



CHWARAEON ANABLEDD CYMRU
DISABILITY SPORT WALES



Federation of Disability Sport Wales Annual Report

1st April 2023—31st March 2024

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Message from Gareth Thomas, Chair of Trustees

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



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

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

► Continued: Message from Gareth Thomas, Chair of Trustees

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

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

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



Gareth Thomas – Chair, Disability Sport Wales

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

Objectives and Activities

Overview

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

- act as the national development agency for disability sport in all its forms in Wales
- foster, encourage, assist and develop disability sport in Wales and amongst the people of Wales
- maintain and raise the standard of disability sport in Wales and promote Welsh Disability sport at an international level
- formulate, issue and enforce in respect of disability sport in Wales:
 - (a) codes of ethics and conduct
 - (b) disciplinary procedures
 - (c) measures for the proper protection and welfare of children, young persons and vulnerable adults
 - (d) anti-discriminatory procedures; and
 - (e) any other rules and regulations which are deemed appropriate by the directors of the Company from time to 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 2023 of the Year 2024

22 people in the Disability Sport Wales National Team



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



2021

Volunteers

1939 with clubs
82 with GOGA

Ewch **Allan**  Get Out
Byddwch **Actif** Get **Active**

301 Participants active
in 5,770 GOGA
participation opportunities

insport

386 organisations engaged in insport

1st

insport Partnerships Gold Standard awarded (Newport Live)



6

organisations presented for an insport Standard

insport
CLWB / CLUB

324

clubs working to a Standard of insport Club

1

new club achieved Gold

insport
CILC / NGB

29

NGBs in Wales working towards insport NGB

3

working toward Ribbon

6

Ribbon

9

Bronze

9

Silver

2

Gold

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

insport
PARTNERIAETHAU
/ PARTNERSHIPS

33

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

SNAPSHOT OF THE YEAR



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



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



6 episodes of the
Disability Sport Wales
Podcast with James Ledger



1 Charity Dinner with
awards celebration



1 Disabled Young Leaders
networking event



DISABILITY SPORT WALES

Performance Pathway

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

113 people completed the #Inspire
performance athlete signposting form



4 Para Athletes were selected for
the Commonwealth Youth Games



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



522

people did UK Disability
Inclusion Training courses

300 people did UK DIT Level 1:

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

156 people did Level 2

66 people did Level 3



ACTIVE LIFESTYLE

ACTIVE SPORT



Active Living

Active Travel

Active Recreation

Informal Sport

Organised Sport

Elite Sport



insport Partnerships



insport Club



insport NGB



GOGA Phase 2 2020-2023

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



insport Series Events



Para Sport Festival



Boccia Cymru Wales

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



Wheelchair Skills



Disability Sport Wales Performance Pathway

Tier 1

Tier 2

Tier 3



Llwybr Gweithgaredd Anabledd Iechyd
Health Disability Activity Pathway

Health Disability Activity Pathway

with NHS Wales and Local Authorities



Play Together

Inclusion Training for 7-11 year olds

UK Disability Inclusion Training (UK DIT)



Disability Sport Wales Regional Partnership Senior Officers

Linked to Regional Partnerships

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

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

The spectrum is separated into:

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

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

insport Club supports organised sport.

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

insport NGB supports organised sport including elite sport.

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

insport Series events provide organised sport opportunities below elite level.

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

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

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

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

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

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

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

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

Our Ambitions

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

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

DSW seeks to achieve this strategic priority predominantly through:

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

Strategic Priority 1

insport Programmes

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



insport 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

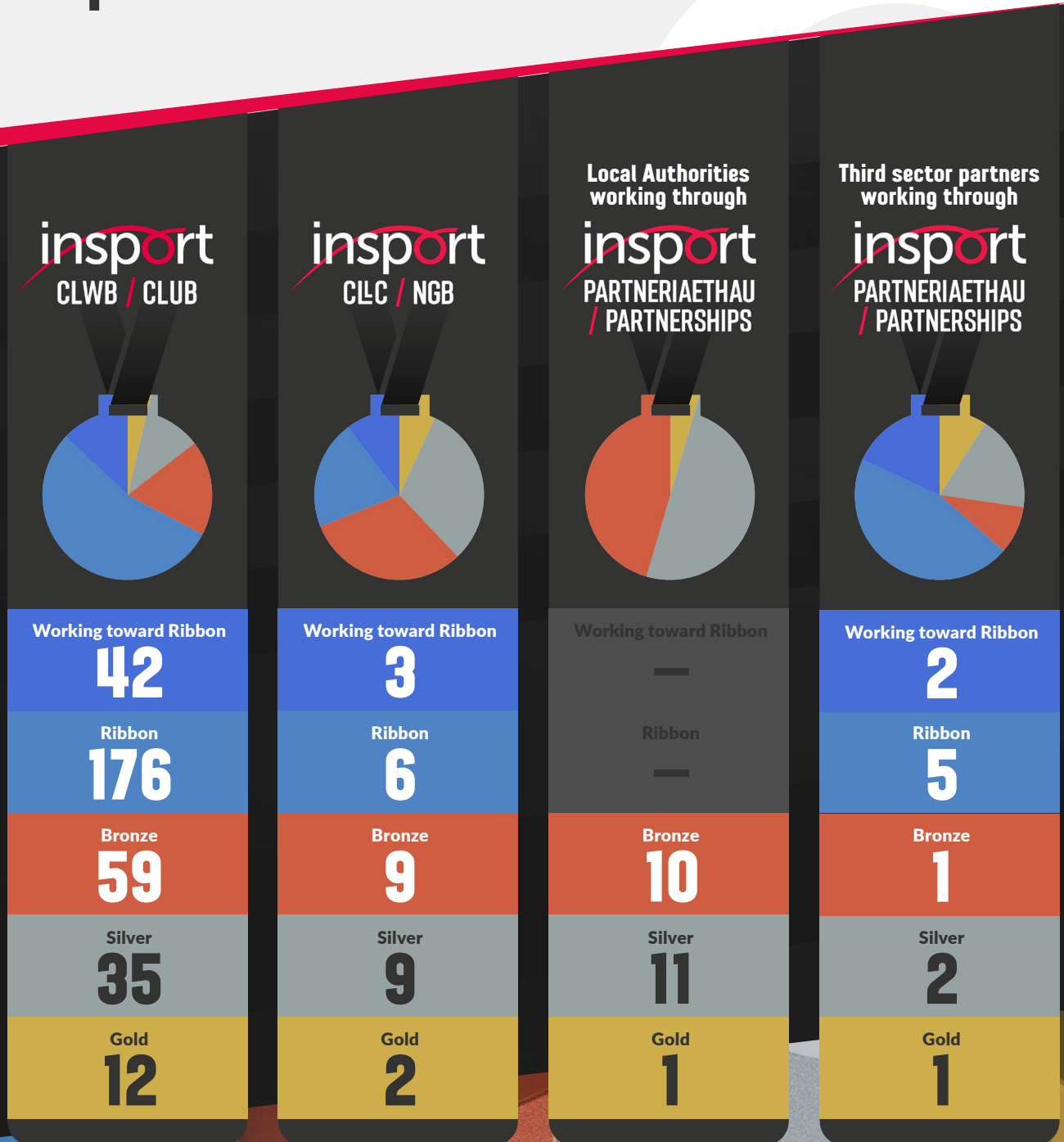
What we have achieved: insport Programmes

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

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

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

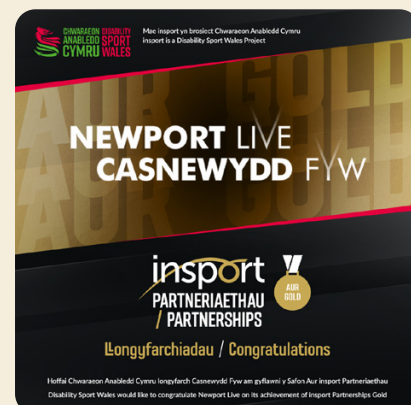
The overall progress of insport achievements are:



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

Case Study:

Newport Live achieve insport Partnerships Gold Standard



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



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

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

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





Strategic Priority 1

insport Series Events



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

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

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

Case Study:

insport Series: Cardiff returns

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

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

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

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







Strategic Priority 1

Regional Partnerships

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

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

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

Stephen McGrath - Gwent



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



Stefano Antoniazzi - Mid Wales

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



Marcus Politis - North Wales

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



Leif Thobroe - Central South Wales

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



Gareth Mills Bennett - West Wales

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



Strategic Priority 2

Empower an inclusive workforce

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

Education and Training

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

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

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

UK Disability Inclusion Training (UK DIT)

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

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

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

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





Boccia Coach and Volunteer Development

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

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

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



Chwarae Gyda'n Gilydd Play Together

Play Together

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

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

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

Learning Series

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

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

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



Cyfres Dysgu Learning Series



Cyfres Dysgu Learning Series



Cyfres Dysgu Learning Series



Cyfres Dysgu Learning Series



FEATURE

International Women's Day

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

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

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

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

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



Strategic Priority 2

Volunteers

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

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

2,021 Volunteers

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



Case Study:

Impacts of partnerships, education and training and pure dedication

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



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

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

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

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

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

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

Case Study:

Volunteer Engagement Opportunities at the Para Sport Festival



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

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

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

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

“ Thanks for a great time ” — Volunteer from Swansea

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



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



Strategic Priority 3

Enable robust inclusive pathways

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

Strategic Priority 3



DISABILITY SPORT WALES

Performance Pathway

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

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



Headlines from Athlete Development Pathways

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

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

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

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

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

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

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

Spotlight:

Para Sport Group

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

Para Sport Group Aims:

- a) To share best practice across the para pathway, becoming a credible group with collective ambitions to lead change
- b) To identify opportunities to combine resource for increased impact across the pathway
- c) To provide opportunities for mentoring and learning to ensure existing knowledge and expertise are shared for the benefit of disabled people in Wales
- d) Sector approach to wider projects and initiatives which would benefit Para Sport in Wales
- e) A space which would provide the opportunity for guest speakers / initiatives/ partners to connect with all Welsh NGB Para Sports
- f) Strengthen links within Wales and UK Sport/ Home Nations/ British Governing Bodies initiatives

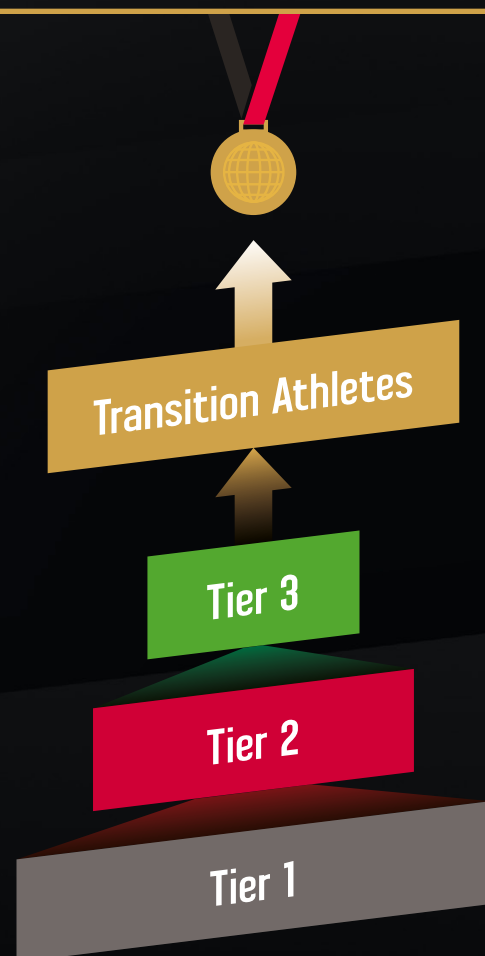
Performance Pathway Hubs

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

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

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

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



Case Study:

NGB Engagement in Performance Pathway Hub Sessions

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



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



Case Study:

Standalone Talent Identification Campaigns

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

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

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

Strategic Priority 3

National Performance Programme

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





Feature:

Commonwealth Youth Games

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

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

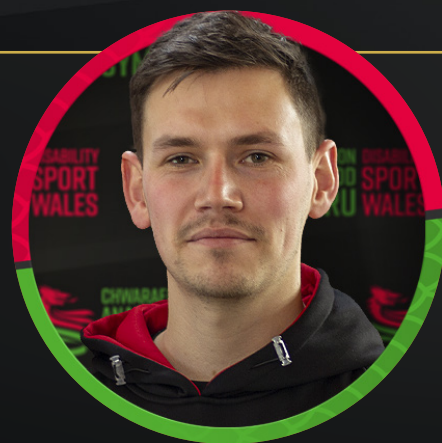
Across the three events, four Athletes were selected to represent Wales with coach Morgan Jones at their side. The standout golden moment was on Day 3 with Tomi Roberts-Jones winning the T38 100m in 13.27 seconds, and teammate Will Bishop, who was a late replacement for injured Ashton Fish, finishing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

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



Coach's Notes by Morgan Jones

Para athletics at the Commonwealth Youth Games



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

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

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

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

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

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

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

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

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

The future is bright, the future is Welsh.



Outstanding Performances at Senior Championships 2023-2024

2023 ARCHERY EUROPEAN PARA CHAMPIONSHIPS

David Philips 🏹

Recurve Men's Open Doubles

GOLD

Jodie Grinham 🏹

Compound Women's Doubles

BRONZE

2023 WORLD PARA ATHLETICS CHAMPIONSHIPS

Sabrina Fortune 🏹

Women's Shot Put F20

GOLD

Hollie Arnold 🏹

Women's Javelin Throw F46

GOLD

Aled Davies 🏹

Men's Shot Put F42

GOLD

Michael Jenkins* 🏹

Men's Shot Put F38

SILVER

Olivia Breen 🏹

Women's Long Jump T38

SILVER

Funmi Oduwaiye*

Women's Shot Put F64

4TH

*Championship Debut

WORLD PARA CYCLING CHAMPIONSHIPS 2023

James Ball and Steffan Lloyd 🚴

Tandem B 1000m

SILVER

2023 ISA WORLD PARA SURFING CHAMPIONSHIP**Llewelyn Williams** 🏅

Men Kneel

GOLD

Kirsty Taylor

Women Stand2

4TH

2023 ICF PARACANOE WORLD CHAMPIONSHIPS**Laura Sugar** 🏅

Women's KL3

GOLD

ITTF EUROPEAN PARA CHAMPIONSHIPS 2023**Robert Davies** 🏅

Men's Class 1

SILVER

Thomas Matthews 🏅

Men's Class 1

BRONZE

Grace Williams 🏅

Women's Class 8

SILVER

Grace Williams 🏅

Women's Doubles WD14

BRONZE

Joshua Stacey 🏅

Men's Doubles MD18

BRONZE

2023 WORLD PARA TAEKWONDO CHAMPIONSHIPS**Beth Munro** 🏅

Women's K44 -65kg

SILVER

Matt Bush 🏅

Men's K44 +80kg

GOLD

2023 WORLD DEAF RUGBY SEVENS WORLD CUP (ARGENTINA)**Wales Men** 🏅

Wales 20 - 5 Australia

CHAMPIONS

Wales Women 🏅

Wales 32 - 0 England

CHAMPIONS

Feature Project

Continuing Progress of Boccia Cymru

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

Events

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

2023 Welsh Boccia Championships

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

PSF 2023 Boccia Teams and Pairs Competition

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

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

2023 UK Boccia Championships

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

BC1 - Rachel Bailey (Sarah Allen - Assistant)

BC2 - Sian Jones

BC3 - Gareth Stafford (Gill Stafford - Ramp assistant)

BC4 - Tomas Martin



Boccia

CYMRU WALES

Community and Clubs

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

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

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

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

Strategic Priority 3

Get Out Get Active (GOGA)

Ewch Allan  Get Out
Byddwch Actif  Get Active

Ariannwyd Gan Funded By



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

North Central Wales

Flintshire, Conwy, Denbighshire

Partnership with Pride Cymru and the focus on disabled and non-disabled members of the LGBTQI+ communities



West and Mid Wales

Pembrokeshire, Ceredigion, Carmarthenshire, West Powys

Partnership with Pembrokeshire County Council with a focus on children, young people and their adults in Elective Home Education environments.



South M4 Corridor

Swansea, Cardiff, Newport

Partnership with StreetGames focused on disabled and non-disabled people from Ethnically Diverse Communities.



What we have achieved: Get Out Get Active #2

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

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



Watch:

The GOGA Way in Conwy, Pembrokeshire and Newport

<https://www.youtube.com/watch?v=w4wHml1pqkw>

The core ingredients that underpin the GOGA programme include:

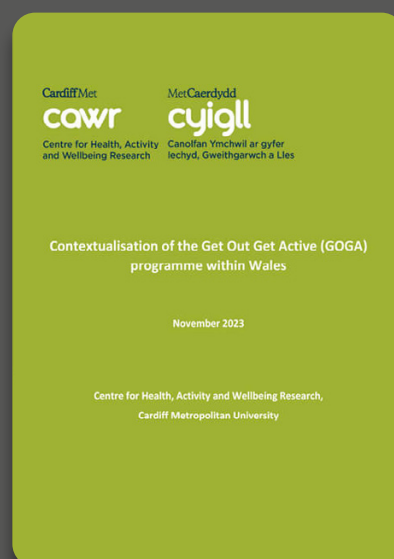
- Reaching the very **least active** disabled and non-disabled people in “active recreation”.
- Supporting disabled and non-disabled people to be **active together** through genuinely inclusive environments.
- Focus on engaging people and developing workforce through use of **the ten talk-to-me principles**.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

GOGA X CARDIFF MET

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

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

Read the Report (PDF, disabilitysportwales.com)





Ariannwyd Gan Funded By



PRIDE CYMRU

Case Study

Pride Cymru's Role in the GOGA Programme

Introduction

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

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

Background

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

Objectives

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

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

Partnerships

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

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

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

— Emma Jones, GOGA Officer at Pride Cymru

Future of GOGA in Pride Cymru

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

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

Conclusion

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

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



Llwybr Gweithgaredd Anabledd Iechyd Health Disability Activity Pathway

Strategic Priority 3

Health Disability Activity Pathway

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

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

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

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

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

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

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

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

World Rugby Wheelchair Rugby European Championships 2023

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

Case Study

WREuro23 School Days

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

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

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





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

— Miss Rhiannon Parker – Lisvane Primary school



Wheelchair Fencing Partnership

Strategic Priority 3

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

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

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



Case Study

Wheelchair Fencing Legacy Programme

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

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

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

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

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

Attending the World Cup

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

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

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



Strategic Priority 3



Gŵyl Para Chwaraeon ABERTAWE ParaSport Festival SWANSEA

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

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

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

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



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

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





Highlight

What the Para Sport Festival looked like in 2023

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

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

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

2023 Event Schedule



Take Part



Competitive

Para Golf Welsh Open
Langland Bay Golf Club



Golf

**July
10**



insport Series: Swansea
Swansea Bay Sports Park



Multisport

**July
11**



UK Teams and Pairs Championship
LC Swansea



Boccia

**July
12-13**



Wales v Scotland
Llandarcy Academy of Excellence



Deaf Football

**July
14**



Wheelchair Rugby Welsh Open
LC Swansea



Wheelchair Rugby

**July
15**



Para Shooting Welsh Open
Swansea Tennis Centre



Shooting

**July
14-16**



Para Fencing British Championships
Swansea Tennis Centre



Fencing

**July
15-16**





News

Formation of the Learning Disability / Intellectual Impairment Alliance

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

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

Overseen by Sport Wales and Welsh Government

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

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

Strategic Priority 3

Wales Deaf Sport Strategy Progress

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

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

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

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



Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation

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



Strategic Priority 4

National Youth Board



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

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

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

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

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

Strategic Priority 4

Research Projects and Insight Reports

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

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

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

1

Disability Sport Wales Club Survey
September 2023 and March 2024

2

Para Sport Festival 2023 Evaluation Report

3

Sport Wales School Sport Survey (Disability Sport Wales Report)
June 2023

4

A Disability Sport Wales Case Study on Stephen Morris
September 2023

Strategic Priority 4

Exceptional Standards

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

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

Key Achievements:

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



Feature:

Disabled Young Leaders in Sport Inspiring Connections Event

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

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

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

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

Wellbeing Framework

Snapshot

Disability Sport Wales is committed to providing a thriving working environment and recognises that the wellbeing of our team is a key element to employees' mental health and wellbeing and is therefore key to organisational success.

The purpose of the framework is to establish, promote and maintain the wellbeing of all our team through workplace practices. To DSW, wellbeing includes the physical and mental health of employees, while recognising employees' values, personal development and areas of work contribute to their overall wellbeing at work.

The framework sets out the basis for our organisation to provide an environment that promotes and supports a positive state of mental health and wellbeing for our employees and those we work with.

Comms Operational Group

Snapshot

A communications operational group was set up within DSW to pull together information from across all areas of the organisation.

Items for communicating are shared on a planner and are lead internally, or by DSW's Comms, Media and PR partner, LloydBell Productions. The group links brand and design earlier into requests and looks at campaign delivery and improvements which can be made across the organisation to raise the profile of disability sport in Wales.

The DSW Board Newsletter

Snapshot

The DSW Board Newsletter has been produced since September 2023. The Newsletter provides a snapshot of the DSW team's monthly progress and updates. As the Newsletter develops, it is hoped that it will reach a wider audience. In this way, the public will be able to receive a monthly newsletter from DSW, allowing them to stay informed about what DSW is doing, what DSW has achieved in the past month, and showcase opportunities such as DSW upcoming events and training.



Feature:

We Are Disability Sport Wales Charity Dinner

The aim of the We Are Disability Sport Wales Charity Gala Dinner was to provide a Charity Dinner which showcased the work of DSW, a networking opportunity for businesses and supporters of DSW in a charity dinner environment, and to raise funds for the Anthony Hughes Memorial Fund (the chosen recipient of the funds raised in the raffle and auction during the event).

The event was well presented with a variety of high-quality media and content showcased throughout. Highlighting the high standard of work provided by Disability Sport Wales whilst also honouring and celebrating several individuals and award winners throughout the evening.

The DSW team will use their experience and learnings from the 2023 event to host the Celebrating Paris Dinner which is set to be hosted in October 2024 - The dinner will be based on a homecoming style event, celebrating the success of the Welsh athletes at the 2024 Paralympic Games.

Disability Sport Wales Award Winners

Emerging Athlete of the Year Award (and Gareth John Bursary): **Rhys Darbey**

Lifetime Achievement Award: **Jane Osman and Sue Williams** (Welsh Sports Association for People with Learning Disability)

Strategic Priority 4

Our Workforce

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

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

Strategic Priority 4

Audit

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

Spotlight: GDPR / Personal Data

As part of our commitment to GDPR compliance and data protection, DSW continues to keep our training and knowledge in this area current. The DSW has recently appointed a GDPR lead whose responsibility is to ensure compliance with the GDPR regulations.

DSW continue to use DPOrganizer as a tool to do Data Protection Impact Assessments and extend our commitment to protecting personal data.

▶ We Set Out to Achieve ▶▶▶▶

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

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Continue supporting organisations achieving and progressing through insport Standards:



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



1 organisation acheived insport Partnerships Gold
1 organisation retained insport NGB Gold

100%

100% of insport Clubs on the insport Portal are active and engaged with insport



100% of active clubs are engaged in the insport process.



Complete the review of insport Club



insport Club review completed with new range of resources



Map insport NGB against the Moving to Inclusion Framework



Completed and working closely with Case Officer to provide appropriate support across Sport Sector.

Establish a Para Sport Group (PSG) with all Paralympic and Commonwealth stakeholders engaged



Established the Para Sport Group (PSG) with 72% of Paralympic and Commonwealth stakeholders engaged.

#YSBRYDOLI
#INSPIRE

Maintain 70 #inspire signposts into Performance Pathway Hubs



113 #inspire signposts came into the Performance Pathway Programme



Support 5 athletes transferring into UK and GB programmes



Eight athletes have been supported transferring into UK and GB Programmes



Present at 5 National or International conferences.

Presented at 8 National Conferences



- Policy Forum for Wales Keynote: Priorities for disabled children and young people's health in Wales and the future for physical activity and sport (April 2023); Online
- Get Out Get Active Conference (May 2023); Birmingham
- Women into Sport Panel, Leeds Beckett University (May 2023); Online
- SPAR Retail Conference: Disability Sport Wales's relationship with SPAR (June 2023); Telford
- Team Wales Business Club: Para Sport and DSW (September 2023); Royal Mint
- Visit Wales Roadshow (November 2023); Sheffield
- Disability Rights Taskforce – Wellbeing Workshop (March 2024); Online
- WRU Inclusion Conference (March 2024); Cardiff

Establish effective partnerships for an inclusive sector culture

Strategic Priority 2

Empower an inclusive workforce



We aimed to deliver:
2,000 places on UK DIT Level 1,
600 places on UK DIT Level 2, and
300 places on UK DIT Level 3



We delivered:
2,590 places on UK DIT Level 1,
320 UK DIT Level 2, and
123 UK DIT Level 3



Increase percentage of disabled
coaches and volunteers within the
workforce by 3% from 18%



According to the Community
Sport and Physical Activity Survey,
percentage increased to 20%



Deliver 8 Performance Pathway
Hub sessions



8 Performance Pathway Hub
session have been successfully
delivered



Deliver 16 Learning Series
sessions throughout the year



18 learning series sessions
delivered, including partnership
events to celebrate International
Women’s Day and the Wheelchair
Fencing World Cup.



Create a set of 8 Daily Active
related inclusive resources for
teachers and education staff



Daily Active has been put on
pause by Sport Wales due to
funding restrictions from Welsh
Government

Strategic Priority 3

Enable robust inclusive pathways



Deliver 15 insport series events, 1 Disabled Young Leaders event (alongside the DSW NYB), and 1 DSW Dinner or conference.



Delivered 20 insport series events, 1 disabled Young Leaders event (alongside the DSW NYB). Along with 1 We Are DSW Charity Gala Dinner.



Extend the GOGA Programme beyond December 2023



Additional funding was sourced to continue the partnership with Pride Cymru until December 2024

Legacy from Wheelchair Rugby (WR) European Championships 23 including:



Partnership between Great Britain Wheelchair Rugby, Welsh Rugby Union and DSW

A partnership between the three organisations was launched in June 2023 after the completion of the WREuro23.



Deliver 2 Wales to the World Stage talent identification days

DSW and GBWR delivered 1 Wales on the world Stage talent identification day and have continued to track athlete development



Establish a community wheelchair rugby club in Mid Wales

A collaborative approach, between Great Britain Wheelchair Rugby, Scarlets Foundation, Welsh Rugby Union, and DSW resulted in the submission of a Be Active Wales Fund application, with the established club launched during 2024/25.



Bring 100 children to spectate the WR Euros at the Principality Stadium

Over the first 3 days of the championships, we had 1,892 pupils & teachers/ support staff from attend from schools across south, west and mid Wales.



Increase number of athletes entering Welsh Boccia Championships



The athletes who entered the 2023 Welsh Boccia Championships increased by 50%.

Strategic Priority 4

Grow as a sector-leading, healthy and accountable organisation



Identify two new commercial partners to DSW



One new charity partner will be new to DSW next financial year



Carry out a research project in collaboration with the Welsh Institute of Performance Sport (WIPS) exploring Performance Pathway Athlete experience and evaluation of the impact of the Performance Pathway Tiers 1-3.



The research project was delayed due to the recruitment of a new WIPS research assistant, and a wider project exploring athlete experiences was led by Sport Wales staff rather than DSW.



Report good progress through the Moving to Inclusion Framework, enhancing diversity and sharing good practice



As part of the Moving to Inclusion (M2I) framework DSW have established a working group who completed the diagnostic tool (intended to identify an organisation's starting point with the 5 pillars of the framework). An Improvement Plan will be established and published next financial year.

What We Will Achieve in 2024/25



In April 2024 DSW will work towards reviewed Strategic Priorities and Ambitions and will have restructured to ensure that there is clear leadership against each area of our work. Detailed achievements for 2024/2025 will be communicated in our Operational Plan 2024/2025.

Strategic Priority 1

Establish effective partnerships for an inclusive sector culture

Headline priorities for 2024/2025 are:

- At least one additional partner will achieve insport Gold (insport NGB, insport Partnerships).
- 70% of Paralympic and Para Commonwealth Games Welsh NGBs are working towards an insport NGB standard.
- Complete a gap analysis of the Paris Paralympic games to ensure appropriate focus for performance development resourcing for the LA 2028 cycle.
- Four additional DSW-led resources are uploaded to the online DSW Research and Insight Hub.
- There will be two eligibility resources which will support the identification of para specific opportunities in Wales.
- Creation of a trilingual (BSL, Welsh and English) downloadable resource for use within community activity settings.

Strategic Priority 2

Enable active inclusive pathways

Headline priorities for 2024/2025 are:

- We will have held a GOGA celebration and a call to action to partners for allocation of funding or to embed the learning into current/future programmes & activities.
- DSW will have engaged with all established Regional Partnerships and identify support which will embed inclusion.
- Deliver 15 SPAR insport Series events across Wales (3- with a focus on intersectional delivery – VI/LGBT+).
- We will work with partners to provide opportunities which are intended to increase the activity levels of disabled people from global majority communities and disabled women.
- The percentage of disabled coaches and volunteers within the workforce, identified through the DSW Club & Session Survey, will increase by 2%.
- UK Disability Inclusion Training is embedded within 2 NGB's coach education provision.

Strategic Priority 3

Empower (para) performance development

Headline priorities for 2024/2025 are:

- Welsh athletes continue to reflect 10% of the total team size at Paris Summer Paralympics (2024), and World Championship teams.
- With support from DSW, 10 Welsh NGB's with a Paralympic/ Commonwealth Games Pathway are delivering a Performance Pathway Programme which result in increasing numbers of athletes within their system.
- Co-produce a pathway delivery plan with identified NGB's (Athletics & Swimming) to support D/deaf athletes into sustained provision.
- Working through the Alliance identify provision for & II/LD and possibility of a pathway delivery plan.
- DSW will deliver 6 (2 GB 2 European) competitions and influence and advocate for NGB's to hold competitions in Wales.
- 120 #inspire signposts received and directed into para sport pathways.

Strategic Priority 4

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

Headline priorities for 2024/2025 are:

- DSW will have made successful grant submissions, in conjunction with key partners, to support the ongoing appointment of the Deaf Sport Senior Officer.
- Resource will have been identified through successful grant applications to support some programme delivery for the Intellectual Impairment / Learning Disability Alliance.
- DSW will have delivered 2 National Events, one of which will be for Boccia.
- DSW colleagues, alongside other partners, will have contributed to 4 national and/or international conferences, raising the profile of disability sport, systems and learning in Wales.
- Our Governance Implementation Plan (GIP) reflects the additional expectations of the Charity Code for Good Governance.
- A DSW staff Wellbeing Survey is established, and the findings are used to refine the DSW Wellbeing Framework.

