



CHWARAEON DISABILITY
ANABLEDD SPORT
CYMRU WALES



Federation of Disability Sport Wales Annual Report and Accounts

1st April 2024–31st March 2025

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

Message from Gareth Thomas, Chair of Trustees

This year brought with it a lot of excitement, opportunity and challenge to DSW. It was of course a Paralympic and Olympic year, with Paris hosting the 2024 Games, and 21 Welsh athletes, or athletes living in Wales, were selected across 12 sports to be part of ParalympicsGB. It has also been the year in which the investment model for Sport Wales Partner Organisations changed, and

this reduced the resources which were be awarded to DSW for this year and more significantly into next financial year. Whilst this change is tough it has meant that DSW have been looking at how we work differently with commercial partners and exploring how we may be able to diversify resources for the future.

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

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



► **Continued: Message from Gareth Thomas, Chair of Trustees**

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

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

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



Gareth Thomas
Chair, Disability Sport Wales

Objectives and Activities

Overview

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

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

We are more commonly referred to as Disability Sport Wales.

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

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

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



DSW Mission

influence, include, inspire, insport

DSW Values

Champion Everyone

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

This means you will see us:

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

Proudly Welsh

We embody and celebrate what it is to be Welsh.

This means you will see us:

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

Value Growth

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

This means you will see us:

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

Highlight Possibility

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

This means you will see us:

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

Snapshot 2024 of the Year 2025

22 people in the Disability Sport Wales National Team

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



1,539

participants attended
17 SPAR insport Series
events across Wales



3,010

Volunteers

2,973 with clubs
38 at insport Series



710

Participants at Whizz Kidz events

insport

406 organisations engaged in insport

1st

insport Partnerships Gold Standard awarded (Newport Live)



6 organisations presented for an insport Standard

insport
CLWB / CLUB

345 clubs working to a Standard of insport Club **1** new club achieved Gold

insport
CLC / NGB

insport NGB Programme Reviewed

29 NGBs in Wales working towards insport NGB

3 working toward Ribbon

6 Ribbon

9 Bronze

9 Silver

2 Gold

insport
PARTNERIAETHAU / PARTNERSHIPS

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

Pembrokeshire achieved insport Partnerships **Gold Standard**

SNAPSHOT OF THE YEAR



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

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

715 people did UK Disability Inclusion Training courses

610 people did UK DIT Level 1:

- 553 UK DIT for Coaches and Volunteers
- 57 UK DIT for Education

73 people did UK DIT Level 2

89 people did UK DIT Level 3



1 Celebration Dinner with awards celebration



1 Disabled Young Leaders networking event

**CYNHADLEDD
DYLANWADU
CONFERENCE**

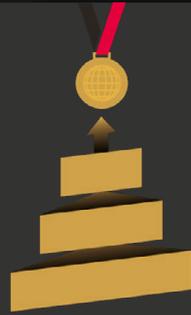


Cefnogiwr gan Supported by *Sporthludi Chwaraeon Cymru* CLUB BUSINESS BUSINESS CLUB

1 Dylanwadu Inclusion Conference

Ariennir gan
Funded by
9 Taith

2 Successful Taith funding applications



DISABILITY SPORT WALES

Performance Pathway

82

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

110

people completed the #Inspire
performance athlete signposting form



21

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

16 medals



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

19,000+

visitors to our Paris 2024 microsite





ACTIVE LIFESTYLE

ACTIVE SPORT



Active Living

Active Travel

Active Recreation

Informal Sport

Organised Sport

Elite Sport

insport Club

insport Partnerships

insport NGB

insport Series Events

Para Sport Festival

UK Disability Inclusion Training (UK DIT)

Wheelchair Skills

Disability Sport Wales Performance Pathway
Tier 1 Tier 2 Tier 3

Health Disability Activity Pathway
with all Welsh NHS Health Boards and Local Authorities

Performance Partnerships
(UK Governing Bodies)

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

Play Together
Inclusion Training for 7-11 year olds

Wales Wheelchair Rugby Partnership

Disability Sport Wales Regional Partnership Senior Officers
Linked to Regional Partnerships

Learning Disability Active
Learning Disability Active

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

The spectrum is separated into:

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

insport Club supports organised sport.

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

insport NGB supports organised sport including elite sport.

insport Series events provide organised sport opportunities below elite level.

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

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

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

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

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

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

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

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

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

Learning Disability Active supports active recreation through to elite sport.

Our Ambitions

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

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

DSW seeks to achieve this strategic priority predominantly through:

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

Strategic Priority 1

insport Programmes

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



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



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



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



inclusion + sport = insport

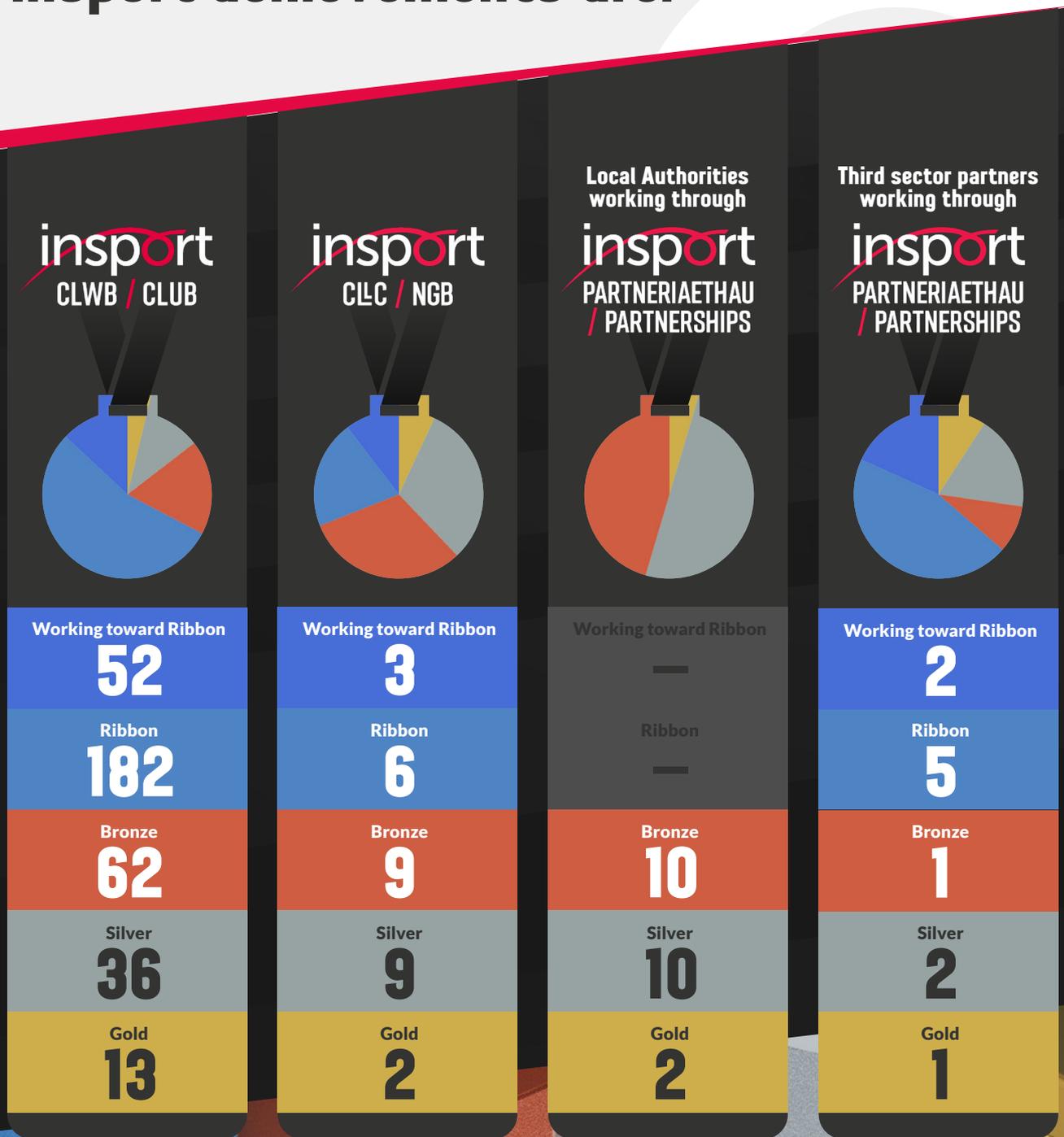
What we have achieved: insport Programmes

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

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

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

The overall progress of insport achievements are:



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

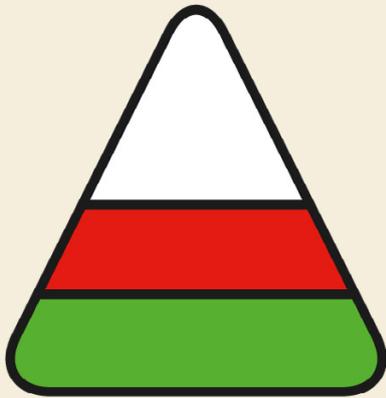
Case Study:

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

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

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

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



Urdd



Highlights of their inclusive provision included;

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



Strategic Priority 1

insport Series Events



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

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

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

Case Study:

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

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

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





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

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

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

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

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

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





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

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

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

– School pupil, Ysgol Pendalar

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

– School teacher, Ysgol Pendalar

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

Strategic Priority 1

Research and Insight

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

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



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

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

Reports

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

Case Studies

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

Case Study:

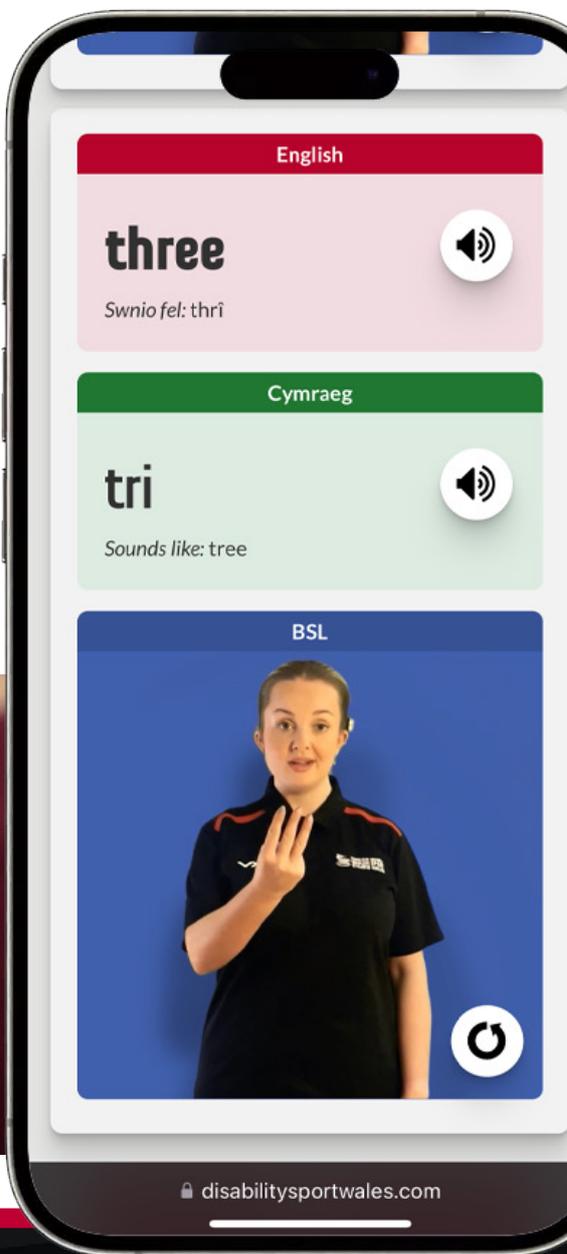


WALES DEAF SPORTS

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

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

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



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

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

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



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

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

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



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





Strategic Priority 2

Enable inclusive active pathways

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

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



Education and Training

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

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

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

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

UK Disability Inclusion Training (UK DIT)

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

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

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

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

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





Spotlight:

Swim Wales and DSW creating Aquatics UK DIT

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

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



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

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

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

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

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

Learning Series

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

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



Cyfres Dysgu Learning Series



Cyfres Dysgu Learning Series



Cyfres Dysgu Learning Series



Cyfres Dysgu Learning Series



Strategic Priority 2

Regional Partnerships

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

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



Central South

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



Gwent

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



North Wales

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



Mid Wales

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



West Wales

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

Strategic Priority 2



Llwybr Gweithgaredd Anabledd Iechyd Health Disability Activity Pathway

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

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

hdapathway.co.uk

79 upskilling training sessions delivered

3 university outreach sessions delivered

25 community events attended

863 health and social care workers and third sector employees trained

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

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

249 referrals for signposting processed

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

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

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

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

Strategic Priority 2

Get Out Get Active (GOGA)

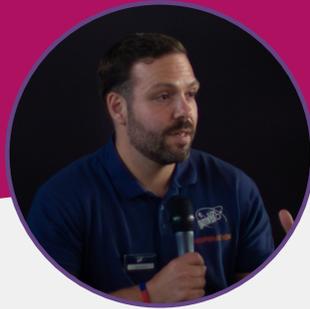
Ewch Allān  Get Out
Byddwch Actif  Get Active

Ariannwyd Gan Funded By



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





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

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

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

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



FEATURE

International Day of Disabled Persons 2024

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

Case Study

DSW Learning Sessions

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

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

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

Strategic Priority 2

Volunteers

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

3,010 Volunteers

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



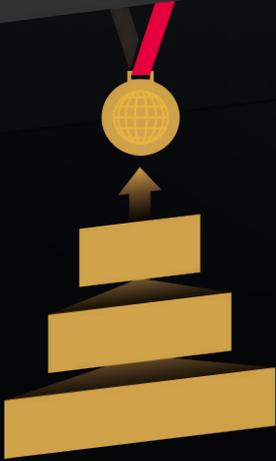


Strategic Priority 3

Empower (para) performance development

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

Strategic Priority 3



DISABILITY SPORT WALES

Performance Pathway

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

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



Headlines from Athlete Development Pathways

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

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

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

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

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

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

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

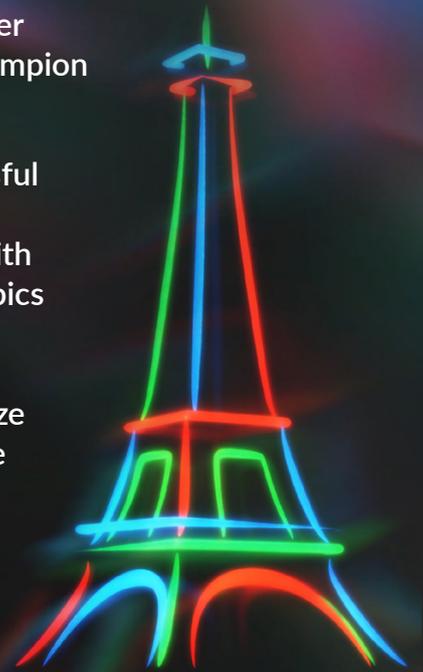
Wales at the PARIS 2024 Paralympic Games

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

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

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

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



SELECTED ATHLETES

Aled
DAVIES



Athletau Athletics

Icon: Javelin thrower in wheelchair. Tower of London icon.

Benjamin
PRITCHARD



Rhwyfo Rowing

Icon: Rowing boat. Tower of London icon.

Beth
MUNRO



Taekwondo

Icon: Taekwondo kick. Tower of London icon.

David
SMITH



Boccia

Icon: Boccia player in wheelchair. Tower of London icon.

Funmi
ODUWAIYE



Athletau Athletics

Icon: Javelin thrower in wheelchair. Tower of London icon.

Gemma
COLLIS



Cleddyfa Cadair Olwyn Wheelchair Fencing

Icon: Wheelchair fencer. Tower of London icon.

Georgia
WILSON



Marchogaeth Equestrian

Icon: Equestrian rider. Tower of London icon.

Harrison
WALSH



Athletau Athletics

Icon: Javelin thrower in wheelchair. Tower of London icon.

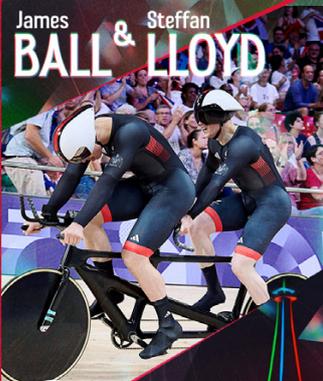
Hollie
ARNOLD



Athletau Athletics

Icon: Javelin thrower in wheelchair. Tower of London icon.

James BALL & Steffan LLOYD



Beicio Cycling



Jodie GRINHAM



Saethyddiaeth Archery



Joshua STACEY



Tenis Bwrdd Table Tennis



Laura SUGAR



Canŵ Canoe



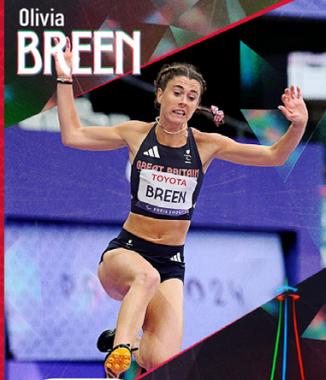
Matt BUSH



Taekwondo



Olivia BREEN



Athletau Athletics



Paul KARABARDAK



Tenis Bwrdd Table Tennis



Phil PRATT



Pêl-fasged Cadair Olwyn Wheelchair Basketball



Rhys DARBEY



Nofio Swimming



Rob DAVIES



Tenis Bwrdd Table Tennis



Sabrina FORTUNE



Athletau Athletics



Tom MATTHEWS



Tenis Bwrdd Table Tennis



DÉBUTANTS

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



Funmi Oduwaiye Athletics

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



Harrison Walsh Athletics

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



Rhys Darbey Swimming

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



Matt Bush Taekwondo

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



Steffan Lloyd Cycling

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

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

MEDALLISTS

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



Sabrina Fortune Athletics



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



Matt Bush Taekwondo



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



Laura Sugar Canoe



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



James Ball and Steffan Lloyd Cycling



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



Ben Pritchard Rowing



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



Rhys Darbey Swimming



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



Jodie Grinham Archery



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



Georgia Wilson Equestrian



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



Rob Davies Table Tennis



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



Phil Pratt Wheelchair Basketball



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



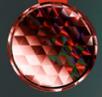
Aled Davies Athletics



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



Paul Karabardak Table Tennis



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



Hollie Arnold Athletics



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

MICROSITE

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

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

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



Spotlight:

DSW at the Paris 2024 Paralympic Games

by Nathan Stephens

Head of Performance Development

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

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

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





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

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

Feature:

Find Your Fire



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

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

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

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



Strategic Priority 3

Partnership with Taith

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

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

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



Case Study: Boccia Cymru in Portugal

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

[continued >](#)

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

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



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

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

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

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

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

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

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



Strategic Priority 3

Boccia Cymru

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

Case Study:

The Power of Volunteers to support Boccia in Wales.

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

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



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

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

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

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

Strategic Priority 3

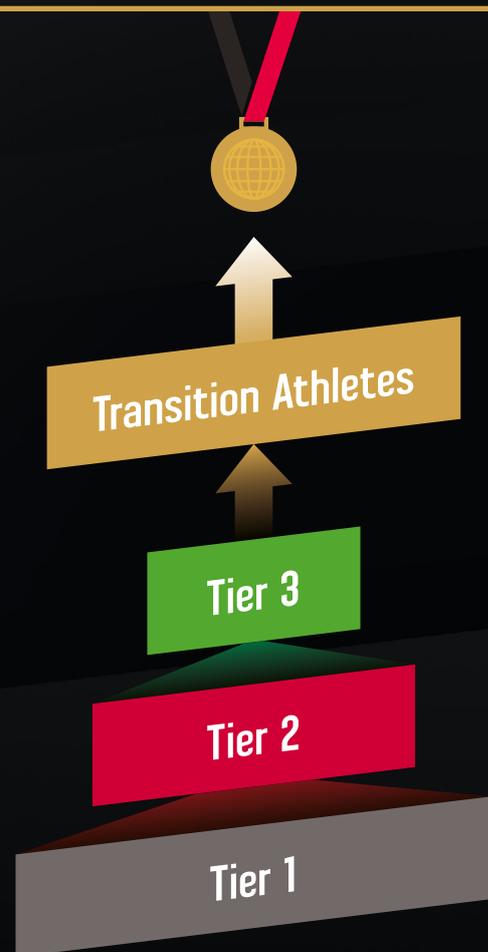
Performance Pathway Programme

The Performance Pathway Programme successfully completed its third year of operation, continuing to deliver a blend of virtual and practical hub sessions designed to nurture aspiring Welsh athletes. In the 2024/25 cycle, we delivered five practical sessions across Wales and one focused virtual webinar.

An indicator of the programme's reach and initial engagement was the impressive number of 110 Inspire signposts received, demonstrating strong interest from individuals looking to embark on their sporting journey.

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

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



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

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

Feature: Partnership with Goalball UK

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

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

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

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



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

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



Feature: Learning Disability Active

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

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



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

Looking Ahead:

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

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

Highlight

2024 Bowls European Championships

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

Welsh Teams

VI Team (overleaf)

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

PD Team (right)

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

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





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

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

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

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

— John Wilson, Wales Team Manger



Strategic Priority 3

Gŵyl Para ABERTAWE Chwaraeon ParaSport Festival SWANSEA



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

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

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

2024 Competitive Event Schedule

Physical Disability Rugby League
Wales v All Stars



June
21



Boccia UK Teams and Pairs
Championship



July
10-11



Welsh Shooting - British Open
Para Sport Championships 2024



July
12-14



European Judo Union (EJU)
Get Together Tournament 2024



Welsh Judo Association
Cymdeithas Judo Cymru



July
13



British Para Table Tennis
Swansea Open



July
13



Wheelchair Rugby Welsh Open



July
13



insport Series: Swansea
Swansea Bay Sports Park



Multisport

July
11



 **Take Part**

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

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

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



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

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

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

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





Strategic Priority 4

National Youth Board

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

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

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

Strategic Priority 4

Exceptional Standards

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

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

Safeguarding Standards for Sport

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

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

UKAD Framework: Retained full compliance

Disability Confident Employer: Retained this Government assurance

SW Governance Capability: All requirements met

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

Moving to Inclusion: Embedding Equity and Progress at Every Level

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

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

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

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

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



Feature:

Disabled Young Leaders in Sport Inspiring Connections Event

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

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

The event format encouraged inspiration and connection by including:

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

Wellbeing Framework

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

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

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

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

Audit

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

The DSW Board Newsletter

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



CYNHADLEDD
DYLANWADU
CONFERENCE

Feature:

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

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

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

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

CELEBRATING PARIS

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

Disability Sport Wales Award Winners

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

Lifetime Achievement Award: **Dot Gallagher**

Strategic Priority 4

Governance representation outside of DSW:

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

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

We Set Out to Achieve

- ✔ Target met or exceeded
- ✔ Target partially met or exceeded
- ➔ Target not met but progress made
- ✘ Target not met

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture



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



Pembrokeshire County Council achieved insport Partnerships Gold Standard.

NGB

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



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



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



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



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



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

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



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



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



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



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

<https://www.disabilitysportwales.com/trilingualcoaching>

Establish effective partnerships for an inclusive sector culture

Strategic Priority 2

Enable inclusive active pathways



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



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

[GOGA Call to Action \(July 2024\)](#)



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



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



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



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



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



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



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



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



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



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

Enable inclusive active pathways

Strategic Priority 3

Empower (para) performance development



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



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

NGB

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



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



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



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



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



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



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



European events:

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

British events

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



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



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

Empower (para) performance development

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation



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



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



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



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



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



DSW delivered and partnered the:

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



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



- 16 Learning Series sessions were delivered

Delivered at:

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



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



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



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



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

Empower (para) performance development

What we will achieve in 2025/26



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

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Headline priorities for 2025/2026 are:

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

Strategic Priority 2

Enable active inclusive pathways

Headline priorities for 2025/2026 are:

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

Strategic Priority 3

Empower (para) performance development

Headline priorities for 2025/2026 are:

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

Strategic Priority 4

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

Headline priorities for 2025/2026 are:

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

