

sportwales
chwaraeoncymsu

This is Sport Wales



Annual Report
& Accounts
2018 - 2019



Yn dyfarnu arian / Awarding funds from
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Welsh Government

The Sports Council for Wales and Sports Council for Wales Trust

1 April 2018 – 31 March 2019

Annual Report and Accounts

The Annual Report incorporates the Performance Report including the Sustainability Report, and the Accountability Report including Remuneration Report. The Sports Council for Wales has adopted International Financial Reporting Standards (IFRS).

Sport Wales is a Sole Trustee of the Sports Council for Wales Trust.

History and Statutory Background

The Sports Council for Wales (known by its trade name Sport Wales) was established by Royal Charter dated 4 February 1972, with the objectives of “fostering the knowledge and practice of sport and physical recreation among the public at large in Wales and the provision of facilities thereto”. It is financed by annual funding from the Welsh Government and from income generated from its activities. These Statements of Account are prepared pursuant to Article 15 of the Royal Charter for the Sports Council for Wales (Sport Wales) in a form determined by the Welsh Government with the approval of HM Treasury. A copy of the Accounts Direction is available for public inspection at Sport Wales offices at Sophia Gardens in Cardiff.

The Sports Council for Wales Trust was constituted on 16 May 1972 and is registered as a charity with the Charity Commissioners in England and Wales, with the charitable objectives of:

1. preserving and safeguarding the physical and mental health of the community through physical recreation (including sport) and the education in relation thereto;
2. the provision of facilities for physical recreation (including sport) which shall be available for members of the public at large.

Registered Office

Sophia Gardens
Cardiff
Wales
CF11 9SW





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From the medal podiums to the school playgrounds, people will be at the heart of our work.

As I reflect on the last year of sport in Wales, my mind goes back to a small moment I observed when cycling on Cardiff's Taff Trail in the summer. It was heartening to see how encouraging volunteers were to someone who was just about to complete her first ever 5k, having not been able to run at all just a month ago. It showed to me how important our volunteers are in helping us all become more active.

It has also been a fantastically successful year for Wales on the international sporting stage.

First and foremost, **Team Wales made a nation proud with their excellent achievements at the Commonwealth Games.** Congratulations to all involved in the record success and to the many people supporting the Welsh team along their hugely impressive journey.

Other sporting highlights include **Geraint Thomas' unforgettable Tour de France victory, the Welsh rugby team's string of wins culminating in an unbelievable Grand Slam, our women's football team in their valiant display at the World Cup qualifiers and Menna and Jen continuing to dominate the world stage in the Para-Alpine ski races.**

All of these are so important for Wales' profile internationally, but more than that, they continue to provide **motivation** for all of us, underlining the value of sport in our lives, and the life of the Nation.

July saw the successful launch of the **Vision for Sport in Wales**, by Ministers Vaughan Gething and Lord Dafydd Elis-Thomas.

This Vision was shaped by the very important messages we received during the 'My Welsh Sport - The Conversation' engagement events.

It forms a collective voice on sport for the people of Wales. Fundamentally, it is a long-term view on the way in which sport should develop and flourish.

For this to happen, collaboration is key.

The Healthy and Active Fund was announced alongside the Vision. We at Sport Wales, along with Public Health Wales and Natural Resources Wales, can all work together for the future health of the country.

Over the past year, we also saw the release of the School Sport Survey, showing very good results and improvements. Nevertheless, the results point to a continuing problem which is that so many of our children lead fundamentally inactive lives. This was highlighted in a recent report from the Assembly's Children's Committee. Changing this must be a key strategic objective for us and our partners going forward, with particular emphasis on sport being inclusive.

From the medal podiums to the school playgrounds, people will be at the heart of our work.

L. Conway

Lawrence Conway



Performance Overview

Teamwork enables sport in Wales to thrive and the past year has been no exception.

We asked people what the challenges and opportunities are for sport in Wales. The message we heard was loud and clear: for Welsh sport, at all levels, to achieve even greater results in the future, it will be through teamwork and perseverance.

This was exemplified at the Commonwealth Games in the Gold Coast, where the passion and performance of hundreds of individual athletes came together for Team Wales.

Non Stanford's 'never give up' attitude in the very first competition of the Games inspired her teammates as a true role model. When Alys Thomas won her Gold in the 200m Butterfly race, not only did she help Team Wales surpass their gold medal total from the previous Commonwealth Games, but her humility and emotion at the end of the race shone out to the people of Wales.

Team Wales - a modest, proud and united group of athletes, supporting each other and helping to inspire the next generation to take up, and fall in love with, sport.

Supporters turned out in their thousands to line the streets of Cardiff to welcome home Geraint Thomas and his yellow jersey – including dozens of children from Welsh cycling clubs following on their bikes, demonstrating the importance of the connection between our brilliant role models and those who look up to them. Our sporting stars have visited schools and community clubs up and down the country to tell their own stories and encourage children in their own sporting endeavours.

When people work together, results happen.

From the 120,000 Welsh children who responded to the last School Sport Survey, to the public bodies producing the National Survey for Wales, we now have a clearer picture on grassroots sport in the country and how we can build on it.

Our focus has now moved from the Vision for Sport in Wales to developing our new long-term strategy that will demonstrate our contribution to making the vision a reality. Sport Wales is evolving and the new strategy will set out a clear intent and direction to play a leading role in supporting people and organisations to thrive.

With transformational developments to the way in which sport is delivered, such as Sport North Wales progressing, a new Healthy and Active fund and the announcement of capital funding for facilities, it has been a year of growth through partnership.

It is vital for us to continue this collective approach if we are going to increase activity levels for the benefit of future generations and deliver a Sport Wales strategy that works for all.

S. Powell

Sarah Powell





The Vision

An active nation where everyone can have a lifelong enjoyment of sport.



The new **Vision for Sport in Wales** was launched in July 2018, following an extensive consultation roadshow across the country.

MY WELSH SPORT
_THE CONVERSATION
CHWARAEON A FI
_Y SGWRS



My Welsh Sport - The Conversation ran from November 2017 to February 2018 and reached people from communities across Wales resulting in 600 conversations.

At the core of the Vision is a focus on encouraging an active lifestyle and a lifelong participation in sport through a wider range of enjoyable and accessible experiences.

Active Nation

The Vision is to create an active nation. We want as many people as possible to be inspired to be active through sport.

- Work, invest, learn and succeed together
- Create experiences that are welcoming, fun and safe
- Develop opportunities that are local, visible and inspiring
- Ensure sport is accessible, inclusive and affordable, leaving no one behind

This Vision for Sport belongs to and needs the support of everyone in Wales to ensure its success.

#WeCanWales

By coming together, people of all ages and all communities can unleash the benefits of sport for everyone.

In line with the Equality Act, the Vision accelerates action to remove all forms of inequality and ensures that sport is accessible, leaving no one behind.



There is more than one way to be part of the Vision

→ Participate

Being a participant

Anyone who takes part, at whatever level

→ Support

Being a fan or a parent

Anyone who helps by being there, contributing time, energy and effort

→ Deliver

Being a volunteer or coach

Anyone who helps by creating opportunities for others

→ Succeed

Being the best you can be

Anyone who achieves personal success



Sporting Spotlight

Healthy and Active Fund

Partnership is key in delivering the Vision for Sport in Wales.

Alongside the Vision launch, a new £5million Healthy and Active Fund was launched in partnership with Welsh Government and Public Health Wales, to:

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

We received over 100 Expressions of Interest, from a wide variety of applicants, for projects that would create opportunities for the least active of the population to improve their physical and mental wellbeing through physical activity. In January 2019, a shortlist of 43 applicants were invited to submit a Final Application.

Value of Sport

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

The review conducted by Sheffield Hallam University provides a holistic measure of the value of sport in Wales including its impact on a series of portfolios such as health, education, crime and the economic contribution of sport.

#ValueOfSport on health

The report found that a cost saving of £295million was made to health budgets from adults in Wales participating in sport and exercise at moderate intensity. The research also found that regular participation in physical activity led to a reduced risk of major illness by up to 30%.

Wider impact of sport

For every **£1** spent on sport in Wales,
£2.88 worth of social impacts are generated





Sporting Spotlight



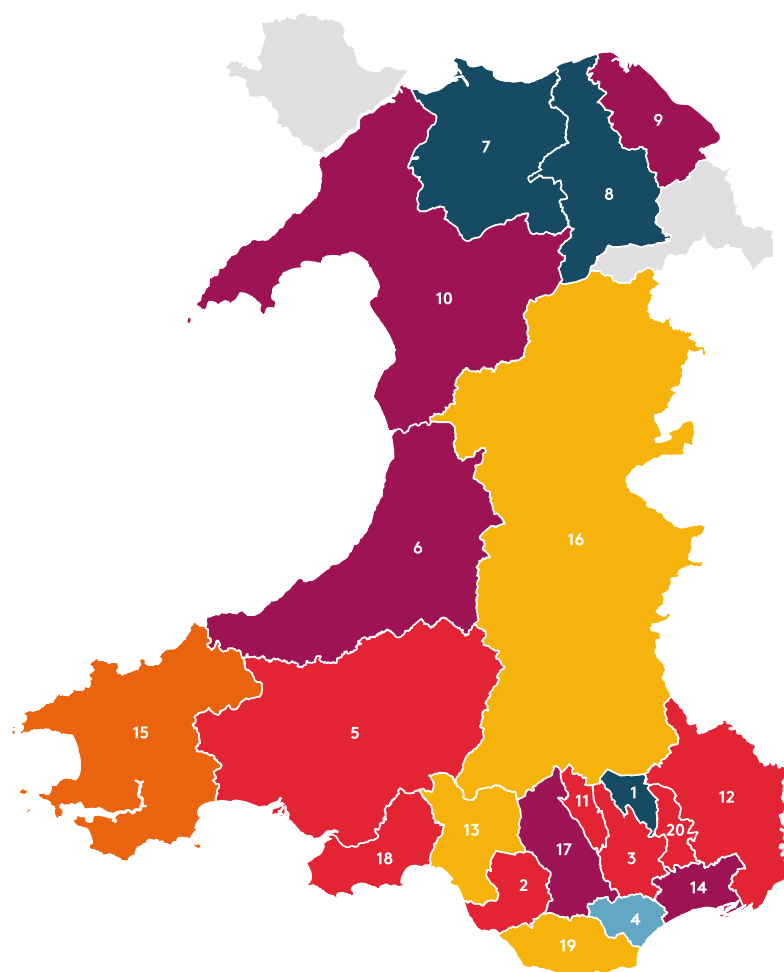
#ValueofSport on Crime

Llanrumney Phoenix Boxing Club is based in the East of Cardiff – an area of high deprivation and crime. The club received just under £18k in a Development Grant to enable them to move to a bigger facility. They have over 120 people a night putting their gloves on, with the biggest classes being the 10-16 year old age groups. They are now working alongside South Wales Police, using peer support, to bring youths in from the street and into the boxing club.

Photo courtesy of Dylan Nottle

An **active** nation where everyone can have a lifelong enjoyment of sport





1330 clubs

received the Community Chest Award during 2018/19

239

of these awards (£294,773) have been invested into projects that are specifically **tackling inequality**

64

Development Grants

were awarded in 2018/19, totalling

£642,209

■ One Award
 ■ Two Awards
 ■ Three Awards
 ■ Four Awards
 ■ Five Awards
 ■ Eleven Awards

Map	Local Authority		Total Award Value
1	Blaenau Gwent	1	£1,730
2	Bridgend	2	£17,465
3	Caerphilly	2	£29,998
4	Cardiff	11	£81,314
5	Carmarthenshire	2	£9,500
6	Ceredigion	3	£30,583
7	Conwy	1	£15,000
8	Denbighshire	1	£2,882
9	Flintshire	3	£23,768
10	Gwynedd	3	£32,340
11	Merthyr Tydfil	2	£29,080
12	Monmouthshire	2	£12,465
13	Neath Port Talbot	4	£41,352
14	Newport	3	£37,326
15	Pembrokeshire	5	£55,445
16	Powys	4	£43,324
17	Rhondda Cynon Taff	3	£44,000
18	Swansea	2	£4,616
19	The Vale of Glamorgan	4	£50,021
20	Torfaen	2	£24,665
	National	4	£55,335
Total		64	£642,209

Sport North Wales

Following 4 engagement events across Wales and input from 250 people, there were:

3 expressions of interest
to lead Sport North Wales

13 expressions of interest
to be a Key Partner

Sport Wales has appointed the North Wales Sport Collaborative Partnership (NWSCP) to develop Sport North Wales.

The newly formed partnership will be the first in Wales and will bring together a variety of different sectors to drive forward an innovative approach to ensuring North Wales is active, healthy and happy.

The next steps of the Community Sport and Activity Programme (CSAP) will see other parts of Wales consulted on a roll-out of the programme.





Place for Sport

At the end of 2018, the Welsh Government announced that Sport Wales has been allocated an additional £5m to support the delivery of a range of sporting facilities across Wales.

Approval was given by the Board in March for the first capital projects. The application process for the remaining £4million was finalised at the end of March.



County	Number of 3G pitches
Anglesey	1
Blaenau Gwent	1
Bridgend	2
Caerphilly	1
Cardiff	2
Carmarthenshire	5
Ceredigion	1
Conwy	2
Flintshire	1
Gwynedd	3
Monmouthshire	1
Neath Port Talbot	4
Pembrokeshire	2
Powys	4
Rhondda Cynon Taf	8
Swansea	5
Torfaen	2
Vale of Glamorgan	4
Wrexham	1





Sporting Spotlight

3G and ATP Pitches

Artificial pitches in Wales make a key contribution to getting people active all year round, and their use across a variety of sports means that a collaborative approach to providing them is prudent.

Sport Wales formed the 'Collaborative Sports Facilities Group' in 2014, along with the Football Association of Wales, Hockey Wales and the Welsh Rugby Union. The group has a nationally agreed vision and model for increasing participation and developing clubs through appropriately located and fit for purpose artificial playing surfaces.

51

artificial pitches funded through the Collaborative Sports Facilities Group:

£3,825,000

provided through duration of the scheme

11*

projects funded in 2018/19

*Combination of funding from the Collaborative Sports Facilities Group and the Place for Sport fund



An active nation where
everyone can have a lifelong
enjoyment of sport





Cafe34 EAT · DRINK Cafe34 WORK · RELAX

CASTLE STREET

Dream BIG



WELSH CYCLING

NGYLLGOGERYCHWYRNDRO

190 LLAN IRI

Castle Welsh C



FERANTI

EOS SD

HSBC

WELSH CYCLING

School Sport Survey

Over
120,000
responses

Over
1000
schools

The 2018 School Sport Survey was the biggest since its launch almost a decade ago.

The findings showed an encouraging trend in participation rates of those from traditionally under-represented groups, but also highlighted the challenges faced in tackling the impacts of deprivation.

In 2018, **46% of girls** are taking part in sport 3 or more times a week in comparison to **50% of boys** (in addition to timetabled PE lessons).

46% of girls

50% of boys

45% of children with a disability or impairment are now taking part in sport 3 or more times a week (in addition to timetabled PE lessons).

45%

The lowest participating ethnic minority group, Asian British, has increased regular participants from **36%** to **40%** bringing them closer to the national average.

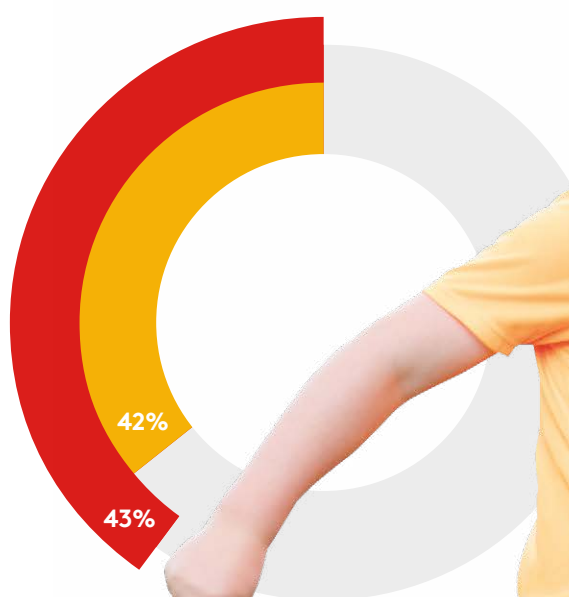
36%

40%



Meanwhile there looks to be a more stubborn gap between the most and least deprived, with

42% of children from the most deprived households taking part 3 or more times a week (in addition to timetabled PE lessons), **down from 43% in 2015.**



School Sport Survey 2018 showed that

48% of school pupils took part in sport **three or more times a week**



Sporting Spotlight

Mini Dragons

Mini Dragons is a club in Abergavenny, where children run up mountains, learn a variety of skills and enjoy the great outdoors. It was started to cater for parents of the Mynydd Du fell running club.

Community Chest funding has helped purchase head torches and high vis jackets. Some mountain races have also been organised for the children alongside adult races.



Opportunity & Resources

99

avg. number of minutes per week allocated to PE /

Confidence

80%

of pupils are confident in trying new activities

The Experience

63%

of pupils enjoy PE a lot

48%

of pupils enjoy extracurricular sport a lot



Sporting Spotlight

Coleg Cambria

"The Active Body and Mind sessions have developed students' understanding of the importance of being active and eating healthily. The students are given opportunities to get active during activities such as yoga and football. They also have the opportunity to attend the gym. Many students have made lifestyle changes as a direct result of the sessions. For example, they drink more water, they have reduced their sugar intake, and spend more time participating in physical activity."

Donna Welsh
Active Cambria Officer

Coleg Sir Gar

"Health and Social Care Level 2 students approached 5x30 staff about taking part in the Llanelli 5K Race for Life. Weekly training sessions built up to the event. It helped get students fitter and healthier, improved the awareness around cancer, gave them confidence and self-worth, as well as raising £640. The event was a success and we are now looking forward to making it an annual event."

5 x 30 Officer Natalie Allen

National Survey for Wales



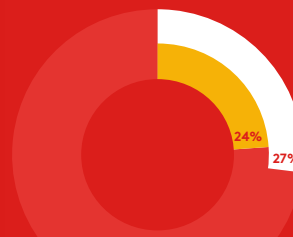
play sports three or more times a week

Sport & Active Lifestyles, part of the National Survey for Wales, was released by Welsh Government.

The survey involves interviews with more than 11,000 randomly-selected adults aged 16 and over.

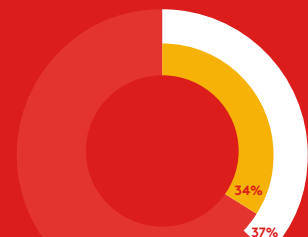
Frequent participation in sport has increased since 2016-17, with **32% of adults taking part in sport three times a week, up from 29%.**

The increase can be seen in male and females, in both urban and rural areas across every region of Wales.



Females

27% (up from 24%)



Males

37% (up from 34%)

The most common activities that adults participated in (in the last 4 weeks):



Walking over 2 miles



Gym or fitness classes



Swimming (indoor/outdoor)



Jogging



Sporting Spotlight



Fusion Network

Plas Menai, the National Outdoor Centre for Wales, works with the Gwynedd Fusion Network and provide a free weekend of activities for families from areas of deprivation in North Gwynedd. The activities help with communication, confidence building, and team work as well as challenging individuals to learn new skills.

Disability

In 2018/19

68 Community Chest Grants, totalling £86,979

and

7 Development Grants (£66,476) focussed on disability.

Women and Girls

196 Community Chest Grant Awards

supported Women and Girls projects in 2018/19

To mark a year of Our Squad – Sport Wales' women and girls initiative – a month of celebration around female sport took place in August.

**1st
birthday**



shared all of the inspiring and motivational stories from **oursquad.cymru**

**Our Squad
Day**



celebration of physical activity opportunities for females in Wales on social media and a competition with prizes from several businesses

Podcast



fronted by Lowri Morgan discussing some of the barriers to female participation in sport and how to overcome them

**Our Squad
in the Park**



A range of activities for families including football, fitness, running, korfball, netball, softball cricket and golf at Bute Park, Cardiff.

Sport Wales supported the **Women in Sport in North Wales Conference** in June, organised by **Network She** and **Our Squad** presented the opening keynote speech of the conference.



Sport Wales supported the **Chwarae Teg Womenspire Awards**, by sponsoring the Sport Award (won by Mica Moore).

BME

20 Community Chest Awards

Sport Wales supports BME projects as part of larger grants, however, £25,394 of grants paid, were focused primarily on BME in 2018/19.

2018/19 saw the continuation of the BME Sport Cymru project in the areas where significant emphasis had been placed on developing strong collaborative working. The central element, administered by WCVA, has focused on

expanding the profile of BME sport

through increasing the delivery of the "BME Inclusion in Sport" training course to NGBs and LAs.



The
**BME Sport
Swansea**
and
**BME Sport
Newport**
projects have
continued to grow.



Sporting Spotlight

Insport: Disability Sport Wales

Insport NGB is now well established across the Welsh sport sector as a recognised quality mark for inclusive sport and sports development, and the insport brand itself is gaining momentum and profile amongst the disabled communities of Wales and the disability sport organisations within the Home Countries. A total of 554 clubs from across Wales are currently working towards an insport Club standard.

Maesteg Canoe Club became the most recent club to achieve the Gold award. They have developed strong links with the local authority within a variety of initiatives and programmes, with disability being a core focus.

The Welsh Rugby Union has successfully achieved both the Ribbon and Bronze insport NGB standards during 2018/19. In delivering their Disability Rugby Strategy the WRU developed and delivered a Disability Rugby CPD workshop, alongside Disability Sport Wales, to more than 100 delivery staff.

The Urdd successfully achieved the insport 3rd Sector Ribbon award in November 2018, one of the first national organisations to achieve the standard



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Welsh Language

Sport Wales complies with the Welsh Language (Wales) Measure 2011.

We are committed to ensuring we meet the duties placed upon us and recognise the role that sport can play in supporting the development of Welsh in the community.



To coincide with the 2018 National Eisteddfod, **14 clubs from across Wales** got in touch with Club Solutions (Sport Wales' resource) to showcase how their use of the Welsh language benefitted their club – following a campaign promoting the Welsh language module on Club Solutions' website.

www.clubolutions.wales/welsh-give-it-a-go-using-the-welsh-language-in-sport/

6 Community Chest Grant Awards

focussed on the Welsh Language
totalling £7,969.00

33 members of staff

at Sport Wales have indicated that they are
Welsh speakers



Sporting Spotlight

Welsh in Sport

A session organised by Sport Wales, on Effective Use of the Welsh Language in Marketing saw over nine sports and several Local Authority representatives attend. It highlighted the importance of utilising the Welsh Language as a tool to help develop sport. The Welsh Language Commissioner's team showcased best practice and offered guidance and support for the sector.

Play in Welsh – The Urdd

The Urdd identified a desire for English medium schools in Merthyr to hear more of the Welsh Language spoken on the school yard. 'Play in Welsh' project was introduced in partnership with the Afon Taf and Pen-y-Dre secondary schools. Children from each of the cluster's primary schools were identified to participate in an Urdd workshop. During the workshop Young Leaders were introduced to flashcards that will enable them to deliver the sessions and guide other children in playground activity.

Person first then athlete then champion

The Sport Wales Institute has restated its intent to 'sustainable success for Wales on the world stage through an ethical and holistic approach to athlete development.'

System building

Collaboration

(multisport approach)

Non-early specialisation

(holistic approach)



'I found boxing via football, and in a way those experiences on the pitch laid the foundation for me to excel in the ring, resulting in me winning gold at the Gold Coast'

Lauren Price



Sporting Spotlight

Holistic approach to athlete development

Mental health has been a consistent theme of work for Sport Wales Institute over the past six months to help promote positive cultures in Welsh elite sport. The performance advisor team have been working with performance leads in various sports to create environments that enable people to thrive.

Workshops promoting positive mental health have been undertaken across 15 different sports involving over 70 performance leads, coaches and support staff. In addition, eight sports (120 attendees) have either already undertaken or are scheduled to undertake mental health first aid training through a partnership with Cardiff Met University.

An active nation where everyone can have a **lifelong** enjoyment of sport





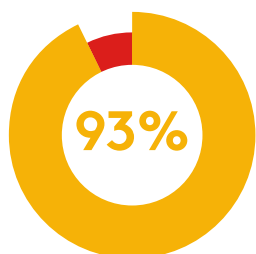
Physical Activity

Sport Wales' work on Physical Literacy has focused on supporting the development of the Health and Wellbeing Area of Learning and Experience within Curriculum reform and supporting partners' physical literacy informed delivery within community settings.

Sport Wales also hosted the first International Physical Literacy Association Annual Conference in Wales in June.

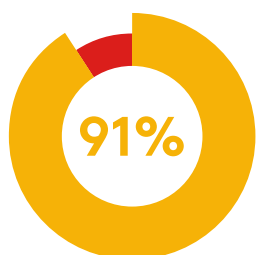
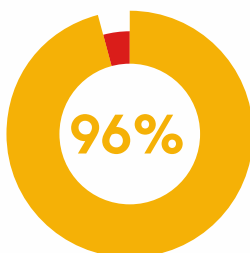
Young Ambassadors

200 Young Ambassadors took part in a report about their experiences of volunteering in the Youth Sport Trust programme.



93% said that the programme had helped them to meet new people.

96% said it improved their confidence



91% felt they had helped to improve the health and wellbeing of other young people.

108 respondents joined to develop their skills which would help increase their employability such as communications and leadership skills.

The survey coincided with the 9th National Gold Young Ambassadors Conference.





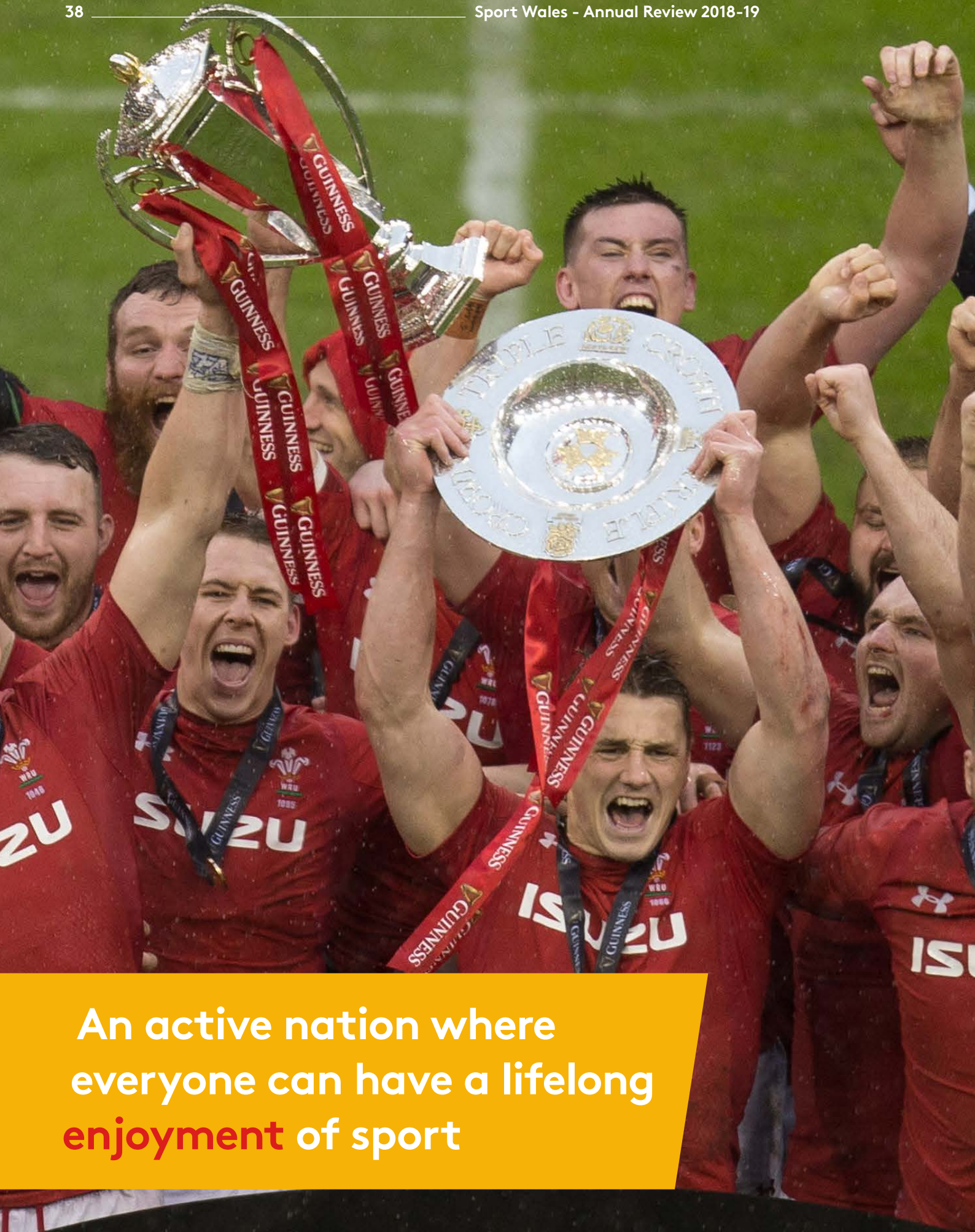
Sporting Spotlight

Active Young People Programmes

Sport Wales commissioned UKRCS Ltd to undertake an independent review of the Active Young People Programmes (AYPP), and asked them to assess the effectiveness, impact and the ongoing potential of the programmes. The report praised the long-standing contribution that the programmes have made on extracurricular sport and physical activity for young people in Wales. The AYPP are valued by young people, schools and local authorities alike, and have progressed from a national approach of separate programmes to a more flexible partnership model, which enables local authorities to use resources from across projects to best respond to local requirements. The report was presented to the Sport Wales Board in November and its recommendations approved – these will now help to shape the development of the Sport Wales Strategy.

Older People

Tonteg Community Centre received two Community Chest grants for their Indoor Bowls club and support from Rhondda Cynon Taf Council. They hold two-hour sessions each Tuesday morning, with the majority of participants being older people, some in their late 80s. The session was set up to combat social isolation and loneliness.



An active nation where
everyone can have a lifelong
enjoyment of sport

WE.
ARE. **RED**

We Are Red was a national support campaign on March 23rd 2018 for Team Wales ahead of the Commonwealth Games.

It included a primary and comprehensive school competition, workplace and business engagement and high-profile support.

**We respect. We believe. We inspire.
We Are Red.**

Wales Sport Awards

Wales Sport Awards 2018 celebrated the very best of elite and grassroots sport in Wales, with a glitzy and inspirational ceremony at the Celtic Manor Resort.

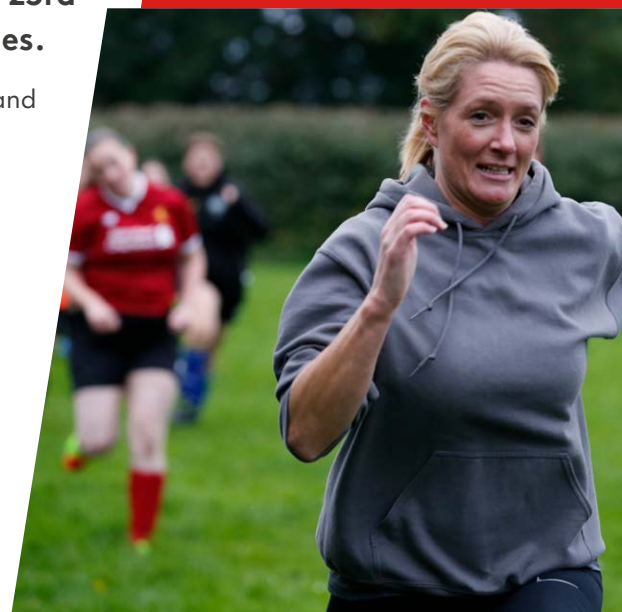
The event, run jointly with BBC Wales, saw cyclist **Geraint Thomas** finish a golden year being crowned **BBC Wales Sports Personality of the Year 2018**.

Community winners represented the diverse mix of volunteers, clubs and organisations helping sport and physical activity thrive across the country.

www.walesportawards.co.uk



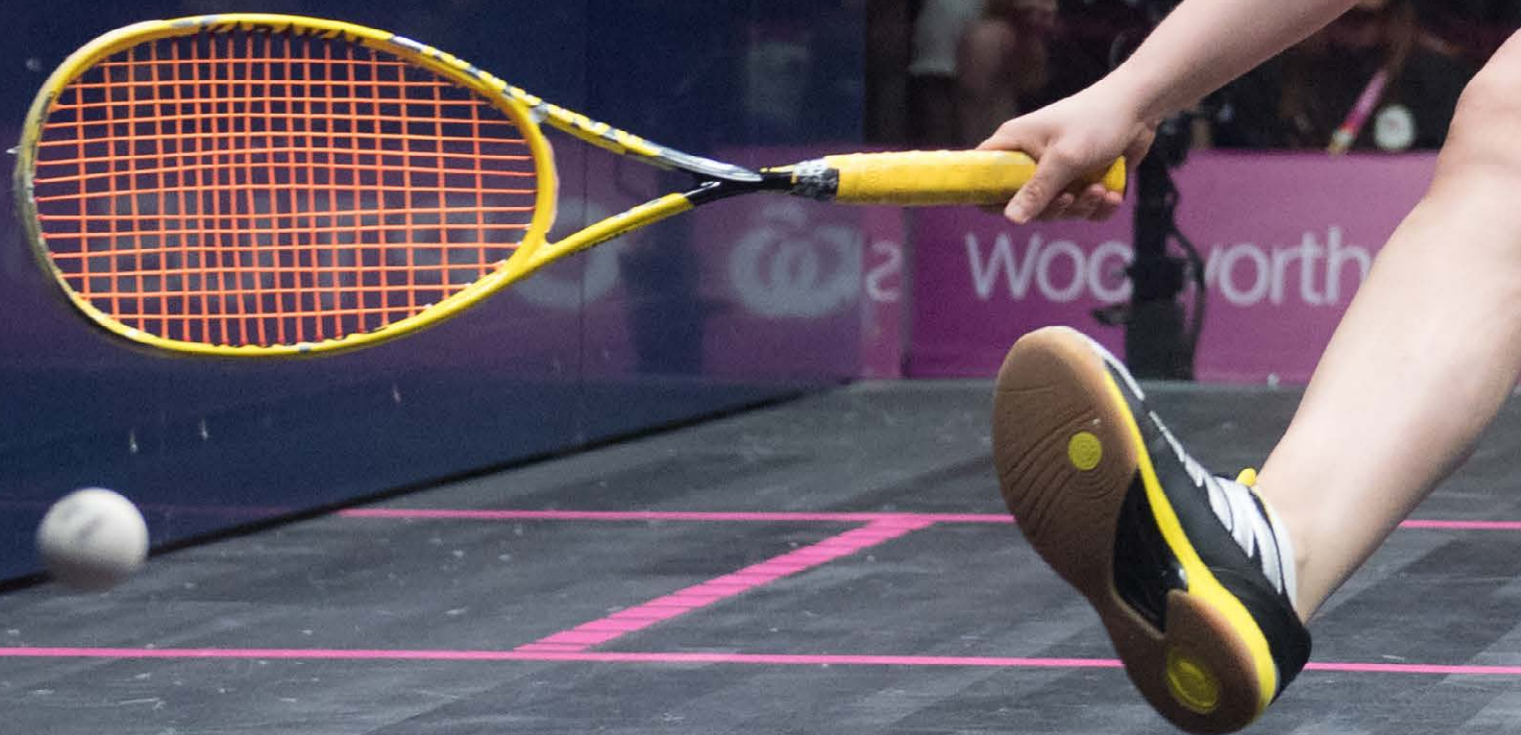
Sporting Spotlight



The Outdoor Partnership

The Outdoor Partnership was announced as Organisation of the Year at the Wales Sport Awards 2018. They help thousands of people use outdoor activity to improve their lives. The Partnership was recognised for their work in driving inclusivity in the outdoor sector, including with their This Girl's Adventure programme. In the past year, the team has inspired over 16,000 people, by working closely with its 45-member clubs, partners and local employers. The Organisation of the Year Award helps recognise success in encouraging people in Wales to participate in sport and physical activity.

An active nation where everyone can have a lifelong enjoyment of **sport**





Sporting Spotlight



Sport and Research

The Welsh Institute of Performance Science (WIPS) is a partnership that works to enhance performance in Welsh sport and increase links between sport, academia and business. Examples of WIPS supported projects include the biochemical effect of vitamin D in elite athletes and biometric competition coping skills for coaches. A project on 'use of warm baths for heat acclimation' was utilised by race walker Bethan Davies who went on to win Bronze in the Commonwealth Games.

Sport Performance

Commonwealth Games Gold Coast

Unprecedented overseas success placed Team Wales 7th on the overall medal table.

The 36-medal haul equalled the record number of medals won in Glasgow in 2014, while the 10 gold medals surpassed Glasgow's five and equalled the Welsh record from Auckland in 1990. For the third Commonwealth Games in a row the Welsh women outshone the men on the medal front, accounting for 54% of medals.

Geraint Thomas

Team Sky rider Geraint became only the third Britain to win the Tour de France, and the first Welshman.





He won two stages of the Tour, including stage 12, which included the famous Alpe d'Huez climb, and wore the Yellow Jersey for the final 11 stages. He was given a rapturous homecoming reception in Cardiff and finished 2018 winning both the Wales and UK Sports Personality of the Year awards.

Menna and Jen



















Menna Fitzpatrick and her guide Jen Kehoe became Great Britain and Northern Ireland's most decorated Winter Paralympians at their Games debut at PyeongChang 2018.

The pair recovered from a fall in the downhill competition on day one to win an incredible two silvers and a bronze, while the elusive gold medal was won on their final race of the Games in the slalom. The winning streak continued into 2019 and the Para Alpine World Championships where they won bronze in the visually impaired giant slalom, silver in the slalom and gold in the women's visually impaired downhill.



	2006	2008	2010
Commonwealth Games	 2 7 10		 2 5 12
Olympic Games		 2 0 0	
Paralympic Games		 10 3 1	

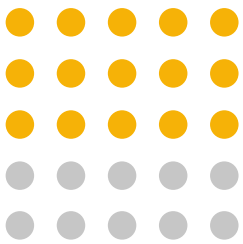


2012	2014	2016	2018
	 5  11  20		 10  12  14
 3  3  1		 4  6  0	
 3  3  8		 5  4  0	

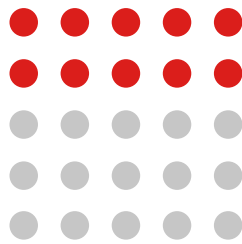
Our Duties

Safeguarding standards

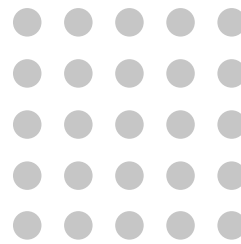
60% (15 of 25) of HIS* have level 3



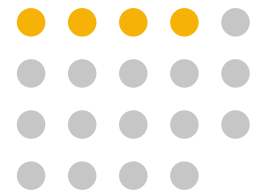
40% (10 of 25) of HIS have Level 2



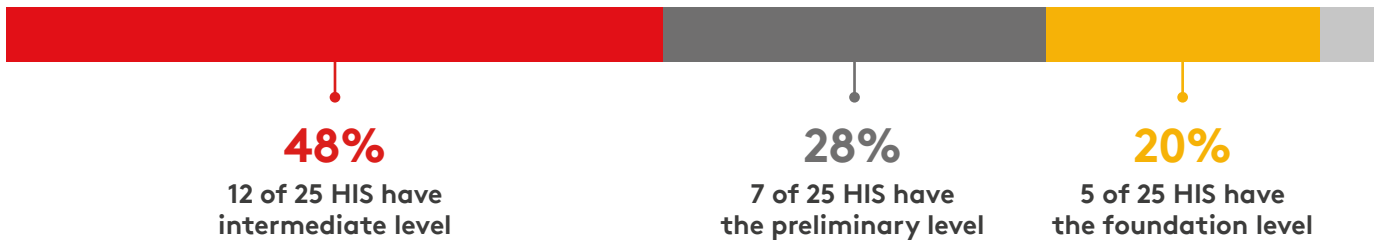
No HIS have not achieved a level



21% (4 of 19) have achieved the new level 1



Equality Standard



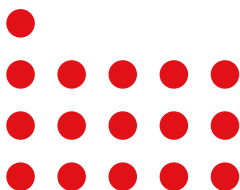
All HIS have achieved an equality standard level.

Consultants have provided ongoing equality support to **25 Higher Funded NGBs**.

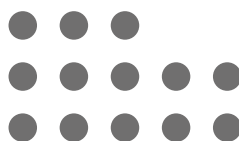
10 have started the Advanced Equality Standard journey, with **5** targeted to achieve by March 2020.

These will be the first Welsh NGBs to achieve the Advanced Standard.

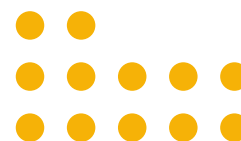
During 2018/19 there have been several Equality Lead Officer training events



Introduction to Trans in Sport with **25 individuals** attending from **16 NGBs**



Equality Impact Assessments with **20 individuals** attending from **13 NGBs**



Strategic Leadership and Equality with **20 individuals** attending from **12 NGBs**

*High Investment Sports



Sporting Spotlight

Safeguarding

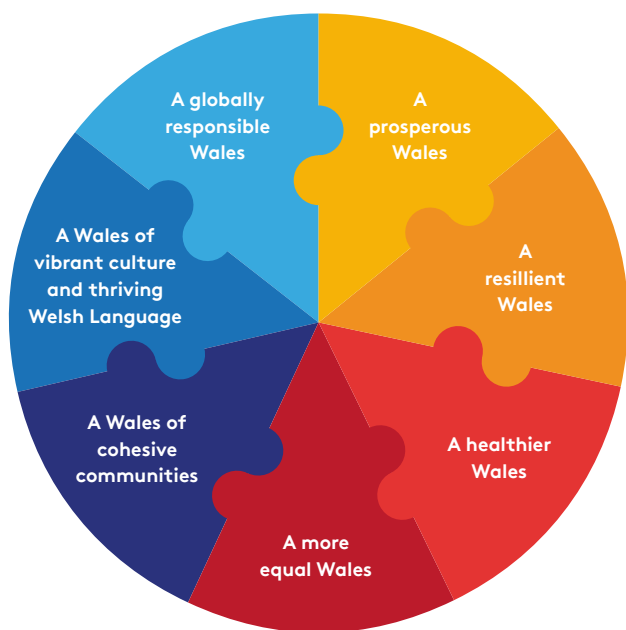
As part of the Safeguarding Standards support package, the Child Protection in Sport Unit (CPSU) has provided ongoing support to 25 Higher Funded and 17 Lower Funded NGBs during the year as well as investigating the needs of others in the sector, beyond governing bodies of sport. There has been significant progress with many more of the Lower Funded NGBs engaging in the standards process and attending lead officer training events which is helping to raise the profile of this critical area of work.

Well-being of Future Generations

The Well-being of Future Generations (Wales) Act 2015 provides the framework for understanding the wider impact of our investments beyond increasing physical activity rates.

The Vision for Sport in Wales outlined how it can contribute to the Well-being of Future Generations (Wales) Act. More examples at:

www.visionforsport.wales



A prosperous Wales

e.g. Promote Wales to the world through the performance of Wales's elite athletes

A resilient Wales

e.g. Socially, ethically, environmentally responsible employers in the sport sector.

A healthier Wales

e.g. Provision of sport and recreation opportunities for all ages, throughout life.

A more equal Wales

The real lived experiences and current needs of all citizens are understood.

A Wales of cohesive communities

e.g. Community involvement and ownership meets local need.

A Wales of vibrant culture and thriving Welsh Language

e.g. Bilingualism is promoted through sport.

A globally responsible Wales

e.g. Facilities are sustainable and responsible.

Working with the Wales Audit Office and Commissioners, we have adapted approaches for continuous improvement. As a pilot organisation we worked with the Wales Audit Office to shape future auditing of the Future Generations Act. Our approach to community sport has been reviewed to better promote sustainable development and in partnership with other National Bodies we have undertaken self-reflection of our progress. Board training was delivered in partnership with Future Generations Office (FGO) colleagues, which informed a national scrutiny framework.

Progress against our Objectives



Objective 1:
People in Wales live physically active and therefore healthier lives

Strategic Partnership with Public Health Wales (PHW) and Natural Resources Wales (NRW). Sport Wales, PHW and NRW have started to develop a programme of work that will contribute across shared objectives. Sustainable development principles are being applied to shape the work.

Objective 2:

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

Swim Safe teaches children aged 7-14 essential water safety skills, through a fun but structured session, delivered by trained instructors on open water locations. Plas Menai delivered three Swim Safe sessions during 2019, with over 200 children taking part.



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

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

Objective 4:

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

Both of Sport Wales National Centres commissioned an Accessibility Audit during 2018 to help determine priorities for future planning.



Our Centres

Facilities

Sport Wales National Centre	Plas Menai
Completed the programme of accommodation refurbishment which included improving the accessibility for those with disabilities.	Capital programme to address the corrosion in the swimming pool steel work.

A Healthier Wales

Sport Wales National Centre	Plas Menai
Introduced healthier vending and removed high sugar drinks from the cafeteria	Introduced healthy vending machines across the centre

A globally Responsible Wales (Environment and sustainability)

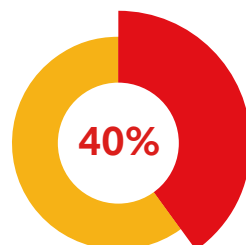
Sport Wales National Centre	Plas Menai
<p>Introduced a free water dispenser in the reception area</p> <p>Introduced compostable take away cups, containers and cutlery in the cafeteria</p> <p>Removed single sachets from the cafeteria</p> <p>Replaced one pool car with hybrid car. All pool cars based at the National Centre have less than 100g/km CO2 emission levels</p>	<p>Introduced compostable take away cups</p> <p>Removed single use plastic sachets</p>

Plas Menai

In 2018/19 Plas Menai delivered:

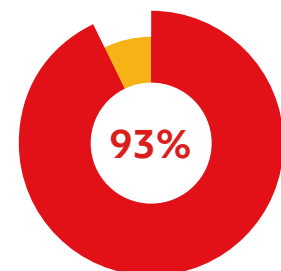
15,183
student days
for
6,729
people of all ages

the majority of these being children of school age.



40%

of participants came through community programmes



More than 9 in 10 (93%)

users of Plas Menai had a positive overall impression of the site.

Sport Wales National Centre

144

events took place at the Centre, ranging from European Championships to School Eisteddfods.

National Governing Bodies had

25,639 hours of use,

representing

60%

of overall use.

The balance is made up of community use.

A Direct Debit membership total of

825, up 4.6%

from last year

Overall usage for the year

242,985



Sport Wales Values



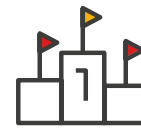
Teamwork

The power of working together



Delivery

Making a difference



Ambition

The pursuit of success

Which means we commit to:

Being a positive impact on others, encouraging and supporting them when required.

Celebrating and recognising our successes together

Respecting others and earning respect

Investing time to actively listen and to get to know the person not just the face

Focusing on what will make the greatest difference – no matter how big or small

Taking responsibility for our own delivery and development

Trusting and utilising the skills and experience of others to get the job done

Setting our standards high and challenging constructively

Seeking and being open to new ideas and expertise from around the world

Enjoying and taking pride in the work we do

Being courageous to do things differently

And the Inclusive Leadership Behaviours that underpin our values are:

SELF-AWARENESS: monitor own responses to individuals or groups and examine any inconsistencies (unconscious bias)

EMPATHY: actively listen to others & endeavour to always understand and respond to how they feel

ACCEPTANCE: show acceptance of people, without bias. Challenge any inappropriate language and banter from others. Be authentic

SEEK DIVERSE VIEWPOINTS: actively engage with diverse networks and curiously explore individuals' perspectives

FEEDBACK: provide positive feedback to build confidence; and stretch feedback to overcome barriers and build resilience

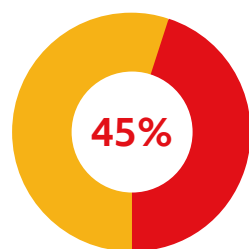
GROWTH: encourage individuals to make their unique contributions; coach and develop them to realise their full potential

VISION: create a diverse, engaged and talented organisation which is at the leading edge of innovation and builds future sustainability

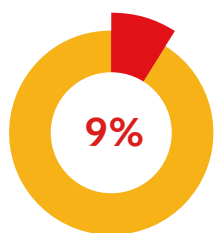
COLLECTIVE LEADERSHIP: take full accountability for ensuring an inclusive culture and support & challenge one another to achieve this

In order to build an Inclusive Culture where individualisation matters.

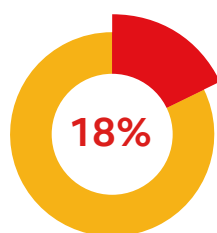
Sport Wales Board



45% female
and
55% male



9%
have a disability



18%
are from
BME
backgrounds

All age brackets from 30s -70s are represented.

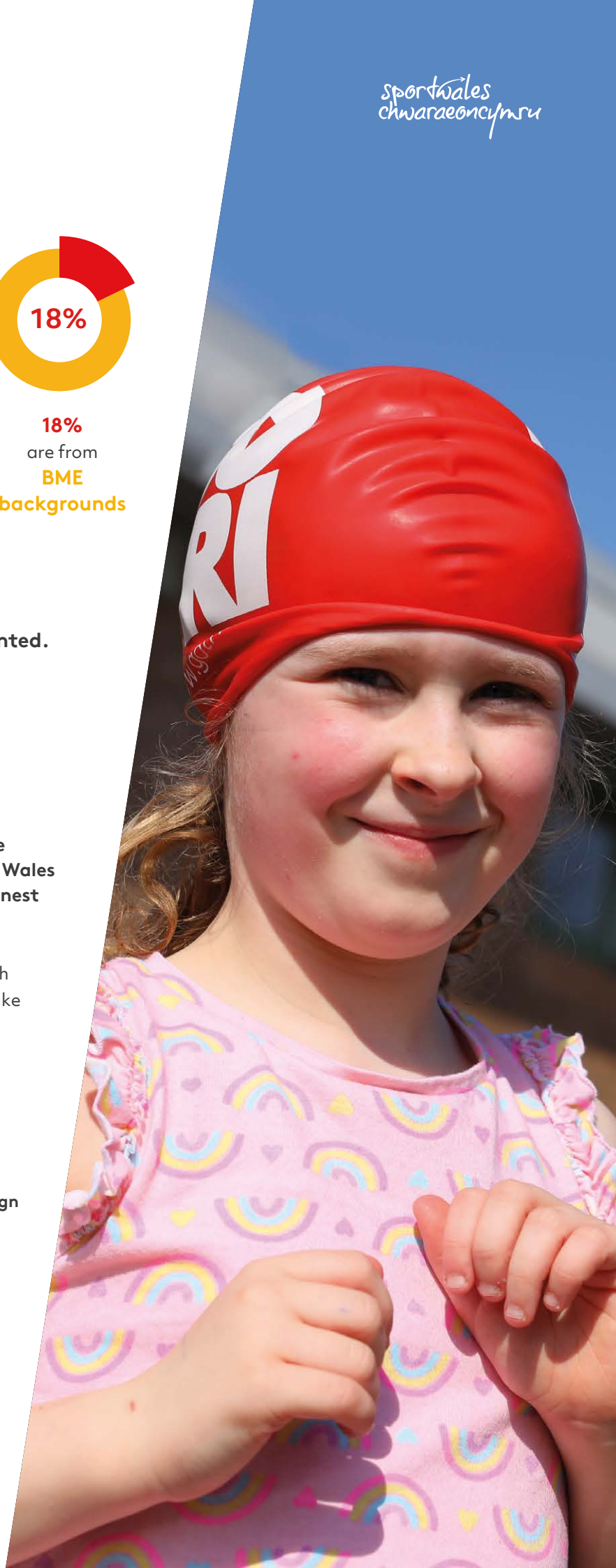
Health and Wellbeing @ Sport Wales

Over 2018/19 we have worked hard to build the foundations of a culture of wellbeing at Sport Wales – encouraging managers to create an open, honest dialogue with staff about their wellbeing.

We will continue to embed this commitment through our policies and practices, and ensure that we all take responsibility for each other's wellbeing.

In 2018/19, we have

- Established a new and improved Health and Wellbeing Steering Group
- Signed up to the Time to Change Wales campaign to reduce stigma around mental health
- Trained over 1/4 of the organisation as Mental Health First Aiders
- Supported the 30 employees who signed up for the 2018 Cardiff Half Marathon
- Introduced Free Fruit Fridays in the Hwb Café (Sport Wales National Centre)



Developing the sector

13 colleagues, representing 9 NGBs and Sport Wales, took the opportunity to increase their governance skills and knowledge by attending the Chartered Institute of Public Finance and Accountancy's (CIPFA) qualification in Corporate Governance. The learning from this course will help develop the governance skills across the sector and make governance more effective in organisations.

Governing Body Collaboration Toolkit



This collaboration toolkit was developed by a working group of representatives from **Wales Golf, Welsh Triathlon, Wales Rugby Union** and **Sport Wales**. The resource explains the benefits of collaboration and includes templates, plans and case studies to help organisations develop collaborative partnerships.

Governance and Leadership

The Governance and Leadership Framework (GLFW) was introduced in 2015. To coincide with the Vision for Sport in Wales and changes in sports governance since its inception, a review took place during 2018/19. This was a consultative process with key partners to ensure that the GLFW remains 'by the sector, for the sector.'

Leaders

Sport Wales have commissioned First Ascent Group to deliver two cohorts of 'The Leadership Programme', one of which commenced in October 2018. Following an application and assessment day during the summer of 2018 a total of 15 officers from partner organisations across the Welsh sports sector were successfully recruited onto the programme.



Education

The first phase of the Communications Learning and Innovation Programme (CLIP) has received excellent feedback from those who took part.

From September 2018, the programme has provided a range of different learning opportunities for partners of Sport Wales – including sessions on social media, live streaming and driving traffic to website.

Work is now being done to look at the next phase of CLIP, how it can be extended to be accessible for all partners and what other themes can be included, such as research and insight.

12
sessions

144
attendances

25
different
partners



Sporting Spotlight

Board Diversity

Whilst the Governance and Leadership Framework (GLFW) has had a positive impact, there is gender imbalance on Welsh sports Boards which currently stands at 31% female and 69% male. In July 2018 the Sport Wales Board implemented a policy position on board diversity.

Sport Wales has a gender parity commitment and is signed up to Welsh Government's 50:50 by 2020 pledge to have an equal representation of male and females represented on its Board.

Disability Sport Wales & Coach Education

31 Disability Inclusion Training (DIT) courses, aimed at coaches, volunteers, sport development, and leisure staff)

7 Sainsbury's Active Kids for All courses (aimed at education professionals)

26 Mini DIT course (aimed at year 4,5,6 school pupils – a total of 1,579 pupils attended)



2018/19 in numbers

£1.62 million

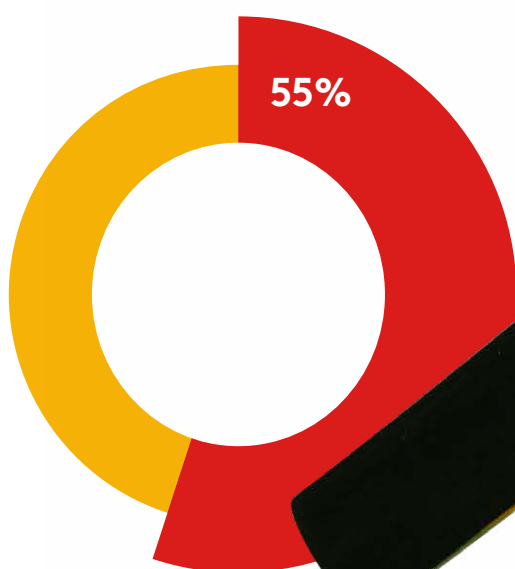
in Community Chest
grant funding awarded to

1330
organisations

to participate in grassroots sport

55%

of adults want to do more sport
(Sport & Active Lifestyles, 2018)



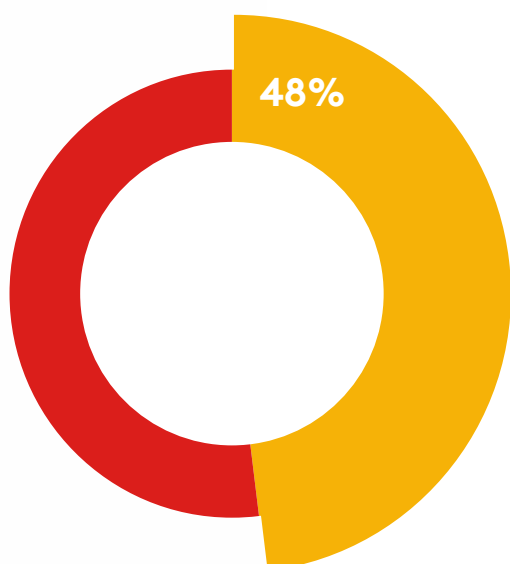
41

Development Grant Awards,
totalling

£400,527

focused on Club Development





48%
of young people taking part in sport
**3 or more
times a week**
in addition to timetabled PE lessons
(School Sport Survey, 2018)

15 sports
and
over 70
performance leads, coaches
and support staff took
part in workshops promoting
**positive
mental
health**

Commonwealth Games 2018

228
athletes represented
Team Wales

62 athletes
(in individual events) finished in a
top 8 position

19 athletes
achieved a Personal Best (PB)



Looking Forward

Summer 2019 will see the roll-out and awareness raising of the new Sport Wales Strategy.

This coincides with the expansion of the North Wales Sport Collaborative Partnership (NWSCP).

Collaboration and putting people first will be key moving forward.

Later this year, the National Lottery celebrates its 25th anniversary and Sport Wales will take part in celebrating the impact of grant funding on community clubs and organisations throughout the country.

We look forward to more large-scale events to foster pride and passion for Welsh people, from the men's Rugby World Cup in Japan and the Cricket World Cup in England and Wales, to the Homeless World Cup in Cardiff.

2019/20 will be a year of change and growth for sport in Wales.







Performance Analysis

Sport Wales is a producer of Official Statistics and, as such, we comply with the Code of Practice for Statistics. This gives assurance to the public, government and other organisations that the data we produce is of value, is high-quality and can be trusted.

This year, in conjunction with national partners, we have published the National Survey for Wales which examines sport participation rates among adults. In addition to this we have also published the largest school sport survey ever in Wales with over 120,000 pupils taking part.

Over this reporting period we have received independent reviews of the Free Swimming Initiative, the Sport Wales Calls4Action projects and our Young People Sport Programmes. The findings and recommendations from these reviews have been integral to the development of our strategic intent at the heart of the new Sport Wales strategy.

Furthermore, we have published the first ever social return on investment report, detailing the impact of sport on Welsh society. The review conducted by Sheffield Hallam University provides a holistic measure of the value of sport in Wales including its impact on a series of portfolios such as health, education, crime and the economic contribution of sport. This has underpinned the focus of the need of Sport Wales to work alongside other national bodies, such as Public Health Wales and National Resources Wales. This work has included establishing the Healthy and Active Fund, through which a common evaluation framework for project assessment will be determined.

We have undertaken a review of the current playing pitch landscape, detailing the legislation which guides Sport Wales's approach and mapping the existing provision in Wales. This work will form the baseline of knowledge for future planning interventions over the coming years.

Finally, through the development of the Vision for Sport in Wales and the Sport Wales strategy, we have created an outcomes framework for the sector and the organisation itself. These outcomes are focused on delivering against the Well-being objectives for Wales and will allow future publications to report progress against these measures.

Financial Results for the Year

The total comprehensive expenditure for Sport Wales after taxation for the year ending 31 March 2019 totalled £21,654,000 (2017/18 £21,870,000). The net movement on the general fund for the year (page 84), after the funding received from the Welsh Government, was a planned underspend of £5,668,000 (2017/18 planned under spend of £283,000). The £5,668,000 increase was arrived at after charging £521,000 depreciation (2017/18 £492,000) and was largely due to the additional capital funding received from Welsh Government towards the end of the year.

The results of the Trust are consolidated into these financial statements.

Sustainability

Sport Wales actively pursues policies and initiatives that seek to reduce the impact its operations have on the environment. The Corporate Environmental Strategy is fully in place since previously being approved by the Board. Sport Wales reduced its CO₂ emissions by 20% compared to 2017/18, which is significantly above our target of 3% annual reductions.

Throughout 2018/19 Sport Wales has continued to encourage staff to use video conferencing, Skype and Sharepoint in an effort to reduce travel. This has led to a significant reduction in the cost, mileage and CO₂ emissions of travel compared to 2017/18 (see table on page 61 for full details).

Sport Wales also continues to offer a Cycle Scheme to employees, in order to reduce car usage. Employees may claim a mileage allowance of 20p per mile for all business journeys made by bicycle.

Sport Wales remains committed to implementing technological solutions to help reduce emissions and waste where possible, such as dual screens to review documents rather than printing them hence reducing paper and printing costs. Staff are encouraged to work flexibly where possible, and this has led to staff

working from home more regularly. While this does not have an impact on the mileage figures reported below (staff cannot claim mileage expenses for commuting to work), it does contribute to a reduction in congestion and emissions.

In March 2018/19, Sport Wales purchased a hybrid pool car, which see a further reduction in carbon emissions in future years.

The gas cookers installed at Plas Menai at the end of 2017/18 have led to a significant reduction in the electricity usage, while gas / gas oil consumption has also reduced across both sites.

Sport Wales National Centre Energy Performance Operational Rating (DEC) remains well below the typical rating for the type of building and the centre continues to operate in accordance with the Waste Hierarchy guidance and operates an Environmental Management System.

The increase in waste collection compared to 2017/18 was due to large quantities of green waste being generated and recycled in the year. In 2017/18, 44% of all waste at the centre was recycled. This was a significant increase compared to 2016/17 (38%)

There was an increase in water usage in 2018/19 mainly due to the hot summer meaning that the water bore hole dried up.

Plas Menai has continued to implement its Environmental Policy and the ongoing building refurbishment has given us opportunities to upgrade to more energy efficient systems that are reflected in the improvements shown in the tables. Following improvements in previous years, the refurbishments in 2018/19 have seen a further reduction in the DEC rating, which is now a D.

Over the next 12 months we will continue to look for funding to install a solar array as well as continuing with our programme of refurbishment and upgrading to more energy efficient lighting and operating systems.

Environmental Sustainability

The following tables includes all Sport Wales offices data and associated cost

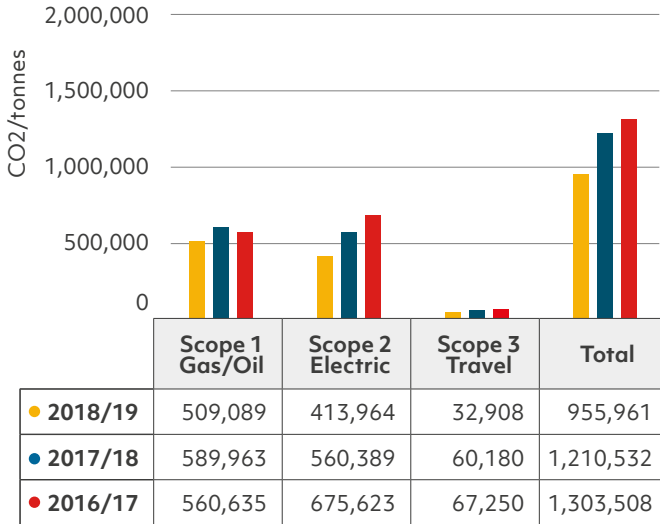
Waste		2018/19	2017/18	2016/17
Non-financial (tonnes)	Total KG	66,002	59,121	158,580

Greenhouse		2018/19	2017/18	2016/17
Co2	Total gross emissions (Co2)	923,053	1,150,352	1,236,258
	Total net emissions (Co2)	923,053	1,150,352	1,236,258
	Gross emission, scope 1	509,089	589,963	560,635
	Gross emissions, scope 2	413,964	560,389	675,623
Energy	Electricity (non-renewable)	1,462,408	1,594,006	1,639,661
kWh	Electricity (renewable)	0	0	0
	Gas	1,199,786	1,224,229	1,206,082
	Gas Oil	917,201	1,321,260	1,225,689
Financial Indicators (£)	Expenditure – energy	310,112	273,737	294,640

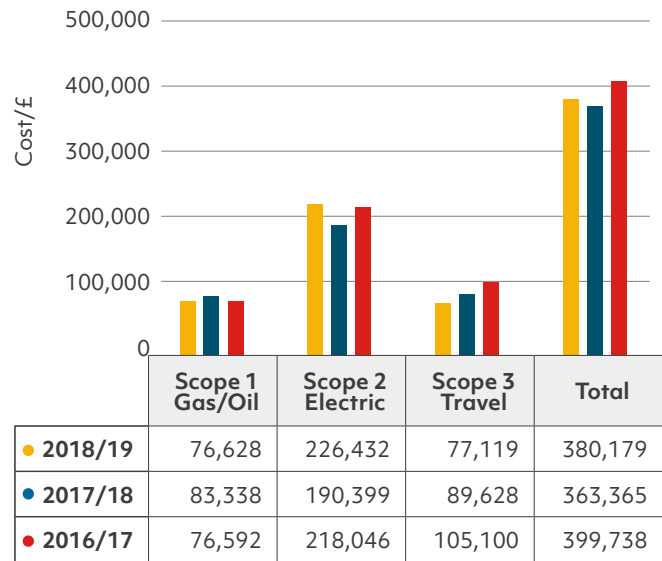
Finite Resource	Water	2018/19	2017/18	2016/17
Non-financial (M ³)	Supplied	19,699	15,862	13,278
	Abstracted	2,087	3,663	2,075
Financial indicators (£)	Water supply costs	47,222	25,264	28,683

Travel		2018/19	2017/18	2016/17
Co2	Rail	5,616	5,571	6,736
	Air	1,456	22,719	18,041
	Ferry	258	0	0
	Car (Taxi/Bus etc)	195	164	422
	Own Car Usage	25,383	31,726	41,986
	Total	32,908	60,180	67,185
Cost	Rail	27,800	25,033	30,314
	Air	6,150	13,700	9,227
	Ferry	535	0	0
	Car (Taxi/Bus etc)	1,369	925	2,278
	Own Car Usage	41,265	49,970	63,281
	Total	77,119	89,628	105,100
Miles	Rail	79,359	74,430	86,180
	Air	29,090	69,588	52,668
	Ferry	1,243	0	0
	Car (Taxi/Bus etc)	574	578	1,562
	Own Car Usage	91,144	110,197	139,479
	Total	201,410	254,793	279,889

CO2 Emissions



Financial Indicators



Conservation and Biodiversity

Sport Wales National Centre, Cardiff is located in a Grade 2 listed garden and all the trees have Tree Protection Orders which are managed in accordance with these orders.

The National Centre at Plas Menai runs marine environmental educational courses on the Menai Strait, has planted a managed woodland and bird boxes have been placed around the site.

Sustainable Procurement and the Future

Sport Wales's procurement policy requires that all procurement awards in excess of £25,000 should be awarded on the basis that they offer "the optimum combination of whole life costs and benefits to meet Sport Wales' requirements". Whole life costing considers not just the purchase price, but also takes into account the continued cost of ownership, maintenance and disposal of services.

We will continue to work to embed sustainable policies in our operations. In particular, we are conscious of the wider environmental impact which our work has and will investigate ways in which we can positively impact upon this.

Accounting Officer:

S Powell
23rd July 2019

Directors Report

Board

During 2018/19, Sport Wales comprised the following board members;

Mr Lawrence Conway*/**	(Chair Appointed 01.09.2018)
Ms Pippa Britton**	(Vice Chair Appointed 01.10.2017)
Ms Julia Longville	(Retired 31.08.2018)
Mr Peter King*	(Retired 31.08.2018)
Ms Samar Small*	(Resigned 20.06.2018)
Ms Johanna Sheppard*	(Reappointed 01.09.2015)
Mr Richard Parks	(Reappointed 01.09.2017)
Mr Ashok Ahir*	(Appointed 01.10.2017)
Mr Ian Bancroft	(Appointed 01.10.2017)
Mr Christian Malcolm	(Resigned 31.12.2018)
Ms Alison Thorne*	(Appointed 01.10.2017)
Ms Judi Rhys*	(Appointed 01.09.2018)
Prof Leigh Robinson	(Appointed 01.09.2018)
Mr Martin Veale*	(Appointed 01.09.2018)
Mr Phil Tilley	(Appointed 01.09.2018)

Chief Executive Ms S Powell

* Member of the Audit & Risk Assurance committee

** Member of the Remuneration committee

Declarations of Interest

All Members and senior staff of Sport Wales have completed a return detailing any interests in organisations which provide, or may seek to provide, commercial services to Sport Wales for 2018/19. Information provided that requires disclosure in accordance with International Accounting Standard 24 is disclosed in Note 19 of these accounts.

Personal Data Related Incidents

Sport Wales has controls and policies in place to ensure data integrity. Information Technology systems ensure that the physical security of data is tightly controlled. As far as we are aware, no loss of data occurred during the period under review.

Risk Identification and Management

Detail on Risk Management is contained in the Risk Management section of the Annual Governance Statement on page 69.

Supplier payment policy and performance achieved

Under the Late Payment of Commercial Debts (Interest) Act 1998 and in line with the Better Payment Practice Code (which can be located on www.payontime.co.uk) Sport Wales is required to pay suppliers' invoices not in dispute within 30 days of receipt of goods or services or valid invoice, whichever is the latter.

Sport Wales aims to pay 100% of invoices, including disputed invoices once the dispute has been settled, in line with these terms. During the year ended 31 March 2019 Sport Wales paid 99% (2017/18 98%) of all invoices within the terms of its payment policy. No interest was incurred during the year as a result of late payments.

Financial Instruments

Details of financial instruments can be found in note 1.11 to the financial statements.

Remuneration of Auditors

The Audit & Risk Assurance Committee oversees the nature and amount of non-audit work undertaken by Wales Audit Office our external auditors. During 2018/19 there was no non audit work undertaken by auditors. The audit fee is disclosed in note 7 to the financial statements.

Statement on Disclosure of Relevant Audit Information.

1. As far as the Accounting Officer is aware, there is no relevant audit information of which the auditors are unaware, and
2. The Accounting Officer has taken all the steps that she ought to have taken to make herself aware of any audit information and to establish that the auditors are aware of that information.

Statement Of Council's And Chief Executive's Responsibilities

Under the Royal Charter, dated 4 February 1972, The Sports Council for Wales (Sport Wales) is required to prepare for each financial year statements of accounts in the form and on the basis determined by the Welsh Government, with the consent of the Treasury. The accounts are prepared on an accruals basis and must give a true and fair view of Sport Wales' state of affairs at the year end, including its net expenditure, changes in equity and cash flows for the financial year.

In preparing the accounts, Sport Wales is required to comply with the requirements of the Government Financial Reporting Manual and in particular:

- observe the accounts direction issued by Welsh Ministers, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed, and disclose and explain any material departure in the financial statements; and

- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the entity will continue in operation.

The Principal Accounting Officer for the Welsh Ministers has appointed the Chief Executive as the Accounting Officer for Sport Wales. Her relevant responsibilities as Accounting Officer, including her responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable and for the keeping of proper records, and for safeguarding Sport Wales' assets, are set out in the Accounting Officers' Memorandum issued by HM Treasury.

Accounting Officer:

S Powell
23rd July 2019

Annual Governance Statement 2018/2019

Introduction

The Governance Statement brings together all disclosures relating to an organisation's governance, risk and control. As Accounting Officer I am personally responsible for the Governance Statement which outlines how I have discharged my responsibility to manage and control the resources of Sport Wales during the course of the year.

As Accounting Officer, I have reviewed the Corporate Governance in Central Government Departments: Code of Good Practice 2017 and believe that Sport Wales has fully complied with the relevant elements of the code in respect of both its Exchequer and Lottery functions.

Corporate Governance

The Board

Corporate Governance is the system by which organisations are directed and controlled. The Board of Sport Wales is responsible for the governance of Sport Wales and the Sports Council for Wales Trust. The Board's role is to satisfy itself that an appropriate governance structure is in place and to scrutinise the performance of the executive and the organisation's delivery of the Sport Wales Vision.

The Sport Wales Board is made up of a Chair, a Vice Chair and up to twelve other members all of whom

are appointed by Welsh Government. The Board's composition includes representation from a wide cross section of different professions and members with expertise and experience relevant to both community and elite sport.

Following the Assurance review undertaken by Welsh Government during 2016/17, Lawrence Conway was appointed as interim Chair, initially for a 12 month period, subsequently extended to 18 months to August 2018. The process to appoint a permanent Chair from September 2018 was initiated by Welsh Government in February 2018.

During the year, the previous interim Chair Lawrence Conway was appointed as Chair from 1st September 2018 following a recruitment process carried out by Welsh Government.

During the year, Welsh Government appointed four new Board members, namely Judi Rhys, Prof. Leigh Robinson, Phil Tilley and Martin Veale. Four existing Board members, namely Julia Longville (term expired), Peter King (term expired), Samar Small (resigned due to change in work circumstances) and Christian Malcolm (resigned to take up new role overseas) left the Board. I thank them for their dedicated service to Sport Wales during their tenures and warmly welcome the new members.

Sport Wales is committed to equality and the diversity of its Board, which now comprises 45% female representation, 18% BME and 9% consider themselves to have a disability.

Attendances for both the Board and the Audit & Risk Assurance Committee are shown in the table below.

Attendances for both the Board and the Audit and Risk Assurance Committee are shown in the table below

Board Member	Board Meeting (Number of meetings attended of 5)	Audit & Risk Assurance Committee (Number of meetings attended of 4)
Lawrence Conway ¹ (Chair)	5 / 5	3 / 3
Pippa Britton (Vice Chair)	5 / 5	Not Applicable
Peter King ²	2 / 2	1 / 1
Julia Longville ²	1 / 2	Not Applicable
Johanna Sheppard ³	2 / 3	1 / 3
Richard Parks	2 / 5	Not Applicable
Samar Small ⁴	1 / 1	0 / 1
Ashok Ahir	3 / 5	2 / 4
Ian Bancroft	5 / 5	Not Applicable
Christian Malcolm ⁵	2 / 4	Not Applicable
Alison Thorne	5 / 5	3 / 4
Judi Rhys ⁶	3 / 3	1 / 1
Leigh Robinson ⁶	3 / 3	Not Applicable
Martin Veale ⁶	3 / 3	3 / 3
Phil Tilley ⁶	3 / 3	Not Applicable
(Independent members – Audit and Risk Assurance Committee only)		
Gareth Jones	Not Applicable	3 / 4
Robert Williams	Not Applicable	4 / 4
Overall Percentage Attendance rate	83%	75%

¹Appointed 01.09.2018

²Members retired 31.08.2018

³On maternity leave from January to August 2018. Returned 01.09.2018

⁴Resigned 20.06.2018

⁵Resigned 31.12.2018

⁶Appointed 01.09.2018

To discharge its responsibilities and to obtain the assurance required that demonstrate good governance practices are in place, two other permanent committees are established; The Audit & Risk Assurance Committee and the Remuneration Committee.

Whistleblowing Policy

Sport Wales has an established and Board approved Whistle-Blowing Policy which is detailed in the Staff Handbook. During 2018/19 Sport Wales was not aware of any reported incidents. We believe that the policy is effective and staff have full access to it, if required. The policy is reviewed periodically with the Staff Handbook.

Audit and Risk Assurance Committee

The Board has established an Audit and Risk Assurance Committee to support it in discharging its responsibilities specifically in the areas of risk, internal control and governance through:

- Reviewing the comprehensiveness and operation of current processes, controls and other measures to meet the assurance needs of the Board and the Accounting Officer;
- Reviewing the reliability and integrity of the assurances provided by the executive and the internal and external auditors;
- Providing an opinion as to how well the Board and Accounting Officer are supported in decision making and in discharging their accountability obligations (particularly in respect of Financial Reporting).
- Risks identified are assigned to Corporate Directors and mitigating actions are detailed in the risk register.

The Board appointed Martin Veale as the new Chair of the Committee to replace Peter King. We are grateful for Peter's significant contribution to the development of the Committee during his tenure as Chair.

The Committee also bade farewell to Samar Small and the Board extends its appreciation for Samar's contributions. Judi Rhys was appointed to the Committee.

During 2018/19, Sport Wales continued to develop an 'Assurance Framework' to supplement the risk management process. The purpose of the Framework is to document the level of assurances, both internal and external, incorporated into business processes so as to provide the Accounting Officer and the Board with the requisite assurance. This is monitored regularly by the Audit & Risk Assurance Committee.

The Audit & Risk Assurance Committee consists of up to five members, two of which could be independent,

with a minimum of one independent member required. The Committee met four times during the year and there was an overall members' attendance rate of 75%.

Over the year the Committee's areas of focus included (but was not limited to):

- the operation and effectiveness of the risk management and assurance framework;
- internal audit reports covering specific business areas and the annual internal audit report;
- the Annual Report and Accounts and their format;
- observations made by external audit, particularly the annual management letter;
- compliance with the Framework Document issued by the Welsh Government as well as compliance with the Lottery Statement of Financial Requirement;
- the Governance Framework document;
- regulatory compliance;
- review of grant funding;
- review of core financial systems
- review of Board member expenses;
- review the Gifts and Hospitality Register;
- agreeing the year's internal audit plan;

The Board received the minutes of the Audit & Risk Assurance Committee at each meeting and are advised by the Chair of any significant matters. The Chair also presents a formal annual report on the Committee's work to the Board. IT systems ensure that the physical security of data is controlled. In 2018/19 no information risk issues or significant control weaknesses were identified and the Audit and Risk Assurance Committee was satisfied that the level of risk was acceptable and managed in an appropriate manner.

Remuneration Committee

The Remuneration Committee meet to review and recommend for approval to Welsh Government the Chief Executive's salary and the annual pay award for all staff via the Welsh Government's pay remit process. Further details can be found within the Remuneration and Staff Report on page 72.

The Executive Senior Management Team

The Executive, under the leadership of the Chief Executive, is responsible to the Board for the development and implementation of strategy and policies and the reporting thereof.

The Executive meets at regular intervals and typically fortnightly to discuss and agree corporate matters. Formal monthly meetings are held which follow an agenda and minutes are taken to ensure we record decisions at a corporate level. Progress against the Business Plan is reported and monitored on a quarterly basis.

Board and Committee Effectiveness

During the year, we continued to develop good governance. A Corporate Governance, Planning & Assurance Lead was appointed to work closely with the Board to further enhance governance arrangements within the organisation. Under the direction of the Vice Chair, a robust governance plan was developed, that incorporated both formal processes, for example full effectiveness reviews of the Board on a biennial basis, annual appraisals for each Board member and also the development of an action plan for adherence to the Governance and Leadership Framework for Wales (GLFW), which includes the behavioural aspects of good governance. Board role descriptions were also updated to reflect the full breadth of the role.

At the end of each Board meeting, Members reflect on business and discuss ways by which the Board can be more effective in discharging its responsibilities. The Board is committed to supporting the Executive Team and resolved during the year to nominate individual Board members to work closely with members of the Executive on all major projects, for example the Community Sport & Activity Project.

The Board is content with the quality and amount of information received in order for it to make considered decisions.

Risk Management

The purpose of the system of internal control

The system of internal control is designed to manage and limit risk but can never eliminate it. It therefore only provides reasonable and not absolute assurance. The system of internal control is based upon an on-going process designed to identify and prioritise the risks of achieving Sport Wales' policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should this happen, and to manage them efficiently, effectively and economically.

The system of internal control has been in place at Sport Wales throughout the year ended 31 March 2019 and up to the date of approval of the annual report and accounts, and accords with Treasury guidance. Finally, the system of internal control provides reasonable assurance that Sport Wales has complied with the Lottery financial directions and that adequate processes are in place for the detection of conflicts of interest and to minimise losses of Lottery grants.

Capacity to handle risk

As Accounting Officer I am personally responsible for ensuring that Sport Wales has an effective risk management process. This is overseen by the Board, through the Audit & Risk Assurance Committee. As an organisation, the key risks are monitored through appropriate use of the Risk Register. There is a documented Risk Strategy & Management Policy that contains definitions relating to risk management and the policy also sets out how risks should be identified, recorded, analysed and managed.

Corporate risks, and the control measures implemented to mitigate them, are assigned to and managed by the appropriate manager, corporate director or in some cases by the Accounting Officer. Operating risks are the responsibility of the relevant heads of department while day to day risk management may be delegated to the staff they manage.

New risks are identified by officers of Sport Wales, Audit & Risk Assurance Committee scrutiny or the

Board itself. When a new risk has been identified, it is inserted into the appropriate Risk Register, assessed and scored and assigned to a corporate director and/or manager.

The risk and control framework

Risk management is embedded within the management structure of Sport Wales. The majority of identified risks are derived from the organisational objectives and the business planning process of Sport Wales.

The Risk Register is an electronic solution that is accessible to relevant managers via an online portal. Sport Wales' risk management arrangements are subject to an annual internal audit and presented to the Audit & Risk Assurance Committee. The Risk Register records significant corporate risks including risks to information, an overall assessment of likely impact and probability, control measures and where required, a list of future action measures. The Corporate Risk Register is reviewed at regular intervals by Senior Management, the Risk Management & Assurance Group and the Audit & Risk Assurance Committee. In addition, managers present by rotation to the Risk Management & Assurance Group on their specific areas of risk and how they control or mitigate those risks. The Assurance Framework is similarly reviewed by the Risk Management & Assurance Group.

Grants Monitoring

The majority of Sport Wales' funding is expended in the award of grants. Grant awards are made on clear investment criteria into key sporting outputs and outcomes. Sport Wales takes appropriate steps to monitor the application of such awards by requiring formal reporting from recipients, as well as maintaining an on-going dialogue with key partners to gather informal intelligence. In addition, there are specific reconciliation criteria and where expenditure may vary from the level of grant award, Sport Wales exercises its right to claw back such amounts.

Key Risks

Risks to key strategic and operational activities are identified, evaluated and considered by the Directors Group, and action taken to mitigate them. Risks and the actions to manage risks are reviewed at regular intervals. The internal audit programme is influenced by risks recorded in the Risk Register and, where appropriate, the auditors make recommendations to address any risk or identify new ones. The Audit & Risk Assurance Committee will review these recommendations and action appropriately.

Looking ahead, there are a number of key risks which have been identified at Sport Wales and included in the Corporate Risk Register.

Following on from the National Conversation and the launch of the Vision for Sport in Wales, the start of 2019/20 sees the launch of Sport Wales' new strategy and, while this is an exciting time, a new strategy inevitably has risks attached to it. A comprehensive staff and Board engagement programme has taken place throughout the process and partner funding extensions will give our partners the opportunity to align to our new strategy.

The new strategy will involve a redesign of the organisational structure and there is a risk that this, along with the effects of the ongoing pay & grading project could have an adverse effect on staff morale, which could in turn lead to significant disruption to operations. This risk is mitigated by business continuity plans and ongoing engagement and communications with staff and trade union representatives.

Whilst Sport Wales is grateful to Welsh Government for notification of a cash neutral budget for 2019/20, the increased financial cost of meeting pension deficit payments, continues to present the greatest threat to the delivery of Sport Wales objectives.

Other key risks identified on the corporate Risk Register include failure to comply with our legislative requirements and potential sensitive information loss or exposure. The strengthened corporate governance arrangements and the appointment of a Data Protection Officer have assisted in minimising this risk.

Sport Wales has an overall informed and measured appetite for taking risk to achieve its priorities. Risk appetite is owned by the Board and is reviewed annually. Where significant risk arises Sport Wales will take effective control action to reduce and manage these risks to a safe level. The Executive and Board are aware of the need to innovate further and faster in the future and to this end are actively exploring different delivery mechanisms and partners. This will create new and different risks and potentially increase the level of risk taken by Sport Wales. The Sport Wales Risk appetite may therefore rise but only within an informed and managed risk environment.

The Internal Auditors have, for the fourth consecutive year, given Sport Wales an overall "substantial assurance" rating for the year. It also gave this highest rating category for Sport Wales' corporate governance and risk management arrangements. During the year, internal audit reports identified opportunities to enhance the control systems.

It is encouraging to note that arising out of the internal audit work, there were no findings classified as being of "high" risk. In total, 10 recommendations were made together with 5 action points. Of the recommendations made, 2 (20%) were classed as 'medium' priority and 8 (80%) were 'low' priority. In terms of follow-up action, while 9 out of 14 previous recommendations were re-raised by the auditors, at the time of the audit, only 2 remained outstanding at the end of the year. Both outstanding recommendations relate to staffing issues and will be considered as part of the redesign of the organisational structure.

Internal Control

As Accounting Officer, I have responsibility for maintaining a sound system of internal control that supports the achievement of Sport Wales' policies, aims, and objectives. I also have personal responsibility for safeguarding the proceeds from the National Lottery distributed to Sport Wales and Sport Wales' assets, in accordance with the responsibilities assigned to me in Managing Welsh Public Money.

I am responsible for reviewing the effectiveness of the system of internal control. This is overseen by the Board, through the Audit & Risk Assurance Committee. It is informed by the work of both the internal and external auditors and the staff presentations to the Risk Management Group of Sport Wales who have responsibility for the development and maintenance of the internal control framework. I plan to address identified weaknesses and ensure continuous improvement of the systems.

The internal audit service for Sport Wales during 2018/19 was provided by Deloitte LLP, who operated to standards defined in the Public Sector Internal Audit Standards. Internal audit submit regular reports which inform an independent annual opinion on the adequacy and effectiveness of Sport Wales' systems of internal control and risk management, together with recommendations for improvement.

Every year the Audit & Risk Assurance Committee produces an Annual Report of their work to the Board of Sport Wales.

On-going Developments

Whilst the current system of internal control is strong, there are always areas which require or will benefit from improvement.

Sport Wales has continued to review the control system in operation over the National Governing Bodies generally and during 2018/19 additional steps have been implemented to further strengthen the controls in place to manage the risk inherent in investing public

funding into third party organisations. We will keep this under constant review in 2019/20 with the introduction of a new Partner Assurance Framework.

Sport Wales is committed to an engaged workforce. Our achievement of gold standard in 'Investors in People' is testament to this. We will continue to evolve as an organisation, and ensure we have a fit-for-purpose workforce as we face the inevitable challenges that operating in a time of reduced resources bring.

Our Audit & Risk Assurance Committee undertook a comprehensive assessment of its effectiveness during 2018/19 using the NAO ARAC Checklist as a support. This review has led to some further developments including the use of a skills matrix for members to develop training opportunities and the Chair of Audit & Risk Assurance Committee to carry out individual member performance appraisals on a regular basis. Some of this work will be ongoing into 2019/20.

Sport Wales is committed to developing a new model of delivery for Community Sport across Wales – the Community Sport & Activity Programme (CSAP). In North Wales a collaborative partnership, made up of representatives from organisations including Local Authorities, Higher Education, Housing, Health Board and Disability Sport Wales, is progressing it's plans to create Sport North Wales with a project plan in place to deliver against the key requirements, leading to the establishment of a regional entity by December 2019.

Plans are also in place to implement the roll out of CSAP across the Rest of Wales, commencing with sector engagement sessions with key partners and other organisations scheduled for June 2019, leading to launching an Expression of Interest stage in the Autumn

Accounting Officer:

S Powell
23rd July 2019

Remuneration & Staff Report

Sport Wales has an extensive range of policies which reflect current legislation and aim to secure retention and motivation. These policies are reviewed regularly with staff involvement via a recognition agreement with the Public and Commercial Services (PCS) Union. All policies are equality checked before implementation. Sport Wales is committed to a policy of equality of opportunity in its employment practices. In particular, Sport Wales aims to ensure that no potential or actual employee receives more or less favourable treatment on the grounds of age, disability, ethnic or national origin, gender, marital or parental status, nationality, political belief, race, religion, or sexual orientation. We also follow the 'Equality Standard for Sport' and 'Positive about Disabled' schemes.

Sport Wales currently applies the same grading structure as Welsh Government. However, this structure no longer suitably recognises the differing needs and characteristics of Sport Wales' roles. Also, Sport Wales applies a number of allowances to compensate issues with our pay structure, which has led to widespread inequality and unfairness.

During 2017/18, a formal Project Steering group was established which comprised employees from the HR and Finance departments, as well as representatives from PCS, at both local and branch level. A representative from ACAS was also part of the formal team to provide advice and guidance. The Corporate Services Director chairs the group.

Sport Wales is working throughout the process in collaboration with our recognised Union, Public and Commercial Services (PCS) to devise a new grading structure, pay scales and allowance review.

Due to ongoing discussions between Sport Wales and PCS, the pay & grading proposed implementation date to address these issues, has now been deferred to 2019/20. In accordance with Sport Wales' Framework Document with Welsh Government, the new structure will require Ministerial approval.

Investing In Our People

Sport Wales has "Investors in People" status and its human resources policies reflect best practice as part of its commitment as a learning organisation. During 2015/16, Sport Wales achieved the Gold standard in "Investors in People". The standard explores practices and outcomes within an organisation under three performance headings: leading, supporting and improving. These three areas explore culture, leadership skills, engagement and staff development which all contribute towards Sport Wales being a high performing organisation. Sport Wales was due for re-assessment on the 28th May 2018, however, a one-year extension was awarded until May 2019 to reflect the current changes in the organisation and the development of the new strategy. As part of the assessment, a full Investors in People staff survey was launched on 27th March 2019. The outcome and feedback from the survey will be available early 2019/20.

Sickness Absence Data

The sickness data for employees of the whole organisation for 2018/19 (2017/2018) is as follows:

Total Days Lost	Total Number of Employees (FTE)	Total Sick Days Lost Per Person
868.30 (906.50)	154.52 (145.89)	5.62 (6.21)

The overall absence rate for 2018/19 is 2.61%. This is a decrease from the 2017/18 rate of 2.81% and is

comparable with ONS (Office of National Statistics) published rates for the public sector of 2.6%.

Of the 2.61%, 1.44% were classed as long term and 1.16% as short term. As part of a continued focus on managing absence and employee health effectively, Sport Wales' sickness absence policy will continue to be reviewed during 2019/20, with support from the recognised Trade Union (PCS).

This year employees have benefitted from initiatives focussed around mental health and wellbeing. During 2018/19 Sport Wales supported employees' mental and physical health by signing the Time to Change Wales Mental Health Pledge. Sport Wales participated in the Cardiff Half 2018 Corporate Challenge and the team finished a well-respected 8th place out of 39 corporate teams. Also, during 2018/19 a cross departmental wellbeing group to work in support of the Sport Wales wellbeing strategy was re-established

Pension Scheme

Sport Wales operates two pension schemes for its staff. Most staff are members of the Cardiff and Vale of Glamorgan Pension Fund. The Fund is a defined benefit scheme based on Career Average Re-Valued Earnings (CARE). The Fund's assets are held separately from those of Sport Wales. Any pension built up before April 2008 is calculated at a rate of 1/80th with a lump sum of three times pension. Pension built up from 1 April 2008 is calculated at the rate of 1/60th and there is an option to take an extra lump sum in exchange for pension. Pension built up from 1 April 2014 is calculated at the rate of 1/49th with an option to take an extra lump sum in exchange for pension. The contributions of employees are set at 5.5% to 10.5% based on salary range or 2.75% to 5.25% if the employee opts for the 50/50 pension scheme. Further details can be found in note 1.6 and note 18 to the financial statements. In addition, Sport Wales operates a Defined Contribution pension scheme, with Scottish Widows, in which Sport Wales contributes 6.5%, with employees contributing 1.5%.

Remuneration Policy

In accordance with Chapter 5 of the Financial Reporting Manual, Sport Wales is required to disclose the following concerning remuneration during the year of Council Members and senior staff with responsibility for running policy making departments. Treasury guidance requires the financial statements to disclose the cash equivalent transfer value of pensions for Sport Wales' Members and senior staff.

The Chair, Vice Chair and Members of Sport Wales are paid in accordance with the Welsh Government "Remuneration and expenses of Chairs and Members of WSGBs and NHS Bodies" policy.

The Remuneration Committee which consists of Sport Wales' Chair, Vice Chair and Chair of the Audit & Risk Assurance Committee supported by Sport Wales' delegated employees meets to agree the pay award for all staff via the Welsh Government's pay remit process. All changes of pay for the CEO are approved by the Remuneration Committee.

Service Contracts

The senior staff of Sport Wales are employed on terms and conditions broadly analogous to the Welsh Government terms and conditions.

Sport Wales' Members are appointed by Welsh Ministers for a three year contracted period and may be reappointed normally for a further three year period. The Chair is entitled to be remunerated at a daily rate of £337 and is contracted to work two days per week. The Vice Chair is remunerated at a daily rate of £311 and is contracted to work three days a month.

Notice Period

The Chief Executive is entitled to four months' notice of termination of contract by Sport Wales and the remaining senior staff are entitled to three months' notice of termination of contract.

Chief Executive Officer Salary

Remuneration

“Salary” includes gross salary, allowances and performance bonuses where applicable. During the year the Chief Executive received a gross salary of £97,400 (2017/18 £96,000). No members of staff are eligible for a bonus payment.

A proportion of the Senior Management salary costs are allocated to lottery.

Benefits in Kind

There are no benefits in kind

Staff Costs

Salary and Pension Entitlements

The following sections provide details of the remuneration and pension interest of the senior managers of Sport Wales. Details on start/leave dates can be found in the Pension Benefits table on page 76. This information is audited.

	2018/19	2017/18
	£'000	£'000
Permanent:		
Salaries and wages	5,667	5,503
Provision for redundancies, strain on pension and payment of notice 124	-	-
Social Security costs	545	529
Other Pension costs	2,002	1,943
Agency & Instructional Staff	75	105
Staff on secondment	(36)	(6)
	<u>8,253</u>	<u>8,074</u>
IAS19 Adjustments	(530)	(540)
	7,723	7,534
Less: Allocated to SPORTLOT	(2,319)	(2,127)
	<u>5,404</u>	<u>5,407</u>

Remuneration (subject to audit)

Name	Title	% Apportioned to Lottery	Salary £000	Pension Benefit to the nearest £1,000	Total £000
		2018/19 (2017/18)	2018/19 (2017/18)	2018/19 (2017/18)	2018/19 (2017/18)
Mr Lawrence Conway ¹	Chair	50% -	30 - 35 -	-	30 - 35 -
Ms Pippa Britton ⁴	Vice Chair	50% 50%	10 - 15 (5 - 10)	-	10 - 15 (5 - 10)
Ms Sarah Powell	Chief Executive	25% (25%)	95- 100 (95 - 100)	25,000 (26,000)	120 - 125 (120 - 125)
Mr Graham Williams	Corporate Director	25% (25%)	55 - 60 (55 - 60)	22,000 (4,000)	80 - 85 (60 - 65)
Mr Brian Davies	Corporate Director	80% (80%)	60 - 65 (55 - 60)	19,000 (21,000)	75 - 80 (80 - 85)
Mr Jonathan Davies ²	Corporate Director	- (50%)	(20 - 25)	- (6,000)	- (25 - 30)
Mr Peter Curran ⁹	Corporate Director	25% (25%)	50 - 55 (60 - 65)	16,000 (19,000)	65 - 70 (80 - 85)
Mr Paul Randle ¹⁰	Corporate Director	25% -	15 - 20 -	5,000 -	20 - 25 -
Mr Malcolm Zapple	Manager Sport Wales National Centre	0% (0%)	60 - 65 (60 - 65)	9,000 (7,000)	65 - 70 (65 - 75)
Mr Steven Morgan	Manager Plas Menai Watersports Centre	0% (0%)	50 - 55 (50 - 55)	17,000 (16,000)*	65 - 70 (65 - 70)*
Prof. John Baylis ³	Council Member	- (50%)	- (0 - 5)	-	- (0 - 5)
Mr Simon Pirotte ³	Council Member	- (50%)	- (0 - 5)	-	- (0 - 5)
Ms Johanna Sheppard ⁵	Council Member	50% (50%)	0 - 5 (5 - 10)	-	0 - 5 (5 - 10)
Ms Julia Longville ⁶	Council Member	50% (50%)	0 - 5 (5 - 10)	-	0 - 5 (5 - 10)
Mr Peter King ⁶	Council Member	50% (50%)	0 - 5 (5 - 10)	-	0 - 5 (5 - 10)
Ms Amanda Bennett ³	Council Member	- (50%)	- (0 - 5)	-	- (0 - 5)
Ms Sama Small ⁷	Council Member	50% (50%)	0 - 5 (5 - 10)	-	0 - 5 (5 - 10)
Mr Andrew Lycett ³	Council Member	- (50%)	- (0 - 5)	-	- (0 - 5)
Mr Richard Parks	Council Member	50% (50%)	5 - 10 (5 - 10)	-	5 - 10 (5 - 10)
Mr Ashok Ahir ⁴	Council Member	50% (50%)	5 - 10 (0 - 5)	-	5 - 10 (0 - 5)
Mr Ian Bancroft ⁴	Council Member	50% (50%)	5 - 10 (0 - 5)	-	5 - 10 (0 - 5)
Mr Christian Malcolm ¹¹	Council Member	50% (50%)	5 - 10 (0 - 5)	-	5 - 10 (0 - 5)
Ms Alison Thorne ⁴	Council Member	50% (50%)	5 - 10 (0 - 5)	-	5 - 10 (0 - 5)
Ms Judi Rhys ⁸	Council Member	50% -	0 - 5 -	-	0 - 5 -
Prof Leigh Robinson ⁸	Council Member	50% -	0 - 5 -	-	0 - 5 -
Mr Martin Veale ⁸	Council Member	50% -	0 - 5 -	-	0 - 5 -
Mr Phil Tilley ⁸	Council Member	50% -	0 - 5 -	-	0 - 5 -

*Restated to remove transferred in pension amount

- ¹ Appointed 1st September 2018. During 2017/18 the Chair elected not to take a salary, but elected to take a salary from 10th May 2018
- ² Left 4th August 2017
- ³ Retired 31st August 2017
- ⁴ Appointed 1st October 2017
- ⁵ On Maternity leave from 1st January 2018, returned September 2018. Elected not to receive payment whilst on Maternity leave.
- ⁶ Retired 31st August 2018
- ⁷ Resigned 20th June 2018
- ⁸ Appointed 1st September 2018
- ⁹ Resigned 16th December 2018
- ¹⁰ Appointed 2nd January 2019
- ¹¹ Resigned 31st December 2018

The Remuneration Report now requires that a Single Total Figure of Remuneration is shown. The above table is similar to that used previously, and still shows the salary paid in bandings. The pension benefit figure which contributes to the single total figure is calculated in a new way as follows:

$(\text{real increase in pension}^* \times 20) + (\text{real increase in lump sum}^*) - (\text{contributions made by employee})$

*excluding increases due to inflation or any increase/decrease due to a transfer of pension rights

The pension benefit figure is not an amount that has been paid to the employee by Sport Wales during the year. It is a future benefit for the employee which is influenced by many factors including but not limited to, salary changes and any additional contributions made by the employee.

Pension Benefits of Senior Managers (subject to audit)

Name	Real increase in Pension (and lump sum) at state pension age for 2018/19	Total accrued Pension (and lump sum) at state pension age at 31 March 2019	CETV at 31 March 2019	CETV at 31 March 2018	Real Increase/ (Decrease) CETV in Year
	£000	£000	£000	£000	£000
Ms Sarah Powell Chief Executive	0.0 – 2.5 (-0.0 – 2.5)	30 – 35 (35 – 40)	460	381	69
Mr Peter Curran* Corporate Director	0.0 – 2.5 (0.0 – 2.5)	5 – 10 (0 – 5)	133	50	78
Mr Steven Morgan Manager Plas Menai Watersports Centre	0.0 – 2.5 (0.0 – 2.5)	5 – 10 (0 – 5)	94	68	22
Mr Malcolm Zapple Manager Sport Wales National Centre	0.0 – 2.5 (-0.0 – 2.5)	25 – 30 (45 – 50)	574	497	71
Mr Brian Davies Corporate Director	0.0 – 2.5 (0.0 – 2.5)	10 – 15 (0 – 5)	203	162	36
Mr Graham Williams Corporate Director	0.0 – 2.5 (0.0 – 2.5)	20 – 25 (30 – 35)	389	320	64
Mr Paul Randle** Corporate Director	0.0 – 2.5 (0.0 – 2.5)	0 – 5 (0 – 5)	5	0	3

*Peter Curran resigned 16th December 2018

**Paul Randle appointed 2nd January 2019

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension

payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme.

The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to Sport Wales' pension scheme. They also include any additional pension benefit accrued to the member as a result of their purchasing additional pension benefits at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are drawn.

Real Increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Compensation schemes – exit packages (subject to audit)

Exit package cost band	Number of redundancies	
	2018-19	2017-18
< £10,000	0	0
£10,000 - £25,000	0	0
£25,000 - £50,000	0	0
£50,000 - £100,000	0	2*
£100,000 - £150,000	0	0
Total number of exit packages	0	2
Total resource cost (£)	0	131,000

*One payment relates to an employee leaving and one relates to payment of a pension strain

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme. Exit costs are accounted for in full in the year of departure. Where Sport Wales has agreed early retirements, the additional costs are met by Sport Wales.

Staff Costs (subject to audit)

The average number of permanent employees during the year on a whole time equivalent basis was made up as follows:

	2018/2019 No	2017/2018 No
Total	154.5	145.9

Staff composition of corporate directors are 75% male and 25% female. Of the remaining permanent employees 46% are male and 54% female.

Tax Policy for Off-Payroll Appointees

As at 31 March 2019, there were 6 arrangements that had existed (2017/18, 6 arrangements, restated) and have been in place for 4 years or more. All arrangements have been assessed as not having been caught by IR35. Sport Wales are content that assurance has been sought to confirm that individuals have made appropriate arrangements to pay tax. Neither individual is a Board member or is a senior official with significant financial responsibility.

Fair Pay Disclosures (subject to audit)

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce.

	2018-19	2017-18
Band of Highest Paid Director's Total Remuneration (£ '000)	95 - 100	95 - 100
Median Total Remuneration	30,180	28,496
Ratio	3.2	3.4

The ratio was calculated using the following assumptions:

1. Only salaries for staff paid through the payroll has been used (excludes agency staff as not material),
2. Figures have not been adjusted to reflect any apportionment to the Lottery accounts i.e. costs reflect all staff employed by The Sports Council for Wales processed through the payroll.

Total remuneration includes salary and allowances but excludes severance payments. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

There was a decrease in the median ratio of 0.2. This was due in part to an increase in the real living wage rate, which led to increases for those on lower salaries.

Remuneration ranged from £16,900 to £97,400 (2017/18 remuneration ranged from £16,300 to £96,000).

Accounting Officer:

S Powell

23rd July 2019

The Certificate and independent auditor's report of the Auditor General for Wales to the National Assembly for Wales

Report on the audit of the financial statement

Opinion

I certify that I have audited the financial statements of the Sports Council for Wales for the year ended 31 March 2019 under paragraph 18(3) of Schedule 8 of the Government of Wales Act 2006. These comprise the Consolidated Statement of Comprehensive Net Expenditure, Statement of Financial Position, Consolidated Statement of Financial Position, Consolidated Statement of Cashflows, Consolidated Statement of Changes in Taxpayers' Equity and related notes, including a summary of significant accounting policies. These financial statements have been prepared under the accounting policies set out within them. The financial reporting framework that has been applied in their preparation is applicable law and HM Treasury's Financial Reporting Manual based on International Financial Reporting Standards (IFRSs) as adopted by the European Union/ United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). In my opinion the financial statements:

- give a true and fair view of the state of the Sports Council for Wales affairs as at 31 March 2019 and of its net expenditure for the year then ended; and
- have been properly prepared in accordance with Welsh Ministers' directions issued under the Government of Wales Act 2006.

Basis for opinion

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)). My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my report. I am independent of the body in accordance

with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Accounting Officer has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the body's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Accounting Officer is responsible for the other information in the annual report and financial statements. The other information comprises the information included in the annual report other than the financial statements and my auditor's report thereon. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or

materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

Opinion on regularity

In my opinion, in all material respects, the expenditure and income in the financial statements have been applied to the purposes intended by the National Assembly for Wales and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Report on other requirements

Opinion on other matters

In my opinion, the part of the Remuneration Report to be audited has been properly prepared in accordance with Welsh Ministers' directions made under the Government of Wales Act 2006.

In my opinion, based on the work undertaken in the course of my audit:

- the information given in the Governance Statement for the financial year 2018-19 is consistent with the financial statements and the Governance Statement has been prepared in accordance with Welsh Ministers' guidance;
- the information given in the Annual Review for the financial year for 2018-19 is consistent with the financial statements and has been prepared in accordance with Welsh Ministers guidance.

Matters on which I report by exception

In the light of the knowledge and understanding of the body and its environment obtained in the course of the audit, I have not identified material misstatements in the Annual Review.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- proper accounting records have not been kept;
- the financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records and returns;
- information specified by Welsh Ministers regarding the remuneration and other transactions is not disclosed; or
- I have not received all of the information and explanations I require for my audit.

Report

I have no observations to make on these financial statements.

Responsibilities

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Council's and Chief Executive's Responsibilities, the Accounting Officer is responsible for preparing the financial statements in accordance with the with the Government of Wales Act 2006 and Welsh Ministers' directions made there under, for being satisfied that they give a true and fair view and for such internal control as the Accounting Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Accounting Officer is responsible for assessing the body's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless deemed inappropriate.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

Responsibilities for regularity

The Accounting Officer is responsible for ensuring the regularity of financial transactions.

I obtain sufficient evidence to give reasonable assurance that the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

Adrian Crompton
Auditor General for Wales
24 July 2019

24 Cathedral Road
Cardiff
CF11 9LJ

Consolidated Statement of Comprehensive Net Expenditure for The Sports Council for Wales and The Sports Council for Wales Trust for the year ended 31 March 2019

		2018/19	2017/18
	Note	£'000	£'000
EXPENDITURE			
Grant Expenditure	5	14,890	15,097
Staff Costs	6	5,404	5,407
Other Expenditure	7	3,299	3,591
Depreciation	9	521	492
		<u>24,114</u>	<u>24,587</u>
INCOME			
Income from Activities	3	(2,699)	(2,841)
Other Income	3	(2)	(111)
		<u>(2,701)</u>	<u>(2,952)</u>
Net Expenditure		21,413	21,635
Pension Finance Cost		258	236
(Surplus)/Deficit on Disposal of Property, Plant & Equipment	8	(13)	1
Interest Receivable		(5)	(2)
		<u>240</u>	<u>235</u>
Net Expenditure after interest and before taxation		21,653	21,870
Taxation Payable		1	-
Net Expenditure after Taxation		<u>21,654</u>	<u>21,870</u>
Other Comprehensive Expenditure			
Net (gain) / loss on revaluation of Property, Plant & Equipment		(67)	2,387
Actuarial loss pension		(441)	904
Total Comprehensive Net Expenditure for the year ended		<u>21,146</u>	<u>25,161</u>

Continuing Operations

No activities were acquired or discontinued during the current year or previous year.

The Net Expenditure after Taxation for the financial year attributable to the activities of Sport Wales was £21,654,000 (2017/2018 £21,870,000).

The notes on pages 87 to 102 form part of these accounts

Statement of Financial Position of The Sports Council for Wales as at 31 March 2019

		At 31 March 2019	At 31 March 2018
	Note	£'000	£'000
Non-current assets			
Property, Plant & Equipment	9(a)	535	561
Total non-current assets		535	561
Current assets			
Trade and other receivables	10	1,682	1,300
Cash and cash equivalents		5,410	544
		7,092	1,844
Total Assets		7,627	2,405
Current liabilities			
Trade and other payables	11	(709)	(842)
Grant accruals	12	(7)	(4)
Provisions		-	-
Total current liabilities		(716)	(846)
Non-current assets plus net current assets		6,911	1,559
Non-current liabilities			
Trade and other payables due in more than one year	11	(47)	(114)
Pension Liabilities	18	(9,891)	(10,476)
Total non-current liabilities		(9,938)	(10,590)
Assets less liabilities		(3,027)	(9,031)
Taxpayers' equity			
General fund		6,864	1,445
Pension reserve		(9,891)	(10,476)
Revaluation reserve		-	-
		(3,027)	(9,031)

The notes on pages 87 to 102 form part of these accounts.

The financial statements were approved by the Board on 8th July 2019 and were signed on its behalf by;

Accounting Officer:

S Powell (Chief Executive)
23rd July 2019

Consolidated Statement of Financial Position of The Sports Council For Wales and The Sports Council For Wales Trust as at 31 March 2019

		At 31 March 2019	At 31 March 2018
	Note	£'000	£'000
Non-current assets			
Property, Plant & Equipment	9(b)	17,079	17,174
Total non-current assets		<u>17,079</u>	<u>17,174</u>
Current assets			
Trade and other receivables	10	1,682	1,300
Cash and cash equivalents	14	5,414	548
		<u>7,096</u>	<u>1,848</u>
Total Assets		<u>24,175</u>	<u>19,022</u>
Current liabilities			
Trade and other payables	11	(709)	(842)
Grant accruals	12	(7)	(4)
Provisions		-	-
Total current liabilities		<u>(716)</u>	<u>(846)</u>
Non-current assets plus net current assets		<u>23,459</u>	<u>18,176</u>
Non-current liabilities			
Trade and other payables due in more than one year	11	(47)	(114)
Pension Liabilities	18	(9,891)	(10,476)
Total non-current liabilities		<u>(9,938)</u>	<u>(10,590)</u>
Assets less liabilities		<u>13,521</u>	<u>7,586</u>
Taxpayers' equity			
General fund		18,795	13,127
Pension reserve		(9,891)	(10,476)
Revaluation reserve		4,617	4,935
		<u>13,521</u>	<u>7,586</u>

The notes on pages 87 to 102 form part of these accounts.

The financial statements were approved by the Board on 8th July 2019 and were signed on its behalf by;

Accounting Officer:

S Powell (Chief Executive)
23rd July 2019

Consolidated Statement of Cashflows for The Sports Council For Wales and The Sports Council For Wales Trust for year ended 31 March 2019

Cash flow from operating activities

	Note	2018/19 £'000	2017/18 £'000
Cash flow from operating activities			
Net deficit after interest		(21,654)	(21,870)
(Surplus)/Deficit on disposal of property, plant & equipment	8	(13)	1
Depreciation of property, plant & equipment	9(b)	521	492
(Increase)/Decrease in trade and other receivables	10	(382)	274
(Decrease)/Increase in trade payables	11	(198)	209
(Decrease)/Increase in grant accruals	12	3	(15)
Interest received	13	(5)	(2)
Pension costs	18	(145)	(174)
Increase in provision for redundancies		-	(124)
Net cash outflow from operating activities		<u>(21,873)</u>	<u>(21,209)</u>
Cash flows from investing activities			
Purchase of property, plant & equipment	9(b)	(364)	(563)
Proceeds from sale of property, plant & equipment	8	17	
Interest received	13	5	2
Net cash outflow from investing activities		<u>(342)</u>	<u>(561)</u>
Cash flows from financing activities			
Funding received from the Welsh Government	4	27,081	21,941
Net increase in cash and cash equivalents		<u>4,866</u>	<u>171</u>
Net increase in cash and cash equivalents in the period			
Cash and cash equivalents at the beginning of the period	14	548	377
Cash and cash equivalents at the end of the period	14	<u>5,414</u>	<u>548</u>
		<u>4,866</u>	<u>171</u>

The notes on pages 87 to 102 form part of these accounts.

Consolidated Statement of Changes in Taxpayers Equity for The Sports Council For Wales and The Sports Council For Wales Trust for the year ended 31 March 2019

	Revaluation Reserve	General Fund	Pension Reserve	Total
	£'000	£'000	£'000	£'000
Balance at 1 April 2018	4,935	13,127	(10,476)	7,586
Net Expenditure after interest and before tax	-	(21,654)	-	(21,654)
Funding received (Note 4)	-	27,081	-	27,081
Revaluation of tangible fixed assets	67	-	-	67
Pension costs	-	(144)	144	-
Transfer to general fund	(385)	385	-	-
Actuarial gain	-	-	441	441
Funds at 31 March 2019	4,617	18,795	(9,891)	13,521

The funds in Sport Wales own non-consolidated accounts at 31 March 2019 were (£3,027,000), (31 March 2018 ((£9,031,000))) with £16,548,000 (2017/18 £16,617,000) attributable to the Sports Council for Wales Trust.

Consolidated Statement of Changes in Taxpayers' Equity for The Sports Council For Wales and The Sports Council For Wales Trust for the year ended 31 March 2018

	Revaluation Reserve	General Fund	Pension Reserve	Total
	£'000	£'000	£'000	£'000
Balance at 1 April 2017	7,708	12,844	(9,746)	10,806
Net Expenditure after interest and before tax	-	(21,870)	-	(21,870)
Funding received	-	21,941	-	21,941
Revaluation of tangible fixed assets	(2,387)	-	-	(2,387)
Pension costs	-	(174)	174	-
Transfer to general fund	(386)	386	-	-
Actuarial loss	-	-	(904)	(904)
Funds at 31 March 2018	4,935	13,127	(10,476)	7,586

The notes on pages 87 to 102 form part of these accounts

The Sports Council For Wales and Sports Council For Wales Trust

Notes To The Accounts for the year ended 31 March 2019

1. Statement of Accounting Policies

These financial statements have been prepared in accordance with the 2018/19 Government Financial Reporting Manual (IFRS based FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of Sport Wales for the purpose of giving a true and fair view has been selected. The particular policies adopted by Sport Wales are described below. These have been applied consistently in dealing with items that are considered material to the accounts. The Sports Council for Wales Trust accounts were prepared to adhere to the Statement of Recommended Practice (SORP) issued by the Charity Commissioners for England and Wales in 2015.

1.1 Basis of accounting

These accounts have been prepared under the historical cost convention, modified to account for the revaluation of property, plant and equipment.

1.2 Funding

Sport Wales receives funding from the Welsh Government to finance the excess of its capital and revenue expenditure over its income. The funding is credited direct to the General Fund. Sport Wales also receives funding from the Welsh Government to implement the Physical Education and School Sport Task Force Action Plan, which is also credited directly to the General Fund. Other operating income comprises income from fees, sponsorship and certain incidental trading activities. All income is recognised in accordance with IFRS 15.

The Sports Council for Wales Trust, a charitable body wholly owned by Sport Wales, receives grants from Sport Wales for capital expenditure on property, plant and equipment relating to land and buildings. The Trust also holds equipment and vehicles purchased prior to April 2006. Since April 2006 capital expenditure on equipment and vehicles is only included in Sport Wales's accounts. The proceeds from the disposal of property, plant and equipment by the Trust are surrendered to Sport Wales.

1.3 Property Plant & Equipment

Freehold land is included in the statement of financial position at open market value and the buildings at depreciated replacement cost to reflect the specialist nature of the buildings. Professional valuations are obtained every year. Leasehold land under the operating lease is not included in Sport Wales's statement of financial position.

Equipment and vehicles are included in the statement of financial position at historic cost less a provision for depreciation. In the opinion of Sport Wales, there is no material difference between the historic and current cost net book values of these assets. The threshold for capitalisation of assets is £5,000 for Sport Wales and £5,000 for the Trust.

1.4 Depreciation

Depreciation is provided on a straight line basis on all property, plant & equipment having regard to their estimated useful lives and anticipated residual values. The average asset lives used for this purpose are as follows:

Freehold property	35 years
Leasehold property	35 -50 years
Equipment - computers	3 years
Other	3 - 10 years
Vehicles	5 years

The policy of Sport Wales is to depreciate assets from the month following acquisition.

1.5 Inventories

Sport Wales holds inventory for allocation as part of its grant activities and the related costs have been reflected in the Statement of Comprehensive Net Expenditure. It holds inventory for resale, which are not considered material. Inventory for resale has not been recognised as an asset in the Statement of Financial Position: the costs of these assets have been recognised as Other Expenditure in the Statement of Comprehensive Net Expenditure.

1.6 Pensions

Contributions to Sport Wales's pension schemes are charged to the Net Expenditure Account so as to spread the cost of pensions over employees' working lives with Sport Wales. In accordance with IAS 19, the charge to the Net Expenditure Account is calculated based upon service and pension finance costs calculated by the actuary. Sport Wales's share of the assets and liabilities of the pension fund are reflected as a net pension liability in the Statement of Financial Position.

Any pension liabilities or assets are apportioned between Sport Wales and Lottery on the historic rate of apportionment of staff costs according to the time staff spend in carrying out Lottery activities.

1.7 Taxation

Non-recoverable Value Added Tax is charged to Sport Wales's accounts in respect of taxable expenditure on non-trading activities. UK Corporation Tax is calculated at 20% (20% 2017/18) of the interest accruing on Sport Wales's investment income, but not that of the Trust.

1.8 Grants payable

Financial assistance by way of grants may be given to further the objectives of Sport Wales. Grants offers are recognised as expenditure, and if unpaid, as liabilities if a constructive obligation exists.

For a constructive obligation to exist the award commitment must be communicated directly to the award recipient and the appropriate grant-in-aid funding to meet the commitment must have been received from Welsh Government. Where a constructive obligation exists but there are grant conditions outstanding at year end, the grants are disclosed as a contingent liability.

Forward commitments made in the year relating to next year's activity, as disclosed in note 17, are not charged to the Statement of Comprehensive Net Expenditure, as the grant-in-aid funding to meet these commitments cannot be recognised until it is received.

1.9 Consolidation

The accounts of Sports Council for Wales Trust, a charitable body wholly owned by Sport Wales, have been consolidated within these accounts. The Lottery Distribution activities of Sport Wales are reported under the National Lottery Act 1993, as amended, in a separate account which is not required to be consolidated with these accounts.

1.10 Use of estimates and judgements

The preparation of the financial statements requires Sport Wales to make estimates and assumptions that affect the application of policies and reported amounts. Estimates and judgements are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future period affected.

Information about significant areas of estimation and critical judgement in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the following notes:-

Note 6 – Staff costs are recharged to Lottery according to the time they spend in carrying out Lottery activities. Where staff are identified as being employed 100% for Lottery purposes their costs are recharged in full.

Note 9(b) – Land is valued at open market value and buildings are carried at depreciated replacement cost. These valuations are carried out by external valuers in accordance with the Royal Institute Chartered Surveyors appraisal and valuation manual. A number of key assumptions are made during this process.

Note 12 – Grant accruals and prepayments are calculated on the basis of the project start and end dates.

Note 17 – Measurement of defined benefit contributions depends on the selection of certain assumptions which include the discount rate, inflation rate, salary growth, rate of increase in deferred pensions and expected return on scheme assets.

1.11 Financial Instruments

As the cash requirements of Sport Wales are primarily met through Grant-in-Aid provided by Welsh Assembly Government, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with Sport Wales's expected purchase and usage requirements and Sport Wales is therefore exposed to little credit, liquidity or market risk.

1.12 Impairment

The carrying value of Sport Wales assets, are reviewed at each reporting period date to determine whether there is any indication of impairment. If such an indication exists, the assets recoverable amount is estimated. The recoverable amount of an asset is the greater of its net selling price and its value in use.

1.13 Provisions

A provision is made to provide for liabilities which are likely to be incurred due to an event or decision being taken within a financial year, but there is uncertainty to the amount and/or date on which they will arise. A change to the provision is charged to the Statement of Comprehensive Net Expenditure. When the actual liability occurs, this is offset against the provision previously made.

1.14 Newly Issued Accounting Standards Not Yet Effective

The application of any new or amended IFRS standards is governed by their adoption by the FReM. Sport Wales applies changes to standards when they become effective. There are potential impacts from IFRS changes that have been issued and are not yet effective on the financial statements in the period of initial application, primarily the IFRS16 Leases Accounting Standard which takes effect for accounting periods beginning on or after 1st January 2019. Sport Wales has yet to quantify the impact of the changes on the financial statements.

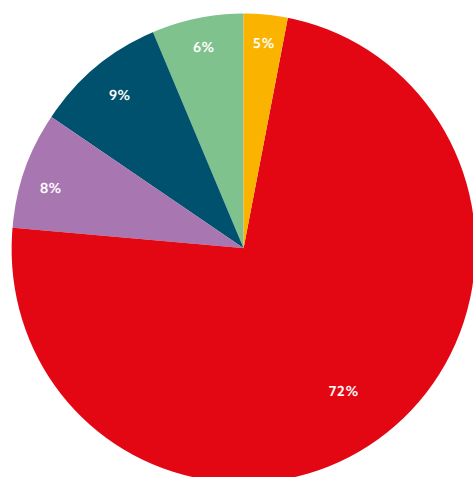
2. Analysis of Net Comprehensive Expenditure

IFRS 8 requires operating segments to be identified on the basis of internal reports about components of Sport Wales that are regularly reviewed by the Board in order to allocate resources to the segment and to assess its performance.

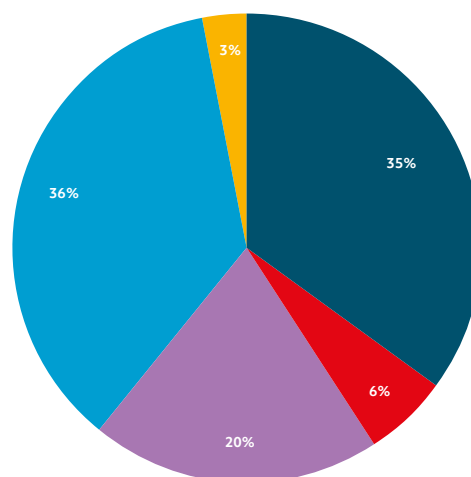
	Note	2018/19 £'000	2017/18 £'000
National Centres			
Revenue	3	(2,676)	(2,818)
Expenditure Other	7	1,400	1,600
Net Operating Contribution		<u>(1,276)</u>	<u>(1,218)</u>
Grants			
Sports Development Grants Income	3	(23)	(23)
Grant Expenditure	5	14,890	15,097
Net Operating Cost		<u>14,867</u>	<u>15,074</u>
Sports Development and Corporate			
Other Income	3	(2)	(111)
Expenditure Other	7	1,900	1,991
Net Operating Cost		<u>1,898</u>	<u>1,880</u>
Staff Costs	6	<u>5,404</u>	<u>5,407</u>
Net Comprehensive Expenditure before Other Costs		<u>20,893</u>	<u>21,143</u>
Other Costs			
Property, Plant & Equipment and Pensions		388	4,018
Net Operating Cost		<u>388</u>	<u>4,018</u>
Total Comprehensive Net Expenditure		<u>21,281</u>	<u>25,161</u>

2. Analysis of Net Comprehensive Expenditure - Continued

Net Comprehensive Expenditure
before Other Costs



Grants Expenditure
£'000



- National Centres*
- Corporate
- 5 X 60
- Governing Bodies
- Grants*
- Staff Costs
- Coaching Plan
- Other Grants
- Sports Development*
- * includes relevant staff costs
- Free Swimming

3. Income

	2018/19 £'000	2017/18 £'000
Income from activities:		
Sports Development Grants:		
Other	23	23
National Sports Centres		
Catering	299	315
Governing Body Facility Usage	534	509
General Facility Usage	259	359
Accommodation	493	474
Fitness Centre Membership	181	167
Course Bookings	910	994
	2,676	2,818
	2,699	2,841
Other operating income:		
Recovery of grants	-	-
Gemau Cymru Grant	-	55
Tourism Grant	-	49
Other income	2	7
	2	111
Total Income	2,701	2,952

4. Grants Received from Government

	2018/19 £'000	2017/18 £'000
Capital Funding	5,000	-
Revenue Funding	22,081	21,941
Transferred to general fund	<u>27,081</u>	<u>21,941</u>

5. Grant Expenditure

	2018/19 £'000	2017/18 £'000
Governing Bodies	6,332	6,457
Physical Literacy Programmes for Schools	-	48
Local Authorities	8,558	8,592
	<u>14,890</u>	<u>15,097</u>

The figure above includes £1,043,063 direct expenditure incurred on behalf of grant recipients (£1,353,697 in 201/18).

6. Staff Costs

	2018/19 £'000	2017/18 £'000
Permanent:		
Salaries and wages	5,667	5,503
Provision for redundancies, strain on pension & payment of notice	-	-
Social Security costs	545	529
Other Pension costs	2,002	1,943
Agency & Instructional Staff	75	105
Staff on secondment	(36)	(6)
	<u>8,253</u>	<u>8,074</u>
IAS19 Adjustments	(530)	(540)
	<u>7,723</u>	<u>7,534</u>
Less: Allocated to SPORTLOT	(2,319)	(2,127)
	<u>5,404</u>	<u>5,407</u>

Other Pension costs include a lump sum contribution of £914,000 towards the net pension liability (2017/18 £887,000). The lump sum contribution is allocated 76% Sport Wales and 24% Lottery. The allocation is part of the 'Allocated to SPORTLOT' line.

IAS19 Employee Benefits requires an actuarially calculated figure (current and past service cost) to be charged to the Statement of Comprehensive Net

Expenditure (SoCNE). For 2018/19, this charge was £1,390,000 and replaces the employer's pension costs in the SoCNE. The employer's contribution was £1,920,000, so the net effect was (£530,000) to staff costs. As current service cost is a notional entry, this is reversed in the Statement of Changes in Taxpayers' Equity so that the General Fund is only charged with the cost of employer's pension contributions.

7. Other Expenditure

(a)	2018/19 £'000	2017/18 £'000
Auditor's Fees - Audit services	23	23
- Trust Accounts	3	3
Travelling, subsistence and hospitality expenses of:		
Members	12	10
Headquarters staff	34	39
National Sports Centres	2	4
Sports Development	103	99
Central Support Services	362	499
Marketing and communications	647	607
Research	482	448
Interest Payable to Welsh Government	4	1
Other Expenditure:		
National Sports Centres	1,397	1,596
Sports Development	226	262
Movement in Provision for doubtful debts	4	-
	3,299	3,591

This expenditure can be further analysed as follows:

(b)	2018/19 £'000	2017/18 £'000
National Centres	1,399	1,600
Sports Development	329	361
Corporate	1,571	1,630
	3,299	3,591

8. Disposal of Property, Plant & Equipment

	2018/2019 £'000	2018/2019 £'000	2017/2018 £'000	2017/2018 £'000
Proceeds from sale		17		-
Gross book value	169		14	
Accumulated depreciation	(165)		(13)	
Net book value	<u>4</u>	<u>4</u>	<u>1</u>	<u>1</u>
Surplus/(Deficit) on disposal		13		(1)

9. Property, Plant & Equipment

(a) Council:	Equipment £'000	Vehicles £'000	ICT £'000	Total £'000
Cost as at 1 April 2018	833	217	212	1,262
Additions	65	11	40	116
Disposals	(16)	(44)	(90)	(150)
At 31 March 2019	<u>882</u>	<u>184</u>	<u>162</u>	<u>1,228</u>
Depreciation at 1 April 2018	(440)	(114)	(147)	(701)
Charge for the year	(87)	(23)	(28)	(138)
Disposals	12	44	90	146
At 31 March 2019	<u>(515)</u>	<u>(93)</u>	<u>(85)</u>	<u>(693)</u>
Net Book Value at 31 March 2019	<u>367</u>	<u>91</u>	<u>77</u>	<u>535</u>
Net Book Value at 31 March 2018	<u>393</u>	<u>103</u>	<u>65</u>	<u>561</u>
	Equipment £'000	Vehicles £'000	ICT £'000	Total £'000
Cost as at 1 April 2017	748	164	166	1,078
Additions	99	53	46	198
Disposals	(14)	-	-	(14)
At 31 March 2018	<u>833</u>	<u>217</u>	<u>212</u>	<u>1,262</u>
Depreciation at 1 April 2017	(373)	(100)	(137)	(610)
Charge for the year	(81)	(14)	(10)	(105)
Disposals	14	-	-	14
At 31 March 2018	<u>(440)</u>	<u>(114)</u>	<u>(147)</u>	<u>(701)</u>
Net Book Value at 31 March 2018	<u>393</u>	<u>103</u>	<u>65</u>	<u>561</u>
Net Book Value at 31 March 2017	<u>375</u>	<u>64</u>	<u>29</u>	<u>468</u>

9. Property, Plant & Equipment

(b) Consolidated:	Plas Menai	Sport Wales	Equipment	Vehicles	ICT	Total
	Freehold land buildings	National Centre buildings				
	£'000	£'000	£'000	£'000	£'000	£'000
Cost or Valuation at 1 April 2018	6,131	10,482	1,403	219	212	18,447
Additions	154	94	65	11	40	364
Disposals	-	-	(35)	(44)	(90)	(169)
Revaluation	(337)	20	-	-	-	(317)
At 31 March 2019	5,948	10,596	1,433	186	162	18,325
Depreciation at 1 April 2018	-	-	(1,010)	(116)	(147)	1,273
Charge for the year	(165)	(218)	(87)	(23)	(28)	(521)
Disposals	-	-	31	44	90	165
Revaluation	165	218	-	-	-	383
At 31 March 2019	-	-	(1,066)	(95)	(85)	(1,246)
Net Book Value at 31 March 2019	5,948	10,596	367	91	77	17,079
Net Book Value at 31 March 2018	6,131	10,482	393	103	65	17,174

	Plas Menai	Sport Wales	Equipment	Vehicles	ICT	Total
	Freehold land buildings	National Centre buildings				
	£'000	£'000	£'000	£'000	£'000	£'000
Cost or Valuation at 1 April 2017	6,209	12,813	1,317	166	166	20,671
Additions	205	159	100	53	46	563
Disposals	-	-	(14)	-	-	(14)
Revaluation	(283)	(2,490)	-	-	-	(2,773)
At 31 March 2018	6,131	10,482	1,403	219	212	18,447
Depreciation at 1 April 2017	-	-	(943)	(101)	(137)	(1,181)
Charge for the year	(170)	(216)	(81)	(15)	(10)	(492)
Disposals	-	-	14	-	-	14
Revaluation	170	216	-	-	-	386
At 31 March 2017	-	-	(1,010)	(116)	(147)	(1,273)
Net Book Value at 31 March 2018	6,131	10,482	393	103	65	17,174
Net Book Value at 31 March 2017	6,209	12,813	374	65	29	19,490

Included in Plas Menai Freehold land and buildings is land valued at £175,000 (2017/18 £175,000). The land and buildings held by the SCW Trust were independently valued as at 31 March 2019 at £16,544,000 by Messrs Cooke & Arkwright, Chartered Surveyors in accordance with the Royal Institute Chartered Surveyors appraisal and valuation manual. This valuation excludes the land at Sport Wales National Centre, which is leasehold. Lease payments of £3,071 per annum are paid for the Sport Wales National Centre. There are 49 years remaining on the existing 99 year lease, equating to an overall outstanding commitment of £150,479.

10. Trade and Other Receivables (Due within 1 year)

	At 31 March 2019 £'000	At 31 March 2018 £'000
Trade Receivables	206	183
SPORTLOT	1,040	710
VAT	31	105
Prepayments and accrued income	367	281
Grant prepayment	-	-
Grant repayable	43	22
Provision for bad and doubtful debts	(5)	(1)
	<u>1,682</u>	<u>1,300</u>

	At 31 March 2019 £'000	At 31 March 2018 £'000
Intra-government balances		
Balances with other central government bodies	1,072	896
Balance with local authorities	21	70
	<u>1,093</u>	<u>966</u>
Balance with bodies external to government	589	334
	<u>1,682</u>	<u>1,300</u>

11. Trade Payables and Other Liabilities

	At 31 March 2019 £'000	At 31 March 2018 £'000
Trade Payables	144	168
Accruals	346	554
Deferred income	266	234
	<u>756</u>	<u>956</u>

	At 31 March 2019 £'000	At 31 March 2018 £'000
Current Trade and Other Payables	709	842
Non-current Trade and Other Payables	47	114
	<u>756</u>	<u>956</u>

	At 31 March 2019 £'000	At 31 March 2018 £'000
Intra-government Balances		
Balances with other central government bodies	140	259
Balance with local authorities	15	8
	<u>155</u>	<u>267</u>
Balance with bodies external to government	601	689
	<u>756</u>	<u>956</u>

12. Grant Accruals

	At 31 March 2019 £'000	At 31 March 2018 £'000
Accrued Grants	<u>7</u>	<u>4</u>

13. Gross Cash Flows

	2018/2019 £'000	2017/2018 £'000
Cash Flows From Investing Activities		
Interest received	5	2
	<u>5</u>	<u>2</u>
Capital Expenditure and Financial Investment		
Payments to acquire property, plant & equipment	(364)	(563)
Receipts from the sale of property, plant & equipment	17	-
	<u>(347)</u>	<u>(563)</u>
Cash Flows From Financing Activities		
Funding received from the Welsh Government (note 4)	27,082	21,941
	<u>27,082</u>	<u>21,941</u>

14. Cash and Cash Equivalents

	2018/2019 £'000	2017/2018 £'000
As at 1 April	548	377
Net change in cash and cash equivalent balances	4,866	171
As at 31 March	<u>5,414</u>	<u>548</u>
The following balances at 31 March were held at:		
Commercial banks and cash in hand	5,414	548
As at 31 March	<u>5,414</u>	<u>548</u>

15. Capital Commitments

	At 31 March 2019 £'000	At 31 March 2018 £'000
Contracted but not paid	-	6

16. Contingent Liabilities

	At 31 March 2019 £'000	At 31 March 2018 £'000
Contingent Grant Liabilities - Capital	784	-

Further to the McCloud/Sargeant judgement, Sport Wales Local Government Pension Scheme are

uncertain of the potential additional liability to the Pension Scheme.

17. Forward Commitments

	At 31 March 2019 £'000	At 31 March 2018 £'000
Grants:		
Forward funding - Capital grants formally offered	5	-
Forward funding - Revenue grants formally offered	11,743	-
	<u>11,748</u>	<u>0</u>

Forward funding as at 31 March 2019 represents allocations to organisations and individuals in respect of activities due to commence in 2019/2020 and where payments are expected to be made within 12 months.

As part of the new Sport Wales strategy, a new investment model is being developed in readiness for funding decisions from 2020/21. Therefore, 2019/20 is

a transition year for funding decisions, so Sport Wales have opted to extend the 2018/19 funding offers by 12 months to allow time to work with partners during the transition year. The extension offer is based on the 2018/19 offer letter amounts, with the revised offer letters being issued during the 2018/19 financial year. Due to this, the 2019/20 offers are reflected in the accounts as a forward commitment.

18. Employee Benefits

The following pension disclosures have been prepared in accordance with IAS19 'Employee benefits'.

Sport Wales's employees belong to the Cardiff and Vale of Glamorgan Pension Fund which is part of the Local Government Pension Scheme. The fund provides defined benefits, based on the members' final pensionable salary.

Pension data contained within this disclosure have

been provided by the Sport Wales's independent actuary, AON Hewitt. The IAS19 valuation provided by the actuary is for Sport Wales as a whole; no separate valuations have been obtained for the Sport Council for Wales Consolidated financial statements and the Lottery financial statements, and hence the data below is disclosed as gross.

The pension fund deficit along with the associated entries which impact the Statement of Comprehensive

Net Expenditure, Statement of Financial Position and Statement of Changes in Taxpayers Equity have been apportioned between the Sports Council of Wales Consolidated financial statements and the Lottery financial statements in a ratio based on the historic apportionment of staff costs to the Lottery account. For 2018/19 this is Sports Council for Wales 76% and Lottery Accounts 24%.

Sport Wales made a total pension contribution in 2018/19 of £1,920,000 (2017/18 £1,930,000) which is analysed as follows:

- Employers Pension contributions £1,006,000 representing 24.2% of pensionable pay (2017/18 £989,000 24.2%)
- There were no advanced contributions in respect of early retirement cost during 2018/19 (2017/18 £58,000)
- Lump Sum Contribution of £914,000 (24% of which was met by Lottery), (2017/18 £887,000 of which 24% was met by Lottery)

The rate of employer's pension contributions from 2017/18 will be 24.2%. This has been set as a result of the last triennial valuation of the scheme which was carried out as at 31 March 2016. The actuary's report has been prepared in accordance with Guidance Note GN9 issued by the Institute and Faculty of Actuaries,

current at the valuation date, to the extent that it applies to the Local Government Pension Scheme. Sport Wales expects to contribute £1,980,000 to the fund in 2019/20, which includes a contribution towards the pension deficit of £941,000. In addition to this "strain on fund" contributions may be required as well.

The full pension cost to Sports Council of Wales is £340,000 of which £258,000 (2017/18 £236,000) is allocated to the consolidated accounts, with the remainder of £82,000 (2017/18 £74,000) allocated to Lottery.

The full actuarial gain on pension to Sports Council of Wales is £580,000 of which £441,000 (2017/18 loss of £904,000) is allocated to the consolidated accounts, with the remainder of £139,000 (2017/18 loss of £286,000) allocated to Lottery.

The full pension liability to Sports Council of Wales is £12,880,000, of which £9,891,000 (2017/18 £10,476,000) is allocated to the consolidated accounts, with the remainder of £2,989,000 (2017/18 £3,174,000) allocated to Lottery. The Lottery pension liability is adjusted by £102,000 to accommodate the net impact of historic changes in apportionment of staff costs to the Lottery account with the offset £102,000 allocated to the pension liability in the Sports Council for Wales consolidated accounts.

Main Financial Assumptions

	31 March 2019 %	31 March 2018 %	31 March 2017 %
Discount Rate	2.4	2.6	2.6
Inflation - CPI	2.2	2.1	2.0
Rate of increase to pensions in payment	2.2	2.1	2.0
Rate of increase to deferred pensions	2.2	2.1	2.0
Rate of general increase in salaries	3.2	3.1	3.0
Mortality Assumptions:	Years	Years	Years
Future lifetime from age 65 (aged 65 at accounting date)			
- Male	22.4	23.1	23.0
- Female	24.8	25.8	25.7
Future lifetime from age 65 (aged 45 at accounting date)			
- Male	23	24.2	24.0
- Female	25.9	27.2	27.1

Sport Wales employs a building block approach in determining the rate of return on Fund assets. Historical markets are studied and assets with higher volatility are assumed to generate higher returns consistent with widely accepted capital market

principles. The overall expected rate of return on assets is derived by aggregating the expected rate of return for each asset class over the actual allocation for the Fund at 31 March 2018.

Analysis of movements in surplus (deficit) during the year

	31 March 2019 £m	31 March 2018 £m
Fair value of fund assets	47.09	42.87
Present value of liabilities	(59.97)	(56.52)
(Deficit) in scheme at end of year	(12.88)	(13.65)

Analysis of amount charged to Operating Costs

	31 March 2019 £m	31 March 2018 £m
Current service cost	1.39	1.33
Past service cost	0.00	0.06
Interest cost	0.34	0.31
Expense recognised	1.73	1.70

Remeasurement of amounts recognised in Other Comprehensive Expenditure

	31 March 2019 £m	31 March 2018 £m
Return on plan assets in excess of that recognised in net interest	(1.88)	(0.17)
Actuarial losses due to change in financial assumptions	3.63	1.07
Actuarial losses due to change in demographic assumptions	(2.42)	0.00
Actuarial losses due to liability experience	0.09	0.29
Total amount recognised in Other Comprehensive Expenditure	(0.58)	1.19
Total amount recognised	1.15	2.89

Changes to the present value of defined benefit obligation during the accounting period

	31 March 2019 £m	31 March 2018 £m
Opening defined benefit obligation	56.52	53.03
Current service cost	1.39	1.33
Interest expense on defined pension obligation	1.46	1.37
Contributions by participants	0.3	0.29
Actuarial losses on liabilities- financial assumptions	3.63	1.07
Actuarial losses/(gains) on liabilities - demographic assumptions	(2.42)	0.00
Actuarial losses on liabilities - experience	0.09	0.29
Net benefits paid out	(1.00)	(0.92)
Past service cost (including curtailments)	0.00	0.06
Closing defined benefit obligation	59.97	56.52

Changes to the fair value of assets during the year

	31 March 2019 £m	31 March 2018 £m
Opening fair value of assets	42.87	40.34
Interest income on assets	1.12	1.06
Remeasurement gain on assets	1.88	0.17
Contributions by the employer	1.92	1.93
Contributions by participants	0.3	0.29
Net benefits paid out	(1.00)	(0.92)
Closing fair value of assets	47.09	42.87

Actual return on assets

	31 March 2019 £m	31 March 2018 £m
Expected return on assets	1.12	1.06
Actuarial gain on assets	1.88	0.17
Actual return on assets	3.00	1.23

History of asset values, present value of defined benefit obligation and deficit

	31 March 2019 £m	31 March 2018 £m	31 March 2017 £m	31 March 2016 £m	31 March 2015 £m	31 March 2014 £m
Fair value of assets	47.09	42.87	40.34	31.35	30.40	26.37
Present value of defined benefit obligation	(59.97)	(56.52)	(53.03)	(41.36)	(42.57)	(36.64)
(Deficit)	(12.88)	(13.65)	(12.69)	(10.01)	(12.17)	(10.27)

19. Related Party Transactions

Public bodies

Sport Wales is a Public Body, sponsored by the Welsh Government. Welsh Government is regarded as a related party. During the year, Sport Wales received funding from the Welsh Government, the National Lottery, the Lottery distributing function of Sport Wales, is also considered to be a related party.

in which the following board members and senior management employees have declared an interest. The payments column includes all payments made during the year for current commitments, prepaid commitments and non-grant expenditure. The final column is committed grant payments not yet made (does not include any non-grant amounts).

Individuals

During the year, Sport Wales entered into transactions of a material nature with organisations

Any declaration of interest for items discussed in meetings must be declared by the individual, who will withdraw for that section of the meeting.

Member's Panel	Body	Payments in Year £000	Nature of link	Committed Grant Payment £000
S Morgan Manager, Plas Menai	Welsh Gymnastics	414	Daughter member	393
	URDD	115	Daughter member	55
S Powell CEO	Welsh Hockey Union	387	Member	368
	Swansea University	34	Honorary Fellow	-
J Longville Council Member	Cardiff Metropolitan University	39	Dean	-
	Welsh Netball	352	Chair of Selectors	238
	Welsh Athletics	391	Son is member	371
J Sheppard Council Member	Welsh Netball	352	Mother is employee	238
	Sports Resolutions	1	Board Member	-
	Welsh Badminton Union	99	Sister is chair	94
	Golf Union of Wales	237	Sister is board member	225
	Welsh Rugby Union	678	Father is WRU Match Official	644
R Parks Council Member	Sport Resolutions	1	Partner is Board member	-
B Davies Corporate Director	Welsh Gymnastics	414	Spouse Coach	393
G Williams Corporate Director	Welsh Netball	352	Children members	238
M Veale Council Member	Pembrokeshire County Council	290	Chair of Audit Committee	228
	Merthyr Tydfil CBC	181	Standards Committee Member	138
S Small Council Member	Cardiff City Council	846	Former Instructor & Family Employee	-
	Royal Mail	2	Employee	-
	FAW	699	Voluntary Programme Support	664
P Curran Corporate Director	Swansea University	34	Partner is lead academic	-
I Bancroft Council Member	Aura Leisure	13	Commissioner & Funder	-
	Flintshire County Council	392	Former Employee	317
	Wrexham CBC	359	Chief Executive	281
C Malcolm Council Member	Welsh Athletics	391	Board Member & Lead Coach	371
P Britton Council Member	Disability Sport Wales	167	Chair (Retired Aug 2017)	159
L Robinson Council Member	Cardiff Metropolitan University	39	Pro Vice Chancellor	-

Remuneration of Senior Managers and Council Members

Senior Managers and Council Members are considered to be the Directors and their remuneration is disclosed within the Remuneration and Staff Report on pages 72 to 78.

20. Events After The Reporting Period

The accounts were authorised for issue by the Accounting Officer on the date they were certified by the Auditor General for Wales. There were no events after the reporting period.