

# Sport Wales

## INTEGRATED ANNUAL REPORT 2018-19

Well-being of Future Generations Act (FGA)  
and Public Sector Equality Duty



The Equality Standard  
A Framework for Sport



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# An integrated approach Well-being of Future Generations (Wales) Act (FGA) and the Equality Act

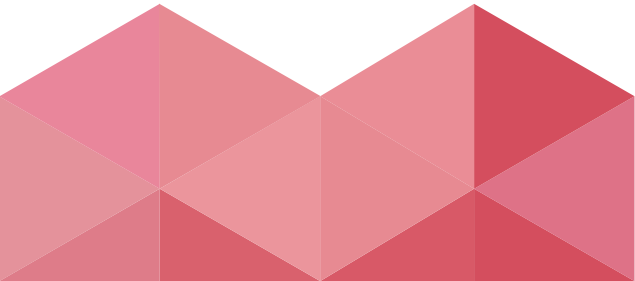
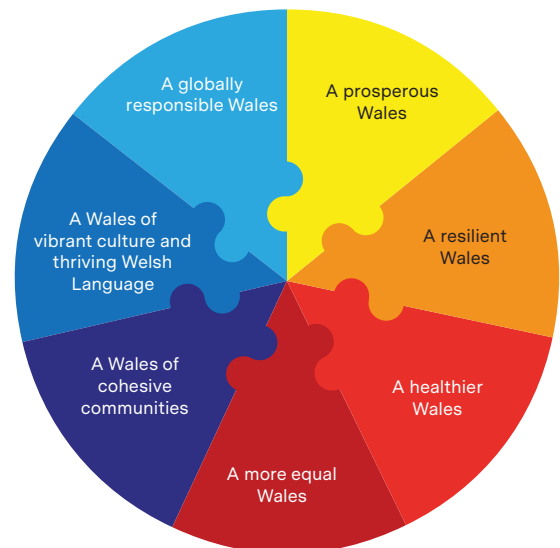
At Sport Wales we strive to create an organisation that promotes equality and considers sustainability and the long-term impact of everything that we do. We aspire to create a diverse and fully inclusive culture where staff feel valued.

This importance of this is evidenced through our 4th Well-being objective, which is an internally focussing objective.

*‘Sport Wales is an exemplar organisation driving a culture that promotes well-being, equality and sustainability’.*

Sport Wales’ new strategy will focus on a person-centred approach, ensuring that resource is used to make sport accessible and relevant for everyone throughout their life. This can only be achieved if we are to really understand and tackle the inequalities that make it difficult for people to include sport in their day to day lives. We must take steps to involve people and to work in collaboration with a range of organisations, and we must ensure that our decisions are effective for the long term.

The work of Sport Wales clearly contributes to the 7 National Well-being Goals (FGA), and through our commitment to meeting the aims of The Equality Act, 2010 we can demonstrate positive action that will contribute to a more equal Wales.



# An integrated approach - Setting the foundations

The timeline below illustrates the foundations that have been put in place.

## 2016

### Equality Objectives Published

Focus areas:

- Research and insight.
- Embedding culture change for Sport Wales.
- Embedding culture change for funded partners.
- Greater focus on customer need.
- Education and Training.
- Engagement.

## 2017

- Well-being Objectives Published.
- Framework for embedding equality and FGA introduced.
- Integrated impact assessment introduced. (Equality, Welsh Language, FGA).
- Revision of Job descriptions to include responsibility for equality and well-being.

## 2018

- FGA and Equality progress included as part of Sport Wales annual review.
- Training for Sport Wales Board to support scrutiny of impact in relation to FGA and Equality.
- Compliance Lead appointed.
- Well-being objectives reviewed as part of the organisational strategy development process.
- Compliance with Public Sector Equality Duty included in Internal Audit
- The Vision for Sport in Wales was launched following a national conversation with the people of Wales. The vision aligns with the FGA act and contributes to the national well-being goals.

## 2019

- Integrated FGA and Equality report published
- Organisational outcomes also represent organisational well-being objectives
- Steps to meet objectives are integrated into organisational Business Plan.
- Investment principles reflect the 5 ways of working (FGA)

# Sport Wales Well-being and Equality Objectives

## Well-being Objectives

**1: People In Wales live physically active and therefore healthier lives**

- A Resilient Wales
- A Healthier Wales
- A Wales Of Cohesive Communities
- A Wales Of Vibrant Culture And Thriving Welsh Language
- A Globally Responsible Wales

**2: Children and young people have the motivation, physical skills, knowledge, understanding, and opportunities to take part in physical activity for life**

- A Resilient Wales
- A Prosperous Wales
- A Healthier Wales
- A Wales Of Cohesive Communities
- A Wales Of Vibrant Culture And Thriving Welsh Language
- A Globally Responsible Wales

**3: Wales is recognised internationally as a successful sporting nation**

- A Prosperous Wales
- A Healthier Wales
- Wales Of Cohesive Communities
- A Wales Of Vibrant Culture And Thriving Welsh Language

**4: Sport Wales is an exemplar organisation driving a culture that promotes well-being, equality, and sustainability**

- A More Equal Wales
- A Globally Responsible Wales

## Equality Objectives

1. Understand the diverse profile of the sporting infrastructure
2. Collate intelligence-based research to better understand how to reduce inequalities in community sport
3. Engage with diverse organisations
4. Showcase diversity in sport
5. Develop positive action to reduce inequalities in community sport
6. Building a diverse and inclusively aware workforce in community sport
7. Understand the diverse profile of elite athletes and workforce
8. Establish a high-performance system that responds to the changing needs of athletes
9. Ensure elite environments and programmes are inclusive
10. Embed equality and safeguarding within the governance of sport organisations in Wales
11. Create a culture in Sport Wales that responds to individual needs.

# Progress against our Objectives:

Examples of our work under each of the well-being objectives, those shaded in purple show positive action developed to drive equality.

## Objective 1:

People in Wales live physically active and therefore healthier lives

### Strategic Partnership with Public Health Wales and Natural Resources Wales

Sport Wales, Public Health Wales and Natural Resource Wales have started to develop a programme of work that will contribute across shared objectives, sustainable development principles are being applied to shape this work.

### BME Sport Cymru

2018-19 saw the continuation of BME Sport Cymru. The central element, administered by WCVA, has focused on expanding the profile of BME sport through increasing the delivery of the “BME Inclusion in Sport” training course to NGBs and LAs

### Increasing diversity amongst leaders

Another cohort of aspiring leaders are being supported through a leadership programme. The programme aims to increase diversity amongst leaders in sports organisations.

### Community Sport and Activity Programme

A new community sport and activity model (CSAP) will be implemented to provide a sustainable sport and activity structure for the long term, the model ensures local provision for local people and therefore will seek to be informed fully by the citizen meeting citizen’s needs, bringing community services together to create communities that thrive. [www.playyourpart.wales](http://www.playyourpart.wales) provides the rationale and focus for this, the initial focus of the project has been around creating **Sport North Wales**.

### Board Diversity Policy

The long-term outcome of the policy will ensure that sports boards are representative of the communities that the organisations serve with gender parity of 40/60 and an aspiration of 50/50.

### Healthy and Active Fund

The aim of the HAF is to improve mental and physical health by enabling healthy and active lifestyles. It encouraged applications that support people who face social inequalities and seeks to:

- ✓ Sustainably increase physical activity in those who are currently sedentary or have very low levels of activity
- ✓ Improve levels of mental well-being by promoting social interactions and increase access to green, yellow or blue spaces.

### Equality Standard for Sport

Ongoing support has been provided to 25 Higher Funded NGBS, 10 of which are working towards achieving the Advanced level by March 2020.

During 2018/19 training events have included:

- Introduction to Trans in Sport
- Equality Impact Assessments
- Strategic Leadership and Equality

### National Centre Concessions

Both National Centres offer a range of activities to encourage physical activity and healthier lives. Sport Wales National Centres have introduced concessionary rate and sessions for specific under representative groups.

### Our Squad

To mark a year of Our Squad – Sport Wales’ women and girl’s initiative, a month of celebration around female sport took place in August. Sport Wales supported the Women in Sport in North Wales Conference in June and the Chwarae Teg Womenspire Awards.

## Objective 2:

Children and young people have the motivation, physical skills, knowledge, understanding, and opportunities to take part in physical activity for life.

### Free swimming Review

The review was conducted in conjunction with all key stakeholders and identified 3 priorities for the revised scheme: -

- Positive Action – Priority to be given to those who wish to take part in swimming but face the greatest barriers to being active on a regular basis
- Life Skill – Promote swimming as a life skill through targeted support for young people 16 years and under
- Active Lifestyles – Improve mental and physical health and wellbeing by enabling young people (16 years and under) and older adults (60+) to lead active lifestyles through swimming

### Active Young People programmes

Sport Wales continues to work with partners to develop extra-curricular and community opportunities that improve children’s confidence, motivation and skills to enable a lifelong enjoyment of sport. ‘AYP programmes’ are designed to encourage regular participation through a collaborative approach approve, activities respond to local need.

### Swim Safe

Swim Safe teaches children aged 7-14 essential water safety skills, through a fun, structured session, delivered by trained instructors, on open water locations. They learn where is safe to swim, how to float, what to do if something goes wrong, and how to call for help if someone else is in trouble. Plas Menai delivered 3 Swim Safe session during 2019, with over 200 children taking part.

### Young Ambassador

– inspiring young people to become leaders

Through collaboration between Sport Wales, Youth Sport Trust, Sports Leaders UK, Local Authority sport development teams, National Governing Bodies of Sport and other organisations, the Young Ambassador (YA) programme continues to empower and inspire young people to become leaders through sport and physical activity to help encourage their friends to become active and lead healthier lives. In relation to ACE (Adverse Childhood Experiences), qualitative case studies and a recent quantitative evaluation survey with Young Ambassadors has shown that young people through their involvement in the YA programme are becoming confident, resilient and employable which will benefit society long term.

### Plas Menai Gwyned Fusion Week

The centre is part of the Gwyned Fusion Network that helps families support children through their learning. The scheme is based in Community First areas, schools support families to identify their learning signatures. Plas Menai provides a free weekend for up to 16 people, where a series of interventions (outdoor activities) are used to address the families learning signatures in areas like communication, decision making and improving confidence.

### Physical Literacy

Sport Wales’ work on Physical Literacy has focused on supporting the development of the Health and Wellbeing Area of Learning and Experience within the new school curriculum.

## Objective 3:

### Wales is recognised internationally as a successful sporting nation

#### Taking an ethical, holistic approach to athlete development

The Institute at Sport Wales has restated its intent from ‘success for Wales on the World stage’ to ‘sustainable success for Wales on the world stage through an ethical, holistic approach to athlete development.’ The cornerstone of prevention is our ‘person first, athlete second, champion last approach.’

This ensures a holistic approach to athlete development which prevents problems before they occur.

#### School Sport Survey

During the spring and summer of 2018, with the support of local authorities and schools across Wales, over 120,000 children and young people took the opportunity to have a say on sport and their wellbeing. Over 1000 schools took part in the School Sport Survey, helping to make this the biggest and most reflective survey of its kind in Wales, possibly even the World.

<http://sport.wales/research--policy/surveys-and-statistics/school-sport-survey.aspx>

The survey revealed:

- 93% of children enjoy physical education
- Boys (52%) were still more likely than girls (44%) to regularly participate in sport and physical activity, though the figures for both have increased, the gap remains static
- Although an increase in regular participation had been seen across all ethnic groups, 52% of Black British or mixed-race children were hooked on sport, compared to 36% of Asian and other ethnic groups participated regularly

#### Value of Sport

We published the first ever Social Return On Investment (SROI) report, detailing the impact of sport on Welsh society.

#### National Centres: involving service user

The Sport Wales National Centre (SWNC), Cardiff and the National Outdoor Centre, Plas Menai involve service users through a range of processes. This information allows the Centres to better understand and cater for the needs of customers and potential customers. Working together with partners an integrated approach is taken to improve services. In 2018 collaborative work took place with the Institute to improve healthy food choices in the café.

#### Learning from across the world

Learning from across the world has helped to shape our new model for Community Sport. Commonwealth Games Sports Councils took part of a monumental summit during the 2018 Commonwealth Games. The director for Community Sport has recently visited New Zealand and Sport New Zealand colleagues travelled to Wales during 2018 to share learnings.

#### International Physical Literacy Conference

In July 2018 Sport Wales hosted the International Physical Literacy Conference, Wales are perceived as leading the way with respect to this agenda.

#### National Centres hosting sporting events.

Sport Wales Wales National Centre regularly hosts national and international sporting events. In 2018 the Centre hosted the netball super league, The Welsh Veteran Table Tennis Championships, and the Welsh Badminton Open. Plas Menai continues to operate as a training centre for Welsh squads.

#### Commonwealth Games - Gold Coast

Unprecedented overseas success placed Team Wales 7th on the overall medal table. Welsh women outperformed the men on the medal front, accounting for 54% of medals.



## Objective 4:

**Sport Wales is an exemplar organisation driving a culture that promotes well-being, equality, and sustainability**

### The Vision for Sport in Wales

The Vision for Sport in Wales was launched in July 2018. Fully informed by a national conversation the vision reflects the needs of the people of Wales and is for everyone and all organisations to unite behind.

The vision can be accessed here. [www.visionforsport.wales](http://www.visionforsport.wales)

Please refer to the resources section to access the wider impact assessment which identifies application of the 5 ways of working and how the vision will promote sustainable development and contribution to the national goals.

### Accessibility Audits

During the year accessibility audits of both National Centres were undertaken, work has commenced to action the following recommendations:

- Planning approval received for improving access at the front of the building
- Improved signage to aid those visually impaired
- Installation of audio loop in the cafeteria and a portable wireless assisted hearing system for meeting rooms
- Improved colour contrast of grab rails in accessible toilets and changing rooms.
- The SWNC accessible bedrooms were refurbished during the year and results indicated high levels of satisfaction at SWNC for accessibility in all areas of the Centre.

### Pay and Grading

Sport Wales and the union continued work to agree a new pay and grading structure, the success factors include; to ensure equal pay for work of equal value, pay that is competitive whilst remaining affordable, allowances that are fairly and consistently applied.

### Sport Wales National Centres sustainability measures

Both Centres operate environmental management systems which consider the long-term benefits. This includes a programme of reducing energy consumption through building management systems, the introduction of LEDs and movement activated lighting. This has resulted in the SWNC Energy Performance operational rating (DEC) reducing. The SWNC borehole is used to irrigate the grass and Astroturf pitch avoiding the use of treated mains water for irrigation purposes. SWNC catering waste is minimised and any food waste converted to compost using an on-site composter and is used on the grounds

Other SWNC initiatives include the provision of staff and customer cycle racks, recycling bins, sensor flushes on urinals, electric buggy for the grounds, push button taps, and energy recover system fitted on fitness machines in the Cardio Gym to reduce the amount of energy required to operate.

### Sport Wales Strategy

Sport Wales will introduce a new long-term strategy during 2019. The strategy is underpinned by the principles of the Well-being of Future Generations Act, as such our well-being objectives will be fully integrated with organisational outcomes. The strategy will focus on a person-centred approach, where individual needs will be understood, and positive action put in place to promote equality of opportunity.

### Staff Well-being Group

A staff well-being group has been developed to put initiatives in place that will understand and improve the well-being of staff. Yoga sessions, stress management workshops and 'free fruit Friday' has been introduced.

## Quick wins

### Sustainability

- Compostable take-away cups and cutlery in the Cafeteria
- Remove single sachets from the Cafeteria
- Fair Trade and Rainforest Alliance produce is sold in the SWNC café and used cooking oil recycled into bio-diesel.
- Encouraging accommodation users to limit the number of times towels need washing
- Operate a comprehensive recycled scheme including selling old equipment or donating to charities
- Support 'Play it Again Sport' a scheme to recycling sports clothes and equipment
- Using recycled paper for printing and double sided printing set as the default option
- Purchased hybrid pool car
- Introduced hot desks for flexible working
- Computer systems remotely accessible to enable remote working
- Advertising public transport links and encourage customers to report leaking taps/showers

### Health and Well-being

- Free water dispenser in National Centre reception
- All vending machines contain only healthy food and high sugar drinks have been removed from the Cafeteria
- Introduced Free Fruit Fridays in the Hwb Café (Sport Wales National Centre)
- Established health and wellbeing working group
- Introduced a break out room for staff to have time to think and relax
- Weekly yoga sessions have been introduced for staff in Cardiff
- Monthly massage sessions have been continued for staff in Cardiff
- Signed up to the Time to Change Wales campaign to reduce stigma around mental health
- Established a new and improved Health and Wellbeing Steering Group
- Trained over 1/4 of the organisation as Mental Health First Aiders
- Supported 30 employees to signed up for the 2018 Cardiff Half Marathon

## Scrutiny and accountability

### Sport Wales Corporate Governance, Planning & Assurance Lead:

Oversees compliance and ensures Equality & FGA forms part of the internal audit plan. Internal scrutiny is also maintained through the Risk Management & Assurance Process, which report up to Audit & Risk Assurance Committee & Board.

### Sport Wales Senior Officer (Equality and Future Generations Act)

is responsible for ensuring that policy and strategy complies with the requirements of public duties and provides reports and returns as required.

### Sport Wales Leadership

sets and owns the steps required to meet objectives through organisational business planning.

### Sport Wales Senior Management

agrees organisational objectives.

### Sport Wales Board

signs off organisational Objectives and Strategic objectives and provides scrutiny in relation to compliance and progress.

## An integrated approach – Outcomes for the future

During 2019, to support Sport Wales new strategy an outcomes framework for Sport Wales and for Sport in Wales will be published. The frameworks will demonstrate outcomes alongside a suite of measures. Measures that relate to advancing equality, well-being and sustainability will be integral to this. Following this, Sport Wales will undertake forecasting work to consider how the organisation will look in 5, 10, 15 and 25 years.

# Eliminating discrimination and promoting equality in employment

## Embrace Equality and Diversity within Sport Wales and through our Policies

The key outcome from this objective is that we become an organisation that is: *‘Diverse, where our staff feel valued and treated fairly’.*

We want our staff to excel regardless of their gender, ethnicity, national origin, sexual orientation, religion or belief, culture, disability, background or life experiences. We look to develop a diverse and inclusive working environment where staff are allowed to be themselves, their differences are recognised and their contributions are valued.

Our 3 goals for diversity and inclusion in the workplace are therefore:

1. **Workforce Diversity:**  
Ensuring we have a diverse, high performing workforce.
2. **Workplace Inclusion:**  
Developing a culture that encourages creativity, flexibility, and fairness to enable individuals to be themselves, have their differences recognised, perform to their full potential and have their contributions valued.
3. **Sustainability and Accountability:**  
Developing structures and strategies to equip managers and supervisors with the ability to manage diversity within their teams, be accountable, measure and act on results of these measures, and embed a culture of inclusion within their team and the wider organisation.

## Current Equality Statistics For Sport Wales Workforce (31st March 2019)

AGE	%
less than 20	<5
20-24	<5
25-29	16.2
30-34	12.4
35-39	14
40-44	12.4
45-49	14
50-54	11.9
55-59	10.2
60-64	4.9
65-69	2.2
70-74	<5
75-79	<5
Over 80 years	<5
No age listed	<5

DISABILITY	%
Yes	<5
No	17.8
Nothing declared	80.5

RELIGION/BELIEF	%
Prefer not to say	<5
Other Philosophical, Spiritual Belief or Religion	<5
No Religion	24.3
Christianity	33.5
Nothing declared	37

SEXUAL ORIENTATION	%
Prefer not to say	5.4
Heterosexual/Straight	58.9
Gay Woman/Lesbian	<5
Gay Man	<5
Nothing detailed	34.6

ETHNICITY	%
Prefer not to say	<5
White	74
Asian-Chinese	<5
Black/African/Caribbean - Caribbean	<5
Mixed/Multiple - Other Backgrounds	<5
Mixed/Multiple - White & Black Caribbean	<5
Nothing detailed	23.2

NATIONALITY	%
British	36.2
English	<5
Scottish	<5
Welsh	34
Other	<5
Nothing detailed	22.7
Prefer not to say	<5

GENDER %	Male	Female
All Staff	47	53

<b>GENDER BY GRADE %</b>	<b>Male</b>	<b>Female</b>
Seasonal	80	20
O	17	83
A	70	30
Scale 1	100	0
B	17	83
C	51	49
Scale 3	100	0
D	44	56
E	60	40
F	100	0
G	100	0
CEO	0	100

<b>GENDER BY CONTRACT TYPE %</b>	<b>Male</b>	<b>Female</b>
Permanent	44	56
Fixed Term	49	51
Seasonal	80	20

<b>GENDER BY WORKING HOURS %</b>	<b>Male</b>	<b>Female</b>
Full Time	42.02	26.04
Part Time	7.7	24.26

<b>GENDER BY PAY QUARTILE %</b>	<b>Male</b>	<b>Female</b>
Quartile 1 (Lower)	37	63
Quartile 2	39	61
Quartile 3	59	41
Quartile 4 (higher)	52	48

<b>GENDER PAY GAP</b>	<b>%</b>
Median	11
Mean	8

The gender pay gap has increased from Median 7, Mean 5 in 2017/18

<b>WELSH SPEAKER</b>	<b>%</b>
Fluent	7
Partial	6.5
Beginner	<5
Non	23.8
Prefer not to say	59.4

<b>MARRIAGE &amp; CIVIL PARTNERSHIPS</b>	<b>%</b>
Divorced	5.4
Married	38.4
Partnership	8.6
Separated	<5
Single	18.9
Widowed	<5
Nothing Detailed	25.4
Prefer not to say	<5

<b>MATERNITY</b>	<b>No's</b>
In 12 months to 31/03/18	10

## Equality Statistics For Sport Wales Board (31st March 2018)

### Our Board consists of:

- 50% female and 50% male
- 18% are from BME backgrounds
- 9% have a disability
- All age brackets from 30-79 are represented.

AGE	%
<25 years	0
<25-34 years	0
<35-44 years	18
<45-54 years	36.5
<55-64 years	36.5
65+ years	9

## Recruitment

Equality monitoring data is provided voluntarily by applicants for Sport Wales vacancies.

594 individuals applied for 26 roles within 2018/19 (excluding those who have applied speculatively). 5% of applicants were from BME backgrounds. 34% were female and 66% were male. The age breakdown of candidates is as follows:

AGE	%
<25 years	36
<25-34 years	33
<35-44 years	9
<45-54 years	<5
<55-64 years	<5
65+ years	<5
Prefer not to say/blank return	17

## Complaints, Grievances, Disciplinary:

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 founded. Processes are also available for complaints

made by the general public. During the reporting year no grievances were raised and one disciplinary hearing, due to the low numbers it is not possible to report on protected characteristics.

## Leavers

2018/19 saw a staff turnover rate 4%. The Sport Wales leavers spanned all age ranges from less than 20 years through to 64 years. 25% were female and the remaining 75% male. Due to the small numbers of disclosures in

relation to ethnic origin, religion, disability and sexual orientation, we have not been able to report on these areas.

## Specific Equality Training

TRAINING OPPORTUNITY	PROTECTED CHARACTERISTIC	OFFERED TO	DATE OF TRAINING
An introduction to Equality and diversity	Age, Gender, Disability, Sexual Orientation, Gender Reassignment, Ethnicity, Religion and Belief, Marriage and Civil Partnership, Pregnancy and Maternity, Welsh Language, Socio Economic Disadvantage.	All new starters	On-going for all new starters
Mental Health First Aid	Disability	All employees	November 2018 and March 2019
Women into Leadership Conference	Gender	All employees	February 2019
Welsh Language	Welsh Language	All employees	All employees

## Areas for progression

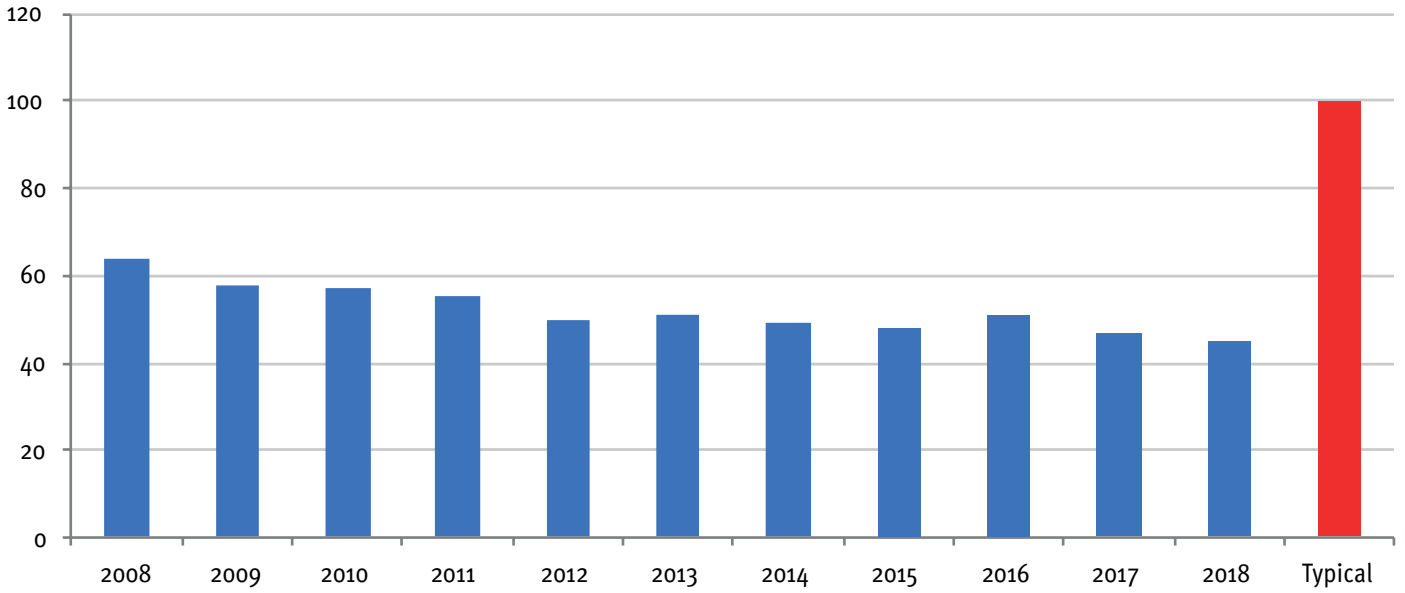
1. Set our Strategic Equality Plan 2020-2024.
2. Continue work to integrate impact assessment (to include FGA, Equality, welsh language)
3. Better application of the sustainable development principle (FGA) into project planning.
4. Establish a workforce diversity plan.
5. Establish clear scrutiny and compliance assurance.
6. Better thread inclusivity through our organisation behaviours, training, recruitment and performance practices.
7. Establish an engagement group consisting of diverse members of our organisation.



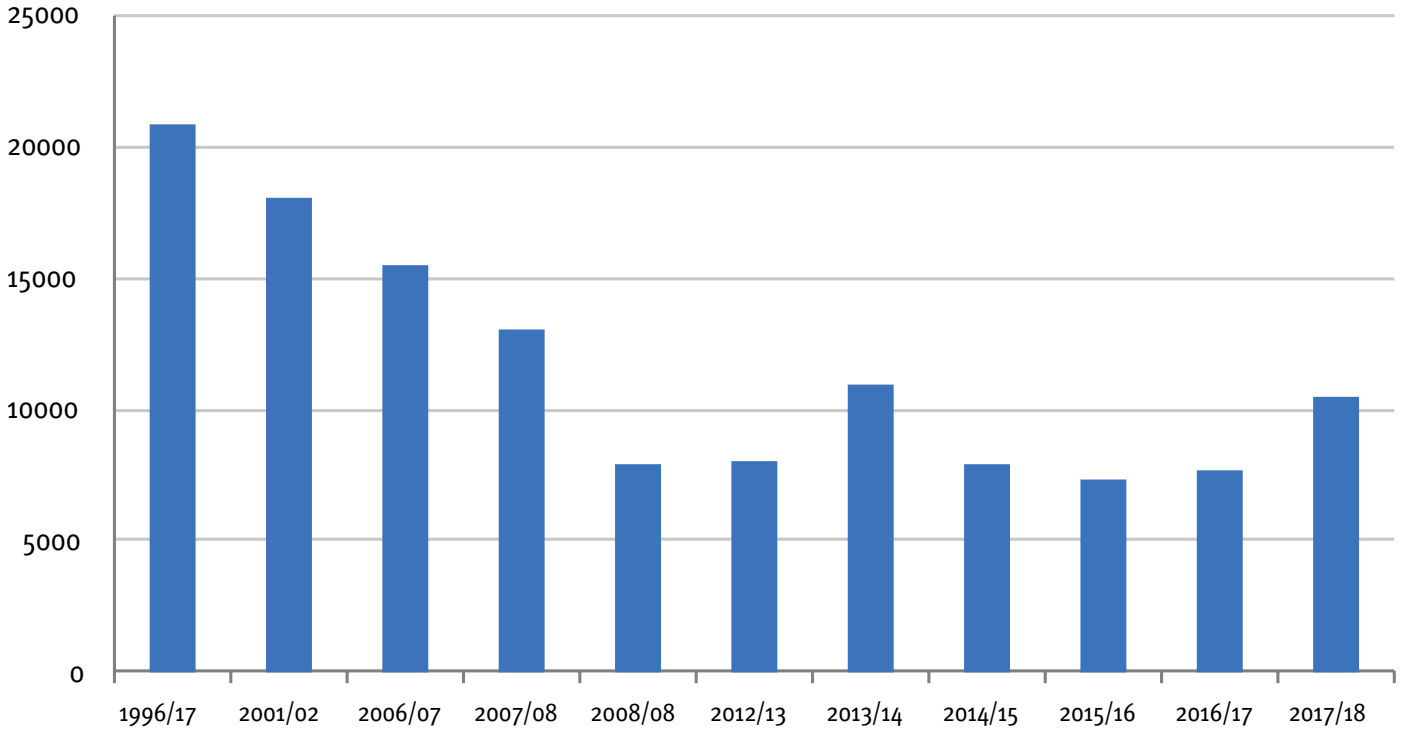
# APPENDIX 1

## Energy Reports

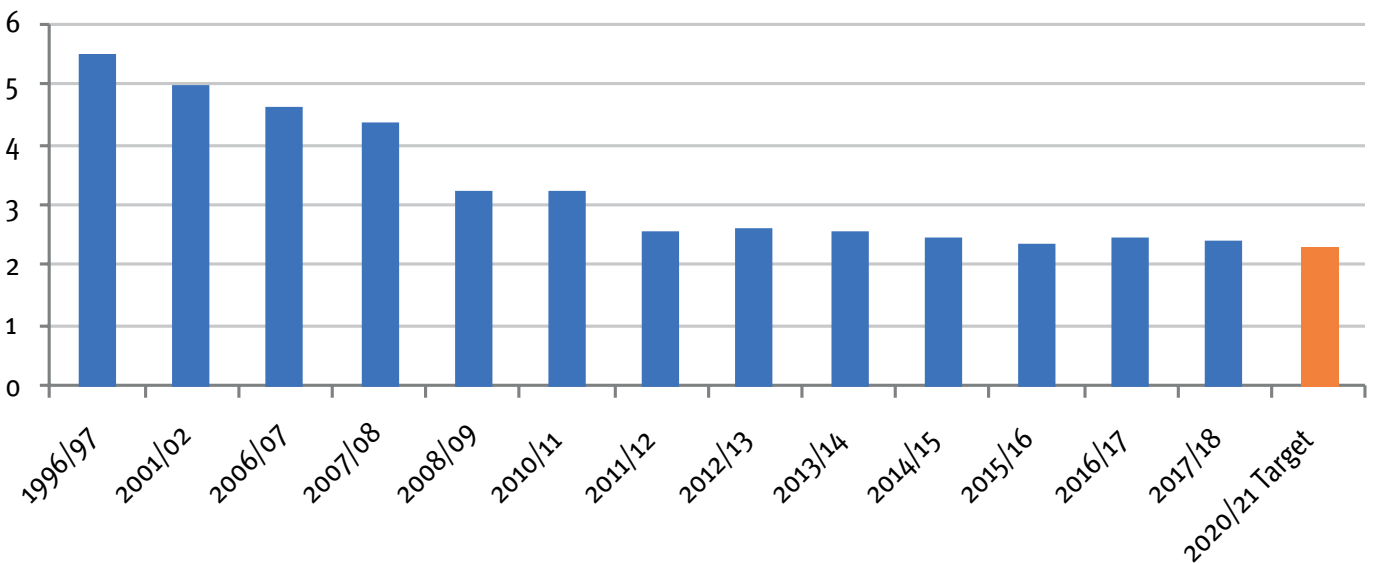
### Energy Performance Operational Rating



### Water consumption in cubic metres



### Combined gas and electrical consumption in millions of KWH



## APPENDIX 2

### Grant Reports

Grants awarded to promote equality of opportunity amongst under representative groups.

#### Community Chest

Of the 1,338 Community Chest awards, 268 awards (totalling £331,228) has been invested into projects that are specifically tackling inequality and below is also a breakdown of the primary focus for each of the CC awards:

Primary Focus	Total Awarded	Total no. of awards
BME	£25,394.00	20
Club Development	£1,022,677.00	839
Disability	£91,329.00	71
Other	£144,603.00	124
Welsh Language	£7,969.00	6
Women and Girls	£235,016.00	196
Workforce (Coaches Volunteers, Staff)	£101,478.00	82
<b>Total</b>	<b>£1,628,466.00</b>	<b>1338</b>

#### Development Grants

Primary Focus	DG
Total Awarded	£613,678.00
Total no. of awards	63

Development Grants

Primary Focus	DG
Total Awarded	£613,678.00
Total no. of awards	63

Primary Focus	Total Awarded	Total no. of awards
BME	£2,838.00	1
Club Development	£400,527.00	41
Disability	£66,476.00	7
Other	£98,381.00	7
Women and Girls	£36,698.00	4
Workforce (Coaches Volunteers, Staff)	£8,758.00	3
<b>Total</b>	<b>£613,678.00</b>	<b>63</b>

## Contact Details

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