

Charity Registration No. 1144663

Company Registration No. 05199508 (England and Wales)

THE FEDERATION OF DISABILITY SPORT WALES LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

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THE FEDERATION OF DISABILITY SPORT WALES LIMITED

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THE FEDERATION OF DISABILITY SPORT WALES LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

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

Objectives and activities

The objects for which the Federation of Disability Sport Wales is established, and as identified in The Articles of Association, are:

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

In 2019 The Federation of Disability Sport Wales reviewed their strategic approaches to delivering against the Charitable Objects:

Vision

An Active Nation where Everyone can have a Lifelong Enjoyment of Sport

Mission

Influence, include, inspire, insport

Values

Champion Everyone

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

Proudly Welsh

Together we are dedicated, passionate and welcoming

Value Growth

We listen and learn; we nurture share and support

Highlight Possibility

We are ambitious, creative and resourceful

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Objectives

Strategic Priority 1: Establish effective partnerships for an inclusive sector culture

1. The insport programme philosophy of inclusion is embedded by all partners
2. Inclusive athlete development pathways are confidently delivered and thrive
3. Successful inclusive approaches within disability sport locally, nationally and internationally are co-promoted

Strategic Priority 2: Empower an inclusive workforce

1. Diversity is reflected in an inclusive, skilled workforce who will enthuse and engage
2. Develop a workforce who will champion and deliver inclusion
3. Participant-centred resources based around what people can do are co-developed and produced

Strategic Priority 3: Enable robust inclusive pathways

1. Curricula relevant to physical competency is inclusive of disabled people
2. An approach which equally values the success of all achievements is clear through all communication
3. Quality opportunities for all disabled people to be active for life are increased
4. The value of active recreation and being physically active within the pathway is championed

Strategic Priority 4: Grow as a sector-leading, healthy and accountable organisation

1. Insight which will challenge understanding of an inclusive and diverse physical activity landscape is readily available
2. Resilient programme-linked income generation through partnerships and collaboration are secured
3. DSW are successfully profiled to new and existing networks
4. Exceptional standards around people and well-being are achieved

What success looks like against each of these ambitions are defined within the strategy and measured quantitatively and qualitatively for impact and learning so that the FDSW can ensure investment is focused in the right areas for the achievement of our objects. The FDSW report their learning and progress linked to Lottery and Exchequer investment to Sport Wales through the Capability and Accountability Frameworks.

The Federation of Disability Sport Wales is committed to the development of inclusive and disability sport and focuses its efforts through seven national provisions: -

1. The DSW Community programme

A shared initiative between The Federation of Disability Sport Wales, Sport Wales, and the Local Authorities (LAs). There is a Disability Sport Wales Development Officer (DSWDO) within each of the 22 LA's in Wales. The programme is aimed at developing quality-led, community-based sporting and physical activity opportunities for disabled people throughout Wales. This programme contributes to delivery across our strategic priorities, but particularly to SP1 (establishing effective partnerships for an inclusive sector culture) and SP3 (enable robust inclusive pathways).

2. The DSW National Youth Board

A board comprising of 9 young people aged between 14 – 24 years old who meet (virtually or face to face) on a quarterly basis and give a voice to young people within the Federation of Disability Sport Wales. The Chair and Vice Chair attend FDSW Board of Trustees meetings, provide a paper, and consult with colleagues in the FDSW regarding key work areas and aspects of communication and engagement relevant to young people. This impacts on all Strategic Priority areas but specifically on SP4 (grow as a sector-leading, healthy and accountable organisation).

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3. Education and Training

Delivery of a range of generic, population-specific training courses to the community, club, public and private sector and national sports agencies and governing bodies of sport. This provision also links closely with the delivery of insport aims at specific Standards (see insport point below). Significant work also takes place with NGB and third sector partners to support the development of their specific and inclusive coach education, as well as the delivery of the Admiral Play Together and Sainsbury's Active Kids for All Inclusive PE sessions. The methods for delivery of all Education and Training has changed this year to virtual classroom environments. These programmes seek to create a Wales where sport and active recreation is inclusive and intends to 'empower an inclusive workforce' (SP2) as well as establishing 'effective partnerships for an inclusive sector culture' (SP1).

4. Performance Pathway programme

Aimed at identifying and supporting emerging athletes through a series of Hubs located in the 3 regions of Wales. Athletes within the Hubs are provided tailored support in a tiered structure which is intended to develop their physical literacy as well as sport specific exposure. Provision is to all athletes who have the potential to progress in Paralympic, Commonwealth, Virtus, Deaflympic and Special Olympics pathways. During this financial year the performance pathway programme has been delivered virtually with hub sessions held weekly through Zoom. Through this programme the FDSW delivery against SP3 (enable robust inclusive pathways) and SP1 (establish effective partnerships for inclusive sector culture).

5. National Performance programme

Supports elite (disabled) athletes via a range of performance services who are within or transitioning on to UK, GB or Welsh programmes for Paralympic or Commonwealth Games performance. This has been delivered in Wales for those athletes (during this financial year) who are medal winning potential. Specific provisions and exceptions were made by Welsh Government to enable these athletes to train in a Covid-safe environment. This extends the delivery of SP3 and enabling robust inclusive pathways.

6. insport

6.1 insport programmes

A series of projects that provides a toolkit to an inclusive approach for delivery across the sport and active recreation sector, including our delivery partners (specifically NGB's, Local Authorities, clubs, as well as leisure and sports providers and the sports education sector). These programmes include:

- insport NGB (specifically for National Governing Bodies of sport in Wales)
- insport Development (specifically for Local Authorities across Wales)
- insport Club (specifically for clubs based within Wales)
- insport 3rd Sector (specifically for third sector organisations operating in Wales), and
- piloting insport Education (Primary) (specifically for primary school settings in Wales)

Through insport programmes we deliver directly against strategic priority 1 (establish effective partnerships for an inclusive sector culture), and this set of programmes intends to create a culture of inclusive change within the internal systems and delivery provided by partners within the broader sport sector.

6.2 insport Series Events

In partnership with Spar, the FDSW deliver local locally accessible insport Series Events in partnership with local clubs who have achieved at least Ribbon standard of insport Club. This means that there is an opportunity for disabled people and their friends and families to come and get involved with a range of sports where there are good quality community opportunities available locally. These events have been delivered virtually this financial year, with video footage and resources held on the Disability Sport Wales YouTube page and within a specific insport Series Event microsite. This provision specifically relates to Strategic Priority 1 (Establish effective partnerships for an inclusive sector culture) and 3 (Enable robust inclusive pathways).

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

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7. Get Out, Get Active (GOGA)

A programme funded by Spirit of 2012, delivered in partnership with the Home Nations Disability Sport Organisations and other key partners, and 3 localities (Local Authorities) in Wales to engage the least active of the inactive disabled and non-disabled people who also share other protected characteristics in active recreation opportunities. Phase 1 of the GOGA programme ended in May 2020 with the second 3-year phase of GOGA in progress, and an extended end date of September 2023. GOGA Officers have focused on building relationships, identifying effective communication channels and identifying need for activity within communities whilst face-to-face activity was not possible. The GOGA Programme contributes to Strategic Priority 2 (Empower an inclusive workforce) and Strategic Priority 3 (Enable robust inclusive pathways)

Across all its provision within the community the activities provided in partnership with the FDSW are dependent on volunteers. They underpin the sessions, they work with the DSWDOs in the local authorities on insport Club, they support events, and they attend the education and training intended to support their provision. During this year the role of the volunteers has changed significantly, with activity largely occurring in a home-based and virtual environment. There has been no requirement for volunteers to support events, as no face-to-face events have been held; and additional volunteering activities have been very limited during this time. This may have an impact on the pace of return to face-to-face activities when it is safe to do so.

Everyone at the FDSW are even more appreciative of the support that all the volunteers have given to the ongoing delivery of disability and inclusive sport in Wales, particularly when the circumstances have been so challenging and uncertain.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The FDSW is not a grant-making charity.

The Charity's policy is to consult and discuss with employees at meetings, matters likely to affect employees' interests.

Information of matters of concern to employees is given through regular team and one-to-one meetings, as well as via email and agreed other forms of accessible communication; all of which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the charity's performance. This has been particularly important during this year and all team and one-to-one meetings have taken place on a weekly basis. Zoom and Teams have been used extensively as the preferred form of contact for all employees.

Applications for employment by disabled persons are proactively sought, and a skills-focused criterion is set which has been Equality Impact Assessed. The Federation of Disability Sport Wales continues to be a Disability Confident Employer and operates the Guaranteed Interview Scheme. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the charity continues and that the appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should be equitable to that of non-disabled employees.

Public benefit

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charitable purposes and Public Benefit".

The public benefit of The Federation of Disability Sport Wales is for the object of improving the provision for sport and recreation for the disabled in Wales. This is reflected in the key objectives of the company.

The work of The Federation of Disability Sport Wales covers all of Wales.

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The Federation of Disability Sport Wales ensures that its programmes are reflective of the Activity Inclusion Model, focuses on the functional model of disability and offers individuals the opportunity to achieve an active life within their communities. Some individuals may then enter an athlete development pathway through which they are supported to achieve their potential within a competitive sport environment and may continue through to GB, UK and Welsh programmes. The disability sport pathway is not a linear one, but offers the opportunity for individuals to revisit, and indeed start, at segments of the pathway which will be different but appropriate to them.

The Federation of Disability Sport Wales' activities directly relate to a high-value social return on investment. This ethos has remained the same despite the public health circumstances and societal changes imposed consequently. The reframing of activity the FDSW took during the 12 months continued to drive the work undertaken by The Federation of Disability Sport Wales, and therefore the direct and positive impact on individual and societal benefits, and in doing so achieves the corporate Vision. Such benefits include:

- Health
- Well-Being
- Social Cohesion
- Changing public perceptions towards disability/impairment
- Education & Lifelong Learning
- Social Networks and Friendships
- Reducing social isolation
- Anti-poverty
- Improving Life Chances

Achievements and performance

The Covid-19 pandemic impacted the provision of sport significantly, and whilst physical activity increased for some (with it being for a period of time the only permissible reason for leaving the house) for the majority of disabled people (significant proportions of whom were on the Shielding List) access to physical activity (including sport) decreased disproportionately. Lottery and Exchequer funding was assured and sponsorship from partners was confirmed for delivery of outcomes in alternative ways. None of the FDSW employees' roles were at risk, and no furloughs were proposed or required.

Staffing

All employees were transferred to a home-working environment and both Deeside and Cardiff FDSW Offices were closed the week prior to UK lockdown on 26 March 2020. During this period the GOGA#1 programme came to an end (May 2020), however, due to the changed requirements for provision the FDSW further extended the contracts of RCT and Wrexham Officers until 31 December 2020. The Pembrokeshire GOGA Officer left her post at the end of May 2020 for a new role within the Local Authority. She had been involved with GOGA from the outset and was a highly valued member of the DSW team. She will have great impact in her new role, and we wish her well.

In October 2020 the Administration Officer post was extended and a contract issued for a further three years until 30 September 2023. An additional Performance Pathway Project Officer post was created for a 6-month fixed term on a full-time basis from 1 October 2020 until 31 March 2021. This additional role will be based in performance pathway and develop Boccia in Wales, as well as take leadership responsibility for relationships with Higher Education Institutions.

In November 2020 the Partnership Manager for the FDSW resigned from her post to take up a position with Inclusive Employers. She had been an employee of the FDSW for 15 years and had led the Community programme from its early inception. She will thrive within her new role but will be sadly missed by all in FDSW. On an interim basis (for a fixed term of 1 year) the insport Senior Officer took on the Partnership Manager role (1 December 2020 until 31 December 2021), and therefore his post was advertised and filled (on a 12-month fixed term full-time basis) with an insport Officer on 31 January 2021.

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In February 2021 an Insight and Learning Senior Officer was appointed to lead the development of insight within the FDSW and to ensure that delivery was linked to data, insight and learning for impact. This post was appointed on a 12-month fixed term, full-time contract. In March a recruitment process began for the appointment of a Digital Brand and Marketing Officer, this is also a 12-month fixed term, but a 0.4 contract (2 days a week). This post will start in the new financial year.

Two employees took extended periods of leave during this period, both linked to the context of the pandemic and the impact on their health and wellbeing of this.

Establish effective partnerships for an inclusive sector culture

insport Programmes

There has been continued support for the insport programme over this period, despite the shutdown of club-based, NGB-organised and Local Authority provision. The cessation of organised, group face-to-face activity resulted in some increased progress for insport Clubs, as the volunteers and club officials found time to collate resources which demonstrated their progress against aims. Growth has been reflected particularly in clubs achieving the Ribbon standard and progressing towards the Bronze and Silver standards. The breakdown is as follows:

Working towards insport club ribbon - 174
insport Club Ribbon - 260
insport Club Bronze - 44
insport Club Silver - 18
insport Club Gold - 12

All 22 Local Authorities (LAs) hold at least Bronze standard with 13 having progressed onto the insport Development Silver. Four of these have also agreed their insport Development Gold aims with the panel and are working towards the achievement of these. The remaining 9 are putting their Gold standard aims together through a consultation process with their membership, however this work over the past year has generally slowed down. Significant numbers of employees within Local Authorities were furloughed, and whilst this was only the case for the Disability Sport Wales Development Officer (DSWDOs) in Newport (employed by Newport Live), other DSWDOs were given permission to work outside of the sport development team to support the delivery of statutory services within the local authority. This position was supported by Sport Wales as the focus of their work continued to fulfil a community-focused function.

insport 3rd Sector has 8 organisations engaging with 3 Case Officers; 3 have progressed to the Silver standard; 1 achieving their Ribbon standard, and another 2 are working towards Ribbon Standard.

Eleven organisations outside of FDSW now support clubs to work towards insport Club standards. This has grown capacity to support inclusive working and has resulted in 77 clubs (of those identified above) being mapped against their own NGB's inclusive accreditation process. The last 12 months has seen the FAW Trust significantly developing the support for clubs working towards the insport standards, with both Welsh Boxing and Swim Wales also increasing the awareness of the standards within their club networks.

At the end of 2020/21 there were a total of 27 Welsh National Governing Bodies engaged with insport NGB; one working towards insport NGB Ribbon, 10 achieving Ribbon, nine on Bronze standard and a further seven having achieved insport NGB Silver standard. Of these, three have agreed their insport NGB Gold standard aims and continue to make consistent progress. insport Panels (which are the method through which organisations submit the support against the aims for the standard they are working towards and are then awarded, or not, that standard) were facilitated virtually, with training being given to all panel members, and discussion within the team and presenters regarding the quality assurance and comparability of virtual versus face-to-face formats. Five insport NGBs, three insport Development teams and four 3rd Sector organisations have come to panel during this period.

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Whilst the pandemic has impacted directly on provision, for some organisations who continued to have capacity, there was time for focused work to take place regarding insport, which should result in enhancements to inclusive delivery as provision continues and returns.

National Youth Board

The Disability Sport Wales National Youth Board continue to make good progress and continue to influence the FDSW's thinking. All meetings were transferred to a virtual format and frequency of meetings increased to maintain connection and check in on the wellbeing of members. The NYB Chair has continued in her post, and despite the original change being temporary until December 2020, given the extent of social change it was decided by the senior team within the NYB to extend the tenure until everything had started to settle down again. The focus for the National Youth Board during this time has been on defining specific roles for each member and linking them up to members of the DSW Executive team as well as the FDSW Trustees.

During the year three of the NYB members stepped down from the board due to other commitments. Their contribution has been appreciated by the whole team at the FDSW and the impact they have made on the practice of FDSW has been incredibly important. Recruitment will take place in the later part of 2021 for new members and to establish a geographic spread of members, and representation from members across all impairment groups.

The National Youth Board lead a very successful (and likely on-going) podcast and vodcast series called 'Just Ask' which was intended to bring audio (podcast) and visual (vodcast) content via young peoples voices to other young disabled people on topical issues linked to health and wellbeing, physical activity and performance sport, equality and diversity, and lifestyle (nutrition, etc). These are available through Spotify, Podbean and Apple.

Empower an inclusive workforce

Education and Training: Virtual Learning Environment (BrightSpace)

Investment was made in January 2021 into a new Virtual Learning Environment for the UK DIT (Coaches and Volunteers) workshop, and it is intended that this resource will be shared with the Welsh sport sector. The content has been developed in partnership with Scottish Disability Sport, with the content and livery reflecting the Home Nation Disability Sport Organisation delivering. This will create some sustainability of delivery of the UK DIT workshops where face-to-face delivery is not possible, and longer term will be a time and cost-effective blended learning opportunity for all coaches and volunteers. Scope will also exist to add different derivatives of the workshop to the VLE so that it is specific to different sports and adopted by Welsh NGBs. There is provision for 2000 learners to access virtual learning and it is anticipated that the launch will be later in 2021.

Education and Training: UK DIT and Sainsbury's Active Kids for All workshops

The Federation of Disability Sport Wales offers UK Disability Inclusion Training courses (delivered by the DSW workforce) for the purposes of grassroots coaches, volunteers, clubs, Governing Bodies of sport, local authority staff and facility providers. This is a workshop which is developed by the 4 Home Nations Disability Sport Organisations and delivered locally. The FDSW currently have a workforce of 20 tutors (7 North-based, 11 South-based, and 2 based in West Wales) who have all achieved their L3 Award in Delivering Learning (ADL) or L3 Award in Education and Training (AE&T), and engage with two workforce development sessions annually.

In 2020/21 the Federation of Disability Sport Wales drastically changed the delivery mechanism for these workshops because of the restrictions for group, indoor and face-to-face contact. A version of the workshop was created retaining, as far as possible, the original learning outcomes but placing the delivery in a virtual classroom environment where there was a tutor who acted as workshop deliverer, and a second tutor who acted as workshop facilitator (keeping an eye on the chat function, and ensuring workshop engagement was supported).

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Across all the UK DIT derivative courses there were 22 virtual classrooms delivered (with approximately 305 candidates attending) and 11 Sainsbury's Active Kids for All Inclusive PE courses (the Education-focused UK DIT workshop) (with a total of 189 undergraduate, post-graduate and in-service education staff attending). The funding for this workshop was extended in March 2020 for one final year and came to an end in March 2021. Discussions are ongoing about the identification of a replacement partner to this workshop.

The feedback from the workshops was very positive, with a cohort of learners attending who had previously been absent from face-to-face workshops, therefore a review of formats will take place into the next financial year. This will happen alongside the development of a Virtual Learning Environment (VLE) for the FDSW, hosted on BrightSpace. This will allow a blended approach (in partnership with Scottish Disability Sport) to learning around Disability Inclusion Training and will be offered to Welsh NGBs in a format which can be modified to create a bespoke, sport specific package for learners. Two thousand learners will be provided with the opportunity to access this VLE prior to January 2022.

Education and Training: Admiral Play Together sessions

The partnership agreement with Admiral for the Play Together workshops spans a calendar rather than financial year. The contract for 2020/21 was signed in May 2020 due to the changing conditions for delivery and with the closure of the schools in Wales. It was agreed that another 1,600 children in KS2 would be provided with the opportunity to get access to sessions (when it is safe to do so). Whilst it wasn't possible to deliver face-to-face, a series of online activities were created and posted through the FDSW social media and hosted on the YouTube channel for young people to be Play Together at home with their siblings, and adult members of their families. This social media campaign reached 28,363 people. Whilst this was not our initial preferred delivery method, this helped to spread the awareness and reach of Disability Sport Wales, the Play Together programme and message along with the profile of our commercial partner Admiral. A competition was also hosted to create a Play Together t-shirt with the winner getting the t-shirt produced for each member of their class. As the schools opened many of the sport development teams began to deliver Play Together session with precautions and safeguards in place. This has resulted in 1,505 children having access to the sessions in schools. We have been able to extend our delivery workforce of this programme by delivering virtual orientation sessions to appropriate sports development personnel beyond our DSWDO network. We have delivered to 24 individuals across 10 local authorities and include members of our DSW Youth Board. We have also delivered to Urdd staff to extend our reach in Welsh medium primary schools.

Toyota Funding: Inclusive club sessions

In November 2019 Toyota (because of their partnership with the BPA Parasport website) offered £10,000 investment into the FDSW for programming to extend the provision of inclusive clubs; this was continued in November 2020 with a further £10,000 investment for the provision of workshops (no investment was sought from Sport Wales this year). Six workshop themes were identified this year (UK DIT (Coaches and Volunteers), Mental Health Awareness, Safeguarding Adults at Risk, Autism Awareness, Introduction to insport Club, and Guidance to Inclusive Marketing), with 498 learners engaging across the 40 workshops offered in their digital classroom format (free of charge to the end user as long as they were associated to a club working towards one of the insport Club standards). 44 new clubs engaged with insport Club commencing their journey with ribbon standard. The programme completed at the end of March 2021.

Enable robust inclusive pathways

Community Programme

During the past 12 months the provision ordinarily made through the FDSW into community sport through the Local Authority employed Disability Sport Wales Development Officers. A network of 22 Development Officers are currently in place.

Over the past 12 months, as expected, the number of active inclusive opportunities for disabled people was severely impacted by the public health measures in response to the Covid-19 pandemic. A change in reporting methods, to focus on community-based opportunities, also led to some education-based opportunities previously reported not being reflected here. Over this period, the Federation of Disability Sport Wales supported 11,520 disabled people to access physical activity, exercise or sporting opportunities across Wales.

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This represented a significant decrease in the reported figures from 2019/20, with 20 of the 22 Local Authority areas reporting a decrease in the number of active participants. Gwynedd and Monmouthshire were the exception, with both demonstrating an increase in the number of participants over this period.

Focus over the next year will be to support the effective return of these participants, using the insport programmes to accelerate the development of inclusive provision and to embed a culture of inclusive change across the sector. The continued growth and influence of the insport Club programme over the last 12 months, along with the continued investment into the development of the wider programme and supporting resources, will support a return to a positive trajectory of growth in participation levels. Significant support was provided to NGBs regarding the inclusive return to their sports within their Return to Sport Guidance. The FDSW also created a range of resources for the Sector to ensure that disabled people were not unintentionally excluded from the return to participation when it was safe and permitted. Sport Wales also released financial resource in the form of Be Active Wales grants to support clubs survive and then thrive. Virtual seminars were provided through the FDSW to support the return of inclusive clubs to sport.

In providing these opportunities, the Federation of Disability Sport Wales has worked with/supported 594 community clubs and sessions. The people accessing these participation opportunities are from all impairment groups (Sensory impairment (blind and partially sighted; Deaf and hard of hearing), Physical impairment; and Intellectual impairment). Similar to the participant figures above, these have been adversely impacted over the past 12 months. Looking at the diversity in the workforce within these environments, only 8% of the coaches supporting delivery have a disability, 20% are Welsh speaking, and 0.7% identify as being from an ethnically diverse background.

Work led by Sport Wales alongside the Local Authority based partners continues to progress the Community Sport and Activity Programme (CSAP) whereby delivery will take place through regional partnerships rather than solely within LA boundaries. Sport North Wales Partnership Board continue to move towards an established agreement hosted by Gwynedd County Council. Although overall progress has been slower than anticipated to ensure that the governance processes are right, Sport North Wales have made progress, with the intention of appointing a Regional Director in the following financial year. The CEO and Partnership Manager for FDSW continue to be involved throughout the process of engagement and development, this will continue as the remaining 4 regions develop.

The FDSW began a 3-year sponsorship agreement with Spar in October 2019 for the Community Programme with specific brand focus at the insport Series Events across Wales. Although restrictions have prevented insport Series events from being delivered in the traditional format, Spar have continued to be very supportive of the decision to place the interests of disabled people and their families at the centre of the decision making, and the FDSW are very grateful for this support. Over this period, with the support of local insport Clubs and National Governing Bodies of Sport, we have continued to develop opportunities for participants to engage with physical activity (including sport). These opportunities have been hosted through a newly established insportseries.co.uk website, enabling individuals, schools, and clubs to access inclusive content along with clear signposting to both community and pathway opportunities. Of the Virtual insport Series Events delivered the FDSW recorded the following check-ins (which reflect an individual or group of individuals who attended the event live).

- North Wales (12 June 2020): 86
- Gwent (19 June 2020): 20
- Central South Wales (3 July 2020): 39
- Mid and West Wales (10 July 2020): 28

Moving forward, we are aiming to further develop these online resources to complement a safe return to the traditional face-to-face insport Series events.

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Toyota provided £10,000 again this financial year to support the development of inclusive clubs in Wales. Mirror investment from Sport Wales was not sought this year, under the financial circumstances, but the Toyota investment was allocated to the provision of virtual classrooms for workshops including:

- UK Disability Inclusion Training (13 workshops; 170 attendances)
- Safeguarding Adults at Risk (7 workshops; 76 attendees)
- Mental Health Awareness (8 workshops; 112 attendees)
- Inclusive Marketing and Communication (5 workshops; 66 attendees)
- Autism and ASD Awareness Training (7 workshops; 74 attendees)

A total of 498 learners attended across all the workshops, with 44 additional clubs engaging with insport Club. 93% of learners identified that they would attend future digital classroom format workshops, and 92% said that it made it easier for them to attend a workshop and 89% identified that it fit well alongside day-to-day life.

Get Out, Get Active # 2 (GOGA#2)

The 3-year project which was due to start in April 2020 was delayed until August 2020 due to the implication of Covid-19 on people gathering in both outdoor and indoor environments. The project is being delivered with 3 localities in Wales (West (Ceredigion, Pembrokeshire, Carmarthenshire and West Powys), North Mid (Denbighshire, Flintshire and Conwy), and South (Newport, Cardiff and Swansea) in conjunction with 3 partners (Sport Pembrokeshire (West), Street Games (South) and Pride Cymru (North Mid)). One officer has been appointed this year into each organisation.

As with all other projects over the last year GOGA has had to be flexible with its approach, navigating lockdowns and changes in Welsh Government restrictions. The majority of the work on the programme has been engaging with groups and individuals on social media to map current opportunities and identifying and engaging with potential partners in preparation for delivery. Training has been a big part of this preparation with partners going through online Disability Inclusion training, autism awareness training and LGBT+ Training. A total of 30 partners have been trained during this time and several potential sessions are in place for when government guidelines allow activity to return.

Health Disability Sport Partnership

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

The investment for this programme goes directly from Health, monitored by the Welsh Therapies Advisory Committee and into each Health Board. This investment is recurrent and is identified for the part time (0.5) employment of a Band 5 post, plus additional programme resource (£1,000 annually). The Federation of Disability Sport Wales additionally provide value-in-kind investment through the Disability Sport Wales Development Officer network to ensure that people who are sign-posted to physical activity (including sport) through a health practitioner can be supported or directed into appropriate local activity; or for the growth and development of new activity to service local demand and interest.

It is anticipated that all Band 5 positions will be recruited during the 2021/22 financial year (dependent on the ongoing impact of the pandemic on health services).

Performance Pathway

Performance Pathway Hubs were established last financial year (2019/20) in West and South Wales and associated with the two Higher Education Institutions in the region (Aberystwyth and Cardiff Metropolitan University respectively). The Welsh Government Covid-19 control measures meant that it was not possible to continue to deliver face-to-face sessions and they were transferred immediately to virtual sessions which were facilitated by the Performance Pathway Senior Officers, Performance Pathway Hub coaches, elite athletes and members of the support services team in Sport Wales and outside.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Virtual Hub sessions were differentiated for the athletes (based on the tier in which the athlete participated in the Hubs) and also provided whole Hub sessions. This allowed specific support, input and development for the athletes in a time when training outside of the home was difficult.

Each athlete was also sent a training at home pack which included dyno bands, a drinks bottle, and notebook and pen. This enabled them to do home-based training facilitated and led by the performance pathway hub team and record their progress as well as take notes in the sessions they were attending virtually. Up to 20 athletes attended the sessions and 40 sessions were delivered during the year. At no point within this 12-month period was it considered safe, or allowed by Welsh Government guidelines, to resume the face-to-face activity.

Work has been ongoing with the Cardiff Metropolitan University (CMU) partnership and a Performance Pathway Project Officer post was appointed on a 6-month contract for the further development of the scope of the agreements and activity. Colleagues at CMU were brought in to work with some of the performance pathway and performance athletes at this time, especially providing mental health and psychology-focused support to those athletes who needed it under the societal and public health circumstances.

A Boccia working group was also established during this time by the Performance Pathway Project Officer to direct the bid for some financial resource from Sport Wales for Boccia equipment to be placed in people's homes so that they could continue to play boccia under circumstances which meant (due to shielding and/or availability of opportunity) that boccia in the club setting was not possible. The group was chaired by one of the Welsh boccia players who was looking for a work placement as part of his undergraduate degree and supported by a group of individuals representing the sport (including David Smith, World Champion and Paralympic Gold medallist), local authorities and education and training. A series of Boccia play cards have been developed to accompany a series of playing resources (including balls, ramps and head-pointers).

Work has also started to establish a governance structure for Wheelchair Basketball in Wales. A consultant was employed (and managed by one of the Performance Pathway Senior Officers) to consult with the wheelchair basketball community, current Wales Wheelchair Basketball committee, and other organisations to identify a proposed governance structure for the future of wheelchair basketball in Wales. Conversations are now happening with GB Wheelchair Basketball to agree the final structure so that the performance pathway connects between Wales and Great Britain.

insport NGB and insport 3rd Sector remain a focus for the Performance Pathway team, specifically supporting work related to the development of athletes with potential and the identification of an appropriate pathway for them to follow.

The Deaflympics, all Virtus events, and the Special Olympic National Games (due to take place in Liverpool) during the 2020 or early 2021, have been either postponed until later in 2021 or 2022, or cancelled. The Deaflympics have been rescheduled to May 2022. In Wales, the Wales Deaf Sport 'Welsh Deaf Games' due to take place on the 25 July 2020 have been postponed until it is safe, and the hosting of events is allowed.

All qualification events, European competitions and World events have also been suspended, across all sports for this financial year.

Performance

The Paralympics has been rescheduled for the 24 August – 5 September 2021. Sport Wales Elite Sport Strategy target remains at 20 base/30 stretch for Tokyo 2020 (2021), an additional year of preparation may bring some benefits, but for the early part of the year no activity outside of the home environment could take place, including for elite athletes. The FDSW worked with partner organisations and athlete support services to provide equipment to elite athletes to enable them to train at home (i.e. robots for the para table tennis players, gym equipment for some of the para athletes, etc).

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It had been confirmed that there would be 7 inclusive sports in the Commonwealth Games in Birmingham 2022: Para Athletics, Para Swimming, Para Lawn Bowls, Para Cycling (Track), Para Powerlifting, Para Triathlon and Wheelchair Basketball. Commonwealth Games Wales have been working on the 'inclusive team' approach they have taken for the past 2 Commonwealth Games. One of the FDSW's Performance Pathway Senior Officers is the key contact for this work, and has been leading the relationships between Para Bowls, Para Athletics and Wheelchair Basketball specifically.

Para Table Tennis had 4 players (Rob Davies, Paul Karabardak, Josh Stacey and Tom Matthews) qualify for the Paralympic Games in July 2020 by virtue of their world ranking at the end of March 2020 or their status as regional champion.

Para Athletics athletes were a part of the Welsh Athletics Covid Pilot competition that was held in Aberdare in August 2020. After the success of the event more competitions were permitted under strict Covid regulations through the rest of September 2020 and into early 2021. These competitions were limited in access to elite athletes who needed results to help them get selected for major senior championships and the Paralympic and Olympic Games out in Tokyo.

GB Wheelchair Basketball gave a directive to no play in the UK, but many of the GB players are based (playing and training overseas) including Welsh and GB player Phil Pratt who continued to train in Spain.

The impact of the Public Health pandemic caused by Covid-19 on all sport was more significant than originally thought at the end of the last financial year, and the impact is likely to continue with significant uncertainties remaining regarding the Paralympics and other events and competitions. The FDSW were represented by one of the Performance Pathway Senior Officers on the Welsh Government and Sport Wales established Elite Sport Group, where the focus was to return performance athletes (those who were very likely to be selected for Paralympic, Olympic or Commonwealth Games selection) to training and competition safely and within highly regulated 'training bubbles'. Work was done in partnership with Welsh Athletics, Boccia UK, Bowls Wales and British Wheelchair Basketball to return those accepted by Welsh Government to training with their coaches. The support structure which existed around that was managed through the Sport Wales doctor, the FDSW Performance Pathway Officer, the training bubble Covid Warden (initially a member of the Sport Wales Performance Services team, more latterly the Performance Pathway Senior Officer), and the FDSW Covid Officer (FDSW CEO).

This has a great impact on athletes, coaches and support staff and the FDSW worked with athletes, coaches and NGBs for the sport to ensure that as far as was possible training could continue from home until it was safe to return to the training environment. However, the impact on training and mental health cannot be, and is not being under-estimated. The Strong Relationships with Facility managers that the FDSW have created over the years were vital at this time to ensure that the 'Training Bubbles' created by the Elite Sport Groups had safe and regulated environments out of which to train, and prepare for the upcoming competition season and selection deadlines for the Paralympic games.

Grow as a sector-leading, healthy and accountable organisation

All the FDSWs work is underpinned by a desire to ensure that it is a high functioning organisation which has exceptional standards around people, well-being and organisational resilience. In order to do this the FDSW have worked with Sport Wales to demonstrate capability and accountability, as well as achieve outcomes which are consistent with sector standards.

Support from Sport Wales (in terms of reassurances, continuation and enhancements in financial resources) and the Welsh Sports Association (providing leadership with Welsh Government, business continuity support and advice) was high during this financial year. Virtual meetings were established and were incredibly successful in connecting the whole of the sector which created a supportive and informative environment in a period where there was significant uncertainty and risk. These were initially held on a weekly basis, alongside Ministerial updates regarding Covid control measures, and became less frequent as dictated by need and pace of change.

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The FDSW CEO produced daily updates for the Trustees initially, and processes were created in which new safeguards and parameters for working practices and business continuity were identified and agreed. These included:

- FDSW Working from Home Guidance for the FDSW team (including risk assessments)
- FDSW Coronavirus Action Plan
- FDSW Recover and Thrive Plan
- FDSW Return to Sport: Inclusive Guidance
- FDSW Risk Assessments (Return to Work) (these were differentiated based on role and need)
- FDSW Financial Risks and Reserves Policy

As a consequence of the significant impact of change on connections with people and location of workspaces for members of the team a large emphasis was placed on wellbeing, connectivity and communication, and transparency. A well-being consultant provided several weekly sessions for the National team as well as sessions for the wider Local Authority employed DSWDO workforce. These focused on working practices, wellbeing, communication and diary management. In January 2021 it was agreed within the team that specific changes should be standard across all working practice including:

- a 30 minute 'commute' between meetings
- one off-line day a week (agreed as a Tuesday), and
- adding FOR ACTION, FOR INFORMATION and FOR IMMEDIATE RESPONSE into email subject boxes.

Due to the pandemic the annual CPSU Health Check for the Safeguarding in Sport Standard was postponed; Submission to the Equality Standard: A Framework for Sport panel was postponed and subsequently the standard was placed 'under review' (the FDSW therefore took the decision to postpone our submission until the new standards were set and submission would be made against those rather than the outgoing standards); and progress by Sport Wales against the Funding Submission review was delayed. Progress in all areas remained a priority for the FDSW despite 'assessments' not being carried out. The FDSW Audit was completed by Azets (rebranded from Baldwins) within the usual timelines, but it was completed virtually.

Sport Wales also provided additional funding to each NGB and Partner Organisations in the form of a Sport and Leisure Recovery Package. The FDSW were allocated £183K, of which £163K awarded. The allocation of the fund included £10,000 for Wales Deaf Sport and £10,000 for Welsh Sports Association of People with Learning Disability to each develop (with support from a consultant) their strategy and governance structure so as to support future resilience and strengthen clarity about purpose and direction. The remaining funding was to support the extension of resources and packages which enabled access to training and support to inclusive clubs.

The FDSW are planning on hosting a virtual Awards Ceremony in the early part of next financial year (9th April 2021) in order to celebrate achievements within the sector and beyond. This will be hosted via Facebook Live and be a YouTube live event. All elements will be pre-recorded and strictly follow Covid regulations and guidance.

Financial review

The charity produced a total surplus for the year of £192,427 compared to a surplus of £64,015 in the preceding year. This comprised of an unrestricted surplus of £12,041 and a restricted surplus of £180,386. As a result, unrestricted reserves increased to £300,252 and restricted reserves increased to £436,918. Overall, total reserves including fixed assets now stand at £737,170.

The financial activity of The Federation of Disability Sport Wales was delivered within budget, and the Financial Self Assurance aspect of the Sport Wales Capability Framework has been successfully completed.

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Frequent discussion has taken place within both FDSW Finance and Assurance Committee and FDSW Board regarding the FDSW Reserves Policy and has been amended to reflect the current climate and risk associated with winding up period (was identified as 1 months costs, this has now been increased to 3 months operating costs).

The coronavirus pandemic has most significantly impacted the FDSW in terms of its ability to invest into performance programmes. Repurposing of this investment was made where appropriate, but as activity becomes possible it was considered likely that further investment into that area will be necessary next financial year, and requests were made of Sport Wales to protect that investment for the following year. The commitment from Sport Wales and Welsh Government to continue funding as agreed, and to enable the repurposing of investment in order to ensure that the organisation remained resilient and could provide opportunity which was appropriate to the changing climate, meant that no FDSW staff were furloughed and all were able to continue working with activities and working format altered accordingly.

Disability Sport Wales Management Company Limited is a wholly owned trading subsidiary of The Federation of Disability Sport Wales Ltd and its principal activity is sports administration and trading. During 2020/2021 the company was dormant.

Reserves Policy

It is the opinion of the directors that the charity should hold financial reserves in order to provide protection against its financial risks, as identified by the annual financial risk review.

The following principal risks have been identified as reasons for the charity to hold reserves:

- It requires protection against the ability to continue operating despite a significant delay in funding
- It requires protection should the charity lose significant grant funding or must cease its operations and make its staff redundant
- It requires protection against general business risks, fluctuations in income streams and unforeseen costs
- It may require funds to restructure or finance future growth and development.

The definition of financial reserve for this purpose is the amount of unrestricted reserves not invested in fixed assets (net current assets excluding capital liabilities).

The Trustees believe that an appropriate level of reserves for the company is an amount equivalent to providing for 'specific combined risks' as defined by the company's annual financial risk review. This policy and the stated reserve requirements were reviewed more frequently than the standard annual review, this was due to the shift in financial risk over the course of the pandemic, and a review of the financial responsibilities required to reflect this.

The Trustees may also require the development of an additional 'designated' reserve, built up through the company's income generation streams, for the purposes of spending on various projects that arise from time to time to enable the company's strategy and objectives to be achieved. This reserve will be clearly separated from company's reserve to cover financial risks.

Current reserves are monitored against the current reserve level requirement on at least an annual basis, as part of the financial risk review. The reserves policy as agreed by Trustees is three months essential operating costs.

Risk

The Board continuously reviews business risk in all its operations and this has created risk minimisation strategies in key areas. The charity has purchased indemnity insurance for its directors, and additional Cyber and Data Insurances.

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The principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the Trustees are:

1. Impact of Covid-19 on the landscape of sport, and continued investment into the sector
2. Brexit and the uncertainties regarding the impact of changes to the position and provision for sport and physical activity in Wales.
3. The loss or reduction in funding from Sport Wales and/or Welsh Government
4. Data Breach and Cyber Crime

The Trustees plans and strategies for managing those above-stated risks are set out within the Strategic Risk Register, but incorporate the following:

1. Maintaining close links with partners regarding investment and activity within the sector and support the inclusive return to sport (e.g. Welsh Sports Association, Return to Sport Groups, etc). Support a sensible pace of return to activity and sport based on insight gathered from disabled communities and their readiness to return to face-to-face activity, and in the meantime continue to provide inclusive virtual activity. Ensure enough financial resource is available to support athletes qualifying for the Paralympic and Commonwealth Games.
2. Seek advice through trusted channels and keep up to date with briefings relevant to the sector. Anticipate challenges which may arise for workforce, budget and funding, athlete travel, transport of equipment and importing goods, etc. Receive advice from Trustees with further insight and information.
3. Maintain close and transparent relationships with both SW and WG, and clearly identify the role and purpose of FDSW. Highlight successes and wider contribution to the sector. Seek external corporate partners to contribute funding which will reduce percentage reliance on specific funding streams.
4. Review all data online and provide training for the FDSW team. Ensure robust provision of services through IT and website. Utilise resources which identify the maintenance of a transparent and accessible Record of Processing Activity. Draw on expert advice and support to reduce risk of breach and Cyber Crime.

The Finance and Assurance Committee has operated since 2015/16 and meets on four occasions within each financial year. A Governance Committee was established and the first meeting took place on the 9 March 2021. The Terms of Reference will be agreed by Board at the first meeting of the new financial year. The strategic risk register is reviewed by the Governance Committee, then the Finance and Assurance Committee and at all Board meetings.

Plans for the Future

There are several areas of change forthcoming within the Sector, which have been delayed as a consequence of the public health pandemic, during the next financial year:

1. The community sport landscape will continue the transition to a series of regional models (CSAP), with North Wales being the first to fully establish
2. Sport Wales will have a new investment model
3. The impact of Covid-19 will be visible within the whole sector, with additional risks to disability sport based on availability of facilities and confidence to return where participation number may be lower and for some disabled people a greater risk to the impact of the virus (and therefore a greater need for safe return)
4. Discussion regarding the continuation of the Disability Sport Wales Management Company

Additionally, the FDSW will be further revisit the company structure, including the review of current roles and the continuation of the additional roles recruited (or due to be recruited) on a fixed term basis to deliver against the Strategic Priorities. The financial modelling for this will sit alongside the Sport Wales investment remodelling so that we can ensure efficient investment for impact and learning, and to meet our core purposes.

The FDSW have continued involvement with the Community Sport and Activity Programme (CSAP) for North Wales (Sport North Wales Partnership) so as to support the embedding of inclusion within governance, and so as to anticipate related changes which would be needed to the structure of the insport Development programme (primarily in the organisation and identification of the aims).

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The practicalities of the set-up of SNWP has been slower than initially anticipated due to the impact of Covid on Local Authority terms and priorities for provision of services. However, agreement has been reached about the employment of a Regional Director into a lead Local Authority, and the governance structure to meet legal compliance and development.

insport programmes continue to show significant successes within the Sector despite the changes in delivery and facilitation. Case Officers and Panels have continued their work and input in a virtual environment, and this has been successful and cost-effective. The FDSW will likely continue to use a blended model into 2021/22 for both Case Officer support and the hosting of panels, panel training and progress against the aims at Gold Standard. Not only will this continue financial efficiencies, provide quality assurance, but also enhance the flexibility of the submission process to reduce travelling.

The impact of Covid-19, social distancing restrictions, safety of individuals vulnerable to the impact of the virus, and restrictions on numbers in outdoor and indoor environments mean that any face-to-face activity will not resume until it is safe to do so. The FDSW continue to anticipate significant impact on numbers engaging in sport, but conversely may see increasing numbers of people engaging in physical activity or sport in a virtual environment. The organisational learning we take from this will influence the formats in which we deliver in the future, but also the opportunities we have to take further learning about the impact on inclusion and digital accessibility.

insport Series Events will also continue to be important opportunities for disabled people to access sessions provided by local clubs and sessions who are committed to being or are at a good stage of inclusive delivery. Due to the nature of insport Series Events and the focus on individuals with impairments (who may have enhanced vulnerability to the impact of the virus or be more concerned about that risk) it is unlikely they will resume in their previous format until 2022. The FDSW have plans to continue to deliver virtual insport Series Events where disabled people and their families can engage in safe ways from their homes, or perhaps schools without having to be in large groups of people; and we will also start to provide some micro-insport series events which will focus on specific sports, and/or specific impairment groups within environments which enable confidence to attend, and appropriate connections to activity being delivered inclusively locally.

The Performance Pathway Hubs will continue in a virtual format, and there are plans to deliver some face-to-face activities outdoors when restrictions allow this to happen safely. This blended approach will be the model which will be explored for future delivery. An Error in formula ->#inspire<- campaign will be launched just after the Paralympic Games in September 2021 to promote the opportunities available within Wales for development through the performance pathway. Similar campaigns will follow other events like the Deaflympics, Special Olympics and Virtus Global Games. Work with Boccia and establishing the performance pathway, as well as a robust governance structure Wheelchair Basketball, and development of other impairment specific sports (e.g. Goalball) in Wales will remain a priority.

Get Out, Get Active (GOGA) will start to deliver face-to-face sessions as soon as is possible, with a focus on training and possible delivery through virtual engagements until that point. StreetGames (Ethnically Diverse Communities project), Pride Cymru (LGBTQI+) and Pembrokeshire County Council (on behalf of the region with Elective Home Education) will continue to lead the programme in their localities and establish volunteer structures to ensure continuity. The FDSW will continue to seek continuation funding beyond September 2023.

Sainsbury's funding for the Active Kids for All Inclusive PE programme came to an end in March 2021. No replacement partner has been identified, so this will become a priority for the next financial year. Virtual classrooms as the primary delivery mechanism for this workshop this financial year proved very successful as a model, and a new delivery format for all education and training opportunities will be explored in order to provide based on our learning (likely a Level 1 – 3 progression of workshops delivered in a blended format).

Admiral Play Together sessions ideally be delivered in face-to-face format next year and the opportunities with schools returning to structures which have removed class bubbles will enable more consistent delivery across the local authorities. The contract for delivery remains in place until May 2022 and we will hope to continue the partnership beyond that point.

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The Paralympic Games are scheduled for delivery in August/September 2021 and so work will be ongoing with best supporting athletes from Wales to qualify and be eligible for selection by ParalympicsGB. UK Sports Association have identified that GB will not be sending teams to any Virtus events during 2021/2022, however supporting athletes in the virtual and face-to-face Hub environments will continue to be important until competitive opportunities are available again. The same will apply to Deaf athletes who will be looking to qualify for the DeaflympicsGB team who will be competing the following financial year in Brazil. It is likely that competitive opportunities and international travel will not be possible for many athletes outside of GB programmes during 2021, but with the potential for this to resume towards the end of the financial year.

Key focus continues around Governance and progress towards the Governance and Leadership Framework in Wales; as well as submission for the Advanced Level of the Equality Standard, maintaining Level 3 of the Safeguarding Standard, enhancing GDPR compliance, and ensuring high standards against Sport Wales' Capability and Accountability Frameworks.

Structure, governance and management

The Charitable model, introduced in 2011/12, continues to drive the governance structures of The Federation of Disability Sport Wales. The Federation of Disability Sport Wales remains signed up to the Welsh sport sector's voluntary Governance and Leadership Framework for Wales and has received good feedback regarding its capability and accountability.

The Federation of Disability Sport Wales is a charitable company limited by guarantee and registered as a charity. The Federation of Disability Sport Wales is bound by its Memorandum and Articles of Association dated 09 December 2014 (copies of which are available on request). The trustees listed above are directors of the company and trustees of the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

G Thomas
N Ashbridge
I M Stone
A R Thomas
J Hendy
A Sharma
E A Johnson
G Griffiths
D Jenkins

In addition to the trustees, the following individuals support the governance structure of The Federation of Disability Sport Wales:

L Osgood (Vice President)
J Cottle (Special Advisor to the Board)
S Lloyd (Special Advisor to the Board)
A Watkin (Independent member of the Finance and Assurance Committee)
I Griffiths (Independent member of the Governance Committee)

None of the trustees has any beneficial interest in the company. All trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The strategic direction and policy development of The Federation of Disability Sport Wales is the responsibility of the Board of Trustees.

The Management team holds executive responsibility for implementing the policies and strategies approved by the Board of Trustees.

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The membership of The Federation of Disability Sport Wales is open to any Welsh National Disability Sports Organisation (NDSO), sports specific body, for so long as, in the case of a National Disability Sports Organisation or a Sports Specific Body, it remains a recognised body and is the lead body for the development of disability sport for its sport or impairment group.

The Trustees are either elected at an Annual General Meeting or appointed following external advertisement for independent Board Trustees. Trustees may not serve more than two consecutive terms (or eight years). The Chair of the Board is an independent appointment following external advertisement.

The Annual General Meeting must be held within 15 months of the previous Annual General Meeting.

The Trustees of The Federation of Disability Sport Wales are also the directors for the purposes of company law and comprise:

The officers: being the Chair and the Vice Chair and not more than 10 other individuals either nominated and elected by the Voting Members or independently appointed.

Workforce

Partnerships Agreements are in place between The Federation of Disability Sport Wales and the 22 Welsh local authorities. This successful partnership supports the development of grass roots sport and active recreation for disabled people. Each of the local authorities employ, on a part-time basis, disability sport development officers (or an officer who has FDSW delivery outcomes embedded within their role) to activate programmes. The funding for these part-time officers is provided by the National Lottery fund. Funding passed to the local authorities is managed by The Federation of Disability Sport Wales.

The Federation of Disability Sport Wales also engage a workforce of 20 tutor-qualified (ADL and AE&T) education and training tutors; 3 insport Case Officers to support NGBs and 3rd Sector Organisations with insport; 1 additional performance pathway coach; and 2 Education and Learning Officers who support the delivery of education and training programmes.

A very successful Communications, Media and PR partnership between the FDSW and LloydBell Production continues, with a huge increase in reliance on LloydBell throughout this financial year with a greater need to communicate through social platforms.

Increased focus on alternative, inclusive methods for delivery also meant a greater reliance of digital communication, and engagement with Deaf Friendly (BSL translators and trainers) have supported hugely in the transcription of videos and Podcasts so that they are in formats accessible to the BSL-using Deaf community. Input was also made into the FDSW team through a series of BSL sessions.

Two of the FDSW staff had role changes during 2020/21:

1. insport Senior Officer became Interim Partnership Manager, and remuneration was increased to reflect this 12-month change in role
2. GOGA Officer (RCT) was employed by the FDSW as the Online Activity Coordinator. Remuneration was the same as for the GOGA role.

Four new roles were appointed in 2020/21:

1. Insight and Learning Senior Officer (f/t, 12-month contract)
2. Digital Brand and Marketing Officer (0.4, 12-month contract)
3. Performance Pathway Project Officer (f/t, 6-month contract)
4. insport Officer (f/t, 12-month contract)

The Federation of Disability Sport Wales had nine full time staff and six part-time staff during the period 2020/21. There were no staff re-structures or redundancies in 2020/21.

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Remuneration policy for key management personnel

The trustees recognise that the charity will not achieve its ambitious goals unless it is possible to attract and retain key management personnel who have the experience, enthusiasm and ability to lead by example and to contribute to the charity's continuing success. Consequently, the ability to offer a compelling value proposition to staff is regarded as a critical success factor.

In common with other companies in the charitable sector, FDSW's value proposition to staff includes supportive teamwork, personal development and significant job satisfaction from the social impact that the Charity is helping to generate. However, remuneration is also important, and for this element of the overall reward package, our policy is to set pay and benefits at levels that are competitive for the sector and which recognise an individual's abilities, responsibilities and experience. In most cases, in the opinion of the trustees, this results in remuneration that is lower than the people concerned would be able to earn in the commercial sector. The remuneration of key management personnel is summarised in Note 12 of the financial statements. The Charity's highest paid employee is the Chief Executive Officer.

Induction and training of trustees

New trustees are provided with an induction as well as an information pack of policies and procedures relevant to the role and meet with the Chair and Chief Executive Officer to receive details of the decision-making process. Trustees are briefed on their legal obligations under charity and company law, the content of the Articles of Association and the Strategy. At the earliest opportunity after the appointment of a Trustee there is an opportunity to meet members of staff and all other trustees. Consistent opportunities are provided and encouraged for all trustees to attend appropriate external training events where these aids the undertaking of their role.

The Federation of Disability Sport Wales operates a Finance and Assurance Committee and a Governance Committee.

- The Finance and Assurance Committee was chaired by Mr Neil Ashbridge. Mr Alan Watkins continues to serve as an independent member of the Finance and Assurance Committee alongside Mr Ian Stone, Mr Andrew Thomas, Ms Sam Lloyd and Ms Jennifer Cottle as representatives of the FDSW Board of Trustees.
- The Governance Committee was chaired by Dr Joanna Hendy. Dr Ingrid Griffiths serves as the independent member of the Governance Committee alongside Mr Tom Harris (Solicitor at Dolmans Solicitors), Ms Paula Ashton (HR Director at Ashton People Solutions), and Mr David Jenkins and Ms Anita Sharma as representatives of the FDSW Board of Trustees.

The Board of The Federation of Disability Sport Wales review at each of its meetings the company's strategic risk register. The risk register will have been previously scrutinised at all meetings of the Finance and Assurance Committee and Governance Committee. The Finance and Assurance committee have met on four occasions during 2020/2021; and the Governance Committee had their inaugural meeting in March 2021.

There were five board meetings in 2020/2021 (which were all held virtually via Zoom) with an AGM due to take place in October 2021 (which will also be held virtually). There was good attendance from all trustees at board meetings. The Chair of the National Youth Board is also invited to attend Board meetings.

Governance Partners

The governance partners to The Federation of Disability Sport Wales are:

- Azets (rebranded from Baldwins) - Audit Partner
- Sports Insure - Insurance Brokers
- Dolmans Solicitor - Legal support (Tom Harris)
- Fairfax Financial Management Limited – Financial Consultant (David Vickery)
- LloydBell – Media, Communications and PR support (Sam Lloyd)
- Ashton People Solutions – HR company (Paula Ashton)
- Cybata – GDPR and Data Protection (Chris Roberts)

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Landscape Partners

The key landscape partners to The Federation of Disability Sport Wales are:

- Welsh Government
- Sport Wales
- Community Sports and Active Recreation Clubs
- Welsh Disability Sport Organisations
- Home Country Disability Sport Organisations
- Welsh National Governing Bodies of Sport
- British Paralympic Association
- UK Deaf Sport
- UK Sports Association
- GB and UK Sport National Governing Bodies
- Welsh Local Authorities
- Third Sector Organisations
- Health Boards
- Housing Associations
- Commercial Sector
- Welsh Disability Organisations
- Pride Cymru
- StreetGames
- Equality and diversity organisations (sport and non-sport)

Employee involvement

The FDSW are a Disability Confident employer and operate a Guaranteed Interview Scheme for disabled people who meet 80% of the essential criteria of job advertisements. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the charity continues and that the appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should be equitable.

The charity's policy is to consult and discuss with employees, where appropriate through unions, staff councils and at meetings, matters likely to affect employees' interests. Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Reference and administrative details

| | |
|----------------|---|
| Charity number | 1144663 |
| Company number | 05199508 |
| Trustees | Miss E A Johnson Mr I M Stone Mr N Ashbridge Mr A R Thomas Mr D G Griffiths Dr J Hardman Mr D Jenkins Ms A K Sharma Mr G J Thomas |

| | |
|--------------------------|-------------|
| Key management personnel | Ms F M Reid |
|--------------------------|-------------|

| | |
|-------------------|--|
| Registered office | Federation of Disability Sport Wales Sport Wales National Centre Sophia Gardens Cardiff CF11 9SW |
|-------------------|--|

| | |
|---------|---|
| Auditor | Azets Audit Services Ty Derw, Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB |
|---------|---|

| | |
|---------|--|
| Bankers | Barclays Bank UK PLC 241 Cowbridge Road East Canton Cardiff CF11 9TB |
|---------|--|

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Auditor

Azets Audit Services were appointed as auditor to the company and a resolution proposing that they be re-appointed will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



Mr G Thomas - Trustee

Dated: 16/10/21.....

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are also the directors of The Federation of Disability Sport Wales Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE FEDERATION OF DISABILITY SPORT WALES LIMITED

Opinion

We have audited the financial statements of The Federation of Disability Sport Wales Limited (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE FEDERATION OF DISABILITY SPORT WALES LIMITED

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE FEDERATION OF DISABILITY SPORT WALES LIMITED

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Azets Audit Services

**Chartered Accountants
Statutory Auditor**

23-11-2021

Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
United Kingdom
CF23 8AB

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE FEDERATION OF DISABILITY SPORT WALES LIMITED

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

| | Notes | Unrestricted funds 2021 £ | Restricted funds 2021 £ | Total 2021 £ | Unrestricted funds 2020 £ | Restricted funds 2020 £ | Total 2020 £ |
|---|-------|------------------------------------|----------------------------------|--------------------|------------------------------------|----------------------------------|--------------------|
| <u>Income from:</u> | | | | | | | |
| Donations and legacies | 3 | 4 | - | 4 | 12,909 | - | 12,909 |
| Charitable activities | 4 | 55,285 | 1,304,328 | 1,359,613 | 50,090 | 1,198,779 | 1,248,869 |
| Other trading activities | 5 | 46,259 | - | 46,259 | 63,667 | 15,500 | 79,167 |
| Investments | 6 | 236 | - | 236 | 1,067 | - | 1,067 |
| Total income | | 101,784 | 1,304,328 | 1,406,112 | 127,733 | 1,214,279 | 1,342,012 |
| <u>Expenditure on:</u> | | | | | | | |
| Raising funds | 7 | 7,384 | 6,938 | 14,322 | 16,854 | 5,500 | 22,354 |
| Charitable activities | 8 | 82,359 | 1,117,004 | 1,199,363 | 80,881 | 1,174,762 | 1,255,643 |
| Total resources expended | | 89,743 | 1,123,942 | 1,213,685 | 97,735 | 1,180,262 | 1,277,997 |
| Net income for the year/ Net movement in funds | | 12,041 | 180,386 | 192,427 | 29,998 | 34,017 | 64,015 |
| Fund balances at 1 April 2020 | | 288,211 | 256,532 | 544,743 | 258,213 | 222,515 | 480,728 |
| Fund balances at 31 March 2021 | | 300,252 | 436,918 | 737,170 | 288,211 | 256,532 | 544,743 |

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

BALANCE SHEET

AS AT 31 MARCH 2021

| | Notes | 2021 £ | £ | 2020 £ | £ |
|---|-------|------------------|----------------|----------------|----------------|
| Fixed assets | | | | | |
| Tangible assets | 13 | | 17,327 | | 23,530 |
| Investments | 14 | | 1,000 | | 1,000 |
| | | | <u>18,327</u> | | <u>24,530</u> |
| Current assets | | | | | |
| Debtors | 15 | 41,700 | | 39,680 | |
| Cash at bank and in hand | | 1,002,692 | | 805,477 | |
| | | <u>1,044,392</u> | | <u>845,157</u> | |
| Creditors: amounts falling due within one year | 16 | (325,549) | | (324,944) | |
| Net current assets | | | 718,843 | | 520,213 |
| Total assets less current liabilities | | | <u>737,170</u> | | <u>544,743</u> |
| Income funds | | | | | |
| Restricted funds | 19 | | 436,918 | | 256,532 |
| <u>Unrestricted funds</u> | | | | | |
| Designated funds | 20 | 827 | | - | |
| General unrestricted funds | | 299,425 | | 288,211 | |
| | | <u>300,252</u> | | <u>288,211</u> | |
| | | | <u>737,170</u> | | <u>544,743</u> |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2021

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021, although an audit has been carried out under section 144 of the Charities Act 2011.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on10/10/21.....



Mr G Thomas - Trustee

Company Registration No. 05199508

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

| | Notes | 2021 £ | £ | 2020 £ | £ |
|---|-------|-----------|------------------|-----------|----------------|
| Cash flows from operating activities | | | | | |
| Cash generated from/(absorbed by) operations | 26 | | 196,979 | | (7,906) |
| Investing activities | | | | | |
| Investment income received | | 236 | | 1,067 | |
| Net cash generated from investing activities | | | 236 | | 1,067 |
| Net cash used in financing activities | | | - | | - |
| Net increase/(decrease) in cash and cash equivalents | | | 197,215 | | (6,839) |
| Cash and cash equivalents at beginning of year | | | 805,477 | | 812,316 |
| Cash and cash equivalents at end of year | | | <u>1,002,692</u> | | <u>805,477</u> |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

The Federation of Disability Sport Wales Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 9SW, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services and facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of the receipt.

Donated assets are valued at their market value when donated. These assets are then depreciated in line with the charity's depreciation policy.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Income from government and other grants whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measure reliably and is not deferred.

Training and education income is recognised when the course takes place with any income received in advance being deferred.

Sponsorship income is recognised evenly throughout the year and any amounts spanning future financial periods being deferred.

Fundraising income is recognised in the period to which the income is generated.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds comprise the costs in relation to generating income such as fundraising activities.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly while others are apportioned on an appropriate basis, as set out in the support costs note.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

| | |
|--------------------|----------------------|
| Office equipment | 15% reducing balance |
| Wheelchairs | 20% straight line |
| Computer equipment | 25% reducing balance |

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.7 Fixed asset investments

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable under operating leases, are charged to expenditure on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

| | Unrestricted funds | Unrestricted funds |
|----------------------------|-----------------------|-----------------------|
| | 2021 | 2020 |
| | £ | £ |
| Donations and gifts | 4 | 787 |
| Donated goods and services | - | 12,122 |
| | <u>4</u> | <u>12,909</u> |

Donated goods and services

Donated goods and services relate to services provided from Sport Wales and the Get Out Get Active grant.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

4 Charitable activities

| | 2021 £ | 2020 £ |
|---------------------------------|------------------|------------------|
| Education and training | 16,181 | 19,090 |
| Grants | 1,343,432 | 1,229,779 |
| | <u>1,359,613</u> | <u>1,248,869</u> |
| Analysis by fund | | |
| Unrestricted funds | 55,285 | 50,090 |
| Restricted funds | 1,304,328 | 1,198,779 |
| | <u>1,359,613</u> | <u>1,248,869</u> |
| Grants | | |
| Sport Wales - Exchequer | 159,047 | 159,047 |
| Sport Wales - Lottery | 872,470 | 896,470 |
| Get Out Get Active | 81,456 | 135,262 |
| Sanisbury's Active Kids for All | 15,500 | 31,000 |
| The Toyota Foundation | - | 8,000 |
| Sport Wales- SLRF | 163,000 | - |
| Welsh Government | 51,959 | - |
| | <u>1,343,432</u> | <u>1,229,779</u> |

5 Other trading activities

| | Unrestricted funds | Unrestricted funds | Restricted funds | Total |
|--------------------------|-----------------------|-----------------------|---------------------|---------------|
| | 2021 £ | 2020 £ | 2020 £ | 2020 £ |
| Fundraising | - | 6,397 | - | 6,397 |
| Sponsorship | 41,833 | 51,059 | 15,500 | 66,559 |
| Sundry income | 4,426 | 6,211 | - | 6,211 |
| | <u>46,259</u> | <u>63,667</u> | <u>15,500</u> | <u>79,167</u> |
| Other trading activities | | | | |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

6 Investments

| | Unrestricted funds | Unrestricted funds |
|---------------------|--------------------|--------------------|
| | 2021 | 2020 |
| | £ | £ |
| Interest receivable | 236 | 1,067 |

7 Raising funds

| | Unrestricted funds | Restricted funds | Total | Unrestricted funds | Restricted funds | Total |
|----------------------------------|--------------------|------------------|---------------|--------------------|------------------|---------------|
| | 2021 | 2021 | 2021 | 2020 | 2020 | 2020 |
| | £ | £ | £ | £ | £ | £ |
| <u>Fundraising and publicity</u> | | | | | | |
| Other fundraising costs | 7,384 | - | 7,384 | 16,790 | - | 16,790 |
| Staff costs | - | 6,938 | 6,938 | 64 | 5,500 | 5,564 |
| | <u>7,384</u> | <u>6,938</u> | <u>14,322</u> | <u>16,854</u> | <u>5,500</u> | <u>22,354</u> |
| Fundraising and publicity | 7,384 | 6,938 | 14,322 | 16,854 | 5,500 | 22,354 |
| | <u>7,384</u> | <u>6,938</u> | <u>14,322</u> | <u>16,854</u> | <u>5,500</u> | <u>22,354</u> |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

8 Charitable activities

| | Community | Academy | Coaching | Education and training | Other activities | Total 2021 | Total 2020 |
|--|-----------|---------|----------|---------------------------|---------------------|---------------|---------------|
| | 2021 | 2021 | 2021 | 2021 | 2021 | | |
| | £ | £ | £ | £ | £ | £ | £ |
| Depreciation and impairment | 2,481 | 2,171 | 62 | 930 | 558 | 6,202 | 6,258 |
| Community programme | 50,118 | - | - | - | 29,738 | 79,856 | 55,827 |
| Community staffing and core costs | 70,909 | - | - | - | - | 70,909 | 77,635 |
| Academy programme | - | 73,932 | - | - | - | 73,932 | 121,156 |
| Coach Cymru staffing costs | - | - | 151,683 | - | - | 151,683 | 133,476 |
| Education and training programme | - | - | - | 66,601 | - | 66,601 | 70,608 |
| Youth Sport Trust | - | - | - | - | 4,443 | 4,443 | 6,021 |
| Get Out Get Active | 84,656 | - | - | - | - | 84,656 | 142,519 |
| Events | - | - | - | - | 5,025 | 5,025 | 29,873 |
| | 208,164 | 76,103 | 151,745 | 67,531 | 39,764 | 543,307 | 643,373 |
| Grant funding of activities (see note 9) | 424,981 | 17,075 | - | - | - | 442,056 | 456,016 |
| Share of support costs (see note 10) | 82,450 | 72,144 | 2,061 | 30,919 | 18,551 | 206,125 | 145,744 |
| Share of governance costs (see note 10) | 3,150 | 2,756 | 79 | 1,181 | 709 | 7,875 | 10,510 |
| | 718,745 | 168,078 | 153,885 | 99,631 | 59,024 | 1,199,363 | 1,255,643 |
| Analysis by fund | | | | | | | |
| Unrestricted funds | | | | | | 82,359 | 80,881 |
| Restricted funds | | | | | | 1,117,004 | 1,174,762 |
| | | | | | | 1,199,363 | 1,255,643 |

Other activities above relate to Youth Sport Trust and Go Out Get Active.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

9 Grants payable

| | Community £ | Academy £ | Total £ | 2020 £ |
|-------------------------|----------------|---------------|----------------|----------------|
| Grants to institutions: | | | | |
| Local Authorities | 424,981 | - | 424,981 | 438,400 |
| Badminton Wales | - | - | - | 1,000 |
| | <u>424,981</u> | <u>-</u> | <u>424,981</u> | <u>439,400</u> |
| Grants to individuals | - | 17,075 | 17,075 | 16,616 |
| | <u>424,981</u> | <u>17,075</u> | <u>442,056</u> | <u>456,016</u> |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

10 Support costs

| | Support costs | Governance costs | 2021 | Support costs | Governance costs | 2020 | Basis of allocation |
|-------------------------------------|----------------|------------------|----------------|----------------|------------------|----------------|---------------------|
| | £ | £ | £ | £ | £ | £ | |
| Operating lease charges | 10,075 | - | 10,075 | 7,462 | - | 7,462 | Staff time |
| Exchequer staffing costs | 131,821 | - | 131,821 | 91,925 | - | 91,925 | Staff time |
| Insurance | 6,705 | - | 6,705 | 946 | - | 946 | Staff time |
| Communications | 27,112 | - | 27,112 | 4,654 | - | 4,654 | Staff time |
| Printing, postage and stationery | 120 | - | 120 | 667 | - | 667 | Staff time |
| Office and sundry expenses | 18,750 | - | 18,750 | 8,002 | - | 8,002 | Staff time |
| Meeting, training and travel | 10,691 | - | 10,691 | 18,990 | - | 18,990 | Staff time |
| Facility and accommodation | - | - | - | 12,122 | - | 12,122 | Staff time |
| Bank charges and interest | 851 | - | 851 | 976 | - | 976 | Staff time |
| Audit fees | - | 4,320 | 4,320 | - | 4,200 | 4,200 | Governance |
| Accountancy | - | 599 | 599 | - | 980 | 980 | Governance |
| Legal and professional | - | 2,610 | 2,610 | - | 4,264 | 4,264 | Governance |
| Board meetings, training and travel | - | 346 | 346 | - | 1,066 | 1,066 | Governance |
| | <u>206,125</u> | <u>7,875</u> | <u>214,000</u> | <u>145,744</u> | <u>10,510</u> | <u>156,254</u> | |
| Analysed between | | | | | | | |
| Charitable activities | <u>206,125</u> | <u>7,875</u> | <u>214,000</u> | <u>145,744</u> | <u>10,510</u> | <u>156,254</u> | |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the current or prior year.

During the year expenses of £nil (2020: £102) were reimbursed to no trustees (2020: 1) in respect of travel and subsistence.

12 Employees

Number of employees

The average monthly number of employees during the year was:

| | 2021 Number | 2020 Number |
|--|----------------|----------------|
| | 14 | 16 |
| | <u>14</u> | <u>16</u> |

Employment costs

| | 2021 £ | 2020 £ |
|-----------------------|----------------|----------------|
| Wages and salaries | 325,656 | 320,047 |
| Social security costs | 24,848 | 23,938 |
| Other pension costs | 14,882 | 10,629 |
| | <u>365,386</u> | <u>354,614</u> |

Key management personnel

The remuneration of the key management personnel was £136,244 (2020: £50,442).

Employees earning > £60k

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

13 Tangible fixed assets

| | Office equipment £ | Wheelchairs £ | Computer equipment £ | Total £ |
|------------------------------------|--------------------------|------------------|----------------------------|------------|
| Cost | | | | |
| At 1 April 2020 | 6,527 | 30,000 | 21,787 | 58,314 |
| At 31 March 2021 | 6,527 | 30,000 | 21,787 | 58,314 |
| Depreciation and impairment | | | | |
| At 1 April 2020 | 5,985 | 7,500 | 21,299 | 34,784 |
| Depreciation charged in the year | 81 | 6,000 | 122 | 6,203 |
| At 31 March 2021 | 6,066 | 13,500 | 21,421 | 40,987 |
| Carrying amount | | | | |
| At 31 March 2021 | 461 | 16,500 | 366 | 17,327 |
| At 31 March 2020 | 542 | 22,500 | 488 | 23,530 |

14 Fixed asset investments

| | Other investments |
|---------------------------------|----------------------|
| Cost or valuation | |
| At 1 April 2020 & 31 March 2021 | 1,000 |
| Carrying amount | |
| At 31 March 2021 | 1,000 |
| At 31 March 2020 | 1,000 |

| | Notes | 2021 £ | 2020 £ |
|-----------------------------|-------|-----------|-----------|
| Other investments comprise: | | | |
| Investments in subsidiaries | 25 | 1,000 | 1,000 |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

15 Debtors

| | 2021 £ | 2020 £ |
|--------------------------------------|---------------|---------------|
| Amounts falling due within one year: | | |
| Trade debtors | 33,200 | 36,438 |
| Prepayments and accrued income | 8,500 | 3,242 |
| | <u>41,700</u> | <u>39,680</u> |

16 Creditors: amounts falling due within one year

| | Notes | 2021 £ | 2020 £ |
|---|-------|----------------|----------------|
| Other taxation and social security | | 8,959 | 7,758 |
| Deferred income | 17 | 17,500 | 14,750 |
| Trade creditors | | 51,837 | 23,928 |
| Amounts owed to subsidiary undertakings | | 1,000 | 1,000 |
| Accruals and deferred income | | 246,253 | 277,508 |
| | | <u>325,549</u> | <u>324,944</u> |

Included within accruals is £206,892 (2020: £221,873) which relates to accruals for grants payable.

17 Deferred income

| | 2021 £ | 2020 £ |
|---------------------------------------|---------------|---------------|
| Arising from training and sponsorship | <u>17,500</u> | <u>14,750</u> |

Deferred income is included in the financial statements as follows:

| | 2021 £ | 2020 £ |
|-------------------------|---------------|---------------|
| Balance brought forward | 14,750 | 61,970 |
| Received in the year | 60,764 | 38,429 |
| Released to income | (58,014) | (85,649) |
| Balance carried forward | <u>17,500</u> | <u>14,750</u> |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

18 Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £14,882 (2020: £10,629). At the year end there was £nil (2020: £nil) outstanding.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

| | Movement in funds | | | | | Movement in funds | | | | |
|--|----------------------------|-----------------------|-----------------------|-----------|----------------------------|-----------------------|-----------------------|-----------|-----------------------------|--|
| | Balance at 1 April 2019 | Incoming resources | Resources expended | Transfers | Balance at 1 April 2020 | Incoming resources | Resources expended | Transfers | Balance at 31 March 2021 | |
| | £ | £ | £ | £ | £ | £ | £ | £ | £ | |
| Sport Wales Community | 87,614 | 552,470 | (535,925) | - | 104,159 | 552,470 | (530,509) | 19,324 | 145,444 | |
| Insport | 27,221 | 24,000 | (36,887) | 58,797 | 73,131 | - | (34,763) | - | 38,368 | |
| Youth Sport Trust | 9,055 | - | (6,021) | - | 3,034 | - | (3,034) | - | - | |
| Get Out Get Active | 11,328 | 135,262 | (142,521) | - | 4,069 | 57,853 | (53,192) | - | 8,730 | |
| Sport Wales Lottery | 36,681 | 320,000 | (279,449) | (36,681) | 40,551 | 320,000 | (238,573) | (19,324) | 102,654 | |
| Sport Wales Exchequer | 22,116 | 159,047 | (159,047) | (22,116) | - | 159,047 | (159,047) | - | - | |
| Rotary club | - | 5,500 | (5,500) | - | - | - | - | - | - | |
| Donated wheelchairs | 28,500 | - | (6,000) | - | 22,500 | - | (6,000) | - | 16,500 | |
| The Toyota Foundation | - | 18,000 | (8,912) | - | 9,088 | - | (9,088) | - | - | |
| Sport and Leisure Recovery Fund (SLRF) | - | - | - | - | - | 163,000 | (43,770) | - | 119,230 | |
| Welsh Government | - | - | - | - | - | 51,958 | (45,966) | - | 5,992 | |
| | <u>222,515</u> | <u>1,214,279</u> | <u>(1,180,262)</u> | <u>-</u> | <u>256,532</u> | <u>1,304,328</u> | <u>(1,123,942)</u> | <u>-</u> | <u>436,918</u> | |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

19 Restricted funds

(Continued)

Sport Wales Programmes

Sport Wales, being a main funding partner of the charity, provides funding for the delivery of some of the charity's programmes, including the Disability Sport Wales National Community Development Programme, which is a joint initiative between Disability Sport Wales, Sport Wales and the 22 local authorities across Wales. The scheme is aimed at developing quality community based sporting and recreational opportunities for disabled people throughout Wales.

Insport Programme

Insport are programmes which intend to support National Governing Bodies of Sport (insport NGB), Local Authorities (insport Development), and clubs (insport Club) to provide inclusive, quality sessions to disabled people within their communities and at a level of their choice or potential. The programme is funded by Sport Wales.

Youth Sport Trust

Funding was received from the Youth Sport Trust to carry out the Inclusive Future's project. This is a leadership and volunteering initiative for young people with disabilities, with a special emphasis on inclusion. The programme offers those aged 14-19, the opportunity to work alongside each other to support and deliver physical activities in schools and communities..

Get Out Get Active

Get Out Get Active (GOGA) is a programme that supports disabled and non-disabled people to enjoy being active together. Funded by Spirit of 2012, the programme focuses on getting some of the least active people in Wales moving more through fun and inclusive activities.

Rotary club

Sponsorship for the charity's annual event.

Donated wheelchairs

In December 2018 the charity was donated 10 wheelchairs with a market value of £30,000. These assets must be returned to the donor if they are no longer required by the charity. Depreciation is charged against this fund in line with the charity's accounting policy.

The Toyota Foundation

Income received to fund training courses.

Sport and Leisure Recovery Fund (SLRF)

This funding was received from Sport Wales via the Welsh Government to support the organisation with ongoing challenges relating to the Covid-19 pandemic, and to provide longer-term sustainability through the development of specific projects aimed at building back better and stronger.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

19 Restricted funds

(Continued)

Welsh Government

The Welsh Government provided funding for the purchase of Boccia equipment to be distributed to each local authority in Wales in order to ensure disabled individuals remained active during the pandemic.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

| | Movement in funds | | Transfers | Balance at |
|------------------|-----------------------|----------------------------|------------|---------------|
| | Incoming resources | Balance at 1 April 2020 | | 31 March 2021 |
| | £ | £ | £ | £ |
| Fixed asset fund | - | - | 827 | 827 |
| | <u>-</u> | <u>-</u> | <u>827</u> | <u>827</u> |
| | <u>-</u> | <u>-</u> | <u>827</u> | <u>827</u> |
| | <u>-</u> | <u>-</u> | <u>827</u> | <u>827</u> |

Fixed asset fund

Represents the unrestricted net book value of the charity's fixed assets.

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

21 Analysis of net assets between funds

| | Unrestricted funds 2021 £ | Designated funds 2021 £ | Restricted funds 2021 £ | Total Unrestricted funds 2021 £ | Restricted funds 2020 £ | Total 2020 £ |
|--|------------------------------------|----------------------------------|----------------------------------|--|----------------------------------|--------------------|
| Fund balances at 31 March 2021 are represented by: | | | | | | |
| Tangible assets | - | 827 | 16,500 | 17,327 | 1,030 | 23,530 |
| Investments | 1,000 | - | - | 1,000 | 1,000 | 1,000 |
| Current assets/(liabilities) | 298,425 | - | 420,418 | 718,843 | 234,032 | 520,213 |
| | <u>299,425</u> | <u>827</u> | <u>436,918</u> | <u>737,170</u> | <u>256,532</u> | <u>544,743</u> |

THE FEDERATION OF DISABILITY SPORT WALES LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

22 Financial commitments, guarantees and contingent liabilities

As at 31st March 2020 the charity was committed under contract for IT services totalling £5,150 (2020: £11,588).

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

| | 2021 £ | 2020 £ |
|----------------------------|------------|--------------|
| Within one year | 880 | 3,518 |
| Between two and five years | - | 3,370 |
| | <u>880</u> | <u>6,888</u> |

24 Related party transactions

There were 3 transactions made with Cardiff Metropolitan University during the year, of which Jo Hendy is also a trustee. The transactions totalled £12,921 (2020: £nil), and there were no outstanding balances at the year end. The transactions related to athlete membership costs.

25 Subsidiaries

These financial statements are separate charity financial statements for The Federation of Disability Sport Wales Limited. Consolidated accounts have not been prepared due to the trading company being dormant.

The company number of the subsidiary is 07102372.

Details of the charity's subsidiaries at 31 March 2021 are as follows:

| Name of undertaking | Registered office | Nature of business | Class of shares held | % Held Direct Indirect | |
|---|-------------------|--------------------|----------------------|---------------------------|--|
| Disability Sport Wales Management Company Limited | England and Wales | Sports management | Ordinary | 100.00 | |

| Name of undertaking | Profit/(Loss) £ | Capital and Reserves £ |
|---|--------------------|---------------------------|
| Disability Sport Wales Management Company Limited | - | 1,000 |