



CHWARAEON DISABILITY  
ANABLEDD SPORT  
CYMRU WALES



# Federation of Disability Sport Wales Annual Report

1st April 2021–31st March 2022

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## Message from Gareth Thomas, Chair of Trustees

This year has again been one of change. We have seen a gradual return to sport within our communities, we have spectated from afar the achievements of summer and winter Paralympians, commiserated as competition schedules altered, and taken some difficult decisions about how Disability Sport Wales use its resources for the greatest impact.



We have seen some huge successes from our insport programmes, most notably with the Welsh Rugby Union attaining the first insport NGB Gold Standard. This is evidence of our impact of our productive partnership, but it is important to recognise that we need to continue to change and modernise in order to make most efficient use of the resources available to us to build on these successes.

The sector is shifting. A regional approach is developing, funding models are changing, and the solutions we find for people to be active include technology and virtual engagement more than ever.

We are committed to ensuring that we engage with the change proactively and positively, continue to provide support for partners to guarantee that as a nation, Wales continues to provide pathways for disabled people to thrive and perform in inclusive environments.

Ultimately our biggest measure of success is to not be needed because inclusion is embedded within all practice, across the whole sector, without prompt or challenge. We still have a distance to travel in this regard, but whilst organisations continue to work towards insport, engage on programmes like the SPAR insport Series events, Play Together, Get Out Get Active, the Health Disability Activity Pathway, and performance pathway hubs we will collectively keep moving in the right direction.

Change is about taking what we know is exceptional and building on it. This is something DSW have always been committed to.

A handwritten signature in black ink, appearing to read 'Gareth Thomas'.

Gareth Thomas – Chair, Disability Sport Wales

## Impact of the Coronavirus Pandemic

The early part of the year was still significantly impacted by the Coronavirus (Covid-19) pandemic, with the Disability Sport Wales Awards being delivered virtually, events being postponed, and the Summer Paralympic and Olympic Games being delivered behind closed doors. Activity inside was still restricted, and groups were still not permitted to gather. As the new year approached, guidance began to change, and the success of the Government vaccination programme meant that the impact of the virus was changing.

For many disabled people, however, this impact continued to be significant with a slower rate of return to disability sport clubs and sessions, and a lack of confidence amongst many to re-engage. Facility space was in high demand and accommodating fewer activities, and many outdoor and alternative spaces were not accessible or appropriate for impairment specific clubs.

Lottery and Exchequer funding continued to be assured and sponsorship from partners was confirmed for delivery of outcomes in alternative ways to those which had been agreed prior to the pandemic. The DSW team continued to work primarily from home, with the office opening for use by a maximum of two colleagues when it was permitted.

The DSW Board and CEO wish to thank the team for their resilience, adherence to guidance provided and commitment through a challenging period.



Jim Roberts competing in wheelchair rugby for Great Britain at the Tokyo 2020 Paralympic Games (held in 2021) in a venue with no spectators. Photo © ParalympicsGB.

# Objectives and Activities

## Overview

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

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

DSW Mission

**influence, include, inspire, insport**

DSW Values

**Champion Everyone**

We believe in meaningful opportunity, broad diversity and great achievement, with people at the centre of all we do.

**Value Growth**

We listen and learn.  
We nurture, share and support.

**Proudly Welsh**












Together we are dedicated, passionate and welcoming.

**Highlight Possibility**

We are ambitious, creative and resourceful.

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

# Snapshot of the Year

		<b>545</b> Organisations engaged in insport	
 <b>489</b> clubs working to a Standard of insport Club		<b>1st</b> insport NGB Gold Standard awarded (WRU) 	
<b>5</b> organisations presented for an insport Standard			 
	<b>22</b> Local Authorities achieved insport Development		
	<b>27</b> NGBs in Wales working towards insport NGB		
	<b>7</b> Third Sector Organisations working towards insport Third Sector Standards		



**5,764**  
Volunteers

Ewch Allan  Get Out  
Byddwch Actif  Get Active

**286**  
GOGA Participants

SNAPSHOT OF THE YEAR



**Admiral Chwarae Gyda'n Gilydd Play Together**

**2,277**

KS2 children received an Admiral Play Together inclusion workshop



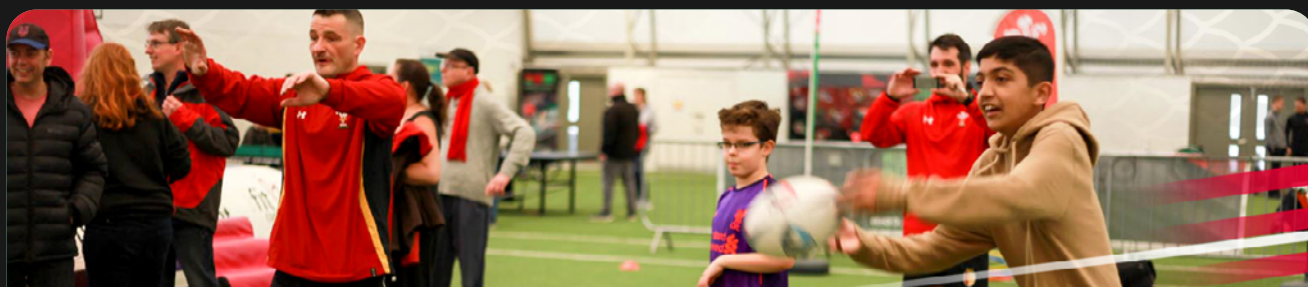
Teachers checked in **1,018 learners** to access insport Series: Education inclusive PE lesson plans



**14** people in the Disability Sport Wales National Team (9 full time, 5 part time)

**PODCAST**

**11** #JustAsk Podcasts



**940** spaces on UK Disability Inclusion Training (UK DIT) courses were sold



DISABILITY SPORT WALES  
**Performance Pathway**

**128**

athletes involved with  
Performance Pathway Hubs

**108**

people completed the #Inspire  
performance athlete signposting form



ParalympicsGB



**26**

Welsh Athletes in  
ParalympicsGB teams

**23**

Tokyo  
東京



**3**

Beijing  
北京



**14 medals**

won at Tokyo 2020  
Summer Paralympic Games



**2 medals**

won at Beijing 2022  
Paralympic Winter Games



**7,000+**

views on the first  
online DSW Awards



**181**

Boccia sets sent out to  
the community

# Our Ambitions

## Strategic Priority 1

### Establish effective partnerships for an inclusive sector culture

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

DSW seeks to achieve this strategic priority predominantly through:

- Our insport Programmes
- Our insport Series Events
- Our Community Programme

Strategic Priority 1

# insport Programmes

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

**insport**  
CRC / NGB

National Governing Bodies (NGBs) of sport in Wales through insport NGB

**insport**  
CLWB / CLUB

Clubs and sessions based in Wales through insport Club

**insport**  
DATBLYGU  
DEVELOPMENT

Local Authorities (LAs) across Wales through insport Development

**insport**  
TRYDYDD SECTOR  
THIRD SECTOR

Third sector organisations operating in Wales through insport Third Sector

**insport**  
RHUBAN RIBBON



## What we have achieved: insport Programmes

The insport programme has continued to progress with over this period, with three panel dates delivered over the year, and seeing 4 organisations achieving their next standard of their insport programme (1 Bronze, 3 Silver, 1 Gold).

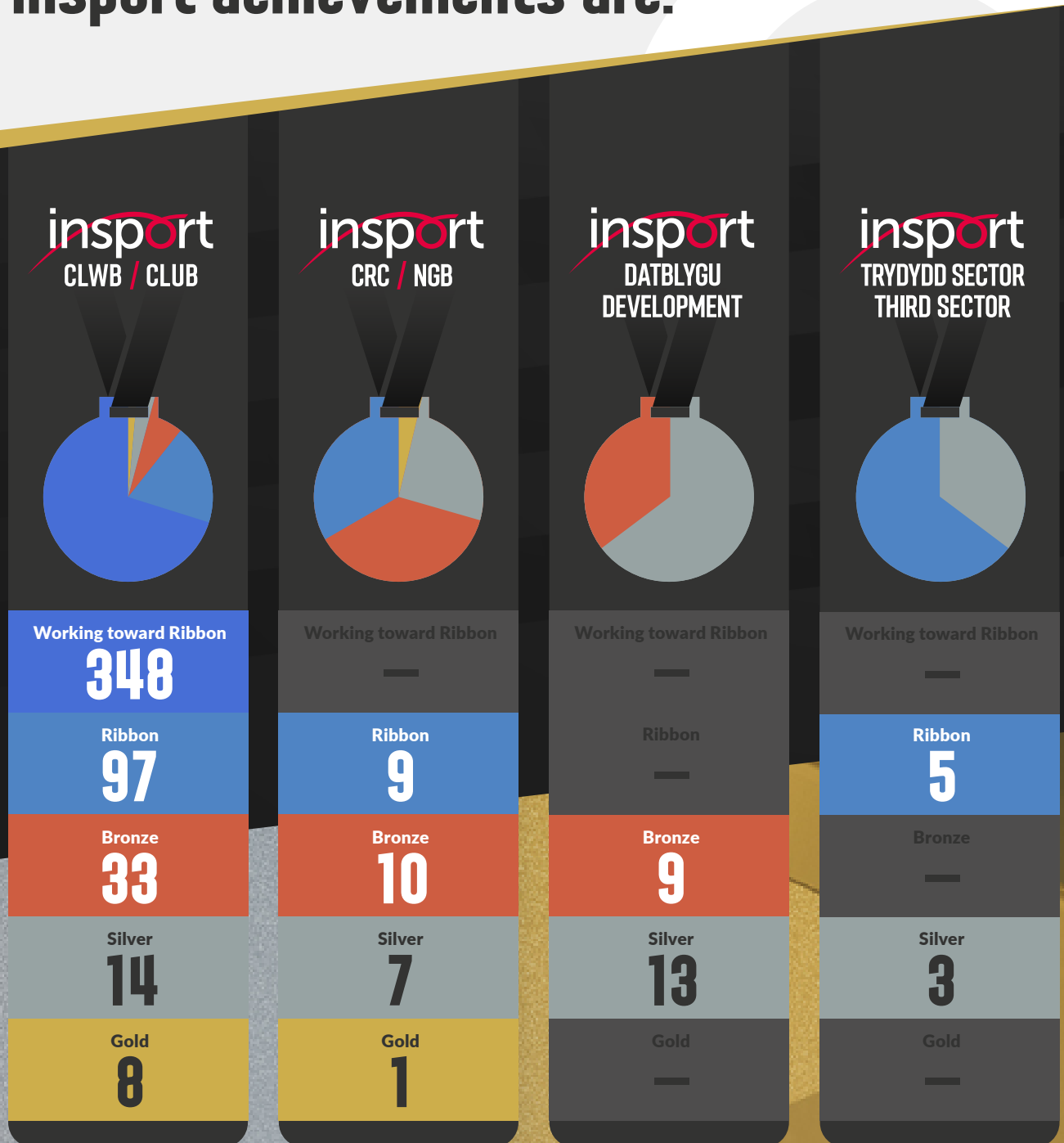
Significantly this year we have seen the first National Governing Body achieving Gold Standard. The Welsh Rugby Union achieved Gold Standard after working with the programme for 5 years. This achievement coincides with the 10-year anniversary of the start of the insport project.



**The Welsh Rugby Union achieved insport NGB Gold in March 2022.**



# The overall progress of insport achievements are:



All 22 Local Authorities (LAs) hold at least Bronze Standard with 13 remaining at insport Development Silver.

“

This is exceptional – well done to all the team for the hard work that has been put in to developing an inclusive approach to all areas of work. It is a recognition well deserved for years of hard work in this area. ”

— Denbighshire Leisure Manager on achieving insport Development Silver Standard



Bwy'n lach (delivering sport and leisure in Gwynedd) are doing insport Third Sector and achieved Ribbon Standard. This means that there are eight organisations engaging with two Case Officers; three having achieved Silver Standard; and five have achieved Ribbon.

11 organisations outside of DSW continue to support clubs to work towards insport Club Standards. 68 clubs (included in the totals on the previous page) are mapped against their own NGB's inclusive accreditation process. The last 12 months has seen Swim Wales increase the support for their club network, developing the support for clubs working towards the insport Club standards. Key clubs to the wider pathway are now directly supported by the Para Performance Manager within the national governing body.

When organisations submit the supporting evidence against the aims for the Standard they are working towards, their submissions are reviewed by an insport Panel to award, or not, that Standard. insport Panels and the training for panel members, have continued to be facilitated virtually. Five insport NGBs, three insport Development teams and four third sector organisations have come to panel during this period.

432

Clubs are mapped to insport Club

68

Clubs are mapped to NGB inclusion standards

insport NGB, Third Sector, and Development Panels in 2021/22

5 NGBs

4 Third Sector Organisations

3 Development Teams

Strategic Priority 1

# insport Series Events



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

This year we have been continued to deliver opportunities online and through smaller scale (micro) insport Series events held face-to-face. Originally intended as a platform to deliver online events during periods of lockdown in 2020, our [insportseries.co.uk](https://insportseries.co.uk) website was adapted to allow people to book places at in-person insport Series events as well.

These developments have enabled the effective management and reporting of these events moving forward, particularly when larger scale events return.

## What we have achieved: insport Series Events

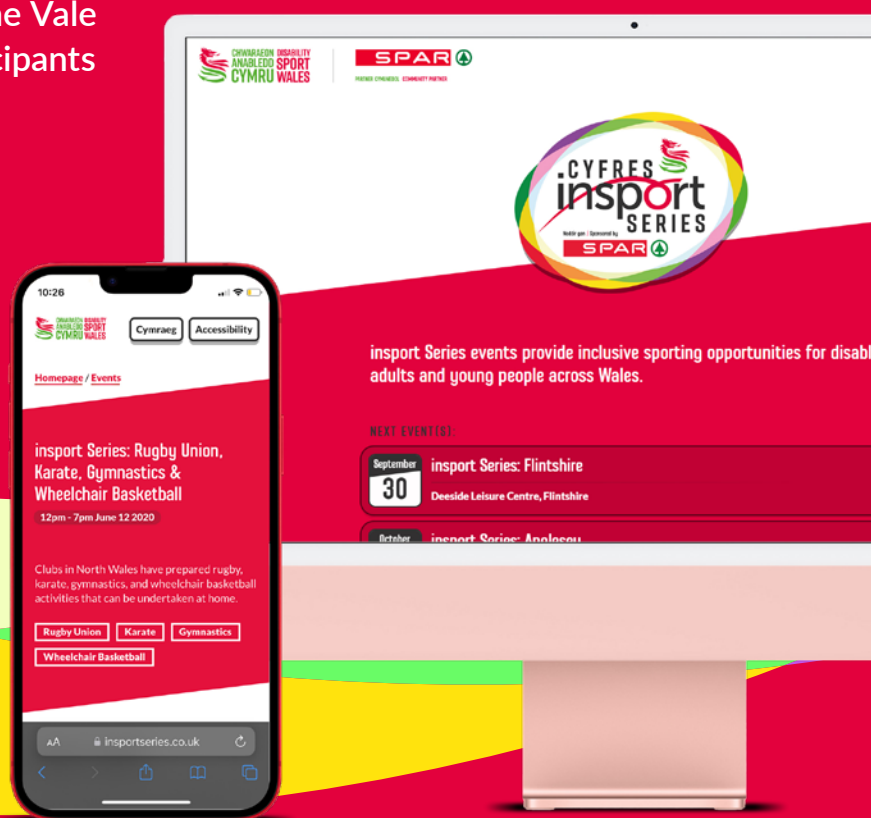
Although restrictions initially prevented insport Series events from being delivered in the traditional format, SPAR have continued to be very supportive of the decision to place the interests of disabled people and their families at the centre of the decision making, and DSW are very grateful for this support.

Whilst restrictions were in place and with the support of local insport Clubs and National Governing Bodies of Sport, we have continued to develop opportunities for participants to engage with physical activity (including sport). These opportunities were hosted exclusively online through the established insportseries.co.uk website, enabling individuals, schools, and clubs to access inclusive content along with clear signposting to both community and pathway opportunities.

As restrictions changes, we were able to return the face-to-face delivery of these opportunities. In partnership with the Active Wrexham team, an initial pilot event was planned in response to the low numbers of disabled participants registering and attending Active Wrexham school holiday sessions following the return to activity after the easing of the Covid-19 restrictions.

Following this pilot, small scale in-person insport Series events were scheduled again across Wales during February and March of 2022.

Six events took place (Milford Haven, Cardiff, Carmarthen, Caernarfon, Brecon and the Vale of Glamorgan). DSW recorded 84 participants for these events.



## Case Study:

### Return of Face-to-Face insport Series Events – Wrexham

Active Wrexham planned and delivered an inclusive multi-sport event as a part of the October Half Term Holiday programme. The event was targeted at disabled children aged 7-16 as well as their siblings and friends and aimed to;

1. Provide a variety of taster sessions to introduce participants to a range of sports and activities with local provision available
2. Invite coaches from local clubs to deliver sessions, providing an opportunity to develop club links and signpost to local provision
3. Provide the foundations to establish a weekly session

The event was planned in response to the low numbers of disabled participants registering and attending Active Wrexham school holiday sessions following the return to activity after the easing of the Covid-19 restrictions. There appeared to be a lower level of confidence for disabled children to attend these sessions in returning to activity or perceived suitability of other provision on offer. The event was also planned to provide an opportunity for disabled and non-disabled participants to participate in activity together.

### Key Headlines

---

**Held at:** St Christophers School, Wrexham

**Number of activities:** 7

**Activities available:** football, cricket, wheelchair rugby, boxing, Kin-Ball, and street dance. There was also the option of a quiet room setting for participants to take time away from the main session and an additional activity room with table tennis and boccia options available.

**The outcomes:** Feedback showed that the opportunity for disabled and non-disabled children to attend the same session was something they valued. The event developed relationships with clubs and coaches which will continue and support a pathway between the session and club provision. It also resulted in the launch of a weekly session held at school, which started the week after the event!

Strategic Priority 1

2020-21

6,537

2021-22

14,972

Disabled people accessing physical activity, exercise and/or sport in 2021/22 increased 129% from 2020/21.

# The DSW Community Programme

This is a shared initiative between DSW, Sport Wales, and the Local Authorities (LAs) where investment is made into the Local Authority to support quality-led, community-based sporting and physical activity opportunities for disabled people relevant to local need. In most cases the investment is used to employ one or more individual with a specific remit of disability sport and sport for disabled people. The progress being made within the Welsh sport sector towards regionalisation means that DSW will be making changes at the end of next year to the way in which this resource is provided to partners.

During 2021/2022 **14,972 disabled people accessed physical activity, exercise or sporting opportunities within clubs and sessions**. This represented an increase of 129% in the reported figures from 2020/2021. The primary reasoning for the increase in the number of active participants can be aligned to the reduction of the restrictions in place over this period. Through the Local Authority workforce, 489 community clubs and sessions have been supported, reflecting a 18% decrease from 2020/2021. This is likely to reflect the slower pace of return to physical activity (including sport) as well as engagement with the altered way of collecting data from the clubs. The people accessing these participation opportunities are from all impairment groups (Sensory impairment (blind and partially sighted; Deaf and hard of hearing), Physical impairment; and Intellectual impairment). Like the participant figures above, these have been adversely impacted over the past 12 months.

Looking at the diversity of the workforce within these environments, 11% of the coaches supporting delivery have an impairment, this represents an increase from 8% in 2020-21. Across the workforce, 27% are Welsh speaking, and 1.9% identify as being from an ethnically diverse background, with 1.3% identify as belonging to the LGBTQ+ community.

## Workforce diversity



11% have an impairment



27% Welsh speaking



1.9% ethnically diverse



1.3% identify LGBTQ+

Work led by Sport Wales alongside the Local Authority-based partners continues to progress the Community Sport and Activity Programme (CSAP) and the process of regionalisation. A change in the way DSW will invest into the Local Authorities was communicated to partners in October 2021. Originally the changes in resources were intended to take place in April 2022, but this has been deferred until April 2023 to assist with transition. The DSW Board particularly note the impact of the Community programme as it has been delivered over the previous 20 years, and this change reflects progress within the sector to more inclusive working, a heightened priority for regional working and structures, and resourcing requirements for DSW as an organisation. The board wish to thank all those who have worked in Disability Sport Wales Development Officer roles previously or currently, good foundations have been established through their knowledge, partnerships and passion.

## Case Study

One Monmouthshire project which was particularly successful was an elected home educated health and activity project, building on the success of the MonLife Re-Engage programme.

The project developed across a range of engagement opportunities, including a virtual offer, Outdoor Adventure Days and a Home Sport and Physical and Activity Pack. The project had engagement from 65 learners across the opportunities offered, which included all learners receiving a home equipment pack and delivery cards. Older learners also enrolled onto the Duke of Edinburgh Bronze Certificate as part of the wider project.



Strategic Priority 1

# insport Series: Education

insport Series: Education resources were developed and delivered as an online event through the [insportseries.co.uk](https://insportseries.co.uk) platform. The online event designed for schools offered ideas on inclusive physical activity linked to health and well-being and mapped to the new Curriculum for Wales. These resources were developed in partnership with a range of key partners, including Cardiff Metropolitan University, Welsh Gymnastics, Welsh Athletics, the Urdd and Badminton Wales.

Curriculum for Wales, 2022 presents a bold new vision for curriculum and the resources shared through this event have been developed to ensure the activities and experiences described within the lesson plans included in the resource enable learners to:

- **Develop the confidence and motivation, physical competence, knowledge and understanding through physical activity and sport to become healthy, confident individuals, ready to lead fulfilling lives as valued members of society.**
- **Develop motivation, resilience, and decision-making abilities to become ambitious, capable learners, ready to learn throughout their lives.**
- **Manage risks, express ideas, engage in teamwork, take on different roles and responsibilities, to become enterprising, creative contributors ready to play a full part in life and work.**
- **To become ethical, informed citizens of Wales and the world by developing their ability to show respect, to value equity and inclusion, to listen to others and to evaluate the social influences affecting them.**

The lesson plans included within the resource are intended to provide guidance and exemplify how Physical Activity and Sport can be inclusive and support progression in learning within the framework of Curriculum for Wales. Following a physical literacy-informed approach is holistic, inclusive, and supports the needs of all learners. Differentiation is, therefore, a key requirement to the successful delivery. As a result, some key elements built into the resource packs provide examples of how Space, Task, Equipment, People (STEP) may be applied to differentiate tasks, leading to appropriate challenge.



# STEPS

to small groups, roughly of similar height / stride etc.

spots ('stepping stones') in a line in front of their group. The distance between the 'stepping stones'. The distance between spots should be guided by the desired difficulty of the activity.

are different ways of moving across the 'stepping stones' on each leg, jumping two feet to two feet, combination of hop, jump, hop, step, jump, etc.

h introduces following certain patterns e.g. hop, jump, hop, step, jump, or hop, jump, hop, step, jump.

ow children to create their own combination of patterns. To encourage continuity of the animal theme throughout the session, ask children to move like animals that jump between the cones/spots (sound effects encouraged) eg. frog, rabbit, kangaroo etc.

# STEP

## Using STEP to adjust a game's difficulty

<b>Space</b>	The playing area can either be increased or decreased. Restrictions can be placed on movement in and out of certain areas to encourage the performing of tactics or techniques.
<b>Task</b>	The time permitted to complete a task can be increased or decreased.
<b>Equipment</b>	A range of equipment should be available for learners. Creating a climate where learners feel safe to self-select the most appropriate equipment is imperative. A range of different or modified equipment will support learner experience success and progression in learning.
<b>People</b>	Grouping learners can support learning. Smaller groups or larger groups.

# SMILES

Always ensure that opportunities and experiences in and around Physical Activity and Sport comply with the ethos of SMILES

Safe Physical, social and emotional  
 Maximum Participation  
 Included Learner voice Inclusion  
 Learning-Focused  
 Enjoyment  
 Success-Orientated

CHWARAEON ANABLEDD DISABILITY SPORT CYMRU WALES

# Traffic Lights

## How to Play

- The overall aim of the session to change shapes depending on what colours the teachers say
- In between shapes pupils will have to do different things on the spot. E.g. circle an arm, do a squat, do a spin
- When the teacher says RED pupils to go to circling arms, up and past ears and around shoulders
- When teacher says AMBER pupils to show straight shape or a stretch jump upwards
- When the teacher says GREEN pupils to show a star shape or star jump
- However when the teacher shouts POLICE pupils are to wave arms and legs around pulling a silly face

# Spider Web!

insport Series: Education

**10 minutes**

## Equipment

Uni-hoc / hockey sticks and air-flow balls

## How to Play

- Set out using cones, one large outer circle and a smaller inner circle
- An equal number of attackers start outside the wider circle (with stick + ball), to the number of attackers within the inner circle (with a stick)
- Defenders are also within the outer circle (with a stick) aim to intercept any pass between the two attacking groups
- The Attackers starting in the inner circle run out to find space towards the players on the outside with a ball and receive a pass, then pass it back
- After receiving passing the ball back to the outer players, they must go back into the inner circle before coming back out into space to receive a pass from a different player (outer players also move into space around the area)
- The attacking team aim to complete as many successful passes as possible

# The Aim Game

insport Series: Education

## Equipment

Throwing Objects: Boccia balls, bean bags, ramps  
 Targets: Hoops, Cones, Chalk, Boxes, Skittles, Benches, Chairs

**15 minutes**

## How to Play

Pupils can

- Select a target towards. Line up in outdoor space
- Pupils try to get the target as possible

Furthermore, ensuring that learners and experiences are: Safe (emotionally and physical environment), there is Maximum Participation, all learners are Included, the experience is Learning focused, Enjoyable, and Success orientated (SMILES).

Moving forward, the resource has continued to be available for schools and individuals to access and utilise as they continue to prepare for the initial roll out of the Curriculum for Wales from September 2022.



## Strategic Priority 2

### Empower an inclusive workforce

In order to change processes, it is essential to have a workforce who understand and drive inclusion at the very heart of where it happens. Ensuring that current and future workforces understands and represents inclusion and diversity and has a range of resources at their disposal with the power to change attitudes and behaviours is critical to DSW's purpose.

# Education and Training

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

The UK Disability Inclusion Training (UK DIT) population-specific approach enables information and approaches to be relevant to everyone's experiences, with the Admiral Play Together and Sainsbury's Active Kids for All Inclusive PE sessions engage Key Stage 2 children (aged 7 – 11) and their educators to include everyone in the playground and within PE and extra-curricular activity.

## UK Disability Inclusion Training (UK DIT)

Brightspace (the Virtual Learning Environment DSW invested in at the beginning of 2021) went live with its first courses in December 2021. The Level 1 virtual element of the **UK DIT for Coaches and Volunteers** workshop is intended to provide support and information to coaches who are or will be working in an inclusive delivery environment.

Learners will then progress to Level 2 (Digital Classroom) and Level 3 (face-to-face practical) at their own pace. Between December 2021 and March 2022, 940 learners had purchased spaces at either L1 (613), L2 (267) or L3 (30).

613 learners at Level 1

267 learners at Level 2

30 learners at Level 3

An additional opportunity for hosting learning in an VLE is that it can be modified by NGB partners so that they can make it their own. This has been started with swimming.

During 2021/2022 there were no face-to-face courses delivered, all continued to be delivered via virtual classrooms. Across all the UK DIT derivative courses there were 5 sessions delivered (with approximately 85 candidates attending).

The DSW currently have a workforce of 20 tutors (7 based in North Wales, 11 based in South Wales, and 2 based in West Wales) who have all achieved their L3 Award in Delivering Learning (ADL) or L3 Award in Education and Training (AE&T), and engage with two workforce development sessions annually.

“

The aquatic disability inclusion training was pivotal for the development of the disability swimming programme in Cardiff. The eight staff were able to improve their knowledge and understanding of delivering aquatics inclusively. ”

— Aquatics Development Co-ordinator, Sport Cardiff

## UK DIT Education (previously Sainsbury's Active Kids for All)

The funding from Sainsbury's for the Active Kids for All Inclusive PE training came to an end just prior to the 2021/2022 financial year. Whilst no replacement has been identified as yet to partner to the programme, the workshop continues to be delivered in a different format and will include a virtual module provided in Brightspace later in 2022.

This development was supported by the Sport and Leisure Recovery Fund investment.

45

This year 45 undergraduate, post-graduate and in-service education staff have attended one of two sessions provided.

# Admiral Play Together

The partnership agreement with Admiral for the Play Together workshops spans a calendar year rather than financial year. The contract for 2021/2022 was signed in May 2021 and intended to support delivery to 1,600 children in KS2. With face-to-face activity still being restricted in some Local Authorities the delivery was focused on those areas where it was possible to deliver sessions (10 of the 22 LAs delivered).

A STEP Guide for Families had been released in February 2021 and reached 159 families to play inclusively at home. This continued to be a resource which was promoted and used during 2021/2022.



**Admiral Chwarae Gyda'n Gilydd Play Together**

## PLAY TOGETHER GUIDE FOR FAMILIES

Admiral Play Together was created to make sure everyone has the opportunity to play with their family and friends. This guide is for families who are looking for extra tips on how to create activities at home.

**TOP TIP** Think about what you are trying to achieve? E.g. Fun, exercise etc.

- Work with what a person can do!
- Fun
- Everyone being involved
- What makes a Play Together session?
- Everyone achieving
- Children knowing what they are doing and why
- Giving children the opportunity to be chosen

**TOP TIP** Go online to find creative ideas!

CHILDREN'S DISABILITY SPORT CYMRU WALES | Admiral

**Admiral Chwarae Gyda'n Gilydd Play Together**

## PLAY TOGETHER GUIDE FOR FAMILIES

**STEP**

STEP is a great way to plan your home sessions

**TOP TIP** Ask everyone what they would like to play!

**TOP TIP** Involve the whole family when creating a game!

SPACE	TASK	EQUIPMENT	PEOPLE
<p><b>SPACE</b></p> <p>How can you adapt the activity to increase/decrease the size of the area by using markers?</p> <p>How can you change the activity to challenge children?</p> <p>Can the activity be played in different positions e.g. sitting/standing/kneeling?</p>	<p><b>TASK</b></p> <p>How can you change the activity to increase success?</p> <p>How can you change the activity to challenge children?</p> <p>Can the activity be played in different positions e.g. sitting/standing/kneeling?</p>	<p><b>EQUIPMENT</b></p> <p>What alternatives do you have in your house?</p> <p>Can you use lighter equipment?</p> <p>Can you use larger equipment?</p> <p>Can you use different coloured equipment to suit an individual?</p> <p>Can you use equipment with different textures or materials?</p>	<p><b>PEOPLE</b></p> <p>Who is involved in the activity?</p> <p>Can you create games that only need a small number of people?</p> <p>Can you change the number of people playing?</p> <p>Can you give different challenges to each individual?</p>

Watch our STEP Guide for Families on YouTube

**Admiral Chwarae Gyda'n Gilydd Play Together**

## PLAY TOGETHER GUIDE FOR FAMILIES

Example adaptations:

**SPACE**

- Consider games that suit your Garden, Living Room, Landing, Hallway, Dining Table etc.
- Give one child a large area to help them learn the activity
- Divide an area up so each person has room to play in

**TASK**

- Make a race shorter or longer in length
- Change the way of scoring e.g. throw into a goal instead of kick
- Give players the choice of playing whilst sitting down/on knees on the floor

**EQUIPMENT**

- Soft toys as throwing objects instead of balls
- Use a plastic milk container as a bat together with a light ball
- Place a cone over a balloon to change the texture and feel.

**PEOPLE**

- Each person gets an activity suited to their ability
- Getting people to work together to complete an activity
- Teams don't have to be even in numbers, as long as it's fair

## Case Study:

### Virtual Learning Environment: Sharing solutions

Sport Wales are exploring the use of Brightspace as a Virtual Learning Environment (VLE). We have given access for a Professional Development Award to take place using our platform to support the learning and development of coach educators throughout the sport sector in Wales.

More recently Sport Wales have worked with us to design and develop a module entitled 'Introduction to the Menstrual Cycle'. This has been developed to bring Sport Wales' research content into a virtual learning platform. This module is now complete and is being piloted by Sport Wales staff ahead of roll out to the Sport Sector.

#### Strategic Priority 2

# Volunteers

Across all its provision, the activities provided in partnership with DSW are entirely dependent on volunteers. They underpin the sessions, they are the lifeblood of the Get Out Get Active programme (see page 41), they work with the Disability Sport Wales Development Officers (DSWDOs) in the local authorities on insport Club, they support events, and they attend the education and training intended to support their provision. The role of volunteers has changed hugely over the past two years, with activity transitioning this year from largely home-based and virtual environments to tentative face-to-face activity.

The support that all the volunteers have given to the ongoing delivery of disability and inclusive sport in Wales, particularly when the circumstances have been so challenging and uncertain.

**5,764 Volunteers**

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



### Strategic Priority 3

#### Enable robust inclusive pathways

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

Olivia Breen competing at the Tokyo 2020 Paralympic Games. Photo © ParalympicsGB.

Strategic Priority 3



**DISABILITY SPORT WALES**

# Performance Pathway

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

The Performance Pathway Programme has completed the first full year since its creation. A blended mix of virtual and practical sessions were delivered to athletes within the tiers.

The Performance Pathway Hub (PPH) has been delivering virtual sessions to current participants until it was safe to return to practical activity. Emphasis is placed upon developing physical competencies, fundamental movement skills and the knowledge, motivation and confidence to take ownership over their own sport and physical activity in the absence of face-to-face coaching.

Performance Pathway Hub structure is established and sets out a 3-tier system of support, opportunity and expectation. Tier 1 and Tier 2 Hub athletes will be participating in a range of activities, whilst Tier 3 Hub athletes are more likely to specialise in a single sport.

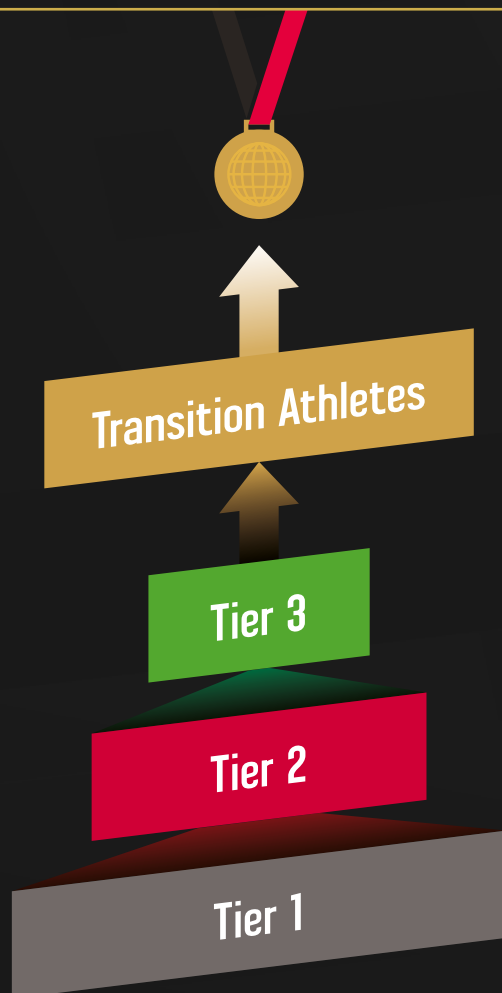


Photo: Athletes prepare for a wheelchair tennis drill at a Performance Pathway Hub in March 2022



During 2021/2022 the Performance Pathway programme has primarily been delivered virtually with hub sessions held weekly using Zoom, but the first face-to-face session was held in Aberdare in July 2021.

## Case Study:

### Tier 2 Hub athlete

15-year-old participant in golf, athletics, cycling and skiing. The participant was very active before acquiring their impairment. The participant had identified a goal of competing in athletics for the first time and has been attending the PPH online and day camp sessions to support this goal since 2021.

Performance Pathway Senior Officers (PPSOs) and the PPH Coordinator have provided outreach support to help the participant return to athletics which has included: arranging one-to-one training sessions with a familiar coach, supporting the participant and their family through the National classification process, attending local club training sessions with the participant, ongoing communication with the club coach, working with Welsh Athletics to identify inclusive competition opportunities and offering a para specific competition opportunity through the DSW athletics club. Much of this support was accessed between July 2021 and July 2022. The participant achieved their goal of competing in athletics at the National Junior Disability Athletics Championship in July 2022.

## Case Study:

### Tier 3 Hub athlete

18 year old previously competed at an elite level in WCMX. The participant was passionate about competing at an international level and representing Wales or Great Britain. At a PPH day camp in Carmarthen, October 2021, the participant told PPSO's and PPH Coordinator that they would like to try swimming with the goal of competing internationally.

The participant had previous swimming experience but had not been involved for some time due to their participation in WCMX. PPSO's were able to communicate with Swim Wales and, with their support, identify a suitable club for the participant to train with. Swim Wales invited the participant to a trial day with the Para Performance Squad in October 2021, after which, they were invited to join the Para Performance squad for the remainder of the season.

From this point onwards, the participant trained regularly with the Para Performance Squad and their local swimming club, competed in domestic and international competitions and obtained an international classification making them eligible for selection for the 2022 Commonwealth Games.

Throughout this journey the participant continued to attend online PPH sessions which included educational topics on SMART targets, lifestyle choices, communication skills and nutrition.

- Performance Pathway Hubs (PPH) consultation took place with DSWDOs and National Governing Bodies to introduce the PPH structure and the #inspire campaign. DSWDOs were given the opportunity to feedback on the PPH structure which has helped to shape the final version.
- NGB Engagement Sessions were hosted to NGB's by the Performance Pathway Team and insport case officers to give an overview of the Performance Pathway Hub programme moving forward and areas for collaboration and engagement.
- The #inspire signposting form is live online for individuals to engage with the Performance Pathway. In total, 109 individuals have now engaged using the online form, which was launched during the Tokyo Paralympic Games.
- Following successful GDPR due diligence, the Performance Pathway Team have begun to use a new data processing software (Monday.com) to store and monitor athlete information, progression and development, also project manage areas of work more efficiently.



- 14 Athletes represented Wales in athletics and wheelchair basketball at the 2021 School Games National Finals (UK School Games). Para events were embedded within the athletics schedule. The Performance Pathway Team had representation in the team management staff for Athletics. For the 22 School Games 25 Athletes have been selected across 3 sports (Tennis, Wheelchair Basketball and Athletics).
- In Wheelchair Basketball Cardiff Met was identified as one of 4 High Performance Partnerships in the UK. A Wheelchair Basketball High Performance Partnership Coaching role was appointed for Cardiff Met.
- The 3x3 Wheelchair Basketball squads did not qualify for the Commonwealth Games. At an average age of 18, playing against experienced GB Athletes and with several athletes being withdrawn last minute (due to Covid), the young squads did incredibly well. This is the first time Wales has had senior squads represent their country and to celebrate this achievement DSW hosted a celebration event at Team Wales House during the Commonwealth Games in Birmingham.
- A Para Athletics Coordinator Role was appointed to continue to support Welsh Athletics with their development as an inclusive organization.
- Welsh para athletes secured a place on the Welsh Athletics National Development Programme with support from the PPT. 6 attended the 2 day training and development camp in October 2021.
- The Welsh Athletics U15 champs which is the largest amount at these championships. A New World Record was set in the under 20's F38 Discus and a high percentage of New PB's from the Athletes. 5 Athletes entered the U 20 Champs for the first time.
- Fourteen junior athletes from Wales were entered as a team into the National Junior Para Athletics Championships. The event takes place over the weekend of the 2nd/3rd July 2022 in Coventry.

Strategic Priority 3

# National Performance Programme

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

Specific provisions and exemptions were continued by Welsh Government to enable athletes who had medal winning potential at Paralympic, Olympic or Commonwealth level to train in a Covid-safe environment.

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As Covid restrictions in Wales eased more athletes returned to training, work was done to ensure that NGB's included Para athletes who could be selected into Paralympic or Commonwealth teams.

Elite competition opportunities returned to Wales and a few Welsh Para athletes were able to successfully return to competition. Despite the restrictions over the 2020 winter period Welsh Athletes still managed to perform at the highest level during the 2021 season.

With so many Tokyo qualification events postponed due to the pandemic and changes of date for the Games to August 2021, the beginning of 2021 was a busy time for the athletes still seeking qualification.

## Outstanding performances 2021-2022 [outside of the Paralympic Games]



### **Ben Pritchard** Rowing

Silver, Varese European Championships



### **Aled Davies** Athletics

Gold, Bydgoszcz WPA European Championships  
(F42 Shot Put)



### **Harrison Walsh** Athletics

Bronze, Bydgoszcz WPA European Championships  
(F44 Discus)



### **Laura Sugar** Canoeing

Gold, World Cup and Canoe Sprint European  
Paralympic qualifier, Hungary (Women's KL3 200m)



### **Beth Munro** Taekwondo

Gold, European Taekwondo Olympic Qualification  
Tournament, Bulgaria.

Unfortunately, the Paralympics was not the only major sport event to be affected by the Pandemic; The Deaflympics scheduled to be held in the summer of 2021 was postponed due to the ongoing issues around travel between countries and continuing uncertainty around the pandemic. This was further compounded for the DeaflympicsGB team with UK Deaf Sport making the extremely tough decision not to send a team to Brazil. A similar approach was taken by the UK Sports Association, accompanied by decisions from Virtus to cancel all events for athletes with intellectual impairments.

# The Paralympic Games —

Two Paralympic Games took place in the same financial year: the summer Games in Tokyo, and the winter Games in Beijing.

# TOKYO 2020



## August 24th - September 5th 2021

- 23 Athletes from Wales were selected and 21 flew out to the games.
- 7 Athletes were first time Paralympians – and 5 came home medallists
- 12 Sports had Welsh representation and medals were achieved in 8 of them
- Aled Davies (athletics), David Smith (boccia), Jim Roberts (wheelchair rugby) and Laura Sugar (canoe) won **Gold** medals
- Beth Munro (taekwondo), James Ball (cycling) and Paul Karabardak (table tennis) won Silver medals
- Georgia Wilson (equestrian) won two **Bronze** medals, and Harri Jenkins (athletics), Harri Jenkins (athletics), Hollie Arnold (athletics), Olivia Breen (athletics), Paul Karabardak (table tennis) and Tom Matthews (table tennis) added to the **Bronze** medal tally.
- Tokyo 2020 microsite: <https://tokyo2020.disabilitysportwales.com/>

# A Unique Year

Both Games had no spectators and athletes competed in largely empty stadia.

# BEIJING 2022



## March 4th - March 13th 2022

- Three athletes from Wales competed in Beijing.
- Menna Fitzpatrick won a Bronze and a Silver medal, and is now the most decorated British Winter Paralympian in history.
- Dan Sheen competed in his debut games
- Steve Thomas made his debut in Cross Country (sitting) but made this his 6th Paralympic Games (2006 Turin Winter Games (Sledge Hockey) and the 2008 Beijing, 2012 (London) and 2016 (Rio) Summer Games.
- Beijing Winter Games microsite: <https://beijing2022.disabilitysportwales.com/>

# 東京

Aled デイビス・アレド  
**DAVIES**  
Taflu'r Shot  
Shot Put  
TOKYO 2020

Ben フリチャード・ベン  
**PRITCHARD**  
Rhwyfo  
Rowing  
TOKYO 2020

Beth マンロ・ベス  
**MUNRO**  
Taekwondo  
TOKYO 2020

David フィリップス・デイビッド  
**PHILLIPS**  
Saethyddiaeth  
Archery  
TOKYO 2020

David スミス・デイビッド  
**SMITH**  
Boccia  
TOKYO 2020

Gemma コリス・マクカン・ジェマ  
**COLLIS-McCANN**  
Ffensio  
Cadair Olwyn  
Wheelchair Fencing  
TOKYO 2020

Georgia ウイルソン・ジョージア  
**WILSON**  
Marchogaeth  
Dressage  
TOKYO 2020

Harri ジェンキンス・ハリ  
**JENKINS**  
100m  
TOKYO 2020

Harrison ウォルシ・ハリソン  
**WALSH**  
Disgen  
Discus  
TOKYO 2020

Hollie アーノルド・ホリー  
**ARNOLD**  
Gwaywffon  
Javelin  
TOKYO 2020

Jack ホジソン・ジャック  
**HODGSON**  
Jiwdo / Judo  
TOKYO 2020

James ボール・ジェームズ & スチュワート・ルイス  
**BALL & Lewis STEWART**  
Beicio  
Cycling  
TOKYO 2020

24 athletes from Wales travelled to the two Paralympic Games held in 2021-22, bringing back 16 medals in 9 sports.

# 北京

Jim ロバーツ・ジム  
**ROBERTS**

Rugby  
Cadair Olwyn  
Wheelchair  
Rugby

**TOKYO 2020**

John スタブス・ジョン  
**STUBBS**

Saethyddiaeth  
Archery  
Compound

**TOKYO 2020**

Joshua ステイシー・ジョシュア  
**STACEY**

Tenis Bwrdd  
Table Tennis

**TOKYO 2020**

Daniel  
**SHEEN**

Para Sgio Alpaidd  
Para Alpine Skiing  
LW12-2

**BEIJING 2022**

CHWRAEGBEN DISABILITY  
UNABLED SPORT  
CYMRU WALES

Kyron ジューク・カイロン  
**DUKE**

Taflu'r Shot  
Shot Put  
F11

**TOKYO 2020**

Laura シュガー・ローラ  
**SUGAR**

Canŵ  
Canoe  
K1B

**TOKYO 2020**

Olivia ブリーズ・オリビア  
**BREEN**

Naid Hir  
Long Jump  
T38

**TOKYO 2020**

Menna  
**FITZPATRICK & SMITH**  
CANLLAW / GUIDE Gary SMITH

Para Sgio Alpaidd  
Para Alpine Skiing  
B2

**BEIJING 2022**

CHWRAEGBEN DISABILITY  
UNABLED SPORT  
CYMRU WALES

Paul カラバードク・ポール  
**KARABARDAK**

Tenis Bwrdd  
Table Tennis

**TOKYO 2020**

Sabrina フォーチュン・サブリナ  
**FORTUNE**

Taflu'r Shot  
Shot Put  
F20

**TOKYO 2020**

Tom マシューズ・トム  
**MATTHEWS**

Tenis Bwrdd  
Table Tennis

**TOKYO 2020**

Stephen  
**THOMAS**

Para Sgio Nordig  
Para Nordic Skiing  
LW1A

**BEIJING 2022**

CHWRAEGBEN DISABILITY  
UNABLED SPORT  
CYMRU WALES



## Athlete Case Study:

### Beth Munro

Beth, a netball player prior to being spotted by the Performance Pathway Team at the Conwy insport series in 2019. Her potential was identified quickly and after trying a number of different sports she began training in Taekwondo. She moved to Cardiff to train with Taekwondo Cymru and very quickly her natural ability, commitment and dedication took her to the top. Winning gold in her very first international competition, the 2021 European Taekwondo Olympic Qualification tournament in Bulgaria meant that Beth secured her place in Tokyo where she made her Paralympic Games debut.



“ Had you said before October 2019 that I would be going to a Paralympic Games I’d have said ‘no, not a chance, that’s not for me’. It was on a bucket list maybe under the heading ‘impossible’ because I never thought it achievable, honestly.

If you have a dream and the opportunity is there, grasp it with both hands, one hand, with how many limbs you may have, grasp it and just take it because I’m now heading to the games. It’s a dream come true you need to pinch me some days just to make sure I’m still here, living the dream. Any disabled individual just needs to take the opportunity and think that dreams are possible cause I am living proof that they are. ”

The postponement of the Tokyo Paralympic Games worked in Beth’s favour and gave her an extra year to perfect her craft. Beth moved to Manchester in February 2021 to train full time out of the National Taekwondo centre with the Great Britain Team. In May 2021 she qualified to be part of ParalympicsGB in Tokyo.

As a debut sport, Beth made history in winning ParalympicsGB’s first Para Taekwondo medal, claiming an incredible Silver. Beth has a very exciting future ahead of her with only two years left before Paris 2024 she is making all the right steps to turn that silver into a gold.

## Celebrating successes through diversity

After the success of the Welsh Paralympians, their support staff and coaches in Tokyo, DSW hosted a celebration evening in November 2021. Covid restrictions had eased sufficiently to safely bring everyone together at the Celtic Manor, Newport for a night to remember and to look back on a Paralympic games like no other, share stories of triumph and to really appreciate all that hard work and incredible achievements.



## Celebrating BSL

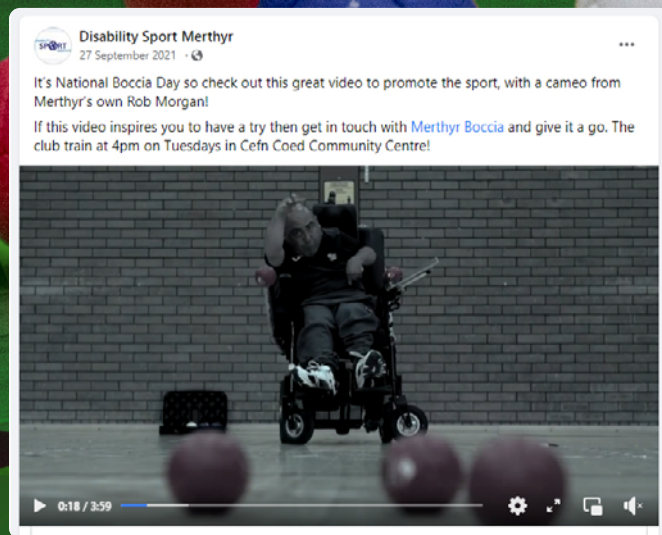
Through the pandemic, DSW worked with Sarah Lawrence and Simon Deacy from Deaf-Friendly, a consultancy team who offer training to businesses to promote equality and integration for all deaf and hard of hearing individuals to learn British Sign Language (BSL).

The DSW team started learning the basics of BSL in March 2021, but during one of the sessions Simon explained that Sarah and he had performed *Hen Wlad Fy Nhadau* in BSL and would love more national Teams and organisations to learn this version of the anthem. The DSW team saw this a fantastic opportunity to honour the returning Paralympians whilst showcasing BSL and made it a goal to perform the anthem at the celebration dinner. With 80% of the lesson being held over Zoom it was going to be a challenge, but once the team came together in person, and with Sarah and Simon at the helm everything fell into place.

## Feature Project Home Boccia



A project application for the development of Boccia was submitted for a Welsh Government Capital Grant and was successful to the amount of £49,958.00. This resourced equipment which went into homes and Care/Residential homes to enable people who were at risk of isolation through the pandemic, so they could continue to be physically active. New resources were developed, shared as part of the Home Boccia packs, and provided to the local authorities for the growth of clubs when it was safe to return to face-to-face activity.



As an example of the success of this project, three primary schools and one secondary school engaged with the project in Merthyr Tydfil, with one of these schools going on to purchase their own boccia equipment to run an internal competition.

In Flintshire, Boccia sessions were delivered to 1,683 pupils across 26 primary schools with around 25% of these pupils having a disability or impairment. Boccia Cymru has a new logo commissioned by the Boccia focus group and leads the branding on these resources.

The focus is now firmly set on developing the sport with a clear talent pathway, ensuring this pathway links to UK provision supporting athletes, coaches and officials and that events are developed for when restrictions allow participation.



Strategic Priority 3

# Get Out Get Active (GOGA)

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

  
**LONDON MARATHON CHARITABLE TRUST**

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

**North Central Wales**

Flintshire, Conwy, Denbighshire

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



**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.



### The core ingredients that underpin the GOGA programme include:

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

## What we have achieved: **Get Out Get Active #2**

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

As with all other projects over the last year GOGA has had to be flexible with its approach, navigating lockdowns and changes in Welsh Government restrictions. Some of the work on the programme has been engaging with groups and individuals virtually and on social media to map current opportunities and identifying and engaging with potential partners in preparation for delivery. Training has been a focus area with partners going through online Disability Inclusion training, autism awareness training and LGBTQ+ Training. One officer has been appointed this year into each organisation and they are leading the work in each locality.

# 286

By March 2022 a total of 286 individuals have had 2,450 attendances in 99 face-to-face sessions in over 10 different Sports/activities in the three target regions of Wales.

## Case Study



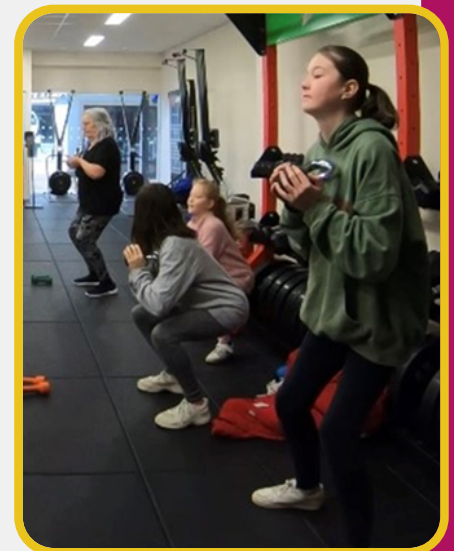
### SAW Active Together group proving all ages can get involved, even the grandparents.

#### Background

Get Out Get Active Elective Home Education was approached by Strength Academy Wales (SAW) to target the lack of daytime provision activity. GOGA saw this as the perfect opportunity to introduce home educated families to the world of weightlifting. Breaking down the barriers to accessible family friendly opportunities that we & SAW could offer.

#### Approach

Before sessions started within SAW, we worked closely with them to provide information to families before they started attending. Simple information about the club, coaches & what the sessions would look like broke down the barriers of entering a gym/weightlifting setting. By encouraging whole family participation, we found that participants were encouraging other families members to come along. We made sure SAW had a breakdown of the sessions that were inclusive and could be adapted for everyone of all ages and abilities.



#### Outcomes

- Large percentages of attendees taking part in other programmes within SAW (youth weightlifting, US girls, Lift the bar)
- 9 adult, 13 junior memberships
- SAW expansion, new timetable, added another 'Active Together' session
- Whole family participation from ages 6-76

#### Learning

- Families were travelling from other counties to attend SAW session
- Families would prefer to engage in family friendly opportunities as being home educated one timetable works best
- Families were using word of mouth to spread success of SAW sessions, leading to expansion of another session.



## Llwybr Gweithgaredd Anabledd Iechyd Health Disability Activity Pathway

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

Despite the implications for Health because of the Pandemic, colleagues in Betsi Cadwaladr University Health Board continued to make some progress with the roll out of the National delivery for the Health Disability Activity programme. A Band 5 role description for a Health Disability Activity Practitioner was agreed for each of the seven Welsh health boards and the Health Disability Activity Team Leader post was appointed.

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

Disability Sport Wales additionally provide value-in-kind investment through the facilitation of the signpost process between the seven health boards, and their respective local authorities. The Health Disability Activity Practitioners will also be invited into the Disability Sport Wales facilitated regional meetings to support the embedding of the programme directly between health and local authority partners. Each local authority will ensure that people who are sign-posted to physical activity (including sport) through a health practitioner can be supported or directed into appropriate local activity; or for the growth and development of new activity to service local demand and interest. As restrictions within health settings the pathway returned within the Posture and Mobility Service (PAMS) in North Wales. This element of the pathway has already seen the return of signposts across North Wales local authority areas.

It is anticipated that all Band 5 positions will be recruited during the 2022-2023 financial year to support the establishment of the pathway nationally.

Strategic Priority 3

# Online Activities

During April to June 2021 the final months of the online activities were delivered. These were instructor-facilitated live online activities which engaged **disabled (29%) and non-disabled people (60%)** in an inclusive environment. There were in excess of 1000 people who engaged with the sessions (which included Street Dance, Zumba, Pilates, Yoga, MMA, etc) during the period of their delivery.

Significantly of the individuals attending, **73.7% said they would not want to go to face-to-face delivery.** Many of the instructors continued to deliver beyond the DSW investment and many of the participants continued to be involved in those sessions.



**5yp Dydd Llun 5pm Monday**

**Aml-Chwaraeon**  
gyda Maisie o SportFit

**Multi-Sport**  
with Maisie from SportFit

30-40 munudau minutes ages 5-11 and

Dewch i roi cynnig ar weithgareddau ar-lein!  
Come and try activities online!



**5yp Dydd Mawrth 5pm Tuesday**

**Gymnasteg Ymestyn a Hyblyg**  
gyda Sophie o DanceFit

**Gymnastics Stretch and Flex**  
with Sophie from DanceFit

30-40 munudau minutes ages 5-11 and

Dewch i roi cynnig ar weithgareddau ar-lein!  
Come and try activities online!



**6yp Dydd Mawrth 6pm Tuesday**

**loga Yoga**  
gyda Gaelle with Gaelle

40 munudau minutes Pob oedran All ages

Dewch i roi cynnig ar weithgareddau ar-lein!  
Come and try activities online!



**10:30yb Dydd Gwener 10:30am Friday**

**Pilates**  
gyda Kathryn with Kathryn

40 munudau minutes Pob oedran All ages

Dewch i roi cynnig ar weithgareddau ar-lein!  
Come and try activities online!



**5yp Dydd Gwener 5pm Friday**

**Dawnsio Stryd**  
gyda Iestyn o SportFit

**Street Dance**  
with Iestyn from SportFit

30-40 munudau minutes Dechreuwyr - Pob Oedran Beginners - All ages

Dewch i roi cynnig ar weithgareddau ar-lein!  
Come and try activities online!

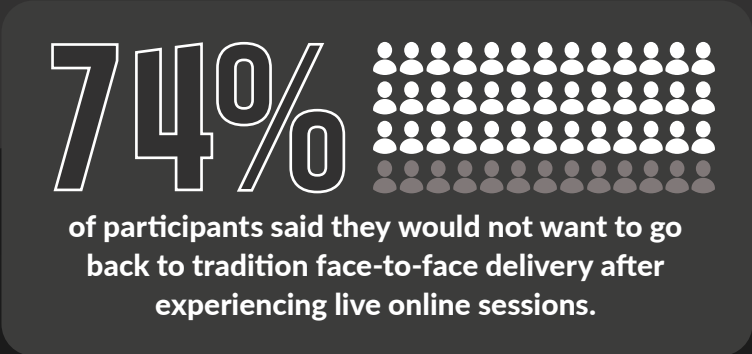
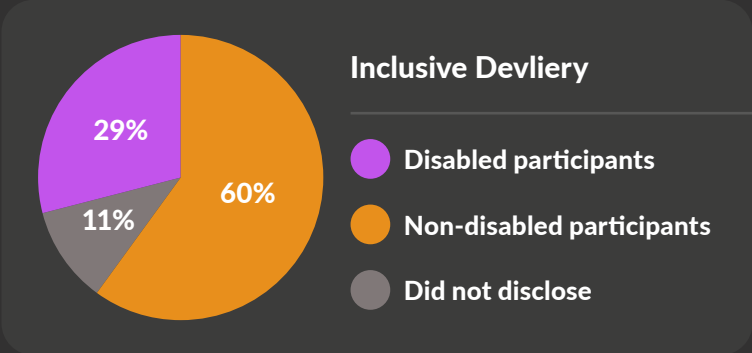


**6yp Dydd Iau 6pm Thursday**

**Zumba**  
gyda Beth with Beth

40 munudau minutes Pob oedran All ages

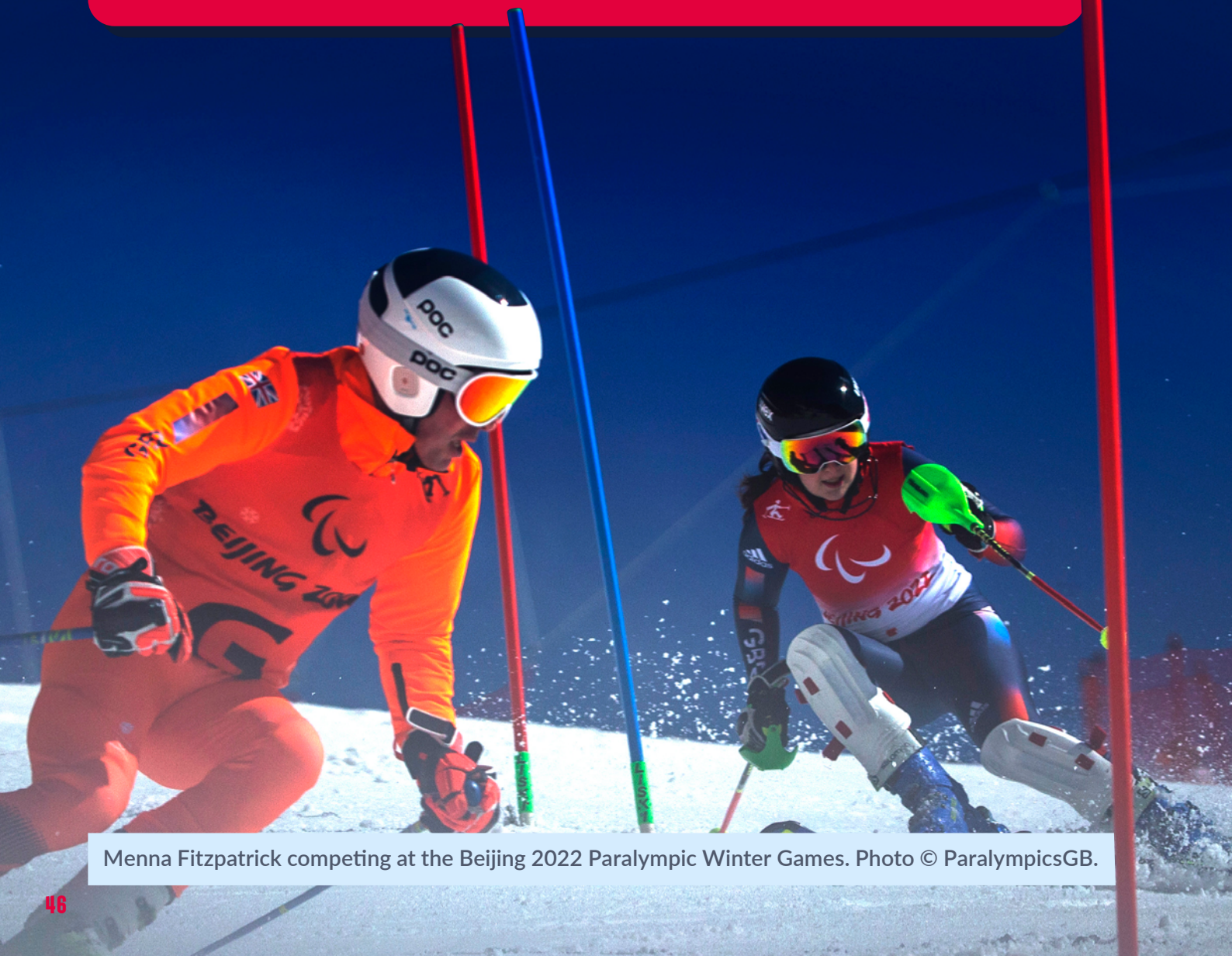
Dewch i roi cynnig ar weithgareddau ar-lein!  
Come and try activities online!



## Strategic Priority 4

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

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



Menna Fitzpatrick competing at the Beijing 2022 Paralympic Winter Games. Photo © ParalympicsGB.

Strategic Priority 4

# National Youth Board

This is a board comprising of 9 young people aged between 14–24 years old who meet (virtually or face to face) on a quarterly basis and give a voice to young people within or connected to disability sport in Wales. The Chair is invited to attend the DSW Board meetings, provide a paper, and consult with colleagues in DSW regarding key work areas and aspects of communication and engagement relevant to young people.



## What we have achieved: National Youth Board

The Disability Sport Wales National Youth Board continue to make good progress and continue to influence the DSW's thinking. All meetings at the beginning of the year continued to be held in virtual format and have been on approximately a 6-weekly basis to stay connected with the members.

The successful #JustAsk podcasts continued through 2021/2022 and reached over 800 downloads and streams; interviewing leading athletes, coaches and support staff within disability sport discuss issues on topics linked to their sports, impairments, and challenges and questions which occur to and impact young disabled and non-disabled people. Eleven episodes were produced and aired in audio (podcast) and visual (vodcast) format. From December 2021 the podcasts went from 1 episode a month to 1 episode every other month. These are available through Spotify, Podbean and Apple Music.

**#JustAsk - Episode 8 with Nathan Stephens**  
 Welcome back to the #JustAsk Podcast produced by the Disability Sport Wales National Youth Board. We bring you a Paralympic special edition podcast with former World Record Holder, World Champion and Welsh Para Athlete, Nathan Stephens. He gives us...

Aug 2021 - 30 min 40 sec

**#JustAsk - Episode 7 with James Ball**  
 Welcome back to the #JustAsk Podcast produced by the Disability Sport Wales National Youth Board. In the latest episode, host James Ledger chats to Paralympian James Ball about his journey through sport and qualifying for this summer's Paralympics in...

Jul 2021 - 31 min 27 sec

**#JustAsk - Episode 6 with Kieran Jones**  
 Welcome back to the #JustAsk Podcast produced by the Disability Sport Wales National Youth Board. In the latest episode, host

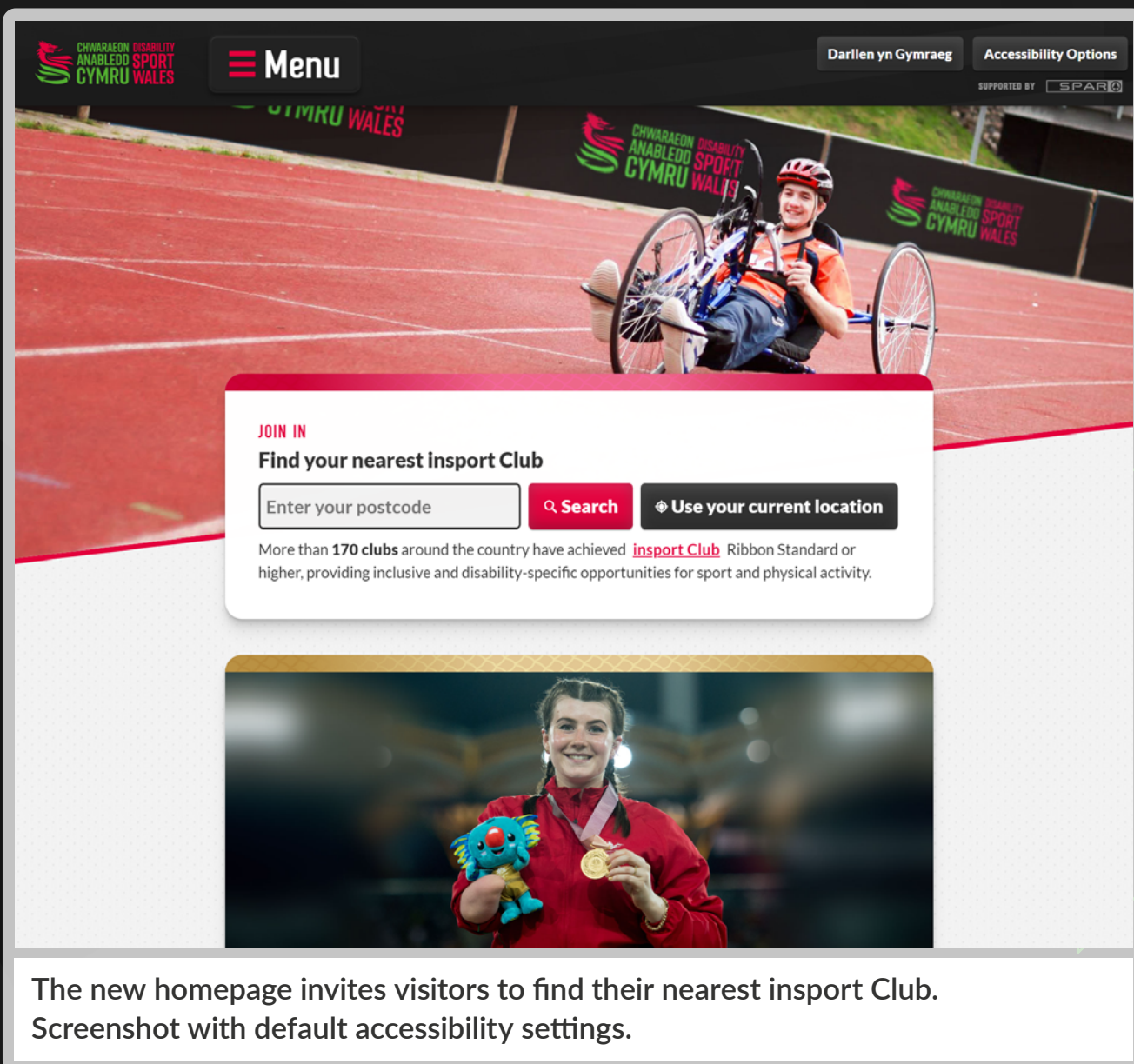


Strategic Priority 4

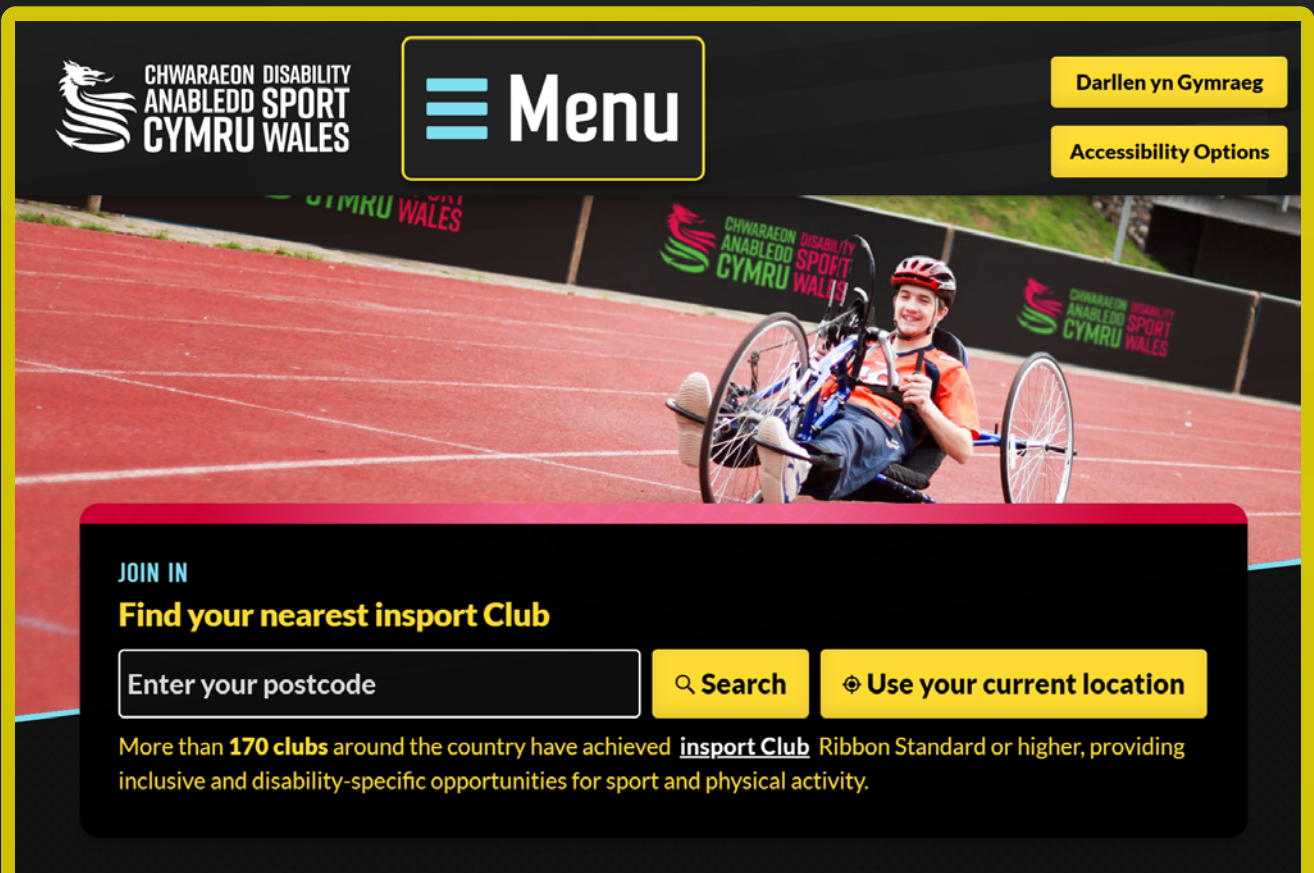
# disabilitysportwales.com

In February 2022, Disability Sport Wales launched a new main website at disabilitysportwales.com.

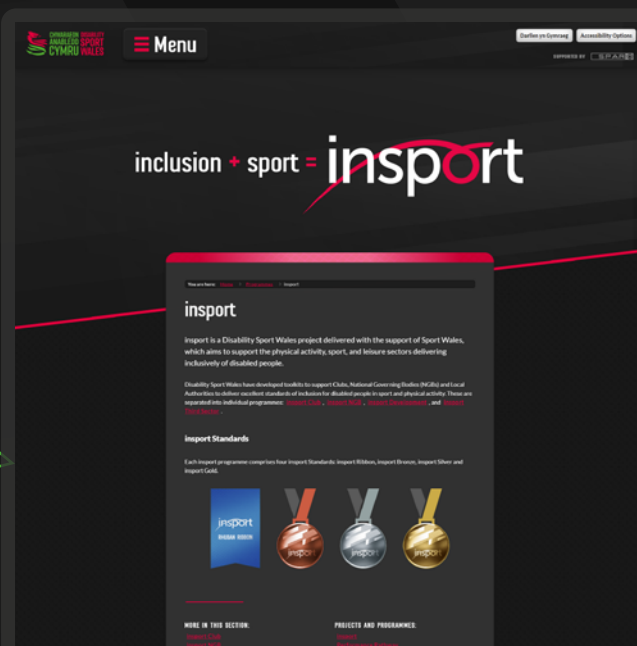
The new web presence was designed and developed in-house, targeting higher accessibility, responsiveness and sustainability standards, with lower ongoing running costs and the capacity to directly integrate with other DSW digital products such as insportseries.co.uk.



The new homepage invites visitors to find their nearest insport Club. Screenshot with default accessibility settings.



It can be easily adapted into high-contrast colour modes and/or large type with easily clicked/tapped buttons and links, without any additional assistive software.



Dark Mode is for users who prefer less light being cast from their screens, either for comfort or power saving.



Calm Mode reduces contrast and colour vibrancy to assist users with neurodiverse light/colour sensitivity.

Our new website is hosted by Krystal Hosting Ltd. Their services run on 100% renewable energy from solar, wind and hydroelectric sources, offer a 50% discount on their services to registered UK charities, and plant trees on Disability Sport Wales' behalf as part of their Billion Tree Pledge.

Krystal's mission to "leave the world a better place than we found it" aligns with Disability Sport Wales' values, and means we can benefit from both low running costs and responsible sustainability of our digital services.

#### Strategic Priority 4

## Governance

All the DSW's work is underpinned by a desire to ensure that it is a high functioning organisation which has exceptional standards. In order to do this we have worked with Sport Wales to demonstrate capability and accountability, as well as achieve outcomes which are consistent with sector standards in safeguarding and equity.

DSW's Financial Audit was completed by Azets within the usual timelines and was completed virtually.

The Sport and Leisure Recovery Funding (SLRF) received in the previous financial year was utilised to:

- Support strategy consultation and reviews for both Wales Deaf Sports and Welsh Sports Association for People with Learning Disabilities.
- Update the insport Portal for partners to usefully capture their inclusive cultural change and progress.
- Extend the range of resources which will be available on the DSW Virtual Learning Platform to include a UK DIT for Leisure Service Providers and for Education staff.
- Deliver a range of virtual, accessible resources for disabled people and their networks to support physical activity during lockdown and restrictions within the sector.
- Undertake a Digital Transformation project which will result in guidance for the sport sector on inclusive digital transformation, and user consultation which will influence digital solutions within the DSW Strategy.



## Why Wales Deaf Sports' strategy consultation and review matters:

“ Our son has never experienced a sport activity just for deaf children. We have not come across this opportunity. He would probably feel completely included and confident. It would be a wonderful experience for him. He also likes to be included into mainstream activities. ”

— parent of a Deaf child

“ Improve awareness of resources for deaf people so they can easily find deaf coaches/communities for various activities. Deaf and hearing mix would be good to change hearing attitude to deaf. More deaf awareness courses too perhaps. ”

— participant



## Case Study

### Disability Sport Wales Awards | April 9th 2021

This year we had the opportunity to do things differently. We couldn't be together in person so DSW made Wales their '4 walls' in which to celebrate the amazing achievements of individuals, groups, and communities.

The event, hosted by Sam Lloyd and Aled Davies, was pre-recorded rather than presented live, to allow us to include accurate subtitles and BSL translation with the main broadcast. The 79-minute presentation was simulcast as-live on Facebook and YouTube. Over 7000 views were recorded across the two video platforms, with viewers tuning in from around the world.

#### Recipients of Awards:

- Inspiring my Journey Award: **Will Bishop (Wheelchair Basketball/Athletics)**
- insport Organisation of the Year Award: **Welsh Rugby Union**
- Emerging Athlete of the Year Award (and Gareth John Bursary): **Deryn Allen-Dyer (Judo)**
- Athlete of the Year Award: **Ben Pritchard (GB Para Rower)**
- Lifetime Achievement Award: **John Harris**

# INSPIRE

## Strategic Priority 4

# Our Workforce

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

- Boccia UK Board, Workforce Group and Boccia UK Performance Implementation Group
- UK Sports Association Board and Sport Committees (Athletics and Swimming)
- UK Deaf Sport Performance Committee
- UK Learning and Disability Sport Group

During this financial year the wellbeing of the team continues to be paramount. On-going work from home arrangement, coupled with at times being isolated from friends, family and loved ones takes its toll. DSW have provided wellbeing support through the provision of awareness session delivered by Canna Consulting, and these opportunities were also provided to those externally but connected to DSW. Weekly check-ins for all staff with their line managers have continued, and one-to-one interventions with wellbeing consultants has been provided where needed.

In October 2021 the difficult news of changes in the ways DSW would invest into Local Authorities was communicated to line managers and those within the DSW Development Officers posts throughout Wales. Despite the thought and advice received regarding the way in which this message was communicated, DSW are aware that the receipt of the message had unintended consequence and caused upset and frustration. We have listened, changed and will learn from this; and without doubt we have appreciated the work, honesty and partnerships the Officers and their line managers have given throughout the programme. The changes to the investment will begin on 1st April 2023.

# Plans for the Future ▶▶▶▶

## Strategic Priority 1

### Establish effective partnerships for an inclusive sector culture



Increase the number of organisations achieving and progressing through insport Standards



**40%**

Increase the number of organisations we work with on insport Third Sector by 40%



At least one additional organisation achieving insport Gold standard (NGB or 3rd Sector)



Create an insport members package for insport Clubs



Implement an additional strand of insport (insport Regional Development)



3

**#YSBRYDOLI  
#INSPIRE**

Promote the #inspire campaign and stimulate 70 new signposts into Performance Pathway Hubs

+70

4



DISABILITY SPORT WALES

**Performance Pathway**

Double engagement opportunities at Performance Pathway Hubs

2x

5



Support 5 athletes transferring into UK and GB programmes



6



Contribute to at least 3 National or International conferences to showcase inclusive working in Wales

**Establish effective partnerships for an inclusive sector culture**

Strategic Priority 2

# Empower an inclusive workforce



Increase by a further 3% the number of disabled coaches and volunteers within the workforce

+3%



Deliver 2000 places on UK Disability Inclusion Training programmes within Wales

2000



Focus promotion of opportunities for employment within DSW to ethnically diverse communities



Deliver 12 national training opportunities for the sector

12



Establish 6 co-produced resources with partners who can support inclusive physical activity (including sport)

6

Strategic Priority 3

## Enable robust inclusive pathways



Proactively work with Regional Partnerships to enable the continuation of wide-ranging inclusive delivery within local communities across Wales



Support 7 Health Boards in co-delivering the Health Disability Activity Pathway



Deliver 15 SPAR insport Series events across Wales



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

Grow participation to 950 individuals, and double the number of volunteers on the GOGA programme across the 3 localities



Deliver 5 performance events in Wales

Strategic Priority 4

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



Influence inclusive insight and learning reflecting disability sport and sport for disabled people



*sportwales  
chwaraeon cymru*

Work proactively with Sport Wales on the School Sport Survey



create a research and insight section on the DSW website



Report on our work towards strong equity, diversity and wellbeing and engage with the new Equality Standard for Sport.



Profile the work DSW do through events



Attract 400 engagements with the DSW Awards



Create 1500 engagements with streamed para sport events



Identify 1 new commercial partner to DSW



Meet all expectations in the Sport Wales Finance and Governance Capability framework

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

DSW will continue to place diversity, equity and wellbeing at the heart of its work, and look forward to:

- the launch of the new Equality Standard for Sport,
- further establishing the principles of the DSW Diversity Framework
- the DSW Wellbeing Framework,
- our working practices and policies,
- and seeing the consequences of that focus in the reach and impact of our programmes and people.

