing of funding or changes to staff roles were looked at very positively to protect the organisations’ core functions.

4.1.8 The above approach (4.1.7) extended to local and regional organisations as funding programmes were changed very rapidly to focus on preventing clubs failing and then supporting their re-opening, their long-term sustainability and innovation to thrive in the future. One example of this is the Mount Pleasant Group Riding for the Disabled. Their project was a fixed machine offering the same therapeutic, psychological, and physical benefits as horse riding participation, delivered in a safe manner. The group saw that this equipment would give the most benefit to their membership, provide a unique experience and an opportunity otherwise unattainable. The horse simulator offered a riding experience to individuals, for whom sitting on a live horse would not be possible. Its use offers a safe and controlled environment for the development of skill and confidence. This project shows how the delivery of activity is largely via our partners’ networks with Sport Wales’ role to support them to be person centred.

REVIEW OF PROGRESS:

4.1.9 The delivery of sporting opportunities is primarily a facilitation exercise by Sport Wales with the direct responsibility resting with the array of partnerships that we fund and support. The most impactful examples may be those covering the work Sport Wales does to advocate; support and encourage its partners and the clubs and other sites or organisations who actually deliver sport on how the opportunities they deliver can be more person-centred.

Sport Wales’ work with elite athletes demonstrates this objective well as training programmes for competitors, even in the same sport or event, may need to differ significantly because of their individual needs, capabilities, and motivations. In Sport Wales’ own internal activities there has been a strong person-centred approach in staff management with understanding of the well-being demands of COVID-19 restrictions and the impacts of staff with children ‘home-schooling’ or with other caring responsibilities.

The ComRes survey also exemplifies how Sport Wales saw the importance of understanding the dramatically changing needs of people in Wales for sport and physical activity and the opportunity for them to participate. The surveys were rapidly commissioned and communicated to the sports sector and beyond, and they were repeated and enhanced as the pandemic moved through different stages to understand further impacts such as views on volunteering.

4.2 TO GIVE EVERY YOUNG PERSON A GREAT START

EVERY YOUNG PERSON HAS THE SKILLS, CONFIDENCE AND MOTIVATION TO ENABLE THEM TO ENJOY AND PROGRESS THROUGH SPORT; GIVING THEM FOUNDATIONS TO LEAD AN ACTIVE, HEALTHY AND ENRICHED LIFE.

EXAMPLES OF PROGRESS:

- 4.2.1 Collaborative work with Welsh Gymnastics developing coaches to provide a better development experience to young athletes. The Welsh Gymnastics Coach Scholarship Project is a coach development project for gymnastics coach scholars that focused on: developing a community of practice; coaches' philosophies; as well as coaches', and their gymnasts', mindsets. Significant time was spent early on co-creating the project with Welsh Gymnastics. Ongoing feedback throughout the programme was used to understand coaches' experiences, and the programme was adapted based on the information received so the sessions provided the best experience for the coaches on the programme. Coaches' personal development was focused on helping them better support their gymnasts for the long-term. There was a full feedback loop to capture the learnings from the project.
- 4.2.2 We will continue to develop a National School Sport Survey that will understand the needs of the young people of Wales and will be used to allocate our resources. We have recently undertaken a wide-ranging consultation on the survey with stakeholders from the sport, education and local authority sectors. We have ensured that the feedback is being analysed to enhance the quality of the survey in future. Reviewing the impact of Covid-19 we have determined that the school sport survey will be delayed but will now be undertaken in 2022. Funding and staff resource remain committed to this provision.
- 4.2.3 After the Plas Menai swimming pool reopened in September 2020 we recognised that children had missed 6 months of lessons and swimming with their parents. We introduced family bubble swimming sessions allowing 6 people from the same family or extended family bubble to swim. These were extremely popular and have been continued on weekends and will feature in the 2021 summer programme.
- 4.2.4 The new Sport Wales Youth Panel, in partnership with the Youth Sport Trust, reflects some changes to the previous YA Steering Group that it has replaced. The aim is to expand the remit of this group to not only oversee, shape and deliver the Young Ambassador programme in Wales but to influence direction and policy in Wales. This will provide a youth voice in the wider work that we do at Sport Wales. A comprehensive communication and recruitment process was staged during 2020-21 and the group recruited has a broader more diverse composition
- 4.2.5 The Play to Learn; Dragon Multi-Skills and Sport programmes were packaged up and made available publicly, free to use, throughout the COVID pandemic. This was heavily promoted through social media to raise awareness. The new website makes providing and promoting resources much easier. Linking in with a theme of family activity has helped people see how they can use the resources and has further raised awareness that they are available.

REVIEW OF PROGRESS

4.2.6 The examples evidence the work being done and that progress is being made to achieve this objective, in spite of the pandemic challenges to junior sport, both through Sport Wales direct provision and also our work in partnership with organisations in the sport sector. With a new school curriculum in the process of being introduced, the general public may see that as a crucial part of achieving this objective. There is the opportunity with the new curriculum in 2021-22 to significantly influence this. It remains the case that a large proportion and probably the majority of Sport Wales' day to day focus is on work that is focused on participants or potential participants under 18 years of age.

4.3 TO ENSURE EVERYONE HAS THE OPPORTUNITY TO BE ACTIVE THROUGH SPORT

SPORT IS INCLUSIVE AND PROVIDES A GREAT EXPERIENCE FOR ALL.

EXAMPLES OF PROGRESS:

4.3.1 The leadership of Welsh National Governing Bodies of sport and related national organisations have continued to increase their diversity. The partner board diversity policy set out by Sport Wales has now been met by 10 organisations with another 7 organisations close to achieving this. Of the remaining 10 organisations progress is being made and all have board members of both female and male genders (these 10 organisations range in gender balance between 18%:82% and 30%:70%).

4.3.2 Through the Be Active Wales Fund (BAWF) and Sport Resilience Fund (SRF) we have prioritised applications for investment that ensure sport is open to everyone through pro-actively targeting existing inequality. By adopting a learning approach, we will continually shape and refine this process. We have established live tracking dashboards which have allowed us to monitor, in almost real time, the applications and investment of our funds. This includes monitoring against areas of deprivation. Furthermore, the establishment of a learning log approach to applications has begun to filter in the learning from individual groups; clubs and organisations to inform future offers. With the launch of the progress element of the BAWF we have also increased the funding that is available without any required applicant contribution from £5,000 to £10,000 to further reduce barriers to application.

In opening the Progress element of the fund, we specifically required applicants to identify how their funding request targeted either;



Of the 304 applications to this strand a total of 242 have thus far evidenced their aim to tackle inequalities through their action.

4.3.3 Contributed to the joint Sports Councils' Race in Sport initiative to establish a forum where people could talk frankly about their lived experiences of racism, ensuring that insight from this forum is utilised and shared effectively. The tender was won by AKD who conducted qualitative research (focus groups and 1-1 interviews) and will be holding specialist forums across the UK. Participants can also upload their stories via a portal to contribute to the lived experience research. There are a number of themes emerging from the work and some very hard-hitting stories.

4.3.4 Sport Wales has recognised our own limitations in networking and connecting with diverse ethnic communities. We've put in place plans utilising specialist consultants to follow up with those individuals and groups who provided their stories and insight for the Race in Sport project on the lived experiences of sport. The consultants will build Sport Wales' capability in the short term and also provide the initial means to address the problems raised through the lived experiences research. This will provide more of the opportunities that are needed.

4.3.5 Rapidly established the Sport and Leisure Recovery Package, with a total investment of £14m. An additional £5 million was awarded to our strategic partners (NGBs, LA's and National Partners) to progress areas of work to enable them to come back stronger from the pandemic. The new scheme used the intelligence from our commissioned research that participation gaps are widening in some of our disadvantaged groups. Therefore, one of the 5 key outcomes of the scheme is for partners to tackle this. To ensure that sport is open to everyone to enjoy a great experience.



4.3.6 Sport Partnerships – this approach responds directly to this objective. It is about each region developing an approach that reflects the needs of each region and the local communities they serve – and responding to that. The key driver to Sport Partnerships is addressing the stubborn inequalities that exist. In spite of a hugely challenging year for the partners involved in these transformative new regional partnerships that will lead sports development, Sport Wales has kept the approach moving forwards.

REVIEW OF PROGRESS:

4.3.7 This objective has had the most additional emphasis during 2020-21 as the focus on inequality during the year in movements such as Black Lives Matter and COVID-19 effects (eg the disproportionate impact on those with a disability) have had a significant impact on Sport Wales' work. All Board members and staff have an increased awareness of the greater importance of work in tackling inequality. Sport Wales has been open about some of its previous limitations and failings in recognising it needs to develop stronger networks with ethnically diverse communities and has taken immediate action to address this and will continue to monitor and improve this aspect. The objective is one that Sport Wales admits it hasn't achieved in the past and is now taking different approaches to make progress and is putting a priority focus on this objective. It would seem to be a key area to review the progress made in 12 and 24 months time.

An indication of Sport Wales' strong commitment to tackling inequality is the basis for the prioritisation of funding in the new Investment Approach. Using the survey data on participation from the national surveys, funding awards to NGBs are weighted in favour of sports that are more popular for disadvantaged groups (girls; socio-economic deprivation; ethnically diverse communities and people with a disability).



4.4 TO BRING PEOPLE TOGETHER FOR THE LONG-TERM

THERE IS A COLLABORATIVE, SUSTAINABLE AND SUCCESSFUL SPORTS SECTOR, LED BY COLLECTIVE INSIGHT AND LEARNING.

EXAMPLES OF PROGRESS:

4.4.1 Sport Wales has collaborated with the other four UK Sport Councils on the Transgender Inclusion in Domestic Sport Review. This important piece of work included commissioning the work, undertaking the wide-ranging consultation, developing draft resources and agreeing a joint two-part training package for all the Sports Councils' Board members.

4.4.2 Establishing the Equality, Diversity and Inclusion (EDI) Forum to allow staff leads in Sport Wales' partner organisations to connect, share and learn. The first session in February 2021 was delivered by Sported UK sharing their Racism in Sport research. The initiative sparked engagement and collaboration with the Welsh Sports Association's Equality Alliance to further develop this work.

4.4.3 Initiating a joint management and leadership training programme with other public bodies. The first cohort on essential line management began in late 2020 with 4 delegates from Sport Wales, followed by Strategic Leadership in early 2021. Sport Wales will have 4 spaces on each cohort.

4.4.4 Establishing five Sport Partnerships across Wales and ensure mechanisms are put in place so that services reflect local need. Discussions are ongoing with the 4 emerging Sport Partnerships including the identification of key inequalities that will need to be at the forefront of their planning and which will shape the regions vision.

4.4.5 Supporting partners with return to sport procedures, protocols and risk mitigations for elite athletes:

4.4.5.1 Cooperation and collaboration – it was very easy to quickly coalesce a large group of partners around a common goal. The amount of sharing of ideas and material was higher than seen previously.

4.4.5.2 Learning is at its most rapid when the environment around you is changing rapidly. It is a very uncomfortable way to operate.

4.4.5.3 It's brought into the spotlight our partners appetite to accept responsibility for things – especially new and risky things. There's been a real want from some partners for us to sign-off their plans rather than act as a critical friend on them.

4.4.6 The Sport Resilience Fund (SRF) - developing the approach:

4.4.6.1 Communication has been critical – both various internal methods and sector briefing sessions. These worked well to provide clarity with a consistent message. In fact, delivering virtually perhaps worked better than having 60 people in a room, - more balanced inputs; the chat function; able to record sessions; no travel costs.

4.4.6.2 Involve partners and the networks that they have in the development, implementation, decision making and learning. There is more to be done to engage directly with the individuals in the community, particularly those in disadvantaged groups.

4.4.6.3 Engagement. It was important that we announced the investment with an openness to developing the approach. Constant reflection back to our strategy and our approach. Role modelling behaviours from CEO through leadership team and senior officers i.e. it's ok not to have all the answers.

4.4.7 Developed a process to enable staff to opt-in to returning to work at Sport Wales National Centre to facilitate a return to elite training.

4.4.7.1 Great example of collaboration across Corporate Performance, Institute, National Centre & Insight teams to develop the action plan and associated documentation.

4.4.7.2 Sharing of ideas and information across Home Nation Sport Councils' enhanced the robustness of the process.

4.4.7.3 It was important to develop the messaging for staff as well as key documentation (e.g. no pressure to return).

4.4.8 A National Sport Group (NSG) was established to manage the elite status designation process for a measured and gradual return to competitive group and team sport. It also supported Welsh Government with evidence and recommendations for the broader safe return of sport and physical activity. The group, led by Sport Wales was also made up of representatives from the Welsh Sports Association, Commonwealth Games Wales and the Welsh Government. The group met on a weekly basis and successfully managed some key aspects of the return to sport and physical activity. Effective collaboration and partnership with the Welsh Sports Association on the establishment and output from other various forums related to COVID-19 was also important during this period.

4.4.9 Other more informal opportunities to support the sector were coordinated by Sport Wales during the pandemic. 'Learn Out Loud' sessions were quickly established for the CEOs of partner organisations to come together as needed to share learning and experiences on 'hot topics' (such as how to operate sport during local lockdowns).

REVIEW OF PROGRESS:

4.4.10 The numerous examples listed are good evidence that this approach is becoming embedded into our actions internally and with partners through formal and informal structures and approaches. In the review of the previous section on ensuring everyone has the opportunity to be active through sport the organisation had acknowledged its limitations in effectively networking with ethnically diverse communities (see 4.3.7). This could indicate that aspects of our approaches on collaboration didn't work well in that context, it might be worthwhile giving this further consideration to see if useful learning could be taken.

It is important to build on the current successful areas of collaboration and ensure we adopt this approach in other relevant areas that would also benefit.

4.5 TO SHOWCASE THE BENEFITS OF SPORT

THE IMPACT OF SPORT IS EVIDENCED, AND SPORT'S REACH IS FULLY UNDERSTOOD, VALUED, SHOWCASED AND CELEBRATED THROUGHOUT WALES.

EXAMPLES OF PROGRESS:

4.5.1 Development of the national surveys and how we utilise this insight to gain a better understanding of the barriers and enablers to individuals being active through sport. We have reviewed the delivery of the National Survey for Wales based on the challenges presented by COVID-19. The survey has moved to a telephone survey conducted at monthly intervals. Future work has been progressed on how this approach transitions into a longer-term survey which ensures the consistency of tracking data. There remains a focus on how this can be utilised to understand barriers to participation as well as wider determinants for activity.

4.5.2 To have some early evidence on the impact of the COVID-19 pandemic, Sport Wales commissioned research (the contract was awarded to Savanta ComRes) into participation and volunteering in the first weeks of the pandemic (May 2020). The survey was repeated (October 2020; March 2021) to gauge whether impacts had shifted. The findings confirmed Sport Wales strategic approach. It also evidenced that inequalities of opportunity are being compounded during COVID-19 with under-represented groups being impacted more than others.

4.5.3 Sport Wales contributed to the joint Sport Councils' Race in Sport initiative through a wide-ranging project on data and insight to give a stronger picture of race and racial inequalities across the sports system. We will ensure this information is shared and is used to drive effective programmes to tackle inequality. Sport Wales' insight staff contributed to the procurement process.

The report is predominantly an analysis and interpretation of existing ethnicity, participation, and workforce data. The report confirms known survey data issues (sampling issues) and the differences that exist within and between existing ethnicity categories that are used in surveys. Inequalities that exist for participation also exist in the workforce. The report suggests many inequalities identified are related to structural factors in society more widely.

4.5.4 Sport Wales conducted a partner sustainability exercise to gain an insight into how partners are funded and the impact Covid 19 may have on them over the coming financial year.

We identified that partners carried a varied amount of risk. We looked at factors including membership income, % of Sport Wales' income of their total turnover, and level of reserves. We also considered contextual information, such as new key staff (e.g. CEO, Finance staff).

We offered a sounding board for advice and focus on financial risk. It is important that partners feel supported during this time and that we continue to strengthen our existing relationships.

4.5.5 Sport Wales commissioned an economic value study into the impact of COVID 19. This impact has been and will be significant. The two key needs for this work are:

4.5.5.1 Understanding the way it changes the economic sporting landscape;

4.5.5.2 The impact it has on private, public and third sector sports organisations in the immediate, medium and long term will be critical to targeting support to the right area and working across Government policy areas.

4.5.6 Sport Wales planned and developed a new national campaign - #BackintheGame to run in early 2021-22. This involved commissioning a feel-good film which conveys that feeling of nostalgia, relief and excitement to get back to doing what we loved pre-lockdown.

The aim of the campaign will be to help those people whose physical activity levels have dropped during the pandemic to reconnect with sport and exercise once more (especially Adults over 55, people who would have been shielding and families from areas of deprivation). The campaign's objectives are to boost people's confidence in returning to the activities; boost people's motivation to return and increase awareness of what can be enjoyed within guidelines.

REVIEW OF PROGRESS:

4.5.7 Sport Wales has increased the scope of its survey data on sport during the pandemic by commissioning quick response reports on the impact of COVID-19 restrictions on participation in sport and other aspects such as volunteering. Campaigning has also been increased to advocate revised messaging on safe participation, which has needed to shift quickly to inform and motivate appropriately as restrictions have altered, eased or been re-imposed.





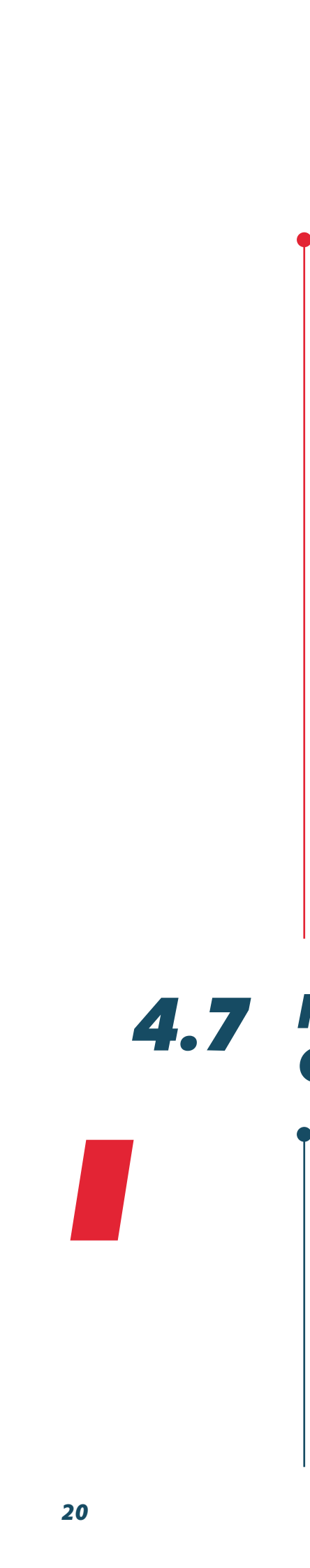


4.6 TO BE A HIGHLY VALUED ORGANISATION

SPORT WALES IS A RESPECTED ORGANISATION, STRIVING TO OVER ACHIEVE BY DELIVERING A FIRST-CLASS SERVICE THROUGH OUR VALUED STAFF

EXAMPLES OF PROGRESS:

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- 4.6.1 We continued the implementation of a new investment model that aligns funding to our priority groups: Diverse ethnic communities; disability; women and girls and social deprivation. Our data driven investment approach has been developed through extensive consultation with partners and stakeholders. It includes fully developed new approaches on governance; investment allocations based on national survey data and an accountabilities framework.
 - 4.6.2 Establish a new Board sub-group on Diversity. To ensure time is given to consider in depth the vital topics in equality, diversity and inclusion that are at the heart of Sport Wales strategy the Diversity sub-group was established and held its first meeting in November 2020.
 - 4.6.3 Sport Wales Staff Engagement Group developed and conducted an Equality, Diversity and Inclusion survey for all staff to provide important insight and information on staff views and experiences. The survey was provided in Spanish as well as the English and Welsh to meet the first language needs of all staff.
 - 4.6.4 Review current HR policies in the light of the positive opportunities from COVID-19 homeworking. This policy will be guided by how we wish to return to the office post COVID-19. An internal working group was set up to look at this. The early consensus amongst the group and wider organisation was that a future approach of a blend of office working and home working can help staff to thrive and increase the benefit of reduced commuting emissions and congestion.
 - 4.6.5 Work has been done to increase the accuracy and completeness of staff diversity data. Communication with all staff explaining the benefit of having up to date information in this area with an easy link for them to complete personal data. We have received 90 responses (this is 44% of staff members) which will be included in the 2020-21 dataset given a far more complete picture.
 - 4.6.6 Review our approach to shortlisting of candidates to maximise opportunities for under-represented groups. Continue the approach of blind shortlisting and guaranteed interviews for disabled candidates who meet the minimum criteria. Unable to change policy to use positive discrimination across all roles to guarantee interviews for other protected characteristics.
 - 4.6.7 Sport Wales' Technology Solution team and others rapidly supported the organisation to move to remote working overnight with limited issues. This was enabled by sound investment in technology over recent years, giving the organisation the flexibility and capability to cope with the pandemic. Staff adapted well to the change in using different technologies.

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- 4.6.8 We have further invested in the development of the Welsh Institute of Physical Activity, Health and Sport (WIPAHS), the research collaboration which brings together all 8 universities in Wales and Sport Wales. This year we appointed a range of thematic leads ensuring that evidence and data is collated and undertaken, responding to the diverse needs of different sport and health partners. The institute has been responsible for primary research which has helped understand the impact of Covid-19 on children and adults, across different demographics, research around the future implications of climate change and social inequalities as well as behaviour change models to identify the key sporting outputs which will support greater physical activity participation in Wales.
- 4.6.9 The initial planning was undertaken for a substantial project to install a new heating system at Plas Menai in 2021-22. Working in collaboration with the Carbon Trust, it has been identified that a heat pump, utilising water, or a ground source system will deliver the best returns. With the extensive solar arrays now coming on stream these environmental projects are expected to deliver significant reductions in energy use, emissions and fuel costs.

REVIEW OF PROGRESS:

- 4.6.10 Through the unprecedented pressure of a pandemic there have been examples of organisations in the sector recognising the vital coordinating and leadership role of Sport Wales and its staff. Some of the evidence for this has been the way that the views of the sports sector on changes to COVID-19 restrictions have been formed and communicated by Sport Wales or the NSG and accepted and implemented by Welsh Government. The degree of value assigned more generally could be something to gauge on an independent basis. It should be noted that both the sports facilities have sought interdependent assessment and benchmarking over many years. Both facilities have achieved the Quest Excellent rating on this service quality scheme used widely in the sport sector.


4.7 REVIEW OF PROGRESS ON OUR EQUALITY OBJECTIVES



4.7.1 Increase workforce diversity and Inclusion.

A number of initiatives to modernise and revise the language in recruitment documents; demonstrate commitment to EDI and improve the promotion of vacancies to more diverse communities have been implemented. The 26 appointments made since January 2020 are of individuals with more diverse characteristics than the current workforce. This progress has not been at a scale to make a significant impact in increasing diversity (small increases have been seen in the last year for staff with characteristics of disability, diverse ethnicity and welsh language capability). Efforts to improve data capture have made good progress during 2020-21.

The actions taken and progress made have been promptly reviewed with the conclusion that such work needs to continue for Sport Wales to become a truly inclusive and diverse organisation. Further steps are already being taken.



A survey of all staff was carried out to seek their views and experiences of equality and diversity at Sport Wales. This work was led by the organisation's Staff Engagement group supported by the Insight team. The reporting will take place in 2021-22 and should give important insight on what it feels like to work at Sport Wales

4.7.2 **Eliminate pay gaps.**

There has been a significant recent positive shift from January 2020 to March 2021 and the implementation of the staff re-design project, with 38% of appointments during this period seeing females move into leadership or management roles. This has contributed to the mean gender pay gap decreasing to 4% (2019/20 8%) and the median gender pay gap decreasing to 1% (2019/20 13%). There is currently no data on other pay gaps (eg ethnicity; disability) due to the limited proportion of staff with those characteristics. This suggests the more important initial focus on increasing the diversity of the workforce given that the low numbers may be a statistical limitation.

4.7.3 **Engage with the community.**

Sport Wales had incorporated a trial of the use of user-voice in service design into the new 60 Plus scheme that commenced in January 2021. This approach to co-production with the target population is one of the scheme's key principles. This shows a clear statement of intent to try innovative approaches and to reach out to current and targeted participants. Unfortunately, the challenges of COVID limited the ability to capture the user-voice as many of these Local Authority schemes were restricted by staff furloughs or the need for virtual delivery formats.

The example around networking with ethnically diverse communities (see 4.3.7) shows Sport Wales' recognition that it hasn't been able to engage with those communities effectively enough previously. However, Sport Wales has enabled reaching out to individuals and organisations from those communities in 2020-21 (through the Race in Sport work) and is beginning to use the vital insight from the lived experience of individuals to make changes. Sport Wales sees this as work of the highest priority and has begun to put plans into action for delivery in 2021-22.

Sport Wales has developed the brand-new Place for Sport fund via the Crowdfunder platform to be launched in 2021-22. This innovative approach will utilise a matched funding principle, ensuring that Sport Wales' funding is amplified by clubs who must seek matched funding through community engagement. The approach is based on creating stronger community links through engaging supporters in the communal success of a sporting club. We are aiming to use our funds as a way of bringing the whole community together, not just the existing memberships of a club, for the long-term sustainability of the provision. In prioritising a sliding scale of investment, we will be ensuring that those from the most deprived communities receive the highest scale of investment, as well as those able to demonstrate how their investments will lead to the tackling of inequalities.

In summary there are promising signs of intent to move to deeper levels of engagement, with some plans still in testing and development or the implementation being at an early stage.

4.7.4 **Ensure equality is embedded into the procurement/commissioning process and is managed throughout delivery.**

Clear actions have been set out in the Strategic Equality plan 2020-24 to address this aspect. The work is scheduled for 2021 and 2022 as the relevant working group in the Wales Public Bodies Equality Partnership is being established. Given Sport Wales' relatively limited spend on procurement this is not seen as an objective that will require high levels of resource to progress. It should be noted that Sport Wales has committed to the planned incorporation (as contracts are re-tendered) of payment above the Real Minimum Wage for any workers employed within contracts tendered by Sport Wales.

Consideration should be made on whether this objective applies as much to Sport Wales investment in partners (which is relatively a very large proportion of annual income) as to procurement. There is good evidence to indicate that work on embedding equality in investment processes is running well ahead as the new Investment Approach includes a range of tackling inequality measures to allocate investment figures to partners. Advocacy on the importance of increasing equality is also a priority on investments to annual strategic partners and to responsive grants schemes to clubs and local/regional organisations.

4.7.5 **Ensure service delivery reflects individual need.**

In a similar vein to 4.7.3 there is a strong intent for change to establish approaches for co-production and for sharing learning. Internal approaches such as Learning Labs were established in 2020-21 to consider learning from both Sport Wales' staff and from our partners' organisations. The Accountability element of the new investment approach to discussing and tracking the progress of objectives is another example of a very different method to implementing strategy. The new partnership approach is based on supporting the partners' bespoke needs rather than a 'one-size fits all' approach.

The next 12 months would seem to be a key time for these new approaches to fully develop, to be established and for the learning to be more widely beneficial.



5.1. WELSH LANGUAGE STANDARDS ANNUAL REPORT

- 5.1.1 The Welsh Language (Wales) Measure 2011 establishes a legal framework to impose duties on persons to comply with statutory standards relating to the Welsh language. The Standards replaced the Welsh Language Act 1993.
- 5.1.2 After a period of consultation between Sport Wales and the Welsh Language Commissioner, new Welsh Language Standards came into place for Sport Wales on January 25th 2017.
- 5.1.3 This document is Sport Wales' Annual Report for 2020/21 on our performance against our Welsh Language Standards, as well as providing details of partnership work we have completed over the last 12 months.
- 5.1.4 We are committed to ensuring we meet the duties placed upon us and recognise the important role that sport can play in supporting the development of the Welsh language in the community.



5.2. KEY HIGHLIGHTS 2020-21



5.2.1 URDD GOBAITH CYMRU

5.2.1.1 Working in partnership with the Urdd, we have significantly increased our investment in the very challenging environment of the COVID-19 pandemic, with 2020-21 investment being £478,934. The additional funding as part of the Sport Resilience Fund's recovery support helped to retain the capacity and capability to maintain provision through COVID-19 and to resume sporting opportunities when safe. It has also supported specific projects and groups. The budget continues to be used to develop opportunities across Wales for young people to take part in sport through the medium of Welsh. Investment is put into the community programme. Focus areas are: Community Participation; Workforce development; Competition & events.

SOME OF THE OPPORTUNITIES PROVIDED:

5.2.1.2 The Urdd have launched Chwarae yn Gymraeg as a National project to engage with second-language schools, using physical activity to promote incidental Welsh on the playground whilst providing training for Years 5 and 6 to deliver.

5.2.1.3 The Urdd's apprentice scheme continues to go from strength to strength. The scheme ensures increased sporting provision throughout Wales and enables young people to gain recognised Qualifications (NVQ Level 2 Leading Activity and NVQ Level 3 Sports Development).

5.2.1.4 The Urdd have been developing their collaborative opportunities by partnering with a number of other organisations to showcase and share the benefits of apprenticeships as well as engaging with a wider audience.

5.2.1.5 Through access to the Sport Wales Recovery package funding received the Urdd are delivering the following project (#FelMerch):

5.2.1.6 **Girls together we can achieve** - Inspire, support and empower young women and girls to drive their physical activity journey in a safe and welcoming environment.

- Three category age groups Year 6 – 7; Year 8 – 10; Year 11.
- Regional and National Forums/Provide a voice and opportunity to drive community activity as a collective
- Women & Girls specific leadership program
- Central HUB on website for activity & insight
- Partnerships with Llamau & other external organisations.
- The Urdd achieved Level 2 of the Safeguarding Standards supported by the Child Protection in Sport Unit (CPSU).

5.2.1.7 Sport Wales' Elite team worked very closely with the Urdd to provide the training input and preparation for athlete and parent education workshops around topics such as training and competition preparation, lifestyle and nutrition. The plans were put into place to give a bilingual learning experience for competitors at the Urdd's major events (e.g. the National Rugby Sevens tournament) and to up-skill the Urdd's staff so that they could run their own education sessions in Welsh across their wide programme of tournaments, competitions and festivals. Whilst the training and preparations were completed, the initial and subsequent events had to be cancelled due to COVID-19.

5.2.2. URBAN YOUTH GAMES, CARDIFF.

5.2.2.1 This is part of the successor programming for Gemau Cymru and was developed and planned during 2019-20. However, the 2020 and 2021 events were postponed due to COVID-19. Joint funding has been provided by Sport Wales and Welsh Government for the event in 2022 as a carry-over from 2021. The plans for the event also include a cultural element.

5.2.3. THE WELSH LANGUAGE IN SPORT.

5.2.3.1 Sport Wales and the Welsh Language Commissioner's Hybu team began a new partnership during 2020-21 to support and encourage the national organisations in the sports sector (i.e. National Governing Bodies of sport and national organisations such as the Welsh Sports Association and StreetGames) to extend their Welsh language offers. The initial work involved setting out the approach and involving all relationship management staff at Sport Wales who work with those organisations. Initial information outlining the work was communicated to the organisations during the COVID-19 restrictions with more active engagement following in 2020-21. Sport Wales sees this work as an important part of our Welsh language duties through encouraging the forming and promotion of more opportunities to use the Welsh language.



5.3. MARKETING, COMMUNICATIONS AND DIGITAL

THE SPORTING RESPONSE TO THE PANDEMIC SAW THE WELSH LANGUAGE UTILISED TO INCREASE THE REACH OF OUR SUPPORT.

5.3.1 The Cymru Actif / Be Active Wales campaign was an immediate response to help encourage and support people to keep active under lockdown. The bilingual campaign saw the sector join together to promote the importance of keeping physically active.



5.3.2 The campaign was focused online and used social media to encourage physical activity and to help guide and mentor individuals to take part safely.

5.3.3 We also used Welsh Language influencers to reach as many people as possible.



5.3.4 In order to improve engagement through tailored content, we have set up dedicated Welsh language social media accounts on Facebook and Twitter. Work will continue through the next reporting period to grow followings and improve the look and feel of content.

- 5.3.5 As Coronavirus took hold, financial support to Welsh sport proved to be a major theme of our communications.
- 5.3.6 Cronfa Cymru Actif / Be Active Wales Fund was then put in place, providing signposting, advice and examples to help clubs survive and restart.



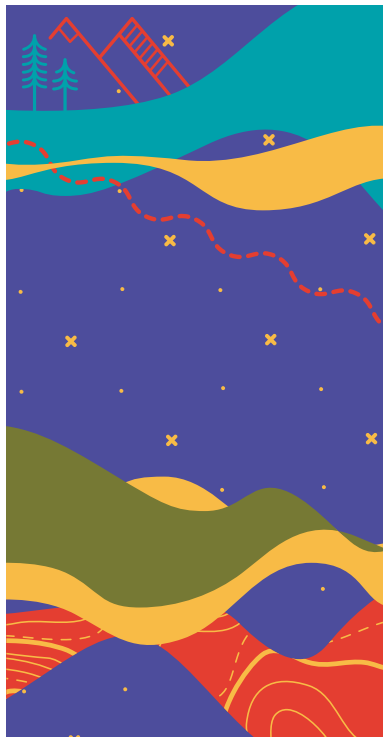
- 5.3.7 The bi-lingual funding messages continued, with grant schemes to support sporting freelancers and private providers.
- 5.3.8 As Sport Wales introduces new branding the Welsh language plays a prominent role as the new signage below from Plas Menai demonstrates.



- 5.3.9 Across the year, for our marketing and promotion work, we translated more than 800,000 words between Welsh and English.



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5.4. GRANT FUNDING



We work proactively to develop sport for people bilingually.

5.4.1. COMMUNITY CHEST AND DEVELOPMENT GRANTS

- 5.4.1.1 Sport Wales had previously consulted widely on the revision of these local and regional funding schemes, this was scheduled to happen during 2020-21. However, the COVID-19 pandemic and the need to halt virtually all sport superseded those plans and the schemes were suspended very early in the financial year.
- 5.4.1.2 Of the 134 Community Chest and Development Grants awarded, 5 were from organisations that stated that they provide sporting activity entirely through the medium of Welsh, whilst 20 organisations said they use it partially.
- 5.4.1.3 22 organisations indicated on their application forms that their project will increase the use of Welsh language in their organisation with 5 organisations stating that they weren't currently providing sporting activity through the medium of Welsh prior to the project but they would after the award.
- 5.4.1.4 The combined impact of the 27 awards to the clubs who planned to either commence or increase their provision of sporting opportunities using the Welsh Language is shown in the table below.

	Before	After	Increase
No. of sessions delivered in Welsh (fully)	57	88	31
No. of Welsh Coaches (fully)	44	69	25
No. of sessions delivered in Welsh (bilingually)	183	201	18
No. of Welsh Coaches (bilingual)	60	70	10

5.4.2. CRONFA CYMRU ACTIF / BE ACTIVE WALES FUND

5.4.2.1 This new funding scheme was put in place early in the pandemic to protect sports organisations with emergency support and then, increasingly, to help them progress to greater future sustainability. Of the 1,055 Be Active Wales Fund awards, 37 are from organisations that stated that they provide sporting activity entirely through the medium of Welsh, whilst 243 organisations said they use it partially.

5.4.2.2 The combined impact of the 280 awards to the clubs who planned to either commence or increase their provision of sporting opportunities using the Welsh Language is shown in the table below.

No. of sessions delivered in Welsh (fully)	3,061
No. of Welsh Coaches (fully)	380
No. of sessions delivered in Welsh (bilingually)	380
No. of Welsh Coaches (bilingual)	1,101

5.5. OUR DUTIES

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

5.5.2 Sport Wales has made the planned change to include this Welsh Language Standards report within the Integrated Annual report. This will now contain all statutory duties which have annual reporting requirements, including the Welsh Language.

5.5.3 Sport Wales has joined a group of public bodies to develop a cultural strategy for Wales improving access to cultural opportunities, celebrating Welsh Culture and the Welsh language.

5.5.4 Sport Wales is part of the Wales Public Body Equality Partnership, a group of public sector organisations (including the Welsh Language Commissioner), who have developed a suite of joint equality objectives that the organisations have agreed to work together to implement. For Sport Wales, implementing these objectives will involve positive action on the Welsh Language in addition to the nine protected characteristics, to increase diversity

5.6. STANDARDS COMPLIANCE

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

SERVICE DELIVERY:



5.6.2 External communication, be it publications, adverts, promotional materials etc, which are displayed or distributed to the public are fully bilingual and the Welsh language is treated no less favourably than the English language.



5.6.3 All documents produced for external consumption including corporate business plans and annual accounts are produced bilingually and the Welsh language is treated no less favourably than the English language.



5.6.4 Any application forms we produce are bilingual and our Online Grants Management System enables grant applicants to not only apply through the medium of Welsh but also manage the entire process (including correspondence) through their language of choice.



5.6.5 Our corporate website and micro-sites are fully bilingual, and we use a language 'toggle' system to enable users to switch between viewing pages in English and Welsh with each page on the website having both an English and Welsh version. We also have Welsh URLs.



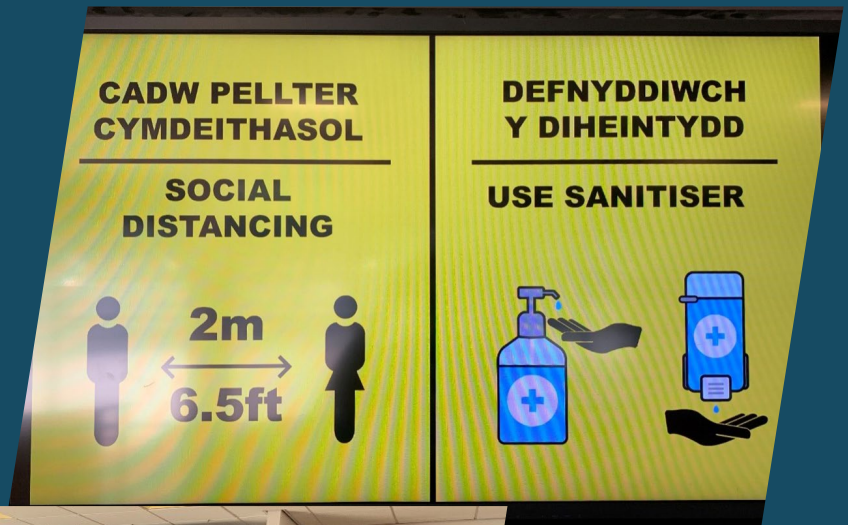
5.6.6 Invitations to meetings/events which are open to the public are bilingual.



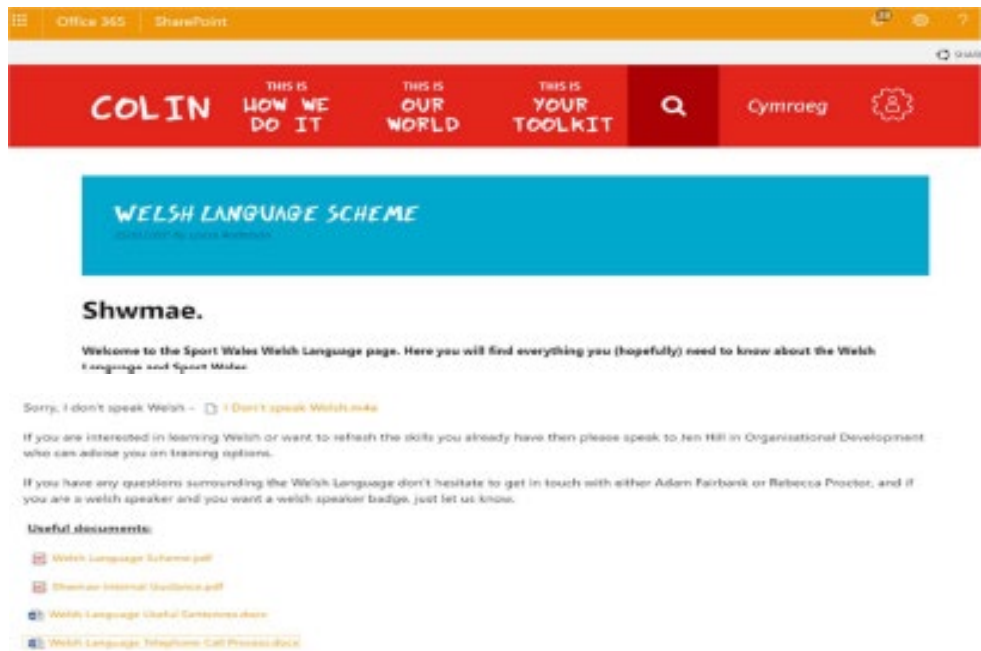
- 5.6.7 Any apps and digital services we develop are fully bilingual, have Welsh interfaces and the Welsh versions are fully functional.
- 5.6.8 On social media we do not treat the Welsh Language any less favourably and if a member of the public engages with us on social media in Welsh then we engage with them through their language of choice.
- 5.6.9 All signage in both of our National Centres and at our events are bilingual. Previously we developed signage with the English text first, but new signage has been purchased (bespoke in many cases) ensuring that the Welsh will be read first.



- 5.6.10 Sport Wales facilities also moved quickly to put in place bilingual signage to meet the needs of public and staff safety in the COVID-19 pandemic.



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



5.6.12. PROGRESS ON RECOMMENDATIONS FROM THE WELSH LANGUAGE COMMISSIONER

Recommendations to improve from Welsh Language Commissioner	Action Taken
A grants policy is in place including consideration for the Welsh language.	The new policy agreed by Sport Wales Board 25th February 2021 and published on website.
Provision of a Welsh speaker on the initial response to telephone callers.	Phone routings were changed and a contract for call handling was established in November 2020 to maximise use of the staff language skills and to enhance our Welsh language service to meet the standards.
WLC staff have asked Sport Wales to consider the potential to re-develop the 'Welsh Language Scheme' document to better evidence some of the standards	This work is in progress, expected completion October 2021.



5.7. POLICY MAKING

- 5.7.1 At the start of the COVID-19 pandemic Sport Wales urgently commissioned Savanta ComRes to get an insight into the nation's activity habits and behaviours during lockdown. Two follow up surveys were also conducted and all reports were available bilingually.
- 5.7.2 Due to the huge impact of the COVID-19 pandemic Sport Wales launched a new public facing fund (Cronfa Cymru Actif / Be Active Wales Fund). This was promoted and advertised bilingually and has guidance and application systems which are delivered bilingually.
- 5.7.3 As part of our digital offer Sport Wales created through Zendesk software a new automated FAQ and grants response system that is also bilingual.

5.8. OPERATIONAL

- 5.8.1 We have continued to develop our Intranet site to contain links through to our current Welsh Language Scheme and our internal policy; useful Welsh sentences and audio clips of Welsh greetings to aid staff learning.
- 5.8.2 During 2020-21 all vacancies had Welsh language skills listed as a desirable criteria on job descriptions. There were 16 vacancies across the 2020/21 financial year, of these new starters 8 are either fluent or partial Welsh speakers, including some in key public facing roles.
- 5.8.3 In 2020, all staff were asked whether they wished to receive written correspondence regarding their employment in Welsh.
- 5.8.4 Our staff handbook which details our corporate policies covering everything from health and safety to performance and absence management and workplace benefits is available bilingually.
- 5.8.5 All staff are aware of the opportunity to make complaints through the medium of Welsh and that the whole complaint process will be completed through the language of choice.
- 5.8.6 All staff can receive Welsh language training during working hours, if that is how they choose to learn.
- 5.8.7 During 2020-21, two Welsh courses were running internally – entry level 1 and advanced. Both courses are due to recommence in 2021-22, as well as an additional entry level course.
- 5.8.8 All email signatures are managed centrally by our ICT department and are bilingual.

- 5.8.9 All our job adverts are bilingual and all supporting materials for vacancies such as application forms and job specifications are bilingual.
- 5.8.10 All applicants are given the option to interview in either English or Welsh.
- 5.8.11 As our facilities have gradually and safely opened up, Plas Menai have re-established Weekly Activity Clubs delivered predominately for young people in the catchment area. Menai Dragons runs on Saturday & Sundays and a new after school session has also been opened up. The multi activity sessions give children aged 8-17 the opportunity of experiencing outdoor adventure. Activities are delivered by Plas Menai's bilingual staff.



- 5.8.12 Sport Wales worked with Ann Craft Trust to translate two e-learning modules into Welsh to support the sports sector on Safeguarding Adults. The modules have been picked up by Welsh Government as the bilingual modules can support other sectors.
- 5.8.13 Sport Wales supported the Child Protection in Sport Unit (CPSU) to translate key Safeguarding Policy and Procedure documents allowing them to offer support bilingually.
- 5.8.14 Sport Wales staff encouraged and supported CPSU and Ann Craft Trust to produce bilingual content and resources for their UK wide campaigns: Parents in Sport Week and National Safeguarding Week.

5.9. RECORD KEEPING

5.9.1 We keep a record each year of the number of complaints we received, if any, linked to the Welsh language and our adherence to the Welsh Language Standards. During the 2020/21 financial year we did not receive any formal complaints regarding use of the Welsh language.

5.9.2 We keep a record of the number of Welsh speakers within Sport Wales. In 2020/21 we had the following:

Level of Welsh	Number of staff (%)
Fluent	22 (11)
Partial	20 (10)
Beginner	25 (12)
Non Welsh speaker	63 (31)
Not declared	73 (36)

5.9.3 The above data shows a significant improvement after thorough work to engage staff and improve this monitoring system. The number of staff declaring their Welsh language skills has increased from 36% to 64%, the increased data capture has shown that the known proportion of Welsh speakers in the organisation is 33% and not the 16% reported in 2019-20.

5.9.4 Data capture by Plas Menai management in November 2019 recorded that of 68 staff on permanent, fixed-term or casual basis 43 are fluent Welsh speakers and 5 spoke Welsh as a second language or as learners, a total of 71% with Welsh language skills.

5.10. SUPPLEMENTARY

SERVICE DELIVERY / POLICY MAKING / OPERATIONAL / RECORD-KEEPING:

- 5.10.1 Our 'Welsh Language Scheme' (http://sport.wales/media/1890653/welsh_language_corporate_doc_english.pdf) includes all of our standards and can be found on our website.
- 5.10.2 Details on how we would manage a complaint related to the Welsh Language are included within the Welsh Language Scheme mentioned above.
- 5.10.3 If requested we will happily provide any information with regards to our adherence to any of the standards with which we are under a duty to comply.
- 5.10.4 While we have made significant process in developing and promoting the Welsh language, there are many areas we want to continue to take forward. We will work proactively on these in our planning and report on progress regularly.





5.11. CASE STUDIES ON OUR STRATEGIC PARTNERS:

THIS SECTION OF THE REPORT RECOGNISES SPORT WALES' ROLE IN ENCOURAGING OUR PARTNERS TO EXTEND THEIR WELSH LANGUAGE OFFER AND IT ALSO DEMONSTRATES THE COMMITMENT TO THE LANGUAGE THAT SPORTING ORGANISATIONS HAVE MADE, CONTINUE TO MAKE AND SEEK TO FURTHER EXTEND IN THE FUTURE.

5.11.1. RUN4WALES (R4W)

5.11.1.1 Run4Wales are proud to be Welsh, and believe the language is an asset worth celebrating. Considering and embracing the Welsh Language in all that we do helps us to create events with a unique sense of identity, pride and culture.

5.11.1.2 R4W has been working with the Welsh Language Commissioner to develop their Cynnig Cymraeg (Welsh Offer) which is:

5.11.1.3 COMMUNICATIONS:

All of R4W's event signage and printed communication items are produced in both Welsh and English, including road closure and parking notices.

5.11.1.4 EVENT DAY:

R4W provide a platform for the Welsh language on event days with the use of bilingual signage and commentary teams. R4W also encourage our event sponsors and partners to consider the language in their event campaigns.

5.11.1.5 RACE NUMBERS:

Runners can opt to have a 'Cymraeg' badge printed onto the bib they receive to wear on event day – an innovative scheme that encourages natural conversation between Welsh speaking runners, event staff and volunteers.

5.11.1.6 ONLINE REGISTRATION:

R4W have worked with global registration software provider ACTIVE Network to provide a Welsh Language registration experience. Competitors are also able to select their level of ability when registering to further inform our Welsh language provisions.

5.11.1.7 OFFLINE MARKETING:

Hard copy marketing materials such as race day brochures and leaflets are bilingual.

5.11.1.8 CUSTOMER SERVICES:

Telephone and email queries in Welsh can be responded to in Welsh on request.

5.11.1.9 SOCIAL MEDIA:

R4W use bilingual messaging across all social media platforms to engage with Welsh speakers, as well as introducing Welsh words and phrases in campaigns aimed at English speakers.

5.11.1.10 CELEBRATING WELSH:

R4W has worked closely with the Welsh Government and the Welsh Language Commissioner to improve the provision of Welsh at their events, which was celebrated as part of the #100kReasons campaign.

5.11.2. WELSH TRIATHLON (WT)

Welsh Triathlon aren't a large national governing body (NGB) and don't have lots of resource to easily add to their Welsh language offer. They have had to be creative and show a steady commitment to grow their offer over the last couple of years. This has included some quick wins and some significant projects developed with their partners:

5.11.2.1 BILINGUAL OUT OF OFFICE REPLIES

5.11.2.2 OCCASIONAL TWEETS AND SOME WEBSITE ARTICLES

 **5.11.2.3 RETWEETING IN WELSH**

5.11.2.4 TRANSLATING THEIR EVENT SIGNAGE

This was good for the Welsh Government test event and essential in engaging communities in North & West Wales

5.11.2.5 The Physical Literacy Resource produced for Carmarthenshire County Council was translated for schools and LA's

5.11.2.6 WT HAS SIGNED UP TO HELO BLOD, THE FREE 500 WORDS PER MONTH TRANSLATION SERVICE

<https://businesswales.gov.wales/heloblod/helo-blod>

5.11.2.7 Two Welsh learners in their staff team are starting the Sylfaen and Uwch level courses in the autumn of 2021.

5.11.2.8 THE COMMONWEALTH GAMES SELECTION POLICY DOCUMENT IS TRANSLATED

5.11.2.9 WT membership communications renewal and introductions are translated where WT have automatic emails

5.11.2.10 TRI ACTIVE CYMRU ENTRY LEVEL ACTIVITY INFORMATION PREPARED FOR BEING TRANSLATED IN 2021-22

5.11.2.11 THE BILINGUAL S4C TELEVISED WELSH TRIATHLON CYFRES CYMRU (SUPER SERIES)

5.11.2.12 WT HAS MADE THE COMMITMENT THAT THE NEW STRATEGY DOCUMENT IT HAS DEVELOPED WILL BE PUBLISHED AND LAUNCHED IN WELSH DURING 2021-22

6.0 QUICK WINS

6.1. SUSTAINABILATY

- 6.1.1 The Sport Wales National Outdoor Centre, Plas Menai installed a second 350MW Array during the winter of 2020-21.
- 6.1.2 The impact of the first Solar Array installed in May 2020 has improved energy efficiency resulting in a further reduction of Operational Rating as shown on our Display Energy Certificate.
- 6.1.3 Three Electric Vehicle Charging points were installed at Plas Menai, two for customer use and one for the centre's vehicles.
- 6.1.4 Plas Menai bought a fully electric 7-seater vehicle.
- 6.1.5 Sport Wales sold two of the Plas Menai Diesel minibuses.
- 6.1.6 Sport Wales National Centre purchased a third hybrid pool car, so all pool cars are now fully hybrid, which will contribute to a further reduction in carbon emissions in future years.
- 6.1.7 Plans for 2021/22 at Cardiff include a proposal to install two Electric Vehicle charging points.
- 6.1.8 Sport Wales made extensive use of video conferencing technology and developed and refined this use to maximise the benefits of remote working through recording sessions and using the range of tools and features available.
- 6.1.9 Sport Wales are continually looking at ways that technological solutions will help reduce emissions and waste.
- 6.1.10 Due to Covid restrictions, the type of waste and levels varied compared to a 'traditional' year. This was due to new procedures and processes required to keep people safe when accessing facilities at the centre:
 - 6.1.10.1 Increased use of disposable bowls (as food had to be served as a takeaway during restrictions), these bowls are plant based and compostable - if they go to landfill they break down within 12 weeks.
 - 6.1.10.2 China mugs were removed from the rooms and replaced with disposable cups, but again these are compostable and break down once in landfill.
- 6.1.11 As part of Plas Menai's work with the Carbon Trust it is now estimated that 70%+ of the centre's lighting has been upgraded to low energy LED's, the recent upgrade of all the outdoor lighting has added to this figure.



6.2. WELL-BEING

- 6.2.1 Adapted a flexible working approach and ensured all staff had the support mechanisms in place to deal with the stresses of the COVID-19 pandemic. This included regular communications from the Chief Executive to reiterate the importance of wellbeing and supporting families.
- 6.2.2 Sport Wales planned the introduction of Huddle, a monthly Staff magazine (commenced April 2021) – this includes a wellbeing section in each edition.
- 6.2.3 From the beginning of the COVID restrictions Sport Wales' Communication team produced a regular weekly Staff Update email. In addition to information on key pieces of work across the organisation it gave well-being items a prominent place and was able to give re-assurance to staff at a challenging time.
- 6.2.4 Regular webinars from Canna Consulting on wellbeing throughout the year have included the following topics:

WELLBEING AND HOMEWORKING

MIND, BODY AND SOUL – LOOKING AFTER YOU

BUILDING RESILIENCE

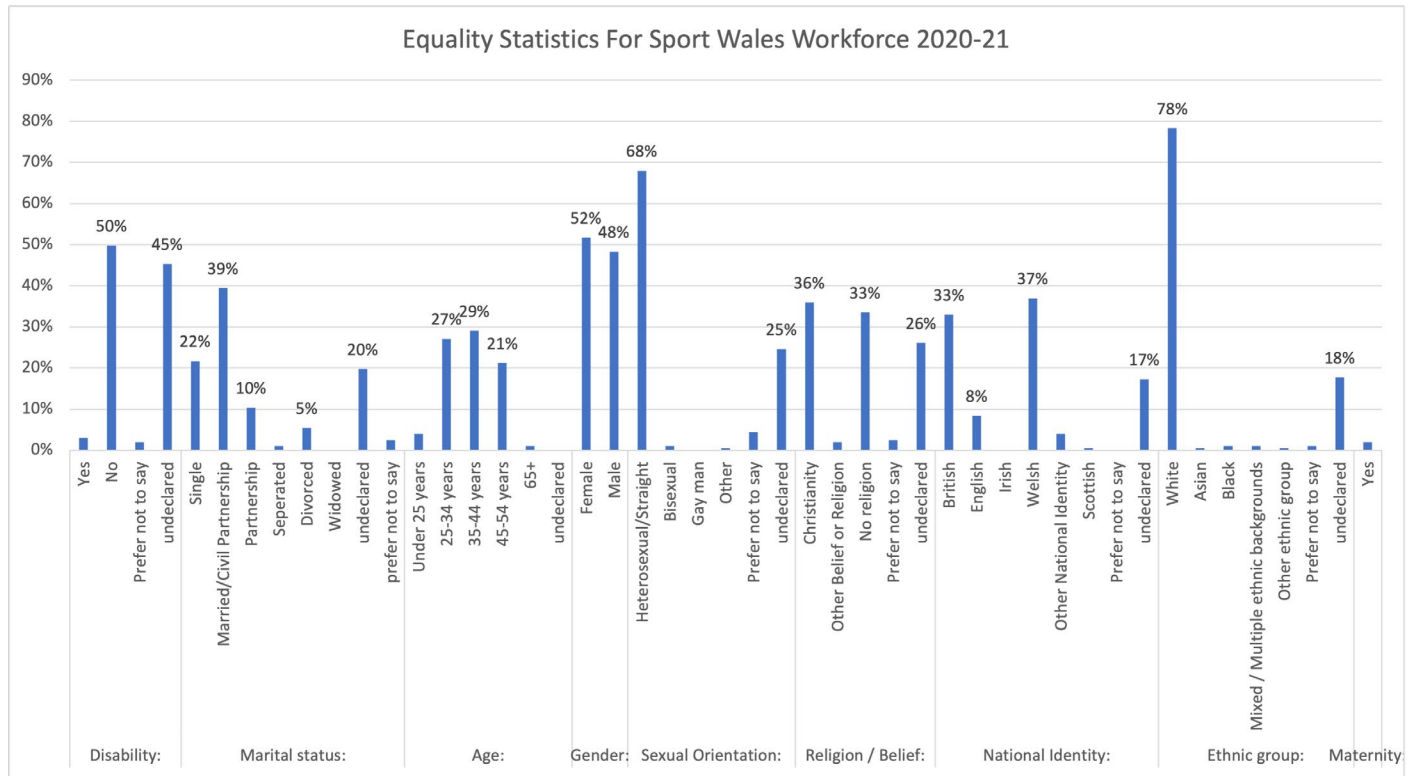
LOOKING AFTER YOUR WELLBEING THROUGH CHANGE

- 6.2.5 The sustainability examples such as working from home; flexible working and reduced travel to office can also provide wellbeing benefits to staff.

APPENDIX 1

SPORT WALES WORKFORCE

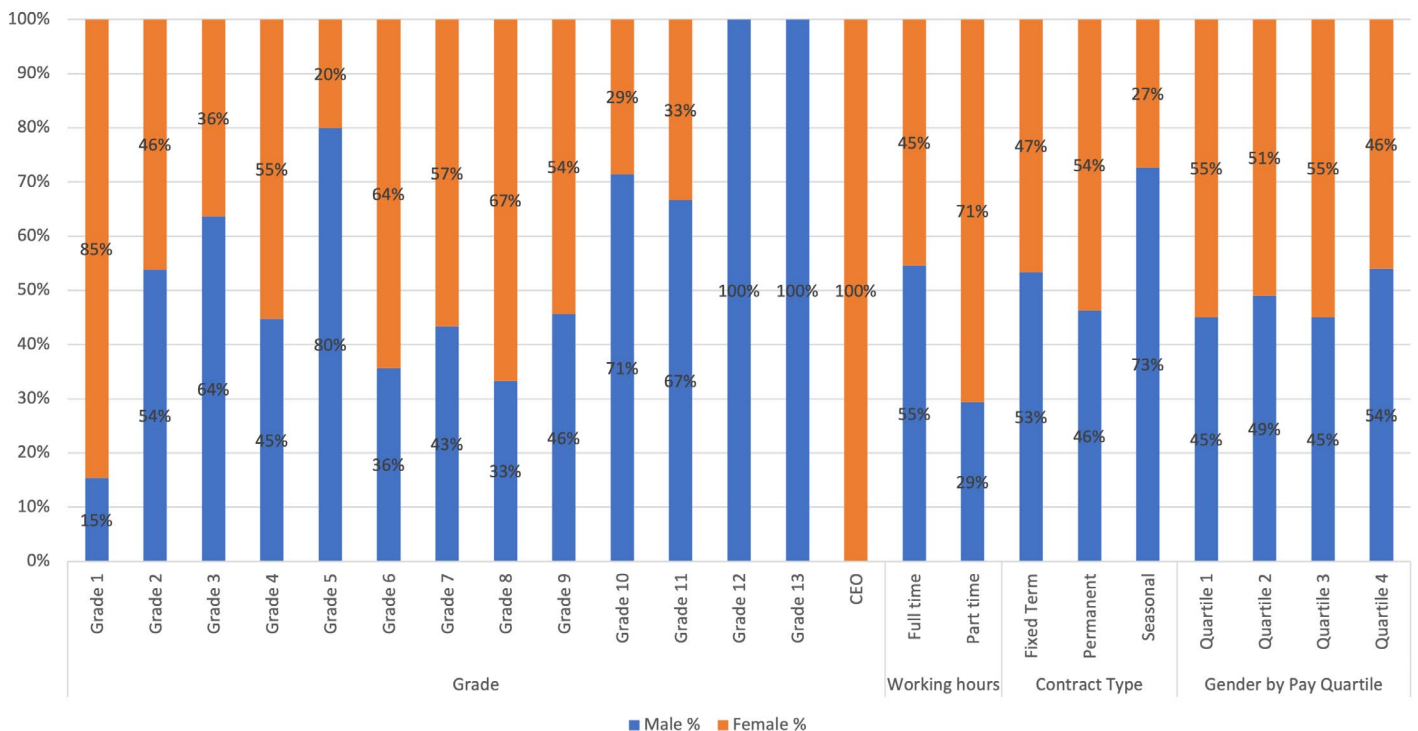
During 2020-21, Sport Wales employed 203 people. The equality statistics for those staff is broken down by protected characteristic in Figure 1.



*Data labels have not been included for figures lower than 5%

Figure 2 illustrates the number of men and women employed broken down by grade, working hours and contract type during 2020-21.

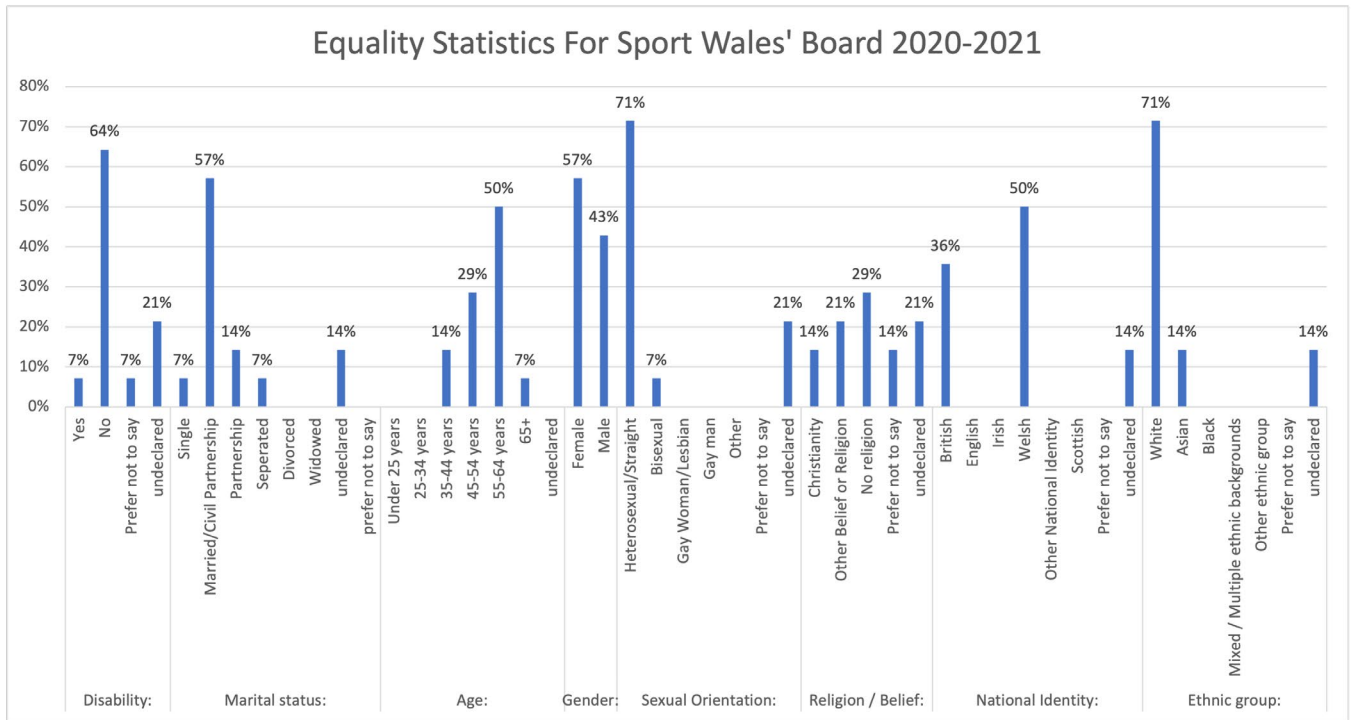
Men and women employed by grade, working hours and contract type



The gender pay gap in Sport Wales as of 31 March 2021 is 0.8% (Median) or 3.8% (Mean).

EQUALITY STATISTICS - BOARD

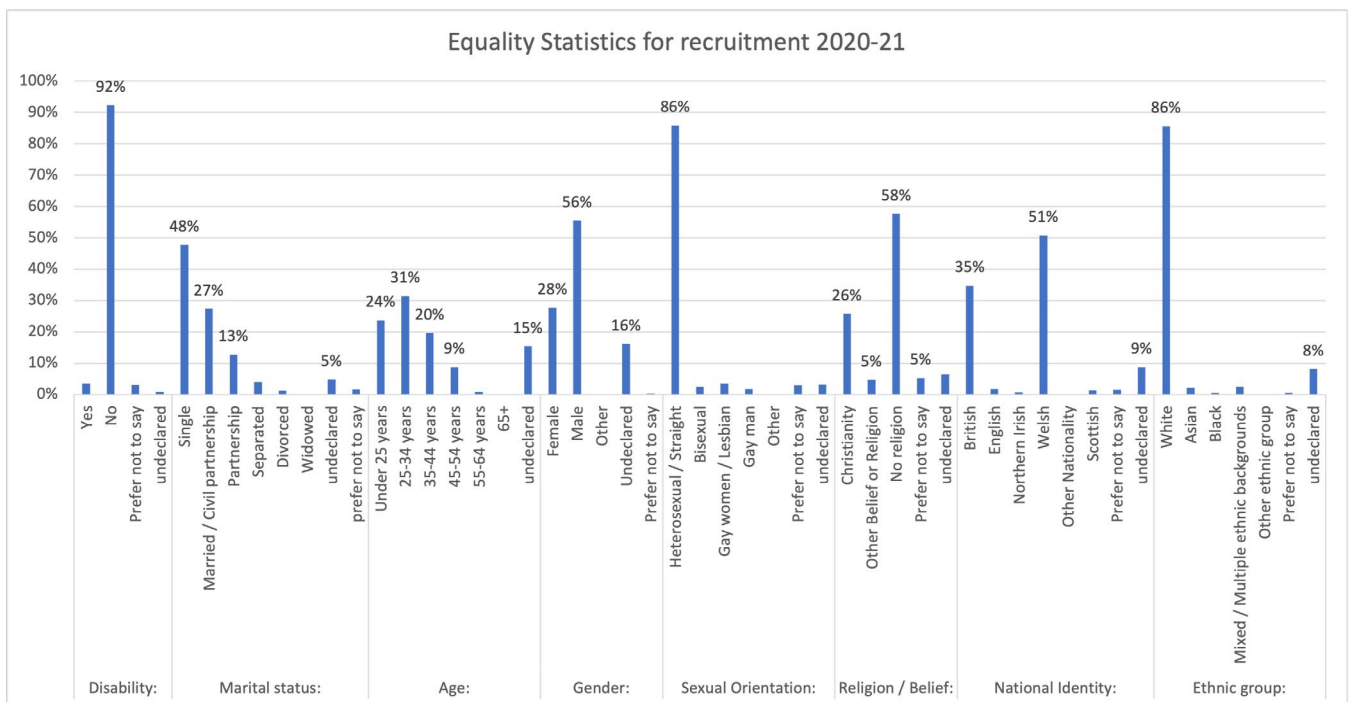
Figure 3 illustrates the equality statistics for Sport Wales' board members during 2020-21.



*Data labels have not been included for figures lower than 5%

RECRUITMENT

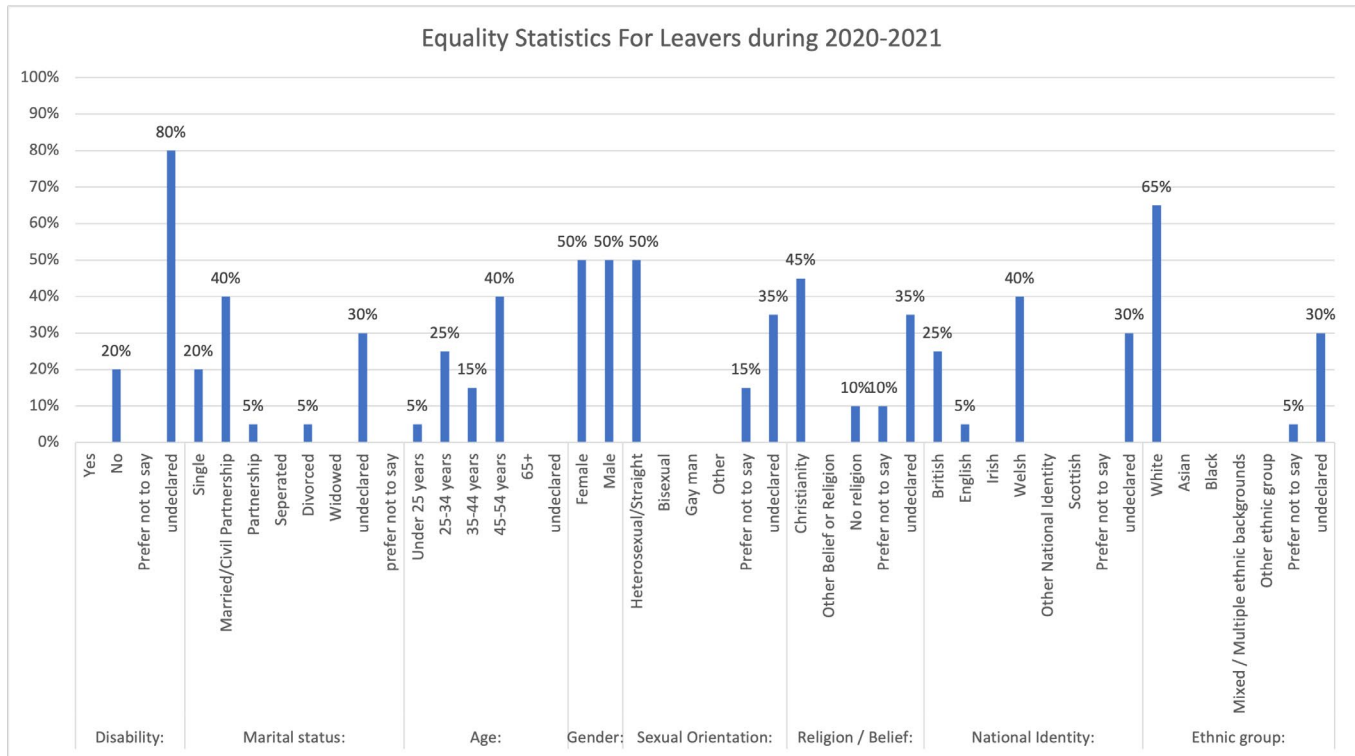
In 2020-2021 Sport Wales received 3458 applications from individuals applying for jobs with Sport Wales. Figure 4 shows the equality information for applicants.



*Data labels have not been included for figures lower than 5%

LEAVERS

There were 20 leavers during the period 1 April 2020 – 31 March 2021. Figure 5 shows the equality information for those leavers.



*Data labels have not been included for figures lower than 5%



COMPLAINTS, GRIEVANCES, DISCIPLINARIES

Sport Wales has an Anti-Bullying, Harassment, Discrimination and Victimisation policy which clearly sets out standards of behaviour, detailing those that are deemed unacceptable by the organisation and the likely consequences if any breach of these behaviours is found. Processes are also available for complaints made by the public. During the reporting year two grievances were raised and no disciplinaries, due to the low numbers it is not possible to report on protected characteristics.

SPECIFIC EQUALITY TRAINING

All new starters undertake equality and diversity online training and an induction session on Sport Wales Equality; Well-being of Future Generations and Welsh Language duties.







APPENDIX 2



SPORT PARTICIPATION REPORTS:

	School Sport Survey 2018	National Survey for Wales 2019-20
	Participation in sport at least three times a week	
Overall (all)	48%	32%
Women and girls	46%	28%
People from Black, Asian and Minority ethnic groups	47%	31%
People living in socioeconomic deprivation / material deprivation*	42%	21%
Disability or impairment / long-term illness or condition**	47%	21%
Welsh speakers	54%	38%
Not heterosexual / straight	N/A	35%

*School Sport Survey 2018 – pupils in Free School Meal Quartile 4; National Survey for Wales 2019-20 – people living in material deprivation

** School Sport Survey 2018 – pupils with a disability or impairment; National Survey for Wales 2019-20 – people with a long-term illness or condition



APPENDIX 3



ENVIRONMENTAL REPORTS:

Year	Water supplied (cubic metres)	Energy used (Combined gas, oil, electric consumption in millions of kWh)	DEC Ratings Sport Wales National Centre	DEC Ratings Plas Menai, National Outdoor Centre for Wales
2009/10	14,139	5.30	58	
2010/11	14,970	5.12	57	142
2011/12	13,369	4.52	55	150
2012/13	12,651	4.75	51	155
2013/14	15,893	4.43	49	151
2014/15	13,264	4.33	48	146
2015/16	12,266	4.26	48	142
2016/17	13,278	4.10	51	138
2017-18	15,862	4.14	47	125
2018-19	19,699	3.58	45	123
2019-20	18,922	3.66	43	89
2020-21	4,362#	2.64#	34#	96

#These figures are significantly reduced due to the closure or limited operations of the two facilities during the COVID-19 restrictions.





APPENDIX 4





GRANT REPORTS:

There were 126 Community Chest awards.


Primary Focus	Total Awarded	Total no. of Awards
Black, Asian and Minority Ethnic	£1,960.00	2
Club Development	£113,037.00	93
Disability	£6,990.00	6
Other	£10,848.00	8
Women and Girls	£18,896.00	15
Workforce (Coaches, Volunteers, Staff)	£1,815.00	2
Total	£153,546.00	126

There were 8 Development Grant Awards totalling £112,728.39

Primary Focus	Total Awarded	Total no. of Awards
Club Development	£62,728.39	6
Other	£40,000.00	1
Women and Girls	£10,000.00	1
Total	£112,728.39	8

There were 1,055 Be Active Wales Fund awards totalling £3,633,155.01.

Our application and monitoring approach was different with this new scheme. Applicants entered text to state which characteristics their projects addressed. Projects did not have to reference just one characteristic so the sum total of applications for each characteristic will not equal the total number of awards.

Primary Focus	Total Awarded	Number of applications addressing this characteristic
Black, Asian and Minority Ethnic	£319,707.01	 75
Lesbian, Gay, Bisexual and Transgender (LGB&T)	£320,081.00	60
Disability	£1,066,755.00	200
Women and Girls	£1,859,556.00	432
Social Economic Deprivation	£942,920	212

