

sportwales  
chwaraeon cymru

**SPORT WALES**

**CHWARAEON CYMRU**

**ANNUAL REPORT AND ACCOUNTS**

**2014- 2015**



Noddir gan  
**Lywodraeth Cymru**  
Sponsored by  
**Welsh Government**

**THE SPORTS COUNCIL FOR WALES AND SPORTS COUNCIL FOR WALES TRUST**  
**1 APRIL 2014 – 31 MARCH 2015**

**ANNUAL REPORT AND ACCOUNTS**

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

Sport Wales is a 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.

**BOARD**

During 2014/15, Sport Wales comprised the following board members;

Prof L McAllister **	(Chair Reappointed 01.02.2013)
Mrs Adele Baumgardt	(Vice Chair Appointed 01.09.2012)
Prof. John Baylis *	(Reappointed 01.04.2015)
Mr Simon Pirotte	(Reappointed 01.04.2015)
Mr Andrew Morgan	(Retired 31.08.2014)
Mr Richard Cuthbertson *	(Retired 30.11.2014)
Mr Martin J Warren */**	(Retired 31.03.2015)
Mr Paul Thorburn	(Retired 31.03.2015)
Mr Alan Watkin *	(Retired 31.03.2015)
Ms Julia Longville	(Appointed 01.09.2012)
Ms Johanna Lloyd*	(Appointed 01.09.2012)
Mr Peter King*	(Appointed 01.09.2012)
Amanda Bennett*	(Appointed 01.09.2014)
Andrew Lycett*	(Appointed 01.09.2014)
Richard Parks	(Appointed 01.09.2014)
Samar Wafa	(Appointed 01.09.2014)

Ms S Powell (Chief Executive )

\* Member of the Audit committee

\*\* Member of the Remuneration committee

**REGISTERED OFFICE**

Sophia Gardens  
Cardiff  
Wales  
CF11 9SW

**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 2014/15. Information provided that requires disclosure in accordance with International Accounting Standard 24 is disclosed in Note 19 of these accounts.

**LEADERSHIP CHANGE**

2014/15 has been a year of transition both within Sport Wales and in the wider sports sector in Wales. Internally the organisation has appointed a new CEO and there are further on-going changes at executive level. The new leadership team has brought a fresh perspective and a new approach which will enable the organisation to move onto the next level. During the year, the CEO has set out the four pillars of her long-term strategy for the organisation, which is set out under "Plans for Future Periods"

## **STRATEGIC REPORT**

Our purpose as Wales' sports development and advocacy agency is twofold: to inspire more people to become, and remain active for life; and to boost the performance of our elite athletes, teams and coaches. This is incorporated in our aspiration of 'Creating a Nation of Champions' and 'Every child hooked on sport for life'.

Sport Wales works in partnership with others to achieve these aims and has a role in bringing partners and people together; local authorities, governing bodies of sport, communities, coaches, adults, young people, children and the entire nation to support, participate and excel in sport. Sport Wales works towards achieving equality in all of our functions, whilst embracing the spirit of equality legislation and eradicating any form of unfair discrimination.

### **KEY PERFORMANCE INDICATORS**

Performance against our key metrics is set out in the table below:

	Dragon Registrations	5x60 attendance	5x60 frequency 20	All swims per 1000 population	Learn to swim rates at age 11	Number of active Coaches and officials	Adult membership Senior Men	Adult Membership Senior Women	Junior Club Membership boys	Junior Club Membership	Number of clubs
<b>2013-14 Target</b>	<b>250,066</b>	<b>1,202,128</b>	<b>25,654</b>	<b>1,690</b>	<b>78%</b>	<b>50,281</b>	<b>295,028</b>	<b>52,665</b>	<b>158,098</b>	<b>51,909</b>	<b>5,840</b>
<b>2013-14 Actual</b>	<b>229,687</b>	<b>1,351,530</b>	<b>22,234</b>	<b>1,456</b>	<b>74%</b>	<b>48,169</b>	<b>258,092</b>	<b>48,548</b>	<b>152,612</b>	<b>57,240</b>	<b>5,431</b>
<b>2014-15 Target</b>	<b>241,201</b>	<b>1,312,960</b>	<b>27,624</b>	<b>1,609</b>	<b>78%</b>	<b>57,701</b>	<b>271,576</b>	<b>56,966</b>	<b>162,399</b>	<b>68,017</b>	<b>5,366</b>
<b>2014-15 Actual</b>	<b>274,969</b>	<b>1,541,304</b>	<b>24,641</b>	<b>1,445</b>	<b>73%</b>	<b>33,871</b>	<b>262,474</b>	<b>54,181</b>	<b>129,898</b>	<b>46,463</b>	<b>3,775</b>
<b>2015-16 Target</b>	<b>284,963</b>	<b>1,365,085</b>	<b>24,529</b>	<b>1,558</b>	<b>80%</b>	<b>54,946</b>	<b>273,281</b>	<b>52,140</b>	<b>159,932</b>	<b>67,489</b>	<b>5,588</b>

Current trends in sport in Wales are largely positive – club membership is rising, school sport programmes are more popular and well attended than ever before. What these positive trends tell us is that our delivery programmes and overall strategic approach is delivering real results which positively impact on the lives of Welsh citizens. We are aware that we have not met a number of the targets in the above table; however we are not disheartened by this. It is more a reflection of our "unreasonable ambition" in action.

### **OVERVIEW**

Our Vision for Sport in Wales is continuing to impact on the work of our partners, inspiring bigger aspirations for the growth of sport and the engagement of people locally. In the past year the sports sector in Wales has attracted more people to volunteer, delivered new thinking around effective structures to enable people to benefit from more recreational and competitive opportunities and inspired a nation thanks to our record breaking Commonwealth Games team.

It is our duty to ensure everyone can benefit from participation in sport. Over the last 12 months we have started to take in-roads into tackling the participation gaps that we see among women and girls, those from ethnic minority backgrounds, those living with disability and those living in poverty. Our Active Adults Survey identified that more people are embracing sport than ever before but there are still groups who are less likely to participate than others. We will continue to work with our partners to ensure that everyone has the opportunity to be physically active.

2015 is a year of opportunity, a year of progress. We must set our sights on future successes and build on 2014. Sport Wales will not be sitting back and accepting that 2014 is the high water mark for sport: 2015 is the year when we must build even greater success on these strong foundations.

## OUR CORPORATE GOALS

Sport Wales annually reviews progress against our objectives and sets goals for the forthcoming year. Our vision for the future of Sport in Wales and the steps we will take towards delivering and safeguarding this future is set out in our business plan, which can be found on our website<sup>1</sup>

Our Key Corporate Goals during 2014/15, and the progress we have made against them, are listed below:

<b>OBJECTIVE</b>	<b>OUTCOME</b>
<p><b>Community Sport</b></p> <p>To generate even more positive action targeted at under-represented groups and communities. Clearly if the aspirations of every child hooked on sport is to be realised then this targeting is required especially as the 'hooked on sport' indicator has risen from 27% to 40%.</p> <p>The second point within community sport work is around creating 'sporting pathways' across Wales for a minimum of 10 sports. Here every aspect of a sport's pathway will be clear and will have ambitious goals for the future so that the hooked on sport goal is more likely to be realised and that athletes with talent are more likely to rise to elite levels. Finally there is a need to set and generate consensus with the sector around a bold exciting goal for community sport such as the 'hooked on sport' indicator rising towards 75%.</p>	<p>We successfully launched the second round of our Calls for Action lottery investment, targeting under-represented groups, resulting in 11 awards totalling £2.4million, with the diverse range of projects including Girl Guides, Breeze Cycling and Time to Change Wales (mental health). The first round of projects has also been coming to the end of their funding, with plans in place to evaluate their impact.</p> <p>We have continued to work on our long term measurement and outcomes, alongside the development of our approach to investment into community sport in Wales.</p> <p>10 sports have developed complete sporting pathway plans.</p>
<p><b>School Sport</b></p> <p>The first challenge is within the young person's 'curricular' experience to create 'physically literate' children. Here efforts will be made to further influence education policy and practice in 'class' time so that our young people have a hugely positive experience.</p> <p>This good experience should be so exciting that young people want to carry it on into the 'extra-curricular' after school activities (such as Dragon and 5x60) and yet further with good links to community exit routes (clubs).</p>	<p>The review of the curriculum in Wales provided the opportunity for Sport Wales to put our case for greater focus on physical literacy. This was achieved through meetings with the architect of the review Professor Graham Donaldson. We now await the decision of the Minister on the direction of travel for the future curriculum, but there is a clear focus on all pupils being healthy and active.</p> <p>We reviewed our investment into school sport and have presented a series of recommendations for future investment, which will form part of the new community sport model.</p> <p>A draft physical literacy framework has been developed, taking into account the new direction for the curriculum proposed by the Donaldson Review.</p>
<p><b>Health</b></p> <p>Our vision of every child in Wales hooked on sport for life represents a significant opportunity to help ease the burden of unnecessary illness that faces the NHS. Sport Wales is determined to play its part in helping shape a healthier and more sustainable future for the people of Wales.</p> <p>We will play our part in helping change behaviour because it is an unsustainable proposition to continue to pay for the treatment of ill health that comes about as a result of people making destructive lifestyle choices. The challenge is for sporting organisations and the NHS to find meaningful ways to work together much more closely than in the past. This partnership work must clearly aim to explain to people the responsibility they have for creating the conditions for health in their own lives and that an enjoyable way to do this is through increased participation in sport and exercise.</p>	<p>Positive progress has been achieved in developing the relationship at a high level with Health, by the signing of the Memorandum of Understanding with the NHS Confederation.</p> <p>We have sought to build our contacts and relationships with health, in order to jointly progress projects in 2015/16 and more effectively share opportunities to communicate the positive impact being physically active through sport can have.</p>

<sup>1</sup> [http://www.sportwales.org.uk/media/1481695/sport\\_wales\\_business\\_plan\\_2014-15.pdf](http://www.sportwales.org.uk/media/1481695/sport_wales_business_plan_2014-15.pdf)  
[http://www.sportwales.org.uk/media/1481698/sport\\_wales\\_business\\_plan\\_2014-15\\_cymraeg.pdf](http://www.sportwales.org.uk/media/1481698/sport_wales_business_plan_2014-15_cymraeg.pdf)

<p><b>High Performing Organisation</b></p> <p>The business plan is a series of supporting pieces of work to make the above three approaches more effective. Partners will be challenged as to how effective their own systems and structures are (eg strong governance and leadership). Proposals will be made for an alternative model for effective community sport delivery. The quality and quantity of the workforce to make these priorities come alive will continue to be an important and improving area of work.</p> <p>Finally Sport Wales as an organisation will continue to strive towards being 'high performing' itself so that resources allocated for sport are used in the most efficient manner. Amongst other work, Sport Wales will raise staff engagement levels, achieve excellent ratings for the national centres and improve business insight through better evaluation and analysis. The 'customer service' element of Sport Wales' work is multi-faceted and requires a degree of greater coordination.</p>	<p>Good progress has been made on developing an alternative model for effective community sport delivery. The strategic case has been agreed and signed off by the Project Board; and an outline business case developed and will be presented to the Board of Sport Wales in May 2015. Sport Wales will launch its leadership and governance framework in April 2015. Numerous Governing Bodies of Sport have already pledged their support for this event.</p> <p>Good rating maintained for the Sport Wales National Centre with 85% of the recommendations from Service Improvement Plan completed. Overall satisfaction feedback increased from 4.41 to 4.52 over 2013/14 (4 = Good, 5 = Excellent).</p> <p>A good outcome with staff engagement levels across the organisation rising from 67% in 2013/14 to 75% in 2014/15.</p>
<p><b>Elite Sport</b></p> <p>Wales will need to further evolve as a world class developer of talent, learning from Glasgow's Commonwealth Games to ensure that elite pathways are fit for purpose for Rio. Secondly the 'Team Wales' image will be further promoted and advocated.</p>	<p>Team Wales delivered a record medal haul of 36, one more than the set upper limit of 35. The final medal total left Wales as the number one Commonwealth multi-sport nation per capita, above countries such as New Zealand, Australia, Canada, India and the other Home Nations. The prioritisation of medal winning sports and athletes (a key tactic in the Elite Sport Strategy) was a crucial factor in achieving the goal.</p> <p>The Elite Sport Strategy has been independently reviewed and recommendations are in the process of either being implemented or designed.</p> <p>Regular meetings of all the partner agencies have been taking place under the title of the High Performance Strategic Advisory Group (HPSAG) and the resultant V-MOST is now in the process of being implemented with co-ordination provided via a dedicated resource at UK Sport.</p>

## REVIEW OF THE YEAR

There is no doubt that 2014 was a magnificent year for Welsh sport. It was the year when sport was Wales's biggest success story. A year in which records were broken, hauls of medals exceeded and we learnt to expect success as a norm not an exception.

Team Wales returned from Glasgow with 36 medals, their highest ever medal haul, and athletes such as Frankie Jones, Jazz Carlin, Natalie Powell and Geraint Thomas ensured that Wales shone on the world sporting stage. A number of athletes achieved personal bests or experienced a major games for the first time and they all created sporting memories which will last long in the memory. The team being crowned Team of the Year at the Annual Wales Sports Awards topped off an amazing year for Team Wales. Following Glasgow a full review of our elite sport programme was completed and an updated elite sport review will be published shortly ensuring we continue to strive forward on the world stage.

Following on from our fantastic School Sport Survey results in 2013, 2014 saw us reveal that the people of Wales are embracing sport like never before as our Active Adults Survey showed significant growth in participation with numbers of adults taking part in sport or physical activity three or more times a week at their highest ever levels. The figures showed a major jump from 29% in 2008 to 39% in 2012 – that's an amazing 262,000 more people enjoying the many benefits of sport.

There is of course much more we need to do. The survey once again highlighted the groups who are less likely to participate regularly. In 2014 we started to make inroads into tackling the stubborn participation gaps that we see among women and girls, those from ethnic minority backgrounds, those living with disability and those living in poverty.

We are proud to have joined forces with Newport City Council and the Police and Crime Commissioner for Gwent to set up the Positive Futures Newport Initiative, a sports and activity based social inclusion programme, which aims to create safer and more inclusive communities by building a culture of respect, increasing youth volunteering and providing quality access to services for young people in their communities.

Key figures across Wales' sporting community also celebrated a major step forward in making sport welcoming, safe and free from discrimination as a charter was launched to encourage lesbian, gay, bisexual and transgender (LGBT) equality. The charter has been drafted by the LGBT Sport Cymru Network which was established by Sport Wales in the wake of research conducted in partnership with Stonewall Cymru in a bid to better understand the sporting experiences of Wales' LGBT communities. The charter is a major symbolic commitment to LGBT equality and schools, clubs and national governing bodies from across Wales were urged to sign up.

Our work with the health sector in the last 12 months has seen sport take on an increased importance; it is no longer a nice to have, but an absolute essential in the future of the health of our nation. In sport we have a real 'prescription' to the serious pressures being placed on our health service. That is exactly why we have joined forces with the Welsh NHS Confederation on the Memorandum of Understanding to create a healthier and more equal Wales. Never before have sport and health joined forces in this way and it comes at a time when prudent healthcare is at the top of the agenda, encouraging the people of Wales to take more responsibility for their health and wellbeing.

There are already some fantastic examples of prosperous partnerships such as Disability Sport Wales and Betsi Cadwaladr University Health Board who jointly deliver better options for more people to access sport and physical activity.

We have successfully secured further funding for the Physical Literacy Programme for schools (PLPS). The programme is aligned to the Schools Challenge Cymru programme, working with schools from some of the most deprived areas in Wales to ensure improved standards are achieved. A draft Physical Literacy Framework has been developed and is currently being trialled within the PLPS programme

The results of our school sport survey tells us that young people are more likely to be hooked on sport if they enjoy activities and also have the ability and confidence to take part, this is our focus through physical literacy. Current work with partners is ensuring that all community opportunities are the best they can be, delivered by the right workforce and meeting the needs of all young people. A comprehensive suite of communication tools have been developed to support this agenda. Collaborative work with new and existing partners on this agenda will be a priority for Sport Wales over the next few years. It remains our vision to get every child hooked on sport and we now have the partnerships to support this and a common purpose to achieve it.

## **FINANCIAL RESULTS FOR THE YEAR**

The total comprehensive expenditure for Sport Wales after taxation for the year ending 31 March 2015 totalled £27,419,000 (2013/14 £26,909,000). The net movement on the general fund for the year, after the funding received from the Welsh Government, was an over spend of £992,000 (2013/14 over spend of £57,000). The £992,000 decrease was arrived at after charging £506,000 depreciation (2013/14 £519,000) and was largely in line with expectation.

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

## **Plans for Future Periods**

We have set out our work for the coming year in our business plan, which can be found on our website from April 1st 2015.

The establishment of a new, five-year strategic plan for 2015-20, will be central to setting the overall future direction for Sport Wales and to providing sharper clarity and focus for delivery and outcomes. The strategy will be built on four key pillars to ensure that we continue to operate in a strong, smart, sustainable and successful manner in the challenging environment we now face. The strategic aim is to drive delivery to an even higher level and to generate step-change success that will be recognised both in Wales and internationally. At a time of public sector financial constraint, Sport Wales has a responsibility to maximise opportunities for growth, and to act swiftly and decisively to lay the foundations for a successful sporting sector.

## **Over the period of our Corporate Plan 2013-2016, the following key outcomes will be measured:**

- The percentage of young people in school years 3-11 who participate three or more times a week in an extracurricular and/or club setting;
- The percentage of young people in school years 3-11 who participate in sport in a club;
- The percentage of young adults 16-24 participating on three occasions a week on average in the previous four weeks;
- The percentage of adults aged 15+ that volunteered in the last 12 months;

Population outcome measures can be reported on every two years.



## **ENVIRONMENTAL, SOCIAL AND COMMUNITY ISSUES**

### **Social and Community Issues**

Our work is guided by several key documents: the Programme for Government; Creating an Active Wales, the five year strategic action plan to deliver Climbing Higher; and the Vision for Sport in Wales. The Programme for Government is reflected in the Minister's Remit letter to Sport Wales.

Our vision for community sport is "every child hooked on sport for life". This really does mean every child. Amongst very positive results in the growth of sporting participation amongst both adults and children, we continue to see unacceptable inequalities. Our Active Adult Survey and School Sports Survey results have shown us that; Boys and men take part in more sport than women and girls, and those from less affluent backgrounds, BME communities or with a disability are measurably less likely to participate.

### **Sustainability**

Sport Wales actively pursues policies and initiatives that seek to reduce the impact its operations have on the environment. Last year, the board and senior management team considered the additional actions which Sport Wales could take to further mitigate the impact of its work on the environment. This led to the Corporate Environmental Strategy, which was approved by the board. Over and above the significant steps already undertaken, Sport Wales set itself the goal to exceed Welsh Government targets, the primary one being a 3% annual reduction in carbon emissions using 2013/14 as a baseline, to be measured on a rolling three year basis.

For 2014/15, the Defra carbon emissions conversion factor for electricity has increased, so even though the electric usage has decreased, the carbon emissions have increased year on year. The large drop in energy usage (electricity, gas & gas oil) is driven by the effect of a milder winter, combined with further implementation of motion activated lighting and replacing life expired fluorescent lighting with more efficient LEDs.

The increase in the amount of waste produced is due to construction waste at Sport Wales National Centre for refurbishment projects.

Sport Wales is continuing with a drive to implement technological solutions to help reduce emissions and waste where possible. This includes video conferencing facilities and improved personal ICT solutions such as dual screens to reduce printing. This is beginning to impact on staff behaviour and we expect to see the benefits in future years.

Plas Menai is continuing to use the environmental system implemented last year and over the coming year we will be using the data it provides to make targeted changes to reduce energy usage. Also, the National Centre in Cardiff is undertaking a feasibility study into onsite renewable generation at Sophia Gardens.

Sport Wales National Centre achieved it's lowest Energy Performance Operational Rating during the year well below the typical rating for the type of building. During the year an electric truck was purchased for use on the grounds removing the need to use the tractor for smaller tasks.

## ENVIRONMENTAL SUSTAINABILITY

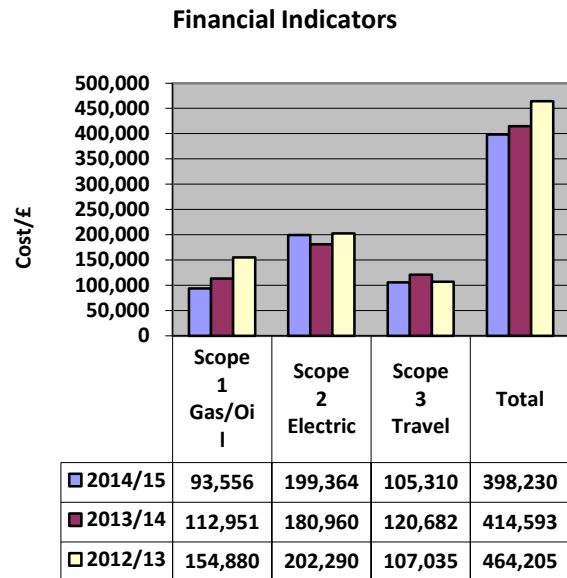
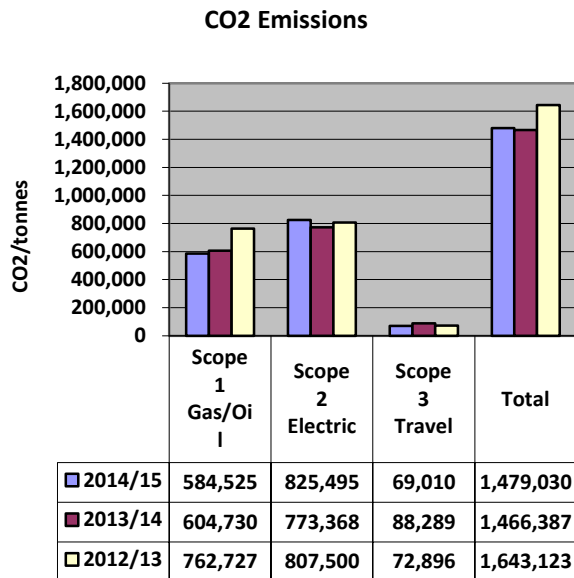
The following tables includes all Sport Wales offices data and associated cost

<b>Waste</b>		<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
<b>Non-financial</b>	Total KG	86,726	55,772	55,186

<b>Greenhouse</b>		<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
<b>Co2</b>	Total gross emissions (Co2)	1,410,020	1,378,098	1,570,227
	Total net emissions (Co2)	1,410,020	1,378,098	1,570,227
	Gross emission, scope 1	584,525	604,730	762,727
	Gross emissions, scope 2	825,495	773,368	807,500
<b>Energy kWh</b>	Electricity (non-renewable)	1,670,163	1,736,033	1,812,652
	Electricity (renewable)	0	0	0
	Gas	1,160,585	1,242,870	1,256,517
	Gas Oil	1,359,122	1,383,543	1,707,263
<b>Financial Indicators (£)</b>	Expenditure – energy	292,920	293,911	357,171

<b>Finite Resource</b>	<b>Water</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
<b>Non-financial (M<sup>3</sup>)</b>	Supplied	13,383	13,087	12,720
	Abstracted	2,251	2,251	2,613
<b>Financial indicators (£)</b>	Water supply costs	33,300	32,370	34,737

<b>Travel</b>		<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
<b>Co2</b>	Rail	8,189	7,432	12,494
	Air	18,029	25,480	3,758
	Ferry	0	43	0
	Car (Taxi/Bus etc)	536	136	1,431
	Own Car Usage	42,256	55,198	55,213
	<b>Total</b>	<b>69,010</b>	<b>88,289</b>	<b>72,896</b>
<b>Cost</b>	Rail	28,461	25,795	20,286
	Air	9,537	9,607	3,282
	Ferry	0	331	0
	Car (Taxi/Bus etc)	3,155	1,741	2,051
	Own Car Usage	64,158	83,209	81,416
	<b>Total</b>	<b>105,310</b>	<b>120,683</b>	<b>107,035</b>
<b>Miles</b>	Rail	108,025	94,927	134,214
	Air	41,338	51,150	12,916
	Ferry	0	200	0
	Car (Taxi/Bus etc)	2,483	623	883
	Own Car Usage	142,573	184,909	180,925
	<b>Total</b>	<b>294,419</b>	<b>331,809</b>	<b>328,938</b>



### 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 £10,000 should be awarded on the basis that they offer "the optimum combination of whole life costs and benefits to meet Sport Wales's 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**  
**29 June 2015**

## **DIRECTORS REPORT**

### **HUMAN RESOURCES**

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 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.

### **INVESTING IN OUR PEOPLE**

Sport Wales has "Investors in People" status and its human resources policies reflect best practice as part of its commitments as a learning organisation

### **SICKNESS ABSENCE DATA**

The sickness data for employees of the whole organisation for 2014/15 (2013/2014) is as follows:

<b>Total Days Lost</b>	<b>Total Number of Employees (FTE)</b>	<b>Total Sick Days Lost Per Person</b>
935.50 (870.00)	150.32 (148.89)	6.22 (5.84)

### **PENSION SCHEME**

Employees of Sport Wales are members of the Cardiff and Vale of Glamorgan Pension Fund (the Fund). The Fund is a defined benefit scheme providing benefits based on final pensionable pay, and its assets are held separately from those of Sport Wales. Any pension built up before April 2008 is calculated at a rate of 1/80<sup>th</sup> with a lump sum of three times pension. Pension built up from 1 April 2008 is calculated at the rate of 1/60<sup>th</sup> and there is an option to take an extra lump sum in exchange for pension. From April 2014, the LGPS has changed from a final pension scheme to a Career Average Re-valued Earnings (CARE) scheme. Pension built up from 1 April 2014 is calculated at the rate of 1/49<sup>th</sup> 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. Further details can be found in note 1.6 and note 17 to the financial statements.

### **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 18.

## **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](http://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 later.

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 2015 Sport Wales paid 100% (2013/14 100%) 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 Committee oversees the nature and amount of non-audit work undertaken by Wales Audit Office our external auditors. During 2014/15 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.

**ACCOUNTING OFFICER: S Powell**  
**29 June 2015**

## **REMUNERATION REPORT**

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.

### **Remuneration Policy**

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 ASGBs and NHS Bodies" policy.

The Remuneration Committee which consists of Sport Wales Chair, Vice Chair and Chair of the Audit Committee supported by Sport Wales's Human Resources Manager meets to agree the annual pay award for all staff via the Welsh Government's pay remit process. Also, the CEO post now has a salary range associated with it, which is determined by Welsh Government.

### **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 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 one day per week.

### **Notice Period**

The Chief Executive is entitled to four month's notice of termination of contract by Sport Wales and the remaining Senior Staff are entitled to three month's 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 £89,483, (2013/14 £79,170). No bonus payments were made to the Chief Executive or any other member of staff during the year (2013/14 £Nil).

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

#### **Benefits in Kind**

There are no benefits in kind

Further details of the remuneration and pension benefits of the Chair, Vice Chair, Chief Executive and other senior directors are provided in note 6(d) to the financial statements. This information is audited.

**ACCOUNTING OFFICER: S Powell**  
**29 June 2015**

## **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's 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's assets, are set out in the Accounting Officers' Memorandum issued by HM Treasury.

**ACCOUNTING OFFICER: S Powell**  
**29 June 2015**

## **ANNUAL GOVERNANCE STATEMENT 2014/2015**

### **Introduction**

The Governance Statement brings together in one place all disclosures about matters 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 2012 Corporate Governance Code 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 the 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.

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

<b>Board Member</b>	<b>Board Meeting</b> (Number of meetings attended)	<b>Audit Committee</b> (Number of meetings attended)
Prof. L McAllister (Chair)	5	Not Applicable
Adele Baumgardt (Vice Chair)	5	Not Applicable
Amanda Bennett**	3	2
Martin J Warren	5	4
John Baylis	5	3
Richard Cuthbertson*	4	1
Andrew Morgan*	0	Not Applicable
Simon Pirotte	4	Not Applicable
Paul Thorburn	4	Not Applicable
Alan Watkin	4	3
Julia Longville	5	Not Applicable
Andrew Lycett**	3	3
Johanna Lloyd	5	1
Peter King*	5	1
Richard Parks**	2	Not Applicable
Samar Wafa**	3	Not Applicable
(External members – Audit Committee only)		
Sandy Blair	Not Applicable	3
Louise Casella	Not Applicable	3
<b>Overall Percentage Attendance rate</b>	<b>91%</b>	<b>71%</b>

\*retired during the year

\*\*Started Sept 2014



To discharge its responsibilities and to obtain the assurance required that demonstrate good governance practices are in place, the Board has agreed the following governance structure:

- Two permanent committees; The Audit Committee and the Remuneration Committee
- Three Sub Groups and two advisory group approved by the Board (listed below).
- The Executive Management Team and staff structure

### **Audit Committee**

The Board has established an Audit 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 Council and Accounting Officer are supported in decision making and in discharging their accountability obligations (particularly in respect of Financial Reporting).

The Audit Committee consisted of six Board members and up to two independent external members. The committee met four times during the year and there was an overall members' attendance rate of 71%.

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

- the operation and effectiveness of the risk management review 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;
- the risks and controls around grant awards;
- operational risk management of the two National Centres;
- the specific risks associated with supporting elite sport and high performance athletes;
- the Gifts and Hospitality Register.

The Board received the minutes of the Audit Committee at each meeting and are advised by the Audit Chair of any significant matters. The Audit 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 tightly controlled. In 2014/15 no information risk issues or significant control weaknesses were identified and the Audit Committee was satisfied that the level of risk was acceptable and managed in an appropriate manner.

## **Remuneration Committee**

During the year, the Remuneration Committee reviewed and approved the annual pay award of the CEO. The award was approved by Welsh Government.

## **Sub and Task and finish groups**

Task and finish groups are set up by the Board as and when required. The groups are made up of Board members appointed by the Chair sometimes with independent members. They are supported by officers of Sport Wales. Their purpose is to provide additional help and advice to the Board within specific themes and they meet on an ad-hoc basis.

During 2014/15 the following task and finish groups were operational:

- Plas Menai review;
- Equalities;
- Focus 2014(for the 2014 Commonwealth Games);
- Performance Management;
- Transition (to oversee the recruitment of new Directors);
- High Performing Organisation;
- Community;
- Elite.

A member of the Board who is also a member of each task and finish group is identified to report back verbally at each Board meeting.

## **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. Progress against the Business Plan is reported and monitored on a quarterly basis.

There have been considerable changes in the membership of the executive during the year. A number of the Corporate Director posts have become vacant or changed incumbent.

## **Board and Committee Effectiveness**

In line with best practice and following the recommendations of Managing Public Money, a review of effectiveness has again been completed during 2014/15; and the recommendations of the review acted upon. As a consequence a number of new Board appointments were made and some appointments have not been renewed.

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 2015 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 the Sports Council for Wales has an effective risk management process. This is overseen by the Board, through the Audit committee. As an organisation, the key risks are monitored through appropriate use of the Risk Register. There is a documented Risk 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, especially those of the two national centres, are the responsibility of the relevant managers while day to day risk management may be delegated to their subordinates.

New risks are identified by officers of Sport Wales, Audit Committee scrutiny or the Board itself. When a new risk has been identified, it is inserted into the 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 business, financial and service delivery risks is 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. The workings of the Register has been subject to an internal audit and presented to the audit 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 Risk Register is reviewed at regular intervals by managers and the Audit Committee. In addition managers present by rotation to the Audit Committee on their specific areas of risk and how they control or mitigate those risks.

## **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 Senior Management Team, and action taken to mitigate them. Risks and the actions to manage risks are reviewed at regular intervals. The internal audit programme is significantly 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 Committee will review these recommendations and action appropriately.

Looking ahead, there are a number of key risks which have been identified at Sport Wales in the near future:

These are the implementation and roll out of a new on line Grant Management system and the impact of a planned change to the management structure. However, the most significant strategic risk will be the impact of on-going cuts to public expenditure, combined with the increased financial cost of meeting pension deficit payments, which present the greatest threat to the delivery of Sport Wales objectives.

Sport Wales has an overall informed and measured appetite for taking risk to achieve its priorities. 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 given Sport Wales moderate assurance and no audit findings were classified as being of "high" or "very high" risk. During the year, a number of internal audit reports identified opportunities to enhance the control systems. The internal auditors were "satisfied that appropriate action has been identified by management to deal with the issues arising".

## **Internal Control**

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

I am responsible for reviewing the effectiveness of the system of internal control. This is overseen by the Board, through the Audit Committee. It is informed by the work of both the internal and external auditors and the staff presentations to the audit committee 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 2014/15 was provided by KTS Owens Thomas Ltd, who operated to standards defined in the Public Sector Internal Audit Standards. Internal audit submit regular reports which provide an independent annual opinion on the adequacy and effectiveness of Sport Wales's systems of internal control and risk management, together with recommendations for improvement. Since KTS Owens had been Sport Wales' internal auditors for more than 10 years, a compliant tendering exercise was undertaken during the year. As a result of the tendering process, Sport Wales' internal audit services from 2015/16 will be provided by Deloitte.

Every year the Audit 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. During 2013/14 we reported that an independent review was undertaken of the Welsh Amateur Boxing Association, following issues raised both internally and externally. The review found a number of control weaknesses and poor working practices. Sport Wales took immediate and appropriate action to protect public funding and the organisation responded positively to the concerns raised. During 2014/15, and as a condition of any further grant funding, we have continued to work closely with the Governing Body to monitor progress against recommendations made. The process prompted Sport Wales to review the control system in operation over the National Governing Bodies generally and during 2014/15 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 2015/16.

An updated risk strategy was received by the Audit Committee in March 2015. It described the respective responsibilities of the Board (ownership of Strategy and Risk Appetite) and Executive (management arrangements). Henceforth, the Board will receive the corporate risk register at regular intervals, and review risk appetite on an annual basis.

During 2015/16, we will go live with a new on-line grants management system to improve efficiency and effectiveness. This will allow us to record much richer information regarding our investments and make more informed decisions in the future.

Sport Wales has undertaken a review of its management and governance arrangements for special projects. The outcome of the review has been to strengthen accountability, resource control and reporting.

Planning and budgeting will, from the start of the 2016/17 cycle, be undertaken on a longer-term basis to complement the strategic plan and so derive a financial strategy that can better sit alongside Sport Wales' vision and mission.

As part of this longer-term planning approach, managers will be expected to provide a strategic overview of their funding, its effectiveness and how it fits into the strategic aims and objectives of the organisation.

**ACCOUNTING OFFICER: S Powell**  
**Date: 29 June 2015**

## **The Certificate and Report of the Auditor General for Wales to the National Assembly for Wales**

I certify that I have audited the financial statements of Sports Council for Wales for the year ended 31 March 2015 as provided for under paragraph 18(3) of Schedule 8 to the Government of Wales Act 2006. These comprise the Statement of Comprehensive Net Expenditure, Statements of Financial Position and Consolidated Statement of Changes in Taxpayers Equity, Consolidated Statement of Cashflows and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

### **Respective responsibilities of the Accounting Officer and auditor**

As explained more fully in the Statement of Council and Chief Executive's Responsibilities, the Accounting Officer is responsible for preparing the Annual Report, which includes the Remuneration Report and the financial statements, in accordance with the Royal Charter, the Government of Wales Act 2006 and Welsh Ministers' directions made there under and for ensuring the regularity of financial transactions.

My responsibility is to audit the financial statements and the part of the remuneration report to be audited in accordance with applicable law and with International Standards on Auditing (UK and Ireland). These standards require me to comply with the Financial Reporting Council's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to Sports Council for Wales' circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by Sports Council for Wales; and the overall presentation of the financial statements.

In addition, I am required to obtain evidence sufficient 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.

In addition I read all the financial and non-financial information in the Strategic and Director's reports 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 Financial Statements**

In my opinion the financial statements:

- give a true and fair view of the state of Sports Council for Wales' affairs as at 31 March 2015 and of its net expenditure, recognised gains and losses and cash flows for the year then ended; and
- have been properly prepared in accordance with Welsh Ministers' directions issued under the Government of Wales Act 2006

### **Opinion on Regularity**

In my opinion, in all material respects, 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.

### **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; and
- the information in the Annual Report is consistent with the financial statements.

### **Matters on which I report by exception**

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

- the Annual Governance Statement does not reflect compliance with HM Treasury guidance;
- proper accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns;
- information specified by HM Treasury 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

Huw Vaughan Thomas  
Auditor General for Wales  
1 July 2015

Wales Audit Office  
24 Cathedral Road  
Cardiff  
CF11 9LJ

**STATEMENT OF COMPREHENSIVE NET EXPENDITURE FOR THE SPORTS COUNCIL FOR WALES AND THE SPORTS COUNCIL FOR WALES TRUST FOR THE YEAR ENDED 31 March 2015**

		<u>2014/2015</u>	<u>2013/2014</u>
	<b>Note</b>	<b>£000</b>	<b>£000</b>
<b>EXPENDITURE</b>			
Grant Expenditure	5	19,456	19,359
Staff Costs	6	5,189	5,167
Other Expenditure	7	4,322	3,804
Depreciation: owned assets	9	506	519
		<hr/>	<hr/>
		29,473	28,849
<b>INCOME</b>			
Income from Activities	3	(2,344)	(2,533)
Other Income	3	(11)	(63)
		<hr/>	<hr/>
		(2,355)	(2,596)
<b>Net Expenditure</b>		27,118	26,253
Pension Finance Cost		316	662
(Surplus) on Disposal of Property, Plant & Equipment	8	(13)	(4)
Interest Receivable		(2)	(2)
		<hr/>	<hr/>
		301	656
<b>Net Expenditure after interest and before taxation</b>		27,419	26,909
Taxation Payable		<hr/>	<hr/>
		-	-
<b>Net Expenditure after Taxation</b>		<hr/>	<hr/>
		27,419	26,909
<b>Other Comprehensive Expenditure</b>			
Net loss/(gain) on revaluation of Property, Plant and Equipment		36	(1,110)
Actuarial loss/(gain) pension		1,471	(6,884)
		<hr/>	<hr/>
<b>Total Comprehensive Net Expenditure for the year ended</b>		<hr/>	<hr/>
		28,926	18,915
		<hr/>	<hr/>

**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 £27,419,000 (2013/2014 £26,909,000).

The notes on pages 29 to 55 form part of these accounts



**STATEMENT OF FINANCIAL POSITION OF THE SPORTS COUNCIL FOR WALES**  
**AS AT 31 March 2015**

	Note	<u>At 31 March</u> <u>2015</u> <u>£000</u>	<u>At 31 March</u> <u>2014</u> <u>£000</u>
<b>Non-current assets</b>			
Property, Plant and Equipment	9(a)	356	259
<b>Total non-current assets</b>		<u>356</u>	<u>259</u>
<b>Current assets</b>			
Trade and other receivables	10	2,036	3,313
Cash and cash equivalents		<u>1,209</u>	<u>1,097</u>
<b>Total current assets</b>		<u>3,245</u>	<u>4,410</u>
<b>Total assets</b>		<u><u>3,601</u></u>	<u><u>4,669</u></u>
<b>Current liabilities</b>			
Trade and other payables	11	(639)	(463)
Grant accruals	12	(26)	(21)
Provision – employee redundancies	18	(67)	-
<b>Total current liabilities</b>		<u>(732)</u>	<u>(484)</u>
<b>Non-current assets plus net current assets</b>		<u>2,869</u>	<u>4,185</u>
<b>Non-current liabilities</b>			
Trade and other payables due in more than one year	11	(62)	-
Pension Liabilities	17	<u>(9,371)</u>	<u>(7,908)</u>
<b>Total non-current liabilities</b>		<u>(9,433)</u>	<u>(7,908)</u>
<b>Assets less liabilities</b>		<u><u>(6,564)</u></u>	<u><u>(3,723)</u></u>
<b>Taxpayers' equity</b>			
General fund		2,807	4,185
Pension reserve		(9,371)	(7,908)
Revaluation reserve		-	-
		<u>(6,564)</u>	<u>(3,723)</u>

The notes on pages 29 to 55 form part of these accounts

The financial statements were approved by the Audit Committee on 26/06/2015 and were signed on its behalf by;

**ACCOUNTING OFFICER: S Powell (Chief Executive)**  
**29 June 2015**

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION OF THE SPORTS COUNCIL FOR WALES AND THE SPORTS COUNCIL FOR WALES TRUST AS AT 31 March 2015**

	<b>Note</b>	<b>At 31 March 2015 £000</b>	<b>At 31 March 2014 £000</b>
<b>Non-current assets</b>			
Property, Plant and Equipment	9(b)	19,206	19,192
<b>Total non-current assets</b>		<u>19,206</u>	<u>19,192</u>
<b>Current assets</b>			
Trade and other receivables	10	2,036	3,313
Cash and cash equivalents	14	<u>1,214</u>	<u>1,101</u>
<b>Total current assets</b>		3,250	4,414
<b>Total assets</b>		<u>22,456</u>	<u>23,606</u>
<b>Current liabilities</b>			
Trade and other payables	11	(639)	(463)
Grant accruals	12	(26)	(21)
Provision – employee redundancies	18	(67)	-
<b>Total current liabilities</b>		<u>(732)</u>	<u>(484)</u>
<b>Non-current assets plus net current assets</b>		<u>21,724</u>	<u>23,122</u>
<b>Non-current liabilities</b>			
Trade and other payables due in more than one year	11	(62)	-
Pension Liabilities	17	<u>(9,371)</u>	<u>(7,908)</u>
<b>Total non-current liabilities</b>		(9,433)	(7,908)
<b>Assets less liabilities</b>		<u>12,291</u>	<u>15,214</u>
<b>Taxpayers' equity</b>			
General fund		13,538	14,530
Pension reserve		(9,371)	(7,908)
Revaluation reserve		8,124	8,592
		<u>12,291</u>	<u>15,214</u>

The notes on pages 29 to 55 form part of these accounts

The financial statements were approved by the Audit Committee on 26/06/2015 and were signed on its behalf by;

**ACCOUNTING OFFICER: S Powell (Chief Executive)**

**CONSOLIDATED STATEMENT OF CASHFLOWS FOR THE SPORTS COUNCIL FOR WALES  
AND THE SPORTS COUNCIL FOR WALES TRUST FOR YEAR ENDED 31 March 2015**

**Cash flow from operating activities**

		<b><u>2014/2015</u></b>	<b><u>2013/2014</u></b>
		<b>£000</b>	<b>£000</b>
	Note		
Net Deficit after interest		(27,419)	(26,909)
(Surplus) on disposal of property, plant & equipment	8	(13)	(4)
Depreciation of property, plant & equipment	9(b)	506	519
Decrease in trade and other receivables	10	1,277	788
Increase in trade payables	11	238	82
Increase/(Decrease) in grant accruals	12	5	(6)
Interest received	13	(2)	(2)
Pension costs	17	(8)	16
Increase/(Decrease) in provision for redundancies	18	67	(109)
		<hr/>	<hr/>
Net cash outflow from operating activities		<b>(25,349)</b>	<b>(25,625)</b>

**Cash flows from investing activities**

Purchase of property, plant and equipment	13	(543)	(348)
Interest received	13	2	2
		<hr/>	<hr/>
Net cash outflow from investing activities		<b>(541)</b>	<b>(346)</b>

**Cash flows from financing activities**

Net cash used in financing activities		(25,890)	(25,971)
Funding received from the Welsh Government	13	26,003	26,413
		<hr/>	<hr/>
Net Increase in cash and cash equivalents		<b>113</b>	<b>442</b>

**Net increase in cash & cash equivalents in the period**

Cash and cash equivalents at the beginning of the period		1,101	659
		<hr/>	<hr/>
Cash and cash equivalents at the end of the period	14	<b>1,214</b>	<b>1,101</b>
		<hr/>	<hr/>
		<b>113</b>	<b>442</b>

The notes on pages 29 to 55 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 2015**

	<b><u>Revaluation Reserve</u></b>	<b><u>General Fund</u></b>	<b><u>Pension Reserve</u></b>	<b><u>Total</u></b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Balance at 1 April 2014	8,592	14,530	(7,908)	15,214
Net Expenditure after interest and before tax	-	(27,419)	-	(27,419)
Funding received	-	26,003	-	26,003
Revaluation of tangible fixed assets	(36)	-	-	(36)
Pension costs	-	(8)	8	-
Transfer to general fund	(432)	432	-	-
Actuarial Loss	-	-	(1,471)	(1,471)
<b>Funds at 31 March 2015</b>	<b>8,124</b>	<b>13,538</b>	<b>(9,371)</b>	<b>12,291</b>

The funds in Sport Wales own non-consolidated accounts at 31 March 2015 were (£6,564,000), (31 March 2014 (£3,723,000)) with £18,855,000 (2013/14 £18,937,000) attributable to the Sports Council for Wales Trust.

The notes on pages 29 to 55 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 2014**

	<b><u>Revaluation Reserve</u> £000</b>	<b><u>General Fund</u> £000</b>	<b><u>Pension Reserve</u> £000</b>	<b><u>Total</u> £000</b>
Balance at 1 April 2013	7,905	14,587	(14,776)	7,716
Net Expenditure after interest and before tax	-	(26,909)	-	(26,909)
Funding received	-	26,413	-	26,413
Revaluation of tangible fixed assets	1,110	-	-	1,110
Pension costs	-	16	(16)	-
Transfer to general fund	(423)	423	-	-
Actuarial gain	-	-	6,884	6,884
<b>Funds at 31 March 2014</b>	<b><u>8,592</u></b>	<b><u>14,530</u></b>	<b><u>(7,908)</u></b>	<b><u>15,214</u></b>

The notes on pages 29 to 55 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 2015**

**1. STATEMENT OF ACCOUNTING POLICIES**

These financial statements have been prepared in accordance with the 2014/15 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 on a different basis to adhere to the Statement of Recommended Practice (SORP) issued by the Charity Commissioners for England and Wales in 2005. Sport Wales's view on the use of different basis is that any differences are not likely to be material.

**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.

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 on 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% 2014) 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 are offered on the basis of entering into a financial commitment based on the period of the project, which in many cases does not coincide with Sport Wales's accounting period. All grant expenditure is accounted for on the basis of project start date and end date and it is assumed that expenditure is defrayed evenly over the life of the project. Further information is set out at note 1.10, Use of estimates and judgements.

## 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 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 as set-out in note 1.8.

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 – Employee redundancies**

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.

The Sports Council for Wales has approved a further restructuring exercise and, as a result, a number of posts will be made redundant. The balance on the provision at 31 March 2015 recognised an estimate of the cost of the post to be made redundant in 2014/15 (and paid out in 2015/16). A detailed plan was in place at the date of the financial statements and, consistent with International Accounting Standard (IAS) 19, Employee Benefits, a provision has been established for the related costs at 31 March 2015. These have been calculated as per the Sport Wales policy which is detailed in the staff handbook. Further information is set out at Note 18.

There were no additional provisions made during 2014/15.

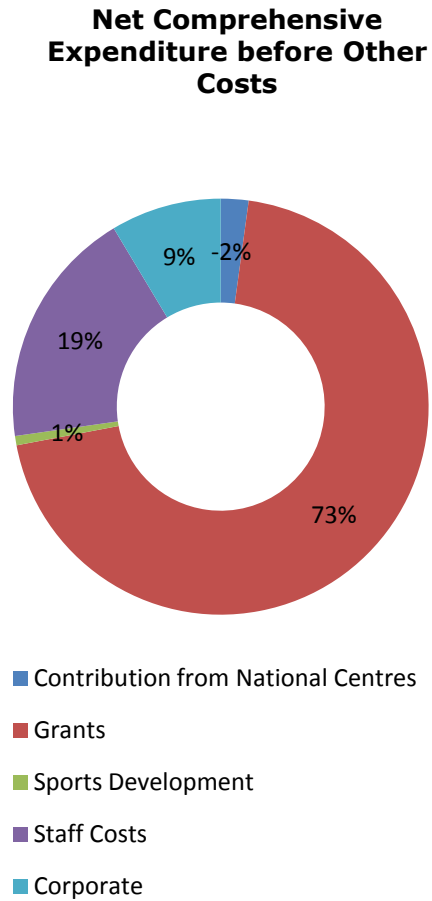
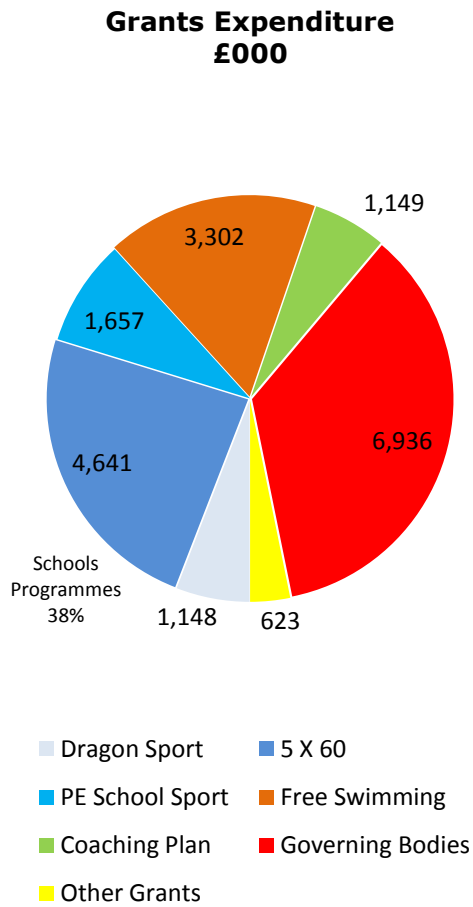
## 2. ANALYSIS OF NET COMPREHENSIVE EXPENDITURE

IFRS 8 requires operating segments to be identified on the basis on 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.

The Sport Wales previous format has been replaced with a more detailed breakdown showing in greater detail the allocation of expenditure.

		<b><u>Total</u></b> <b><u>2014/2015</u></b> <b>£000</b>	<b><u>Total</u></b> <b><u>2013/2014</u></b> <b>£000</b>
<b>National Centres</b>			
Revenue	Note 3	(2,317)	(2,505)
Expenditure Other	Note 7	1,718	1,475
Net Operating Contribution		<u>(599)</u>	<u>(1,030)</u>
<b>Grants</b>			
Sports Development Grants Income	Note 3	(27)	(28)
Grant Expenditure	Note 5	19,456	19,359
Net Operating Cost		<u>19,429</u>	<u>19,331</u>
<b>Sports Development and Corporate</b>			
Other Income	Note 3	(11)	(63)
Expenditure Other	Note 7	2,604	2,329
Net Operating Cost		<u>2,593</u>	<u>2,266</u>
Staff Costs	Note 6	<u>5,189</u>	<u>5,167</u>
<b>Net Comprehensive Expenditure before Other Costs</b>		<b><u>26,612</u></b>	<b><u>25,734</u></b>
<b>Other Costs</b>			
Property, Plant and Equipment and Pensions		2,314	(6,819)
Net Operating Cost		<u>2,314</u>	<u>(6,819)</u>
<b>Total Comprehensive Net Expenditure</b>		<b><u>28,926</u></b>	<b><u>18,915</u></b>

## 2. ANALYSIS OF NET COMPREHENSIVE EXPENDITURE – CONTINUED



## 3. INCOME

	<u>2014/2015</u> £000	<u>2013/2014</u> £000
<b>Income from activities:</b>		
Sports Development Grants:		
Other	27	28
	<u>27</u>	<u>28</u>
National Sports Centres	2,317	2,505
	<u>2,344</u>	<u>2,533</u>
<b>Other operating income:</b>		
Recovery of grants	-	35
EMS Grant	-	20
Other income	11	8
	<u>11</u>	<u>63</u>
<b>Total Income</b>	<u>2,355</u>	<u>2,596</u>

#### 4. GRANTS RECEIVABLE FROM GOVERNMENT

	<b><u>2014/2015</u></b> <b>£000</b>	<b><u>2013/2014</u></b> <b>£000</b>
Transferred to general fund	<u>26,003</u>	<u>26,413</u>

#### 5. GRANT EXPENDITURE

	<b><u>2014/2015</u></b> <b>£000</b>	<b><u>2013/2014</u></b> <b>£000</b>
Performance and Excellence	8,096	7,088
PESS / PLPS	1,658	2,383
Regions	9,702	9,888
	<u>19,456</u>	<u>19,359</u>
Public Sector	12,182	12,224
Private Sector	7,274	7,135
	<u>19,456</u>	<u>19,359</u>

#### 6. STAFF COSTS

(a)	<b><u>2014/2015</u></b> <b>£000</b>	<b><u>2013/2014</u></b> <b>£000</b>
<b>Permanent:</b>		
Salaries and wages	5,240	5,178
Provision for redundancies	67	-
Social Security costs	383	397
Other Pension costs	1,439	1,946
Agency & Instructional Staff	181	250
	<u>7,310</u>	<u>7,771</u>
IAS19 Adjustments	<u>(420)</u>	<u>(840)</u>
	6,890	6,931
Less: Allocated to SPORTLOT	<u>(1,701)</u>	<u>(1,764)</u>
	<u>5,189</u>	<u>5,167</u>

Other Pension costs include a lump sum contribution of £500,000 towards the net pension liability (2014/15 £1,075,000). As a result of the change of accounting policy noted above, the lump sum contribution is allocated 77% Sport Wales and 23% Lottery. The allocation is part of the 'Allocated to SPORTLOT' line.

IAS19 *Employee Benefits* requires an actuarially calculated figure (current service cost) to be charged to the Statement of Comprehensive Net Expenditure (SoCNE). For 2014/15, this charge was £980,000 (incl past service cost) and replaces the employer's pension costs in the SoCNE. The employer's contribution was £1,400,000, so the net effect was £(420,000) 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.

(b) The average number of permanent employees (excluding paid Council members) during the year on a whole time equivalent basis was made up as follows:

	<b><u>2014/2015</u></b> <b>No</b>	<b><u>2013/2014</u></b> <b>No</b>
Total	<u>150.3</u>	<u>148.9</u>

Due to the nature of their role we are unable to provide the Agency and instructional staff numbers on a full time equivalent basis.

#### Tax Policy for Off-Payroll Appointees

As at 31 March 2015, there were 2 arrangements that had existed for one year. 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.

#### (c) Compensation schemes – exit packages

<b>Exit package cost band</b>	<b>Number of redundancies</b>	
	<b>2014-15</b>	<b>2013-14</b>
< £10,000	0	0
£10,000 - £25,000	0	0
£25,000 - £50,000	1	1
£50,000 - £100,000	1	1
£100,000 - £150,000	0	0
Total number of exit packages	2	2
Total resource cost (£)	98,000	109,000

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. 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 and not by the Civil Service pension scheme.

(d) 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 40.

**Remuneration (subject to audit)**

<u>Name</u>	<u>Title</u>	<u>% Apportioned to Lottery</u>	<u>Salary £000</u>	<u>Pension Benefit</u>	<u>Total 000</u>
		<u>2014/15</u> <u>(2013/14)</u>	<u>2014/15</u> <u>(2013/14)</u>	<u>2014/15</u> <u>(2013/14)</u>	<u>2014/15</u> <u>(2013/14)</u>
Prof. Laura McAllister	Chair	50% (50%)	35 - 40 (35 - 40)	- -	35 - 40 (35 - 40)
Mrs Adele Baumgardt	Vice Chair	50% (50%)	10 - 15 (10 - 15)	- -	10 - 15 (10 - 15)
Ms Sarah Powell *	Chief Executive	25% (25%)	85 - 90 (75 - 80)	67,588 (119,126)	155 - 160 (195 - 200)
Dr Huw Jones	Chief Executive	0% (25%)	- (35 - 40)	- (0)	- (0 - 5)
Mr Roy Payne	Corporate Director	0% (50%)	- (25 - 30)	- (7,840)	- (35 -40)
Mr Jonathan Davies	Corporate Director	50% (50%)	55 - 60 (5 -10)	17,904 (2,497)	70 - 75 (10 - 15)
Mr Mark Frost***	Corporate Director	25% (25%)	15 - 20 (55 - 60)	2,343 (14,120)	20 - 25 (70 - 75)
Ms Sian Thomas	Corporate Director	0% (20%)	- (0 - 5)	- (0)	- (0 - 5)
Mr Graham Williams****	Corporate Director	25% (25%)	50 - 55 (45 - 50)	36,265 -	85 - 90 -
Mr Peter Curran	Corporate Director	25% (0%)	5 - 10 -	0 -	5 - 10 -
Mr Randal Hemingway	Corporate Director	25% (25%)	25 - 30 (50 - 55)	8,933 (14,479)	35 - 40 (65 - 70)
Mr Alan Williams**	Manager Plas Menai Watersports Centre	0% (0%)	55 - 60 (55 - 60)	0 (13,264)	55 - 60 (65 - 70)
Mr Malcolm Zapple	Manager Sport Wales National Centre	0% (0%)	55 - 60 (55 - 60)	10,147 (13,378)	65 - 70 (70 - 75)
Mr David Roberts	Council Member	0% (50%)	- (5 - 10)	- -	- (5 - 10)
Mr Martin J Warren	Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 - 10)
Prof. John Baylis	Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 - 10)
Mr Richard Cuthbertson	Council Member	50% (50%)	0 - 5 (5 - 10)	- -	0 - 5 (5 - 10)
Mr Andrew Morgan	Council Member	50% (50%)	0 - 5 (5 - 10)	- -	0 - 5 (5 - 10)
Mr Simon Pirotte	Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 - 10)
Mr Paul Thorburn	Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 - 10)
Mr Alan Watkin	Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 - 10)
Ms Johanna Lloyd	Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 -10)
Ms Janet Kingston	Council Member	0% (50%)	- (0 - 5)	- -	- (0 - 5)

<b>Name</b>	<b>Title</b>	<b>% Apportioned to Lottery</b>	<b>Salary £000</b>	<b>Pension Benefit</b>	<b>Total 000</b>
		<b>2014/15 (2013/14)</b>	<b>2014/15 (2013/14)</b>	<b>2014/15 (2013/14)</b>	<b>2014/15 (2013/14)</b>
Ms Julia Longville	Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 - 10)
Mr Peter King	Council Member	50% (50%)	5 - 10 (5 - 10)	- -	5 - 10 (5 - 10)
Ms Amanda Bennett	Council Member	50% (0%)	0 - 5 -	- -	0 - 5 -
Ms Samar Wafa	Council Member	50% (0%)	0 - 5 -	- -	0 - 5 -
Mr Andrew Lycett	Council Member	50% (0%)	0 - 5 -	- -	0 - 5 -
Mr Richard Parks	Council Member	50% (0%)	0 - 5 -	- -	0 - 5 -

Any negative Pension Benefit Figures arising in 2013/2014 have been restated in accordance with guidance issued by the Welsh Government.

\* During 2013/14, Sarah Powell held the following roles:

Dates:	Job Title:	FTE Salary
1st April to 4th July	Corporate Director	£56,576
5th July to 30th Sept	Interim CEO	£83,200
1st October to 31st March	CEO	£88,400

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.

\*\* During 2014/2015 a payment of £37,119 was made toward the strain on the pension fund as a result of the early retirement of Alan Williams, Manager Plas Menai Watersports Centre.

\*\*\* During 2014/15 a payment was made to Mark Frost who took voluntary redundancy. He received a compensation payment of £50-55,000.

\*\*\*\* During 2013/2014 Graham Williams was employed as Sport Wales Regional Manager and was appointed as Acting Corporate Director on 1<sup>st</sup> September 2014.

## Median Remuneration Ratio

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.

	2014 /15	2013 /14
Band of Highest Paid Director's Total Remuneration (£ '000)	90 – 95	85 – 90
Median Total Remuneration	25,750	25,750
Ratio	3.6	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 an increase in the median ratio of 0.2. The CEO total remuneration has increased by £2,600, whilst the median total remuneration has remained comparable.



**Pension Benefits (subject to audit)**

<b>Name</b>	<b>Real increase in Pension (and lump sum) at age 65 for 2014/15</b>	<b>Total accrued Pension (and lump sum) at age 65 at 31 March 2015</b>	<b>CETV at 31 March 2015</b>	<b>CETV at 31 March 2014</b>	<b>Real Increase/ (Decrease) CETV in Year</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Ms Sarah Powell Chief Executive	2.5 – 5.0 (2.5 – 5.0)	20 – 25 (35 – 40)	263	215	39
Mr Randal Hemingway <i>Corporate Director(to 08.10.2014)</i>	0.0 – 2.5 (0.0 – 2.5)	0 – 5 (0 – 5)	13	9	2
Mr Peter Curran <i>Corporate Director (from 05.01.2015)</i>	0.0 – 2.5 (0.0 – 2.5)	- -	- -	- -	- -
Mr Alan Williams <i>Manager Plas Menai Watersports Centre</i>	0.0 – 2.5 (-0.0 – 2.5)	20 – 25 (45 – 50)	479	447	27
Mr Malcolm Zaple <i>Manager Sport Wales National Centre</i>	0.0 – 2.5 (-0.0 – 2.5)	20 – 25 (45 – 50)	393	369	19
Mr Mark Frost <i>Corporate Director (to 20.08.2014)</i>	0.0 – 2.5 (-0.0 – 2.5)	10 – 15 (20 – 25)	201	191	8
Mr Jonathan Davies <i>Corporate Director (from 27.01.2014)</i>	0.0 – 2.5 (0.0 – 2.5)	0 – 5 (0 – 5)	12	2	5
Mr Graham Williams <i>Corporate Director</i>	0.0 – 2.5 (0.0 – 2.5)	15 – 20 (30 – 35)	237	204	28

Leavers during 2013/2014 have not been included in the table above:

Sian Thomas leaving date 10<sup>th</sup> May 2013  
 Huw Jones leaving date 30<sup>th</sup> September 2013  
 Roy Payne leaving date 10<sup>th</sup> January 2014

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's 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.

## 7. OTHER EXPENDITURE

	<b><u>2014/2015</u></b> <b>£000</b>	<b><u>2013/2014</u></b> <b>£000</b>
Auditor's Fees – Audit services	23	26
Auditor's Fees – Trust Accounts	3	3
Travelling, subsistence and hospitality expenses of:		
Members	24	27
Headquarters staff	30	33
National Sports Centres	2	5
Sports Development	110	120
Central support services	698	714
Marketing and communications	787	658
Research	824	622
Interest payable to Welsh Government	2	2
Other Expenditure:		
National Sports Centres	1,716	1,470
Sports Development	102	127
Movement in provision for doubtful debts	1	(3)
	<u>4,322</u>	<u>3,804</u>

## 8. DISPOSAL OF PROPERTY, PLANT & EQUIPMENT

	<u>2014/2015</u> £000	<u>2013/2014</u> £000
Gross book value	149	724
Accumulated depreciation	(143)	(722)
Net book value	<u>6</u>	<u>2</u>
Proceed from sale	<u>19</u>	<u>6</u>
Surplus on sale of asset	<u><u>13</u></u>	<u><u>4</u></u>

## 9. PROPERTY, PLANT & EQUIPMENT

### (a) Council:

	<u>Equipment</u> £000	<u>Vehicles</u> £000	<u>ICT</u> £000	<u>Total</u> £000
Cost or Valuation as 1 April 2014	416	128	211	755
Additions	145	31	-	176
Disposals	(46)	(8)	-	(54)
At 31 March 2015	<u>515</u>	<u>151</u>	<u>211</u>	<u>877</u>
Depreciation at 1 April 2014	(232)	(79)	(185)	(496)
Charge for the year	(46)	(17)	(10)	(73)
Disposals	40	8	-	48
At 31 March 2015	<u>(238)</u>	<u>(88)</u>	<u>(195)</u>	<u>(521)</u>
<b>Net Book Value at 31 March 2015</b>	<u><u>277</u></u>	<u><u>63</u></u>	<u><u>16</u></u>	<u><u>356</u></u>
Net Book Value at 1 April 2014	<u>184</u>	<u>49</u>	<u>26</u>	<u>259</u>
	<u>Equipment</u> £000	<u>Vehicles</u> £000	<u>ICT</u> £000	<u>Total</u> £000
Cost or Valuation as 1 April 2013	409	122	255	786
Additions	49	14	12	75
Disposals	(42)	(8)	(56)	(106)
At 31 March 2014	<u>416</u>	<u>128</u>	<u>211</u>	<u>755</u>
Depreciation at 1 April 2013	(217)	(72)	(215)	(504)
Charge for the year	(55)	(15)	(26)	(96)
Disposals	40	8	56	104
At 31 March 2014	<u>(232)</u>	<u>(79)</u>	<u>(185)</u>	<u>(496)</u>
<b>Net Book Value at 31 March 2014</b>	<u><u>184</u></u>	<u><u>49</u></u>	<u><u>26</u></u>	<u><u>259</u></u>
Net Book Value at 1 April 2013	<u>192</u>	<u>50</u>	<u>40</u>	<u>282</u>

**(b) Consolidated:**

	<b>Plas Menai Freehold land and buildings £000</b>	<b>Sport Wales National Centre buildings £000</b>	<b>Equipment £000</b>	<b>Vehicles £000</b>	<b>ICT £000</b>	<b>Total £000</b>
Cost or Valuation at 1 April 2013	5,185	12,775	1,795	150	334	20,239
Additions	49	228	49	16	12	354
Disposals	-	-	(593)	(8)	(123)	(724)
Revaluation	26	662	-	-	-	688
At 31 March 2014	5,260	13,665	1,251	158	223	20,557
Depreciation at 1 April 2013	-	-	(1,596)	(100)	(294)	(1,990)
Charge for the year	(145)	(277)	(55)	(15)	(27)	(519)
Disposals	-	-	591	8	123	722
Revaluation	145	277	-	-	-	422
At 31 March 2014	-	-	(1,060)	(107)	(198)	(1,365)
<b>Net Book Value at 31 March 2014</b>	<b>5,260</b>	<b>13,665</b>	<b>191</b>	<b>51</b>	<b>25</b>	<b>19,192</b>
Net Book Value at 1 April 2013	5,185	12,775	199	50	40	18,249
Cost or Valuation at 1 April 2014	5,260	13,665	1,251	158	223	20,557
Additions	41	345	145	31	-	562
Disposals	-	-	(121)	(27)	-	(148)
Revaluation	973	(1,441)	-	-	-	(468)
At 31 March 2015	6,274	12,569	1,275	162	223	20,503
Depreciation at 1 April 2014	-	-	(1,060)	(107)	(198)	(1,365)
Charge for the year	(174)	(258)	(46)	(18)	(10)	(506)
Disposals	-	-	115	27	-	142
Revaluation	174	258	-	-	-	432
At 31 March 2015	-	-	(991)	(98)	(208)	(1,297)
<b>Net Book Value at 31 March 2015</b>	<b>6,274</b>	<b>12,569</b>	<b>284</b>	<b>64</b>	<b>15</b>	<b>19,206</b>
Net Book Value at 1 April 2014	5,260	13,665	191	51	25	19,192

Included in Plas Menai Freehold land and buildings is land valued at £175,000 (2013/14 £175,000) The land and buildings held by the SCW Trust were independently valued as at 31 March 2015 at £18,843,000 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 fifty-three years remaining on the existing ninety-nine year lease, equating to an overall outstanding commitment of £162,763. The valuation for the Sports Wales National Centre buildings has decreased due to a change in the estimation technique used by the Surveyors in determining the rebuild cost of the building.

## 10. TRADE AND OTHER RECEIVABLES (DUE WITHIN 1 YEAR)

### Council and Consolidated:

	<b>At</b> <b>31 March</b> <b>2015</b> <b>£000</b>	<b>At</b> <b>31 March</b> <b>2014</b> <b>£000</b>
Trade receivables	117	156
SPORTLOT	595	763
VAT	86	35
Prepayments and accrued income	234	215
Grant prepayment	941	2,080
Grant repayable	66	67
Provision for bad and doubtful debts	(3)	(3)
	<u>2,036</u>	<u>3,313</u>
	<b>At</b> <b>31 March</b> <b>2015</b> <b>£000</b>	<b>At</b> <b>31 March</b> <b>2014</b> <b>£000</b>
<b>Intra-government balances</b>		
Balances with other central government bodies	681	798
Balance with local authorities	538	380
	<u>1,219</u>	<u>1,178</u>
Balance with bodies external to government	817	2,135
	<u>2,036</u>	<u>3,313</u>

## 11. TRADE PAYABLES AND OTHER LIABILITIES

### Council and Consolidated:

	<u>At</u> <u>31 March</u> <u>2015</u> £000	<u>At</u> <u>31 March</u> <u>2014</u> £000
Trade payables	64	104
Accruals	398	201
Deferred income	239	158
	<u>701</u>	<u>463</u>
	<b>2014/2015</b> £000	<b>2013/2014</b> £000
Amounts due during 2015/16 Financial Year	639	463
Amounts due during 2016/17 Financial Year	62	
Balance at 31 March 2015	<u>701</u>	<u>463</u>

	<u>At</u> <u>31 March</u> <u>2015</u> £000	<u>At</u> <u>31 March</u> <u>2014</u> £000
<b>Intra-government balances</b>		
Balances with other central government bodies	114	-
Balance with local authorities	-	-
	<u>114</u>	<u>-</u>
Balance with bodies external to government	<u>587</u>	<u>463</u>
	<u>701</u>	<u>463</u>

## 12. GRANT ACCRUALS

### Council and Consolidated:

	<u>At</u> <u>31 March</u> <u>2015</u> £000	<u>At</u> <u>31 March</u> <u>2014</u> £000
Accrued Grants	<u>26</u>	<u>21</u>

### 13. GROSS CASH FLOWS

	<u>2014/2015</u> <u>£000</u>	<u>2013/2014</u> <u>£000</u>
<b>Cash Flows From Investing Activities</b>		
Interest received	2	2
<b>Capital Expenditure and Financial Investment</b>		
Payments to acquire property, plant and equipment	(562)	(354)
Receipts from the sale of property, plant and equipment	19	6
	(543)	(348)
<b>Cash Flows From Financing Activities</b>		
Funding received from the Welsh Government (note 4)	26,003	26,413

### 14. CASH AND CASH EQUIVALENTS

	<u>2014/2015</u> <u>£000</u>	<u>2013/2014</u> <u>£000</u>
Balance at 1 April	1,101	659
Net change in cash and cash equivalent balances	113	442
Balance at 31 March	1,214	1,101
The following balances at 31 March were held at:		
Commercial banks and cash in hand	1,214	1,101
Balance at 31 March	1,214	1,101

### 15. CAPITAL COMMITMENTS AT NATIONAL SPORTS CENTRES

	<u>31 March</u> <u>2015</u> <u>£000</u>	<u>31 March</u> <u>2014</u> <u>£000</u>
Contracted but not paid	59	-

### 16. CONTINGENT LIABILITIES

There were no contingent liabilities outstanding at the year end.

## 17. 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 2014/15 this is Sports Council for Wales 77% and Lottery Accounts 23%.

Sport Wales made a total pension contribution in 2014/15 of £1,400,000 (2013/14 £1,930,000) which is analysed as follows:

- Employers Pension contributions £826,000 representing 20.2% of pensionable pay and advanced contributions in respect of early retirement cost (2013/14 £855,000 at 21.5%)
- Lump Sum Contribution of £500,000 (23% of which was met by Lottery), (2013/14 £1,075,000 of which 23% was met by Lottery)

The rate of employer's pension contributions from 2014/15 will be 20.2%. This has been set as a result of the last triennial valuation of the scheme which was carried out as at 31 March 2013. 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 £1,090,000 to the fund in 2014/15. In addition to this "strain on fund" contributions may be required as well as an additional contribution towards the pension deficit of £460,000.

The net pension liability for the Sport Council of Wales consolidated accounts as at 31 March 2015 is £9,371,000 (2013/14 £7,908,000).



## Main Financial Assumptions

	<b>31 March 2015</b>	<b>31 March 2014</b>	<b>31 March 2013</b>
Discount Rate	3.2	4.3	4.6
Inflation – CPI	1.8	2.4	2.8
Rate of increase to pensions in payment	1.8	2.4	2.8
Rate of increase to deferred pensions	1.8	2.4	2.8
Rate of general increase in salaries	2.8	3.4	4.7
Mortality assumptions:			
Future lifetime from age 65 (aged 65 at accounting date)			
- Male	23.8	23.7	24.0
- Female	26.7	26.6	26.8
Future lifetime from age 65 (aged 45 at accounting date)			
- Male	25.8	25.7	25.7
- Female	29.0	28.9	28.8

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 2015.

### Analysis of movements in surplus (deficit) during the year

	<b>31 March 2015 £M</b>	<b>31 March 2014 £M</b>
Fair value of fund assets	30.40	26.37
Present value of liabilities	(42.57)	(36.64)
(Deficit) in scheme at end of year	(12.17)	(10.27)

### Analysis of amount charged to Operating Costs

	<b>31 March 2015 £M</b>	<b>31 March 2014 £M</b>
Current service cost	0.90	1.09
Past service cost	0.08	0.00
Interest cost	0.41	0.86
Expense recognised	1.39	1.95

### Remeasurement of amounts recognised in Other Comprehensive Expenditure

	<b>31 March 2015 £M</b>	<b>31 March 2014 £M</b>
Return on plan assets in excess of that recognised in net interest	(2.29)	(1.50)
Actuarial losses/(gains)/due to change in financial assumptions	4.43	(3.38)
Actuarial losses/(gains) due to change in demographic assumptions	0.00	(1.78)
Actuarial (gains) due to liability experience	(0.23)	(2.28)
Total amount recognised in Other Comprehensive Expenditure	1.91	(8.94)
Total amount recognised	3.30	(6.99)

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

	<b>31 March 2015 £M</b>	<b>31 March 2014 £M</b>
Opening defined benefit obligation	36.64	41.67
Current service cost	0.90	1.09
Interest expense on defined pension obligation	1.56	1.90
Contributions by participants	0.29	0.27
Actuarial losses/(gains) on liabilities - financial assumptions	4.43	(3.38)
Actuarial losses/(gains) on liabilities - demographic assumptions	0.00	(1.78)
Actuarial (gains) on liabilities – experience	(0.23)	(2.28)
Net benefits paid out	(1.10)	(0.85)
Past service cost (including curtailments)	0.08	0.00
Closing defined benefit obligation	42.57	36.64

**Changes to the fair value of assets during the year**

	<b>31 March 2015 £M</b>	<b>31 March 2014 £M</b>
Opening fair value of assets	26.37	22.48
Interest income on assets	1.15	1.04
Remeasurement gains on assets	2.29	1.50
Contributions by the employer	1.40	1.93
Contributions by participants	0.29	0.27
Net benefits paid out	(1.10)	(0.85)
Closing fair value of assets	30.40	26.37

**Actual return on assets**

	<b>31 March 2015 £M</b>	<b>31 March 2014 £M</b>
Expected return on assets	1.15	1.04
Actuarial gain on assets	2.29	1.50
Actual return on assets	3.44	2.54

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

	<b>31 March 2015 £M</b>	<b>31 March 2014 £M</b>	<b>31 March 2013 £M</b>	<b>31 March 2012 £M</b>	<b>31 March 2011 £M</b>
Fair value of assets	30.40	26.37	22.48	19.22	18.32
Present value of defined benefit obligation	(42.57)	(36.64)	(41.67)	(36.41)	(31.32)
(Deficit)	(12.17)	(10.27)	(19.19)	(17.19)	(13.00)

## 18. PROVISION – EMPLOYEE REDUNDANCIES AND PENSION STRAIN

	<b><u>Employee redundancies</u> £000</b>	<b><u>Total</u> £000</b>
Balance at 1 April 2014	0	0
Movement in provision	67	67
Provisions utilised in the year	-	-
Balance at 31 March 2015	<u>67</u>	<u>67</u>

### *Analysis of expected timing of cash flows*

	<b><u>Employee redundancies and pension strain</u> £000</b>	<b><u>Total</u> £000</b>
Not later than one year	67	67
Later than one year and not later than five years	0	0
Later than five years	0	0
Balance at 31 March 2015	<u>67</u>	<u>67</u>

### **Employee Redundancies and Pension Strain**

At March 2014/15 the provision set aside is to meet an employee redundancy. There were no additional provisions made during 2014/15.

## 19. RELATED PARTY TRANSACTIONS

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

<b>Member's Panel</b>	<b>Body</b>	<b>Payments in Year £000</b>	<b>Nature of link</b>	<b>Committed Grant Payment</b>
A Williams <i>Manager Plas Menai Watersports Centre</i>	Welsh Yachting Association	126	Member & daughters coach/one a physiotherapist	-
	Royal Yachting Association	14	Member & daughters coach/one a physiotherapist	-
	Caernarfon Harbour Trust	4	Member of Advisory Group	-
	Sports Coach UK	25	Member	-
	Welsh Canoe Association	134	Member	-
	Funky Starfish	1	Wife & Daughter run business	-
M Frost <i>Corporate Director</i>	Glamorgan County Cricket Club	10	Member	-
	Cardiff County Council	819	Wife Employee	-
S Powell <i>CEO</i>	Welsh Hockey Union	443	Member	-
J Lloyd <i>Council Member</i>	Welsh Netball Association	270	Mother Employee	-
	Rhondda Cynon Taff CBC	1,460	Sister Employee	-
	Welsh Badminton Union	112	Sister provides coaching	-

<b>Member's Panel</b>	<b>Body</b>	<b>Payments in Year £000</b>	<b>Nature of link</b>	<b>Committed Grant Payment</b>
J Lloyd (con't) <i>Council Member</i>	Cardiff Metropolitan University	37	Father Employee	-
	Welsh Rugby Union Ltd	925	Father WRU Match Official	-
	University of South Wales	2	Advisory Board Member	-
J Longville <i>Council Member</i>	Pembrokeshire County Council	573	PESS Consultant for West Consortia	-
	Powys County Council	489	As Above	-
	Neath/Port Talbot County B.Council	448	As Above	-
	City & County of Swansea	629	As Above	-
	Ceredigion County Council	273	As above	-
	Cardiff Metropolitan University	37	Senior Lecturer	-
	Welsh Netball Association	270	Member	-
	Welsh Gymnastics	455	Mentor	-
	Welsh Athletics	518	Son athlete of Welsh Athletics	-
P King <i>Council Member</i>	Sports & Recreation Alliance	420	Director	-
Prof L McAllister <i>Chair</i>	FAW Football in the Community	75	Board Member	-
	Institute of Welsh Affairs	1	Board Member	-
	UK Sports Council	2	Board Member	-
	Stonewall Equality Ltd	3	Board Member	-

<b>Member's Panel</b>	<b>Body</b>	<b>Payments in Year £000</b>	<b>Nature of link</b>	<b>Committed Grant Payment</b>
M J Warren <i>Council Member</i>	Cardiff Metropolitan University	37	Director of Finance (until 2013)	-
Prof J Baylis <i>Council Member</i>	University Of Wales Swansea	66	Emeritus Professor	-
	Cardiff University	1	Daughter Employee	-
S Pirotte <i>Council Member</i>	Colegau Cymru	4	Board Member	-
A Watkin <i>Council Member</i>	Welsh Hockey Union	443	Chair	-
R Parks <i>Council Member</i>	University of South Wales	2	Honourary Lecturer	-
S Wafa <i>Council Member</i>	Cardiff County Council	819	Former Instructor & Family Employee	-
A Bennett <i>Council Member</i>	Sport & Recreation Alliance	420	Governance Advisor	

#### **Remuneration of Senior Managers and Council Members**

Senior Managers and Council Members are considered to be the Directors and their remuneration is disclosed within Note 6 (d) on pages 37 to 38.

#### **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.