

Sport Wales

Annual Report and Accounts 2025-2026

sportwales
chwaraeoncymru

THE NATIONAL LOTTERY®

Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government

Contents

Introduction	4
A message from Baroness Tanni Grey-Thompson, Sport Wales Chair	6
Performance overview	8
The Vision	10
Sport Wales: delivering the Vision and meeting our public duties	11
Our areas of work 2025 – 2026	14
Our strategic intents as our wellbeing objectives	16
#1 Person centred	17
#2 Ensure every young person has a great start	24
#3 Ensure everyone has the opportunity to be active through sport	30
#4 Bring people together for the long-term	40
#5 Showcase the benefits of sport	48
#6 Highly valued organisation	52
Equality objectives	59
Welsh language standards reporting	63
Child poverty objectives	70
Financial Performance	88
Accountability report	95
Annual governance statement 2025-26	99
Remuneration and staff report	110
The Certificate and report of the Auditor General for Wales to the Senedd	119
The Sports Council for Wales and Sports Council for Wales Trust notes to the accounts for the year ended 31 March 2026	130

Introduction

The Sports Council for Wales and Sports Council for Wales Trust

1 April 2025 – 31 March 2026

Annual report and accounts

The Annual Report incorporates the Performance Report including the Sustainability Report, and the Accountability Report including Remuneration Report. The Sports Council for Wales has adopted International Financial Reporting Standards (IFRS). Sport Wales is a Sole Trustee of the Sports Council for Wales Trust.

History and statutory background

The Sports Council for Wales (known by its trade name Sport Wales) was established by Royal Charter dated 4 February 1972, with the objectives of "fostering the knowledge and practice of sport and physical recreation among the public at large in Wales and the provision of facilities thereto". It is financed by annual funding from the Welsh Government and from income generated from its activities.





These Statements of Account are prepared pursuant to Article 15 of the Royal Charter for the Sports Council for Wales (Sport Wales) in a form determined by the Welsh Government with the approval of HM Treasury.



A copy of the Accounts Direction is available for public inspection at Sport Wales offices at Sophia Gardens in Cardiff. The Sports Council for Wales Trust was constituted on 16 May 1972 and is registered as a charity with the Charity Commission in England and Wales, with the charitable objectives of:

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

Registered office

Sophia Gardens
Cardiff
Wales
CF11 9SW

A message from Baroness Tanni Grey-Thompson, Sport Wales Chair

It is a privilege to be looking back on this year after my reappointment to the role of Chair of Sport Wales was confirmed in March. I look forward to working with my fellow Trustees and those starting a new term with us as we continue to build on the work done over the last four years. On that note, I want to thank the outgoing members of the Board: Phil Tilley, Martin Veale JP, Judi Rhys OBE, Delyth Evans, Chris Jenkins OBE and Dafydd Trystan for their service to supporting the development of the Vision for Sport in Wales over their terms.



With the departure of key members of our board, I reflect upon the time and dedication taken by board members which can be overlooked when we think about sport and improving opportunities in sport. We know what a difference volunteers make to the sporting landscape and would not exist without them. There are many opportunities in Welsh sport where volunteers make the sporting activity not only happen but enhance the experience.

And indeed, looking back over the last year, where women's sport has had a glorious spotlight on the world stage, I saw this through my own visit to Royal Porthcawl where the Women's Open took place in July and August. Roughly 750 volunteer roles were required to support the competition, from marshalling and scoring to spectator services. It would also be remiss of me to not mention the army of supporters who travelled to Switzerland to support the Cymru national side as they played in their first ever major competition.



Everyone who participates in sport through playing, volunteering, spectating, and in the background making it happen – we thank you for giving your time to sport.

Of course, we continue to try and make the case for more active lives as the national survey results showed that once again the percentage of adults active three or more times a week in Wales has remained in the mid-30%.

We have recommended key proposals to the parties seeking to form the next Welsh Government to support a healthier Wales and we look forward to delivering with the next Government. I would like to pay respect to our outgoing Minister, Jack Sargeant MS who took a keen interest in the sport sector during his tenure.

Performance overview

A message from Brian Davies, Sport Wales CEO

As Chief Executive of Sport Wales, I'm delighted to share our 2025–26 Annual Report. For me, this past year has felt genuinely special for sport in Wales, and this is a report shaped by the efforts of so many people across the organisation and sector.

The contents of the report reflect all the energy, powerful stories, and positive impact of our wonderful product but if there is one theme that defined this year, it's the rise and celebration of women and girls' sport. From major events to local clubs, we saw an incredible surge in visibility, participation, and enthusiasm. Welsh female athletes and teams continued to inspire on the international stage, while at home, communities welcomed new programmes designed to spark confidence and ambition by giving women and girls more opportunities to get involved.



This momentum has strengthened our belief that representation really does matter, and that when women's sport thrives, Welsh sport as a whole also moves forward.

Alongside this, we continued our commitment to fairness and inclusion, working with partners to ensure that more people—especially those who've previously had fewer opportunities—can enjoy the benefits of being active. Significant milestones this year include the launch in November of the **Foundations Framework Wales**, providing a national good-practice guide for delivering physical activity to children; and the **Arwain Cymru Framework**, serving as a vital developmental tool for funded partners, establishing consistent standards for governance, leadership, and people development.

Furthermore, we continued to help develop, evolve and equip the performance pathways for athletes of our governing body partners at every stage and allied to all the above is the investment of Welsh Government capital – helping fund modern, accessible facilities that also help people get active close to home.

None of these achievements would be possible without the dedication of our partners, volunteers, coaches, and organisations who power sport across Wales. Thank you for everything you do.



As we look ahead, we know that significant challenges remain. But the energy, creativity, and momentum built this year—especially through women's sport—give us a strong platform for the future. Together, we'll keep pushing to ensure sport is a powerful force, having a positive impact in every community across Wales.

Thank you to the Sport Wales Board, led by Chair Baroness Tanni Grey-Thompson, for the leadership and support provided. It has been another busy year of change in personnel with 5 brilliant new Members replacing those whose terms of office concluded.

My thanks to Phil Tilley, Martin Veale JP, Judi Rhys OBE, Chris Jenkins OBE, Delyth Evans and Dafydd Trystan for their service and valuable contributions but warmly welcome Alison Parken OBE, Martin Hurst, Roisin Connolly, Owain Schiavone and Sanjiv Vedi OBE to the fold.

I would also like to thank the Welsh Government and our outgoing Minister, Jack Sargeant MS for their continued support and belief in the value of sport to Wales's future.

Finally, to the Sport Wales team — your passion and dedication, professionalism and commitment continue to inspire me and I know you are responsible for driving everything we do as we seek to enable sport in Wales to thrive.

The Vision

Overview

The Vision for Sport in Wales

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

Active Nation

Everyone

Lifelong

Enjoyment

Our Strategy

#1 **Be Person Centred**

#2 **Give Every Young Person a Great Start**

#3 **Ensure Everyone has the Opportunity to be Active Through Sport**

#4 **Bring People Together for the Long-term**

#5 **Showcase the Benefits of Sport**

#6 **Be a Highly Valued Organisation**

5 Ways of working



Long-term



Prevention



Integration



Collaboration



Involvement

Integrated annual reporting

Well-being of Future Generations

Welsh Language

Equality

Biodiversity

Socio-economic

Sport Wales: delivering the Vision and meeting our public duties

The Vision for Sport in Wales

'An Active Nation where everyone can have a lifelong enjoyment of sport'

The Vision for Sport in Wales underpins our work as an organisation, the collaborative work of the sport sector, and the **involvement** of wider stakeholders. The Vision is not just for Sport Wales to work towards, rather it is the collective vehicle for cross-sector engagement in transforming Wales into an active nation.

Active Nation
We want as many people as possible to be inspired to be active through sport.

Everyone
The vision is for everyone. From people who don't see themselves as sporty to those that win medals.

Lifelong
The vision is for life; it responds to the needs of people at different stages of their life.

Enjoyment
The vision focuses on creating a range of positive experiences so everyone can enjoy sport.



Our Strategy

Our Strategy was formed to play our part in delivering on the Vision for Sport in Wales. Our Strategy is formed by six strategic intent statements. These statements also act as our Wellbeing Objectives, and we utilise them to frame our Wellbeing Future Generations (WBFG) (Act) Wales 2015 public duties reporting.

#1 Be person centred

The needs and motivations of the individual lead the delivery, whether just starting out, aiming to progress, or striving for excellence on the world stage.

#2 Give every young person a great start

Every young person has the skills, confidence, and motivation to enable them to enjoy and progress through sport; giving them foundations to lead an active, healthy and enriched life.

#3 Ensure everyone has the opportunity to be active through sport

Sport is inclusive and provides a great experience for all.

#4 Bring people together for the long-term

There is a collaborative, sustainable and successful sport sector, led by collective insight and learning.

#5 Showcase the benefits of sport

The impact of sport is evidenced, and sport's reach is fully understood, showcased and celebrated through Wales.

#6 Be a highly valued organisation

Sport Wales is a respected organisation, striving to overachieve by delivering an exemplary service through valued staff.

5 ways of working

At Sport Wales, we have embedded the 5 Ways of Working from the Wellbeing of Future Generations (Wales) Act 2015, which also underpin the Vision. You will see these bolded throughout the document, showing how the ways of working affect our day to day activities.



Long-term – The Vision ensures we, alongside our partners plan for the long-term, developing opportunities that respond to the needs of all people in a changing society.



Prevention – The Vision is about ensuring sport is accessible, fun, and affordable, and leaves no one behind. It also ensures we put resources into preventing problems occurring, or from getting worse.



Integration – The Vision unites decision makers and organisations through its ambitions. It is built on the collaborative impact of what we can achieve when we work together.



Collaboration – The Vision belongs to and needs the support of everyone in Wales – working, investing, learning, and succeeding together.



Involvement – The Vision was built following conversations with individuals from every part of Wales and continues to promote involvement into shaping the future of Wales being an active nation.

Integrated annual reporting

We continue to report on our Public Duties throughout this one report, giving an holistic view of our work. Throughout this report you will see these icons below which relate to our individual duties.

Well-being of Future Generations

Welsh Language

Equality

Biodiversity

Socio-economic

Our areas of work 2025 – 2026

Through the lens of the Vision, our strategy and ways of working we determine the business priorities for the year ahead, agreed by our Board and Government. Throughout this report you will see each area of work denoted by the icons below.



Environmental sustainability

- Embed socially responsible procurement in Sport Wales processes and documentation
- Work with some of our top suppliers by value to identify carbon saving opportunities
- Communicate best practice
- Collaboration opportunities, particularly via the Sport Environment and Climate Coalition
- Promote and encourage active travel

Inclusive organisational culture

- Lead the creation of diverse and inclusive workforces, networks and places
- Ensure that we engage staff from across Sport Wales, and can listen and respond to their views
- Adopt a service design approach to improving the Integrated Impact Assessment process at Sport Wales
- Review and update the Anti Bullying, Harassment and Victimisation Policies.
- Better understand and celebrate the difference we make through the work that we do

Supporting a healthier Wales

- Plan transition of health interventions to Sport Partnerships
- Using partnerships to maximise the role sport plays in **prevention**
- Lead the embedding of the relational approach in mental health within sport across funded partners
- Support the sector with the Period Proud Action Plan

Ensuring young people have a positive experience of sport

- Implement and test and learn 'Daily Active Offer'
- Foundations Framework Wales
- Brightspace digital learning opportunities for coaches
- Coaching Leaders Programme
- Enhance athlete development on the world class programme
- Communication strategy and engagement initiatives

Investments

- Have an open and transparent investment approach that is driven by the needs of the people of Wales and enables them to be active in sport
- Maximise the impact the investment makes on addressing inequalities in sport and the Vision for Sport
- Have a process for accessing and awarding funding that is streamlined and efficient

Person-centred approach

- Enhance awareness and understanding among ourselves and our partners regarding the adoption of a person-centred approach
- Increase our and our partners' capacity to collect, interpret, and utilise data and insights effectively to reduce both latent and unmet demand

Sport partnerships

- Continue to work through set-up phases of the partnerships
- Supporting business continuity
- Future proofing sport partnerships to deliver their purpose

Our strategic intents as our wellbeing objectives

During 2024-25, we carried out a thorough review of our Vision and the Sport Wales Strategy. We updated some of the wording and refreshed some of the statistics and insight used. The review confirmed that our six well-being objectives (and the strategic intent statements that sit alongside them) remain relevant and continue to guide Sport Wales' work.

To check progress towards our well-being and equality objectives, we carried out our annual review in March/April 2026. This review again confirmed that the objectives remain appropriate.

Early work this year on a systems thinking approach also helped us test and confirm their value.

Sport Wales therefore confirms that our well-being objectives remain unchanged.

This Annual Report is structured around the progress we have made against our well-being objectives. It sets out what we have delivered, what we have learned, and where we still need to do more. At the end of each section, we include an analysis of the main learning points and challenges.



#1 Person centred

The needs and motivations of the individual lead the delivery, whether just starting out, aiming to progress or striving for excellence on the world stage.

Case study

Silver Surf Club ensuring water sports are accessible at every age

Surf Therapy CIC are ensuring that adults over the age of 50 can still enjoy the Gower beaches with their Silver Surf Club. The club are one of the only in the area that focus solely on adults and harnesses the power of the ocean to support mental health.

Founder Phil Owen created Surf Therapy to help other people with their mental health after his own battle with depression. Surfing was a key part of Phil's recovery and understood that it could help a wider range of people, including those with depression and anxiety, veterans living with PTSD, those struggling with addiction and adults on probation and young people in the Youth Justice System.

In July 2025, Surf Therapy received £5,711 from our National Lottery funded Be Active Wales Fund to ensure the club could keep pace with their growing demand. As part of this new equipment five kneeboards were purchased, which offer an alternative to stand up surfing for those who need adjustments or to build their confidence.

Being able to provide alternative methods has enabled them to help many more people for whom Surf Therapy is a vital part of their support and recovery network. Founder Phil Owen said:

> "Thanks to Sport Wales funding, we have been able to buy equipment like surfboards and wetsuits. It means we can work with a wider range of groups and ultimately help more people."

One such person is Laurence, who was diagnosed with complex PTSD in 2024 after losing his beloved father and having to close his business in the aftermath of the Covid pandemic. Laurence had not surfed before but from his first session found he was able to go at his own pace starting with paddling out or even just relaxing on the board. Laurence said:

> "Surf Therapy has helped me heal. All the debris that's been kicking around my head washes away. It's helping me to manage myself. Surf Therapy is truly amazing."

Female health and performance: Specific progress across sports

We continue to **collaborate** with sports across Wales to make sure female athletes get the right support in training and performance. We want to create an environment where every sport is empowered to deliver support for female athletes so that being female never stops anyone from taking part, enjoying sport, or performing well.

This year, we focused on topics that affect female athletes' health such as the menstrual cycle, body image, puberty, pelvic health, pregnancy and Relative Energy Deficiency (REDs). We help sports understand these issues and use good practice every day so female athletes feel supported and **involved.**

Examples of our work include:

- Teaching Football Association of Wales academy players about body image and healthy eating and helping them feel confident about food and performance.
- Working with Welsh Triathlon to help young athletes, parents and coaches understand puberty and feel more confident during this stage.
- Providing menstrual cycle awareness sessions in cricket so athletes and coaches can train well, communicate better and look after wellbeing.

These projects are helping create **long-term** change in Welsh sport and making sure female athletes get the support they need to do well and enjoy their sport.

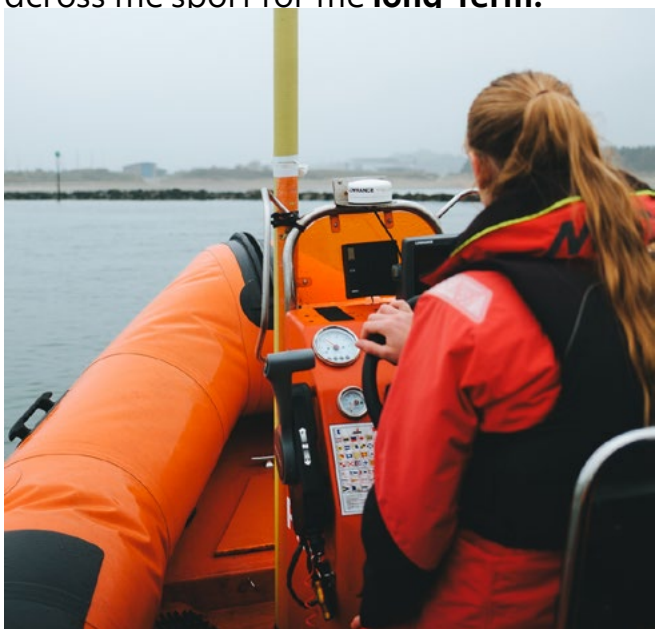
RYA Cymru Wales: Thriving roadmap

Over the past 18 months, we worked with RYA Cymru Wales to create a Thriving Road Map. This plan helps them check how well their environments support young sailors and how they can make improvements.

We spoke with more than 50 parents of young sailors. We observed training sessions, held focus groups and talked with leaders to understand what helps young people enjoy and thrive in the sport.

Parents said children thrive when there are caring coaches, clear information, good planning, friendly venues, chances to socialise and a balance between fun and performance.

In response, RYA Cymru Wales brought back their programme handbook for families and created a new model to help clubs build positive environments. This project shows how working closely with coaches, leaders and parents can build trust and lead to real, positive change across the sport for the **long-term.**



Spotlight on

Safe weight-making in Judo



Coaches in Welsh Judo noticed that many young players were using unsafe weight cutting methods. These methods were bad for their health and stopped them from staying in the sport, improving safely, or performing well in the **long-term**.

They raised this issue with British Judo, who agreed it was important to support athletes, parents and coaches to understand safe weight management.

Collaborating with Home Nations' Judo bodies, Sport Wales helped create guidance and a decision making tool to support safer weight management.

The guidance will be taught through online learning modules covering judo culture, growth, nutrition and communication. The course includes role model videos and activities. It will be required for pathway athletes, parents and coaches.

In Wales, coaches, parents and players have already started learning about this, helping create a safer and more supportive environment.

Spotlight on

Welsh Institute of Performance Science (WIPS) Partnership



WIPS is a partnership between Sport Wales, top sports scientists in Wales, and industry partners, **collaborating** to improve sports performance.

WIPS is to run high-quality science projects that help Welsh athletes and businesses perform better.

It also supports the sports pathway (how athletes develop) and builds skills and knowledge for the future.

WIPS also helps train new scientists and encourages stronger links between sport, universities, and businesses in Wales.

WIPS Projects in 2025-26

In 2025-26, WIPS worked on several projects across different sports in Wales:

Insights 360: Experience and environments

This project builds on the Sport Wales Thriving Position Statement. It looks at the views of different people **involved** in sport to understand athlete environments better. The goal is to see what is working well and where targeted improvements could make a big difference.

Stress urinary incontinence in sport

This project looks at a health issue that affects many athletes, especially women. It can stop people from taking part or performing well. The work aims to understand this issue better and create solutions with experts which can be **integrated** across the sporting landscape. It also showed that coaches and support staff need to **collaborate** more closely to support female health in sport.

What does a world-class coach educator look like?

Working with the Football Association of Wales Centre for Football Research, this project explored what makes a great coach educator. It focuses on how coaches learn and reflect and how this can improve coaching. The findings help coach educators reflect on their work and improve how they teach.

Safe-weight Project

This project looks at the risks of athletes trying to quickly lose weight, especially young people. Sport Wales identified this as a growing concern. The project builds evidence to help create better policies, education, and support. The aim is to keep young athletes healthy and safe in the **long-term**.

The 2026 School Sport Survey: Cognitive testing and co-design workshops

The Sport Wales School Sport Survey underpins our investment model as we use the data to ensure the sports which children want to participate in are funded to create opportunities. It is one of the largest surveys of young people in Wales.

Building on our 'cognitive testing' research aimed at improving the 2026 School Sport Survey, this year we **involved** children and young people through co-design workshops, asking them to read survey questions aloud, explain what they thought the questions meant, and describe how they chose their answers. This helped us identify questions that were confusing or difficult to understand and highlighted where improvements were needed to support accurate and easy responses.

By listening to pupils' feedback, we simplified language, clarified meaning, and improved response options. This helped ensure a more positive experience when completing the survey.

As a result, the 2026 School Sport Survey, which will be live through the 2026 Summer Term, is clearer, more inclusive, and better reflects the views of children and young people. This ensures their views will be captured more authentically.

60+ Active Leisure Scheme (ALS)

The 60+ Active Leisure Scheme (ALS) supports adults aged 60 and over to be more active and stay active. It was launched in 2021 as part of the Welsh Government's Healthy Weight: Healthy Wales plan.

The scheme supports **integrated** national priorities by helping people stay active, healthy, and independent as they age. It is also helping reduce and **prevent** health inequalities by reaching people who are at greater risk of poor health and works alongside the National Exercise Referral Scheme.

Offering low-cost, group activity sessions in leisure centres and community venues, sessions focus on building confidence, social connections, and **long-term** healthy habits. The sessions are inclusive and suitable for different abilities and health needs. There is also a focus on reaching under-represented groups, including people in low-income areas and those with **long-term** health conditions.

Over the last year, the programme has been adapted to local needs, with delivery partners **innovating** to include prehabilitation and post-operative recovery programmes, ensuring further **preventative** benefits. There is growing evidence of sustained participation beyond the initial referral, giving people a way to stay active after finishing clinical programmes.

Safeguarding

We have continued to strengthen safeguarding across sport in Wales alongside experts in the field – the NSPCC Child Protection in Sport Unit (CPSU) and the Ann Craft Trust (ACT) – to provide targeted support for our partners. This has allowed them to develop stronger child and adult safeguarding practices and raised standards across the sector.

All funded National Governing Bodies (NGBs) have now reached at least Level 1 of the CPSU safeguarding standards. This means they have key measures in place, including clear policies, reporting systems, and a lead person at board level. They also fully meet Welsh adult safeguarding requirements.

With these foundations in place, the focus has moved to a **collaborative** phase of ongoing improvement. Through CPSU and ACT, partners receive tailored support to review and strengthen their safeguarding plans, which has helped build trust, improve openness, and make safeguarding a stronger part of how organisations are run.

Support is now also being extended to **involve** national partners and sport partnerships. In the year ahead, we will map this support to ensure it is consistent and high quality across the whole system for the **long-term.**

Analysis

Sport Wales' approach to the 2026 School Sport Survey has been strongly person-centred. We simplified and redesigned the survey with **involvement** from children and young people. For example, we used user research throughout, including cognitive testing: interviewing children and young people across Wales to check how well they understood the questions and key terms. This helped us create a survey that is relevant, inclusive and accessible. We also piloted the survey in schools to get direct feedback. Changes include:

- New questions and improved question design.
- Audio and visual aids.
- Bilingual audio prompts.
- The survey can be completed in 15 different languages.
- British Sign Language is embedded throughout the survey.
- A shorter version of the survey for learners with additional accessibility needs.

We also **collaborated** with Regional Sport Partnerships and National Governing Bodies ahead of the survey. This will help partners use the insight and data to make person-centred decisions.

Sport Wales' Digital and Service Design Team has been a key driver of this person-centred approach. In 2025, the team led 16 projects, each applying user research to help shape decisions. This shows growing take-up across the organisation, with teams and directorates applying service design based on user need.



Skills and confidence in user research continue to grow across Sport Wales. More colleagues are not only taking part in user research but also planning and leading it within their own projects. This shows a wider uptake of user research and a stronger understanding of its principles.

For example, Sport Wales Institute worked with RYA Cymru Wales to create a Thriving Road Map. This helps them check how well their environments support young sailors, and what they can improve. We spoke with more than 50 parents of young sailors, observed training sessions, ran focus groups, and spoke with leaders to understand what helps young people enjoy and thrive in the sport.

This objective is becoming embedded within Sport Wales. However, progress across the wider sport sector is less clear.

Things we need to consider and where we need to go further:

A repeated message from the review is that our understanding of what person-centred means needs to develop and become more sophisticated, including through a better understanding of human behaviour. Being person-centred is more than simply asking people what they want.

Taking a person-centred approach does not automatically mean something will succeed. Putting this into practice can still be difficult. For example, the improved School Sport Survey should provide better and more accurate findings but if the insight is not used well within Sport Wales and by regions, communities and schools, the opportunity will be missed.

Our work on a more holistic systems thinking approach could, at times, create tensions with a person-centred objective. We will need to manage these carefully.

#2 Ensure every young person has a great start

Every young person has the skills, confidence and motivation to enable them to enjoy and progress through sport; giving them foundations to lead an active, healthy and enriched life.

Case study

National sport facility investment offers every young person a place to be active

Sport Wales has invested £3.3million in improving sport facilities across Wales, with £2.8million for grassroot sports. Applications for the capital funding prioritised projects that would make sport more inclusive for everyone, support the development of talented athletes and improve energy efficiency and sustainability.

Merthyr Tydfil County Borough Council received £40,000 from the Sport Wales Pitch Collaboration Fund, with additional funding from UK Shared Prosperity and Council Funding, to upgrade an astroturf pitch in Aberfan to address the county's shortage of artificial surfaces.



Every season thousands of grassroot football and rugby matches are cancelled due to poor weather conditions. Artificial pitches are vital for ensuring teams of all age groups remain physically active throughout the year.

School Sports Survey 2022 data demonstrated basketball was one the most in-demand sports among young people. Investment in the sport has reduced barriers and improved facilities. Torfaen received an award of £20,489 for height-adjustable basketball hoops and electronic scoreboards at Cwmbran Leisure Centre and Pontypool Active Living Centre.

Daily Active: Test and Learn Project

The Daily Active Early Adopter Test and Learn Project is part of the **long-term collaboration** between Public Health Wales, Sport Wales, and Welsh Government, which supports a whole-school approach to physical activity across Wales. The Daily Active offer helps schools provide opportunities for children to be active before, during, and after the school day. It is based on eight key areas that work together to support activity.

As schools play an important role in shaping children's habits, this approach supports activity through leadership, teaching, the school environment, and partnerships. It also focuses on making sure all children can take part.

Evidence has shown the importance of tailoring the offer to individual settings as a one-size-fits-all approach has inconsistent **long-term** impact.

The Test and Learn phase will explore how this approach works in practice. Participating schools will be supported by a Daily Active Officer to review their current offer and create action plans. Support will include training, shared learning, and ongoing guidance.

The project will gather feedback on what works well, what challenges schools face, and how to improve delivery. This will help **integrate** a simple and practical model for schools across Wales.





Foundations Framework Wales

The **innovative** Foundations Framework Wales was launched in November 2025 and supports children aged 3–11 to have positive experiences of sport and physical activity. It is a guide for coaches and volunteers working in schools, clubs, and communities for the **long-term.**

The framework was developed in **collaboration** with partners in the sport sector and beyond, across Wales, including governing bodies, local authorities, and national organisations. It aims to help more children be active and enjoy taking part.

Since its launch in November 2025, partners have focused on raising awareness and understanding. They have shared the framework within their organisations and promoted it to clubs and communities.

Supporting resources include videos, coaching cards, online learning, and a club reflection tool.

The framework shows how to create child-centred activities that build confidence, skills, and enjoyment. It also highlights the importance of safe, inclusive environments and regular movement for healthy development.

Next steps

We will continue to develop the framework by:

- Working with partners to support children's rights.
- Helping organisations include it in their plans and training.
- Delivering a shared communication plan across the sector.

Pipyn Actif



Pipyn Actif is part of Welsh Government's Healthy Weight: Healthy Wales plan. It is running for the third year in Merthyr Tydfil, Anglesey and the Cardiff Southern Arc. The project works with families in their communities to improve children's health now and help create **long-term** healthy habits.

The project creates fun, safe and suitable physical activities for families with children aged 3–7 who may be at risk of becoming overweight or experiencing obesity, with the aim of **preventing** future health problems.

Each area has a project lead who designs activities that fit the needs of local families. This links with Public Health Wales' wider Pipyn programme.

The project is delivered by:

- Môn Actif in Anglesey.
- Cardiff Met Sport in Cardiff.
- StreetGames in Merthyr Tydfil.

An external team, UKRCS, is evaluating the project. They help each area create Action Development Plans so the work stays on track. The evaluation aims to build a model that could be used across all of Wales in the future.

In 2025/26, they ran learning sessions for project leads, and for the first time, Pipyn and Pipyn Actif came together for a joint online session with Public Health Wales.



Citbag

We have continued to develop and **innovate** the Citbag platform to support practitioners delivering Physical Education, School Sport and Physical Activity (PESSPA) across Wales.

Further resources have been added which are linked to the Progression Steps of the Curriculum for Wales. This ensures greater **integration** to the Health and Well-being Area of Learning and Experience (AoLE).

A key focus has been improving gymnastics resources. These have been reviewed to make sure they are safe, suitable, and engaging for learners at each stage. We have also improved navigation, making it easier for practitioners to find and use the resources.

More practitioners are now using Citbag, showing growing confidence in the platform. The increase in user accounts and activity highlights its value in supporting high-quality delivery across Wales.

We will continue to improve the platform by enhancing the user experience and adding more curriculum-linked resources. Our aim is to **involve** and support practitioners to deliver safe, inclusive, and engaging experiences that help children and young people build skills, confidence, and a lifelong interest in being active.

Analysis

The Foundations Framework Wales (FFW) is becoming embedded in Sport Wales partner organisations. Since 2024, the number of partners **involved** in FFW activities has risen from 35 to 78. Partners include funded local authorities, Regional Sport Partnerships, National Governing Bodies, our national partners, and a range of other organisations at local, national and UK level.

Partners are using FFW in different ways within their own organisations and with others they work with. This includes raising awareness of FFW resources, updating boards, and sharing learning at network events and conferences. In practice, many partners are aligning FFW principles and coaching resources with their training and workforce development programmes.

We can see impact at partner level. FFW is now built into some partner processes, and practical resources for grassroots coaches and providers are in place nationally. It is still too early to see the full impact on children and young people's experiences, but this should be tracked during 2026-27.

Daily Active (DA) is a **collaboration** with Welsh Government and Public Health Wales (PHW). It is a framework that helps schools create active learning environments for learners aged 3 to 16, by embedding physical activity across the school day. Over the last year, we have **collaborated** with PHW on a 'test and learn' approach to DA. In April 2026, this will begin with a pilot whole-school approach.

We have significantly increased investment in the School Sport Survey so we can provide more timely reporting to partners and schools.

Citbag (a bilingual Sport Wales online resource for teachers) has been revised and improved, with more resources linked to the curriculum. Plans are also in place to connect Citbag to Hwb (the digital platform for teachers in Wales).

Things we need to consider and where we need to go further

Progress over the last year to establish FFW has been strong, with a significant increase in the number of partners **involved** across Wales and across many sports and organisations, including some that are not currently funded partners. The challenge for the next year is to move beyond influencing organisations and workforce development, and to reach grassroots sport so that children and young people's experiences improve. We will need to evaluate progress in delivery and the impact on children and young people's experiences. As this work moves further from the strategic level, it will require sustained effort and time.

What is the future role for children and young people's voices within FFW and other Sport Wales work, and how can their **involvement** be achieved?

#3 Ensure everyone has the opportunity to be active through sport

Sport is inclusive and provides a great experience for all.

Case study

Outdoor partnership helps breast cancer survivors rediscover their wild side

Physical activity in the outdoors can have positive impacts on people's mental health and wellbeing. Our national partner, the Outdoor Partnership, has used National Lottery funding awarded by Sport Wales, to enable breast cancer survivors to participate in outdoor activities. The Pink Ribbon project began with wellbeing walking groups to help women build their confidence and rediscover their love of nature.

Their zest for life and adventure has seen them take on more adventurous outdoor pursuits, including surfing, climbing and stand-up paddle boarding. At Cardiff International White Water, the group took part in white water rafting. One participant, Melanie, said:

> "There's just an eagerness to embrace the opportunities and have fun, make the most of life."

The Outdoor Partnership is bringing sport and physical activity back into these women's lives and enabling them to have experiences they never thought they would. Leila from the Outdoor Partnership said:

> "None of this would be possible without Sport Wales and the National Lottery."





Investments

Capital Funding

We have continued to invest in sports facilities across Wales through our capital funding programmes.

This year, 190 awards were made, with a total of £12.8 million invested to improve facilities for communities for the **long-term**.

As part of this, 118 not-for-profit sports clubs received support through the Energy Savings Grant. This funding helps clubs reduce energy costs and become more environmentally friendly. It also supports **long-term** financial sustainability.

Community Lottery Funding: Be Active Wales

The Be Active Wales Fund continues to support community clubs across Wales and supported nearly every recognised sport through vital Lottery funding.

Over the past year, 677 clubs have received £3,973,199 in funding to improve equipment, coach education, and pitch improvements. This support helps clubs grow and provide more opportunities for people to take part in sport and physical activity. Case studies for this fund are included throughout this report.

Case study

A Place for Sport: Crowdfunder

The A Place for Sport fund is delivered in **collaboration** with Crowdfunder UK.

This year, 27 projects received funding. We invested £246,550, which helped raise a further £288,865 from the public. This brought total investment to £535,415.

For every £1 of public funding, an extra £2.17 was raised. This shows strong community support for local projects.

This fund supports projects that improve the overall experience of sport. This can include better facilities, equipment, or services that help clubs become more sustainable.

This year, we increased our investment to support projects that address inequality and deprivation. We have seen a growing scale of investment through the A Place for Sport Programme as community clubs become more familiar and confident in their approaches to fundraising and local engagement. This is a positive sign of increased focus on the role and importance of local sport clubs as a thriving element of community cohesion.

Penarth Athletic Club

In December 2025, a devastating fire ruined the clubhouse, causing a huge loss of memorabilia, trophies, honours boards and photographs. The club has come together to ensure the teams which used the clubhouse will still be able to play and are fundraising for the future rebuild.

The Crowdfunder Place for Sport fund provided £15,000 of match funding and their target has been exceeded, with more than £47,000 being raised via 622 supporters.

Garden Project

The Garden Project in Newport aims to transform an overgrown, unused outdoor area into a vibrant community space promoting sport, health, and wellbeing. The Newport Central Jam'e Masjid's Mosque garden was overgrown and unused, but they saw much potential to turn it into a multi-purpose community space that combines sport, health, and wellbeing activities.

From outdoor exercise sessions and youth sports programmes to mindfulness and gardening workshops, group wanted to redevelop the space where people could grow — physically, mentally, and socially. The project had 118 unique supporters and raised £30,100 including the funding from Sport Wales which enabled the organisation to move their indoor Boxing sessions to the newly refurbished outdoor space and significantly increase participation levels.

Spotlight on

Powys' forward-thinking building a sustainable future for sport



Sport Wales' capital fund has received an increasing number of applications from local authorities to improve or upgrade their leisure facilities, including their energy efficiency and sustainability. Capital funding can help lower energy bills and improve facilities with modern, sustainable upgrades. Powys County Council has been highlighted as a proactive local authority that has researched and invested in their leisure facilities sustainability.

Powys County Council, working with Freedom Leisure, has received £539,000 capital funding over three successful funding years to improve 13 leisure centres. Funding awards have enabled a variety of projects across the County. Destratification fans at all 13 leisure centres recirculate waste heat in pools and gyms to balance temperatures, solar panels have been installed at five leisure centres and the installation of Wales' first backwash recovery system at Maldwyn Leisure Centre.

This recycles water rather than draining it, saving on water, heating, chlorination and PH correction.

These projects have more than just environmental benefits. Gym-goers can now experience a cooler and more comfortable environment to train in; 4,500 children are learning to swim in energy-efficient pools across Powys every week and netballers can play year-round at Brecon Leisure Centre thanks to LED floodlighting on outdoor courts.

Sport Wales capital funding improves local authority sport facilities to not only be more eco-friendly but to also provide an enticing environment for participation in sport and physical activity.

Period Proud

To help create a gender equal Wales, we need to make sure people feel comfortable and supported when it comes to periods. Periods affect how people feel physically and emotionally throughout the month. Sport Wales has been given a clear role by Welsh Government: to understand how periods affect taking part in sport, and to find ways to help those who menstruate stay active.

We are helping our partners talk more openly about periods and giving them guidance on how to create "period proud" **long-term** environments in their sports.

Over the past year, we have **collaborated** with Welsh Government to run quarterly online sessions to share updates, gather views from our partners, and discuss challenges and ideas.

Organisations such as the Cymru Football Foundation, Paddle Cymru, and RYA Cymru Wales have shared examples of what they are doing to support people who menstruate.



We also spoke directly with young people to understand their real experiences. We held group sessions with Wales Netball's youth panel, young athletes from Triathlon Cymru, and the National Young Ambassador Panel. They shared honest and helpful stories about how periods affect them in sport.

In response, we created a visual guide showing what a "Period Proud" environment looks like. It includes having products available, listening to young people, improving education, and working together across sports.

A new qualitative research approach

The School Sport Survey and the National Survey for Wales give a strong **long-term** picture of sport participation and demand across Wales.

To better understand the results from our national surveys, we know it is important to understand why people take part in sport and physical activity, not just how often they do it.

To support this, we have developed a qualitative research approach, **involving** some of the respondents to the National Survey for Wales. This will help us explore people's experiences and behaviours in more detail.

The first project in this approach launched in March 2026, focusing on how physical activity behaviour changes from late childhood to early adulthood. The research looks at differences in how often people take part, and the types of sports and activities they choose at different stages of life.

We will look to publish the findings from this study on our website and use them to support learning around what barriers people find in continuing in sport and physical activity in this crucial time in their lives.

UK recognition policy

Recognition is the process used to decide which sports and National Governing Bodies (NGBs) the Sports Councils will work with and may support. In Wales, being recognised allows organisations to apply for funding, including the Be Active Wales Fund and crowdfunding support.

Collaborating with the other Home Nations Sports Councils and UK Sport, we have reviewed the UK Recognition Policy, which first introduced in 2017.

The review looked at all parts of the process. This includes the policy, application process, reviews, appeals, guidance, and forms.

The updated policy will make the application process simpler and faster. However, organisations will still need to show strong governance and clear, evidence-based plans to develop their sport and organisation.

If approved by all Home Nations' Sports Councils, the new policy will reopen for applications between late spring and early summer 2026

Mental health

At Sport Wales, we recognise the important role sport and physical activity play in supporting mental well-being. We want to help change how people think about and approach mental health.

By building mental health awareness across sport, we aim to create safe, inclusive, and supportive environments. This helps athletes, coaches, volunteers, and communities feel valued and able to thrive.

We have worked with partners across three key areas: education, strategy, and belonging. Partners include Badminton, Gymnastics, Welsh Rugby Union, Hockey, Football Association of Wales, Colegau Cymru, Triathlon, and Golf.

Projects of note

Badminton Wales supported coaches to attend relational coaching workshops. These focus on understanding thoughts and feelings, building strong relationships, and creating supportive environments.

Colegau Cymru delivered workshops on mental health and positive environments to staff leading active wellbeing for young people.

We also developed learning modules for partners. These focus on four key areas: psychological safety, independence, role models, and managing change.

Moving to inclusion

The Moving to Inclusion Framework has supported 18 partner organisations to improve their work on equality, diversity, and inclusion.

Through self-reflection, action planning, and mentoring, partners have built confidence and improved how they create **long-term** inclusive environments.

Mentoring has been repeatedly highlighted as transformative. One partner described their sessions as “very thought provoking… providing numerous ideas I can translate into practical actions,” finding it helpful to have open discussions with someone outside their organisation. This helped them turn ideas into practical actions, focus their work, and build clear inclusion plans.

The framework has also supported organisations to improve their systems and identify ways to make their work more inclusive. Shared learning has helped partners learn from each other and find solutions to common challenges.

As the programme develops, feedback from partners and mentors will continue to shape the framework. This will ensure it remains useful, relevant, and supports ongoing progress across the sector.



Regional sport partnerships

The five Regional Sport Partnerships across Wales are now fully established. While they are at different stages, all are working together and making good progress.

The partnerships are sharing learning and working jointly on key areas, such as monitoring and evaluation. This helps improve efficiency and strengthen the system. Together, they are supporting a more local, joined-up approach to sport and physical activity, with a strong focus on fairness and inclusion.

Sport Wales has supported this development. Key progress includes:

Actif North Wales

Actif North Wales continues to deliver its **long-term** strategy. It has moved towards a more community-led approach, working closely with partners such as health, education, and the third sector. Local plans are in place across all six areas, supported by a strong focus on workforce development.

Activate West Wales

Activate West Wales has developed a regional strategy, brand, and website. It is building skills across its network and making greater use of data to guide future decisions.

Central South Sport Partnership

A Managing Director has been appointed, marking a key step forward. The partnership has created core systems and is taking a whole-system approach, focusing on everyday physical activity as well as sport.

Gwent Sport Partnership

The partnership has been formally established, with a focus on tackling health inequalities. An independent Chair has been appointed, with plans to move to a full board structure.

Mid Wales Sport Partnership

A Regional Director has been appointed, and key systems are now in place. Engagement with local partners has also strengthened.

National Survey for Wales: Sport and active lifestyles (16+)

The National Survey for Wales provides a national picture of sport and physical activity. It is run each year for the Welsh Government and includes a wide range of topics. Since 2016, it has included a section on sport and active lifestyles, led by Sport Wales.

The survey asks core questions each year to track participation and demand. It also includes additional questions on attitudes, facilities, and volunteering.

The results are used alongside the School Sport Survey to inform Sport Wales' approach and investment decisions.

Latest results (April 2024 – March 2025)

Around 6,000 adults aged 16+ took part. As this was fewer than planned, the results should be read with some care. The data has been adjusted to better reflect the population.

Key findings:

Participation:

59%
of adults took part in sport or physical activity in the last 4 weeks.

56%
did fitness activities.

19%
played sports or game.

6%
took part in outdoor activities.

Regular activity:

35%
took part three or more times a week (down from 39%).

Demand:

35%
want to do more activity (up from 27%).

22%
want to do more fitness activities.

12%
want to do more sports or games.

6%
want to do more outdoor activities.

The full report is available on our website and includes more detail on participation, differences across groups, and attitudes to being active.

From Spring 2026, the survey will move online. Questions have been updated to better reflect how people are active. The next results (2026–27) will be published in 2027.

Analysis

Engagement by the Sport Wales Community Investment Advisors is starting to build positive relationships with community organisations, including those representing racially diverse communities. In some cases, these relationships have helped new clubs access the Be Active Wales Fund for the first time. In other cases, the trust being built is strengthening partnerships and helping us rethink how we award grants.

Our work to help partners strengthen inclusion has progressed in the last year in two areas. First, the Moving to Inclusion framework has gathered momentum, with more partners joining the latest cohort and benefiting from self-reflection, action planning and mentoring. Three partners have also returned to this proactive programme. Its mentoring offer has repeatedly been described as transformative. Second, we have acted on the review of our governance and people development framework for funded partners. This has been renamed Arwain Cymru (Leading Wales), and its focus on equity and inclusion has been retained. The core requirements now also include the Welsh language and environmental sustainability.

Some people in the review felt this objective is well embedded within Sport Wales, and that teams across the organisation consider equity, inclusion and well-being. However, they did not feel this is yet the case in grassroots sport. Our surveys also show that there is still work to do to tackle inequality.

The changing facilities at the Sport Wales National Centre have been refurbished, including providing all-gender changing areas with individual cubicles. A ramp was installed on the balcony to improve access for wheelchair users during the British & Irish Para Badminton International. After the event, we decided to keep the ramp in place permanently to enhance accessibility at the facility.

Things we need to consider and where we need to go further:

The family-based intervention pilots (Pipyn Actif) have shown real progress. Expanding them across Wales is an exciting prospect.

We need to learn more from partner activity and delivery. The Lightning Learning sessions led by sport sector organisations may be even more valuable than the internal sessions for Sport Wales staff. We need to capture and share more learning from practice across the sector.

Not every Sport Wales partner organisation can do everything that we need promoting. A clearer, coordinated understanding of who is best placed to do what would help partners focus effort where it can have the most impact.

We need to go beyond making our website text more accessible. Content across all Sport Wales services needs to be fully accessible and meet people's needs.

#4 Bring people together for the long-term

There is a collaborative, sustainable and successful sports sector, led by collective insight and learning.

Case study

Crowdfunding brings local communities together

Sport Wales' A Place for Sport Crowdfunder is open all-year round and since its establishment in 2021 has raised over £1million for community sport club facilities.

Paddle West is a water sport club on Pembrokeshire Castle Pond. Their crowdfunding campaign aimed to turn the Pembroke Boathouse into changing rooms and a classroom to provide water safety and paddle sport training. The local community fully-backed the campaign, and Paddle West raised a total of £30,238.

Paddle West were already teaching 1,000 young people every year and according to Director Graham Booth this is set to double as they can now operate for more months of the year.



Newport Central Jam'e Masjid Mosque found that their overgrown outdoor space was much larger than they realised and immediately decided to transform the garden into a space for sports, activity and mental wellbeing.

Nazrul is a youth worker and sports coach at NCJM and explained that they are "not just a place of worship. Here at NCJM, we're a community hub with a really busy youth section." Raising just over £30,000, NCJM now offer men's boxing and women's fitness sessions. The garden has enabled NCJM to blossom and reunite with people from across Newport and Cardiff.

Brightspace digital dysgu platform

We are continuing to invest in and grow the Brightspace Digital Dysgu Platform. This shared online system helps us, and our partners, to create and share digital learning, support and training for volunteers, coaches and people working in sport across Wales.

Swim Wales became the first Sport Wales partner to have its own Brightspace space and support. By combining our digital infrastructure with their sport-specific knowledge, the **collaboration** enabled the successful development and delivery of Wales' first independent coaching certificate in swimming.

This partnership provides a strong example of how **integrated** approaches can drive innovation across the sector. By sharing resources and expertise, partners can increase capability, reduce duplication, save time and cost, and create new opportunities for income generation.

We have also created lots of new digital learning content to support important areas of work, including the Foundations Framework Wales.

Brightspace is underpinned by a wider **collaboration** with sportscotland and Sport Northern Ireland. By working together, we can share resources, avoid repeating the same work, and offer digital content to each other at no cost.

2025–27 Home nations' coaching leaders' programme

After the success of the 2023–26 programme, a new group of coaching leaders from Wales, Scotland and Northern Ireland have started their two year training and development journey.

The programme is run in **collaboration** by Sport Wales, Sport Northern Ireland and sportscotland. Its aim is to help coaching leaders learn new skills so they can create fair, modern and inclusive coaching systems in their sports.

Five leaders from Wales — from Cricket, Badminton, Athletics, Tennis and Basketball — have joined coaches from Scotland and Northern Ireland for several three-day training camps held in each country.

Participant quotes from the 2025–27 Coaching Leaders programme:

> "Each residential is a thoroughly challenging and enlightening three days… always learnings to take back and help us to improve our coach development systems."
>
> "What this programme is giving us is the space and the tools to step back and really understand what a functioning coaching system looks like…"
>
> "Programme has reinforced the importance (and power) of bringing people together… making them feel valued, supported and an influential leader…"

Digital and service design – improving how we deliver services

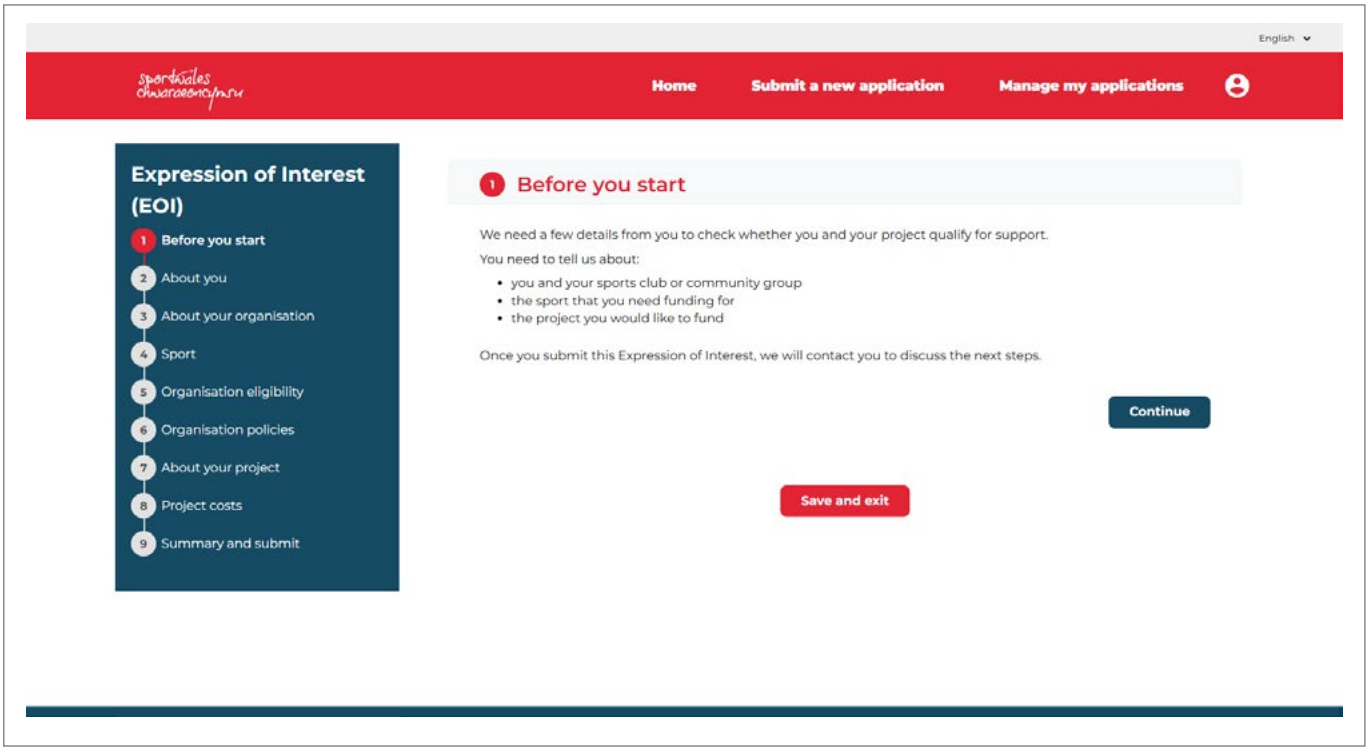
Improving Sport Wales' services, and making them easier to use, accessible and consistent has been a priority for a cross-section of organisation from different teams. This **integrated** team have focused on two high-profile projects this year a new investment portal, and the National Centre's online booking system.

The investment portal will be the one place where all Sport Wales funding is managed: community, capital, elite and partner investment and was tested with staff and partners through **collaborative** workshops.

The feedback from these helped the system to be designed around real users' needs. The system will help the organisation to manage investment more clearly and consistently and will be rolled out in stages.

The National Centre's online booking system is now able to accept facilities bookings, allow members to update their accounts on a mobile-friendly, bilingual system. These upgrades have strengthened our digital security and helped us achieve the Cyber Essentials Plus accreditation.

These improvements are part of a bigger plan to map, **integrate** and modernise all of our services for the **long-term.**





Public Health Wales and Sport Wales Memorandum of Understanding (MOU)

This year we worked with Public Health Wales (PHW) to formalise our **collaboration** through a new Memorandum of Understanding (MOU) which reinforces our shared ambition: to help create a more active, healthier population across Wales.

The MOU brings together the strengths of both organisations to **prevent** inactivity and promote physical activity. It outlines joint working across a wide range of areas including:

- Policy advocacy.
- Sharing expertise and skills.
- Education and training.
- Joint funding applications.
- Social marketing campaigns.
- Research and workforce development.
- Developing joint programmes.
- Supporting local systems and volunteer workforces.
- International **collaboration.**

Our partnership with PHW is already well established, with key areas of activity underway including commissioning shared research projects, developing Daily Active offer opportunities, supported by a new joint post and advocating the **preventative** health benefits of sport and physical activity.

This MOU has helped establish clear and consistent messaging between Sport Wales and Public Health Wales. The work is establishing **integration** on new initiatives that strengthen the role of sport and physical activity in population health, and creates a greater ability to attract funding, helping to amplify impact across communities.

Pathway and performance strategy

The second pathway and performance strategy Wales Conference was held in November, bringing people together from across the sport sector to share ideas and learn from each other.

The focus in this conference was on how we use data and how we can improve this across the system. The conference showed again how important it is to **collaborate** and learn from shared experiences together, for the **long-term.**

This was supported by case studies during the conference from Cricket Wales, Wales Golf, and Badminton Wales, which showed how different organisations are developing their work.

Feedback from the event was very positive; those we worked with rated it higher than last year and so we are keen to continue the format of learning and supportive communities.

Think Tanks

Two Think Tanks which were developed in last year's conference made strong progress this year: a 'shared approach to working with partners' and 'improving the level of coaching'. These projects have shown how working together can support **integration** and improvements across the system.

Both Think Tanks have now moved into delivery teams within Sport Wales to continue their development.



Governance and people development

With the aim of improving leadership, culture, and resilience across the sport sector for the **long-term**, we provided innovative and tailored governance support to 27 Sport Wales partners.

This included strategic planning, complaints handling, whistleblowing, constitution reviews, board observations, and financial guidance. This will help organisations make better decisions and work more effectively.

Additional 'People Development' support reached 34 partners. Through the Leaderline coaching programme, 20 people from 17 organisations received one-to-one support to build confidence and leadership skills.

A further 14 people from 10 organisations took part in the Leading with Impact programme, developing skills for modern, inclusive, and values-led leadership.

Three National Governing Bodies (NGBs) took part in a culture pilot, exploring how to build positive and inclusive cultures across their organisations.

The Chairs' Network brought together Chairs from across the sector to share learning and support each other. As a number of regional Sport Partnerships are in a highly developmental phase, this support also allowed directors to connect, learn and plan **collaboratively.**

Overall, this work is building partners' confidence and helping them deliver the Vision for Sport in Wales.

Partnership development

Work has continued to strengthen how we decide which organisations we invest in and partner with.

This year, we reviewed our national partners and developed clear entry principles. These will help us identify and build new partnerships that add value to the sector and create more opportunities for people to take part in sport for the **long-term.**

We are focusing on the unique role each partner can play and how they support the Vision for Sport in Wales.

A clear, **integrated** partnership development process has also been introduced. This sets out how new partners can get **involved** and how funding works. It explains how partners may receive initial support and move into longer-term funding where appropriate.

We have also created exit principles to guide how partnerships may come to an end if priorities change.

Together, these tools provide clear expectations for partners. They also help organisations show how they can contribute to sport in Wales.

Case study

Partnership development – Sported

In April 2025, we invested in a new national partner, Sported, as part of our partnership development approach. Sported had previously received funding for project work in Wales that showed positive impact.

Following a focus on equality, diversity, inclusion, and strengthening Welsh sport, we worked with Sported to understand how this partnership could support local communities.

Sported is a UK charity that supports grassroots clubs and community groups. It helps them access funding and provides expert advice in areas such as governance, fundraising, and marketing. It also offers training and support through volunteer consultants.

With Sport Wales investment, Sported has employed three regional officers. They work in communities to help local clubs join the Sported network and access support.

Since April, the network has grown, and more groups are receiving support. This includes funding advice and expert guidance to help clubs become more sustainable and offer more opportunities for people to be active.

Analysis

Our engagement ahead of this year's School Sport Survey brought people together. We held 10 regional roadshow events (two in each Regional Sport Partnership area), involving all local authorities and Regional Sport Partnerships. These events helped us test and improve the survey and supported fresh thinking about how it will be delivered. They also generated ideas, including how Sport Partnerships are working proactively with universities to support volunteering that benefits school and community sport.

Another example is the formal adoption of a Memorandum of Understanding (MoU), signed by the Chairs of Sport Wales and Public Health Wales. The MoU brings together the strengths of both organisations to tackle inactivity and promote physical activity. It sets out how we will work together across a wide range of areas, from policy advocacy to supporting local systems and volunteer workforces.

Sport Wales also brought the sector together to agree four policy priorities for Welsh Government. This **collaboration** across national partners, National Governing Bodies and Sport Wales has helped the sector promote key messages in unison, focusing on the areas most likely to accelerate the impact of sport on Welsh society.

As part of this work, we held a Senedd event in January. Twelve organisations, representing a cross-section of Welsh sport, spoke with politicians from all parties about the sector's priorities for 2026 and beyond.

Over the last year, the Sector Resilience programme has moved from early research to a clear, action-focused plan. We established an advisory group of leaders from across Welsh sport to help agree priorities. Five workstreams have been agreed, with seven projects either under way or planned to start in 2026. Ten partner organisations have also come together to explore a joint sponsorship approach focused on equality, diversity and inclusion (EDI).

Things we need to consider and where we need to go further:

Genuine **collaboration** takes time to build networks, trust and shared opportunities. We need to recognise and value this as much as delivery at the appropriate stages.

Our capital funding includes collaborative elements, for example through the artificial turf pitch (ATP) and court **collaboration** groups. However, there are still opportunities for more joined-up partnerships across our schemes and applications.

We need the right systems, culture and resources to bring data together and use it for shared goals. The Data and Insight project is exploring this. Early signs suggest it will require a substantial programme of work, with a strong focus on fundamentals and culture. It will also require improved data standards (including how to maximise the use of AI), and investment in skills, training and capacity.

Financial resilience remains a significant challenge for most partners. Increased costs including higher National Insurance contributions and the wider cost of living are putting pressure on partner organisations.

The Sector Resilience programme depends on partners working more closely together and being willing to test and challenge usual ways of working.

#5 Showcase the benefits of sport

The impact of sport is evidenced, and sport's reach is fully understood, valued, showcased and celebrated throughout Wales.

Case study

Neyland Judo Club passing on the love of sport through generations

Judo has long been a part of Damon McGarvie's life since his parents first set up Neyland Judo Club in Pembrokeshire 60 years ago, and he has continued to take the club from strength to strength. Though a small, community organisation, Neyland Judo Club are at the heart of grassroot sport and demonstrate the importance of it to our everyday life.

Unfortunately, like many sport clubs in Wales the Covid pandemic caused huge setbacks for Neyland, and Damon had to rebuild his team.

The most pressing issue was the need for more coaches to grow the club and meet the needs of the local community. Sport Wales first supported the club in 2023, as two volunteers, Ceri Sullivan and her partner Barry Watson, achieved coaching qualifications funded by National Lottery via our Be Active Wales Fund.

More volunteers have continued to join the team and in November 2025 a further Be Active Wales Fund award for £1,265 covered more coaches to be trained.

Volunteer coach Ceri said:

> "We are a small, community club and funding is really, really important. It's been a struggle since Covid but support from Sport Wales and the National Lottery has meant we've been able to put on extra classes, and put coaches on training courses. We've all been so grateful."

Neyland Judo Club help build confidence, self-esteem and discipline, important lessons beyond sport. Damon and his team are continuing to coach pupils from the ages of 4 to 60, and some are even competing at European Championship events.

Preparing for the Seventh Senedd



Building on our work to highlight how sport can be the most effective **preventative** health tool for the nation, we continued to **collaborate** with our partners and the wider sport sector to identify four priorities for the next Welsh Government term which link directly to the Vision for Sport in Wales.

The priorities: ensuring spend on sport per person is closer to that of similar sized nations; a commitment to **preventative** health spending; a whole-school approach to physical activity through the Daily Active; and a new National Centre for sport support a strong and sustainable future for sport in Wales.

Strengthening relationships across the Senedd and Westminster

We continued to build relationships with Members of the Senedd and UK Parliament. Following another event in Westminster with the other Lottery distributors we followed up with MPs with case studies of how the Be Active Wales Fund is helping clubs in their areas and arranged visits for elected representatives who were keen to see the impact for themselves.

From **innovative** ways to save money and energy to the strong community links the clubs have developed, the visits are a great way for members of both Parliaments to see the **long-term** benefits of sport in their communities.

Showcasing the benefits of sport

In January 2026, we held a Senedd Marketplace event. It brought together many sports organisations so they could showcase their work directly to elected representatives and the sport sector could show an **integrated** approach.

The event helped leaders from all political parties talk to people working in sport. It showed why sport is important for Wales and how it benefits communities in real life. The positive feedback and ongoing conversations after the event showed it was a success. It helped people better understand how sport supports national goals now and in the future.

Committee engagement and consultations

This year, we continued working with different Senedd Committees. We shared evidence for inquiries about obesity, the Welsh language, and the Well-being of Future Generations Act.

We worked closely with National Governing Bodies and partners to make sure our responses represented the whole sector. We also review Committee reports to see where our evidence has made a difference. This helps show how we are helping to shape important decisions about sport in Wales.

Spotlight on

Welsh Institute of Physical Activity, Health and Sport (WIPAHS) partnership



WIPAHS continued to strengthen its role as a trusted partner in physical activity, health, and sport across Wales during 2025. The organisation expanded its partnerships, increased stakeholder engagement, and delivered research and evaluation work to support policy and practice.

A key project was the evaluation of the 60+ Active Leisure Scheme, which explored how physical activity opportunities for older adults can help reduce health inequalities. The programme supported 8,000 people to take part in activities including dance and climbing. Findings showed positive impacts on physical health, mental wellbeing, and social connection, while also identifying barriers such as transport and engagement with deprived communities.

Working with Bridgend County Borough Council, WIPAHS also completed evaluations of the Family Active Zone programme and work linked to the School Health Research Network. Findings highlighted high levels of satisfaction and positive impacts on children's confidence, movement skills, and social interaction.

Stakeholder engagement increased across the year through contributions to conferences, training, policy discussions, and workshops focused on evaluation, co-production, and practitioner development. Community partnerships also supported local projects and knowledge-sharing opportunities.

WIPAHS also strengthened its research capacity, launched a new project affiliation route, and established the Women's Physical Activity, Health and Sport Network. Several postgraduate research projects progressed, focusing on young people's physical activity and health.

Overall, 2025 was a year of growth, **collaboration**, and increased impact across Wales.

Analysis

This year we continued to explain and promote the benefits of sport in our engagement with Senedd Members, including as different parties set priorities for the next Welsh Government. We focused our policy advocacy on four priorities: funding for sport, **preventative** health spending, the Daily Active offer, and capital investment in a future-fit National Sport Centre. The inclusion of these priorities in several party manifestos for the 2026 election suggests our messaging has been effective, and that these recommendations are seen as supporting a healthier Wales through sport and physical activity.

Sport's role in supporting mental health is reflected in Sport Wales' **involvement** in the Hapus partnership. This is Wales' strategic mental health partnership, led by Public Health Wales on behalf of Welsh Government. Over the last year, the partnership has strengthened and now has three workstreams. Sport Wales contributes through the policy workstream, including our practical work on relational mental health.

As part of this, we hosted the Strategic Partnership Network meeting and drew on the practical experience of Welsh Boxing.

Our partnership work has also been recognised by other key partners. For example, the Healthy Weight: Healthy Wales delivery plan 2025-2027 highlights the value of Sport Partnerships for the first time, stating that:

> 'Sport partnerships will be a game changer for future generations.'

We also gathered and celebrated examples of good practice across the sector through a project to identify case studies showing the impact of National Lottery funding. We set out what makes a strong case study, encouraged ideas, and built confidence to share good work. This resulted in more than 50 case studies that can be used across internal and external communications, including by the National Lottery. One ice-skating case study was picked up by the National Lottery and given Wales-wide and UK-wide coverage during the Winter Olympics period.

After reviewing our strategic intent statements and well-being objectives, we produced a new video to refresh the key messages from the Sport Wales Vision and Strategy. The film highlights the benefits of sport, includes a range of case studies, and reflects changes since the Vision was launched.

Other parts of the Welsh Government value and use our messages. For example, the Period Proud Action Plan recognises the importance of Sport Wales' role in supporting people who menstruate to stay **involved** in sport.

Things we need to consider and where we need to go further:

We need to strengthen shared advocacy across the sector, so that agreed messages are communicated consistently by many partners.

#6 Highly valued organisation

Sport Wales is a respected organisation, striving to overachieve by delivering a first class service through our valued staff.

Case study

Hoci Cymru: Using the School Sports Survey

This year marks the start of a new School Sport Survey cycle, a statistically significant review of school children's sport and physical activity rates and interests.

Insight from the 2022 School Sport Survey highlighted that pupils with additional learning needs would take part in more sport if there were opportunities that suited them better. Hoci Cymru used this insight to take targeted action across West Wales.

Beginning with attending Disability Sport Wales events, Hoci Cymru has since built strong links with seven ALN schools in Swansea, Neath Port Talbot and Pembrokeshire and introduced adapted versions of hockey to these schools. They have also hosted a variety of sessions across the areas and working with local authorities to provide these opportunities.

Hoci Cymru's work has seen three inclusion hockey clubs set up in Cwmtawe, Gowerton and Fishguard. Importantly, there has been a drive for accessible hockey across Wales. Hockey Development Officer Chelsea Jenkins said "I'm proud that the hockey family have come together to support inclusive opportunities for schoolchildren. Hockey can be made inclusive while the game still looks and feels the same. It shows what using School Sport Survey data and working together with partners can do."

Clwb Hoci Castellnewydd Emlyn have been awarded a Be Active Wales Fund grant of £3,731 for equipment and coaching qualifications. The club has hockey teams for all age groups, including a Mini Hockey team for under 8s to under 10s. Mini Hockey is an inclusive way of introducing children to hockey through fun, structured sessions. They welcome players with additional learning needs and provide an early positive experience that encourages **long-term** participation and enjoyment of sport.

Hoci Cymru have plans to expand this work to North and East Wales this year, and are exploring opportunities for inclusion hockey clubs in schools to compete against each other.

Sector resilience programme

Sector resilience programme framework

Full vision: "To create a resilient and sustainable sport system in Wales; united in purpose, powered by skilled people, and equipped to deliver lasting impact through **collaboration**, innovation, and effective use of resources."

Intermediary, programme vision: "To establish a structured programme that enables the Welsh sport sector to explore, test and learn from new approaches - building the insight and foundations needed for **long-term** resilience."

Outcomes

- Workforce Confidence & Capability
- Financial Sustainability
- Strategic **Collaboration**
- Operational Efficiency

Work Streams

- Culture and Engagement
- Commercial Acumen
- Role of Sport Wales
- Shared Resources and Insight
- Digital Ambitions

Potential Pilots / Prototypes

- **Collaboration** Maturity Mapping
- Shared Roles
- Orchard Sponsorship Project
- Sector Asset Register / Rights Evaluation
- Commercial Readiness Assessment
- Sector Engagement Plan
- Combined Events
- CMC Efficiency Project
- Digital Insight Reporting
- Data Aggregation Pilot
- Digital Infrastructure Map

— Pilots prioritised by SRAG to commence in 2026

— Pilots launched in 2025

Over the last year, the Sector Resilience programme has grown from early research into a clear, action focused plan. **Involving** partners from within the sport sector highlighted the complicated challenges Welsh sport faces and so we began **collaborating** on a practical approach instead of one overarching solution.

Creating a series of short-term pilot projects, which allowed us to test ideas and gather real evidence about what works. A group of leaders from across Welsh sport helped decide the priorities.

The following six pilot projects will start during the next phase:

- Checking how well organisations work together
- Understanding what digital systems the sector already has
- Seeing how ready organisations are to bring in income
- Exploring how data from different places can be brought together
- Testing ways to run shared or joint events
- Looking at what resources, rights and opportunities the sector owns

Each pilot will give us useful evidence and help organisations build skills. They will also show where working together can save time and money. The results will guide future investment and help make Welsh sport stronger for the **long-term** and more financially secure.

Spotlight on

Inclusive recruitment review

In 2025–26, we took another step forward in developing fairer and more inclusive recruitment. We worked with Page Consulting who reviewed every step of the hiring process — from how jobs are written to interviews and onboarding. They looked at documents, spoke to staff, watched processes in action, and gathered feedback from candidates to understand what was working well and what needed improving.

From this feedback, we made job adverts simpler, added clearer information about development, and improved accessibility on our careers website. Hiring managers are now named as the main contact for each job. They also improved the recruitment system to remove barriers and made equality data easier to collect.

Interviews are now more inclusive. There is a clearer scoring system, better guidance on how to give feedback, and some candidates receive questions before their interview. New starters also get better support, including a buddy system and clearer induction steps. A new recruitment system was launched in January 2026 to make everything simpler and more up to date.

The review also showed areas to keep improving, such as clearer career pathways and helping managers build inclusive leadership skills. Overall, Sport Wales now has a fairer, stronger recruitment system and is committed to improving it even more.

Anti racism training

We ran Anti Racism Training for staff **involving** all teams in Sport Wales as part of our commitment to an inclusive culture and supporting the aims of the Welsh Government's Anti Racist Wales Action Plan. Most employees took part, and the training was led by Sport Wales' own trained team.

The training helped staff understand more about anti racism and feel more confident talking about race, noticing bias, and taking positive action. Staff said they appreciated having a safe place to talk openly and practise real life situations and praised the trainers for being supportive and authentic.

Feedback included changing the session length, adding more interactive activities and improving communication so even more people take part. Trainers also said it would help to give clearer key messages for people to take away and continue building internal skills.

The next focus is on keeping up the progress and building for the **long-term.** This includes making anti racism part of everyday work, offering personalised learning for staff, making resources easier to find and using shared tools across the sector. These ideas will guide future plans through the internal Inclusive Organisation Culture group.

Developing our online shop window

Work towards launching a new Sport Wales website in April 2026 began by reviewing the current website and research, better helping us to understand what visitors are looking for.

It has been designed to be:

- Easy to read and easy to navigate, with clear and simple content.
- Every page has a clear purpose.
- More accessible, meeting public duties and Welsh language standards.
- Content will use plain language, short sentences, and no jargon.
- Regularly reviewed to keep it accurate and up to date.

Content from the old website was reviewed in **collaboration** by colleagues across the organisation, deciding together what to keep, improve, or remove.

Additionally, we have introduced Web Governance Principles to help keep the website high quality. These make sure each page has an owner and is kept up to date for the **long-term.**

An **innovation** for Sport Wales, English and Welsh content designers worked together to improve content. Welsh language content has been created carefully, not just translated.

The new website is open source, giving the team more flexibility and control. Team members have also built new digital skills, including coding and user experience design.

Arwain Cymru: Governance and people development framework

Arwain Cymru is a new framework to support governance across the sector building on the previous framework but taking a more practical approach. It innovates away from a tick-box method and encourages partners to use it as a tool for ongoing development. It places a strong focus on behaviours, culture, and people.

The framework is based on five key areas:

- Legal and organisational compliance.
- People and culture.
- Insight, engagement, and strategy.
- Running an effective organisation.
- Finance.

Each area includes clear guidance and examples of good practice. This helps partners understand what is expected and how they can improve, whatever their size or level of funding.

Early feedback from partners has been very positive, especially on how clear and useful the framework is.

We will continue to support partners as they use Arwain Cymru. This will include providing resources, guidance, templates, and tailored support.



A bumper summer of women's sport

Summer 2025 was a major moment for women's sport, with several big events showcasing top female athletes in Wales, from the Women's Open being held in Porthcawl to the first major tournament for Cymru Women's Football team in the Euro 2025 championships.

To support this, we focused our communications on women and girls. Through social media and the website, we shared stories, videos, and examples of inspiring role models across Welsh sport.

The content also highlighted how partners are working to reduce inequalities and create more opportunities for women and girls.

It shared good practice, including examples of innovation, **collaboration**, and work that will have **long-term** impact. These stories showed how sport and physical activity are improving the lives of women and girls across Wales.

Partners, clubs, and community groups were encouraged to share their own work. The hashtag #SheActiveWales was used to bring this content together and increase its reach.

Analysis

The Sport Wales National Centre was one of the first facilities in Wales to achieve The Active Standard in January 2026, just a few months after the launch of this new quality mark by ukactive. The Active Standard sets benchmarks for operational quality, compliance and risk management across the UK physical activity sector.

The Sport Wales National Centre's mystery shopper service gave an average rating of 92% across six visits in 2025-26 (ranging from 88% to 95%). This is an increase in the average rating of two percentage points compared with 2024-25 (90%), after which an improvement plan supported the refurbishment of accommodation rooms.

The National Centre also launched a new bilingual online booking system. Sport Wales is the first operator to offer Gladstone's (a leading customer software system for the leisure sector) booking and membership system in Welsh.

Customers now prefer the convenience of booking online rather than by phone or in person. Over 75% of new members now join online, and 90% of member bookings for classes and racquet sports are made online. This has reduced queues at reception and freed up staff time.

Sport Wales has continued its commitment to improving procurement, building on the new Procurement Strategy developed in 2024-25. With support from the short-term secondment of a specialist, we produced a new socially responsible procurement policy, comprehensive procedures and templates and delivered staff training in January 2026.



The training was well-attended and has been recorded for future use. Feedback on the new documents has been positive, and they are being used in practice.

The secondment was also viewed as a model for sharing expertise across public bodies.

Sport Wales' Catering Team has put the new procurement processes into practice by appointing suppliers with strong social impact. For example, Change Please, a social enterprise that helps people experiencing homelessness by training them as baristas and paying the real Living Wage, is providing a coffee machine for Hwb. We have also appointed a new coffee supplier based in Wales, which should reduce food miles. The supplier has strong sustainability principles, is B-Corp certified, pays coffee producers fairly, and pays staff the Real Living Wage.

Two members of the Sport Wales Institute team were recognised by their peers for their achievements. Carys Jones, Performance Analyst, was awarded 'Best Innovator' by Teamworks (the software development company) at their 2025 Partner Summit. Esther Goldsmith, Physiologist, presented at the Women in Sport Conference in Brisbane, Australia, on evaluating the impact of menstrual cycle education in female team sports.

The Head of Internal Audit has provided a positive annual opinion, maintaining this trend since 2015-16.

Things we need to consider and where we need to go further:

We need to understand how Sport Wales is valued as an organisation, how we assess this, and which organisations provide the most meaningful comparisons.

We should also understand whether staff perceptions align with external perceptions of our performance.

Equality objectives



Sport Wales developed and published its Strategic Equality Plan 2024–2028 in March 2024, setting out how we will advance equality, eliminate discrimination and foster good relations through our role as the national organisation responsible for developing and promoting sport and physical activity in Wales. The plan refreshed our equality objectives and the actions we will take over the 2024–2028 period and provides the framework for the progress reported in this section.

2.1 Embed equality values into the organisational culture at Sport Wales

Overall, we have made good progress in areas such as our facilities, training opportunities, menstrual health and inclusive recruitment. However, there is more to do to embed anti-racism across Sport Wales and to implement a new **Integrated** Impact Assessment that is clearer and easier to use.

Our Culture Survey (October 2024) shows strengths in how people experience working at Sport Wales. Overall, employees reported clear direction, a strong sense of belonging, psychological safety and good wellbeing. We have an action plan in place to help us improve further, including stronger cross-organisation **collaboration** and connection. Progress against the action plan is discussed quarterly by the Sport Wales Leadership Team.

Feedback from this year's review suggests that, alongside the wider recruitment improvements (such as how we promote vacancies and run selection processes), the recruitment portal is now clearer and easier to use.

Positive indicators of progress:

There have been no reported incidents of discrimination by staff in 2024–25 and 2025–26.

Sport Wales has had very positive feedback on the relational approach to mental health, which is well regarded by partners.

We have revised our inclusion training programme for staff to make it easier to attend. We have moved away from lunchtime sessions (which can be difficult for colleagues on shift patterns) and now offer each topic at two different times. Staff feedback suggests the updated training offer has helped keep a clear focus on culture.

Things we need to consider and where we need to go further:

We need to consider how the relational approach to mental health should evolve once awareness has been built.

We need to identify any gaps in training and support after focusing on a smaller number of topics in depth.

Some staff told us that lunchtime sessions can be difficult, especially for people who use that time to support their wellbeing. A suggested alternative was to schedule sessions in the morning (10:00–12:00) or afternoon (14:00–16:00).

2.2 Eliminate pay gaps

Overall, we have made good progress in delivering actions to monitor pay gaps (including gender pay gaps) and in continuing to pay the Real Living Wage.

Because there is low turnover in senior roles, there have been limited opportunities to increase the diversity of applicants and appointments at that level. The organisation is also small, which means the data available can be limited and trends can be difficult to interpret.

To make further progress, we need to strengthen succession planning and talent management, including how we support people who face barriers in the workplace to progress.

Positive indicators of progress:

Sport Wales introduced the annual increase in the Real Living Wage earlier (1 February 2026), rather than using the formal implementation date of May 2026 set by the Real Living Wage Foundation.

Sport Wales continues to offer flexible working options, which are used by a significant number of staff.

Sport Wales has also used graduate schemes to seek to contribute to greater workforce diversity.

Things we need to consider and where we need to go further:

To go further, we need to explain pay gap information more clearly and compare it with similar organisations. This includes understanding differences within Wales and across the UK and identifying where any gaps are greatest (for example by pay grade, and by characteristics such as ethnicity, disability and gender). We also need to be clear about what is driving any changes over time and what actions we can take.

We also want to consider whether non-pay measures could further support wellbeing, for example time-based initiatives such as a weekly wellbeing hour, and how these could work in practice.

2.3 Embed socially responsible procurement at Sport Wales

Overall, we have made good progress on this objective. However, further work is needed to embed the new approach, maintain momentum and measure impact over time.

We reviewed and updated Sport Wales procurement guidance and processes, tested them and introduced them for staff. The updated approach aims to simplify procurement, support small and medium-sized enterprises (SMEs) to work with Sport Wales, and apply socially responsible procurement more consistently. Training has been well received, but we need to do more to help staff apply socially responsible criteria confidently in practice.

Positive indicators of progress:

We used a short-term secondment to bring in specialist expertise on procurement to help finalise the procurement strategy and policy and to train our staff.

A quick guide to the policy document was produced for staff for easy reference.

New templates for procurement processes, including response templates, have been introduced. User testing has been undertaken to improve these templates.

Things we need to consider and where we need to go further:

We need to ensure all staff, including new starters, understand the updated procurement approach and where to find support when they need it.

2.4 Cultivate a culture of continuous improvement within Sport Wales and with partner organisations

Overall, we have made good progress in delivering the key actions under this objective. In some areas, measuring impact is difficult because change happens over longer timescales and across many organisations, so we may need longer-term cycles to evidence results.

Positive indicators of progress:

Systems Thinking training is a current focus in the organisation's training plan and budget. This should help teams understand complexity and how decisions can have different impacts.

The Moving to Inclusion (M2i) framework has started its third cohort of partners, bringing the total number **involved** to 27. Partner engagement has increased steadily, and three partners have chosen to return for cohort 3. The mentoring element is emerging as a key differentiator, with feedback highlighting how it supports learning and practical application within organisations. Overall, the programme shows a strong appetite among partners to improve equality, diversity and inclusion (EDI) on a voluntary basis.

The M2i learning series has attracted sports organisations to monthly webinars. The series focuses on areas for improvement identified through the M2i diagnostic across its five pillars. Sessions are recorded and supported by practical guidance so organisations can revisit and apply the learning. Feedback has been very positive.

Arwain Cymru is Sport Wales' framework for governance and people development for funded partners. It was updated in 2025–26 following an extensive review with partners. Equality, diversity and inclusion (EDI) remains a strong focus, and the Welsh language and sustainability were added as core themes within the framework.

Lightning Learning for the sector builds on sessions that have run successfully for Sport Wales staff for several years. Sessions include short, accessible learning presentations with the chance to ask questions. Learning from partners' reflections gathered through the funding and accountability process provides potential material. Sessions have been well received and well attended by partners.

Things we need to consider and where we need to go further:

We need to be mindful of the demands on partners, as different parts of Sport Wales may be engaging partners on different projects at the same time.

We need to understand whether staff feel they have enough time to learn and develop, and how learning activity affects workload pressures. If staff are too busy to learn in a way that suits them, we need to consider what more we can do to support a learning-led culture.

The sector's Lightning Learning sessions also provide valuable learning for Sport Wales staff.

Welsh language standards reporting

The Welsh Language (Wales) Measure 2011 allows Welsh Ministers to set legal Welsh language standards for public bodies. These standards replaced the Welsh Language Act 1993 arrangements. Sport Wales has been required to comply with Welsh language standards since 25 January 2017.

This report explains what we have done in 2025–26 to meet our Welsh language duties and to improve opportunities to use Welsh through sport. It summarises key work with partners and provides information about compliance, complaints, and our plans to keep improving.

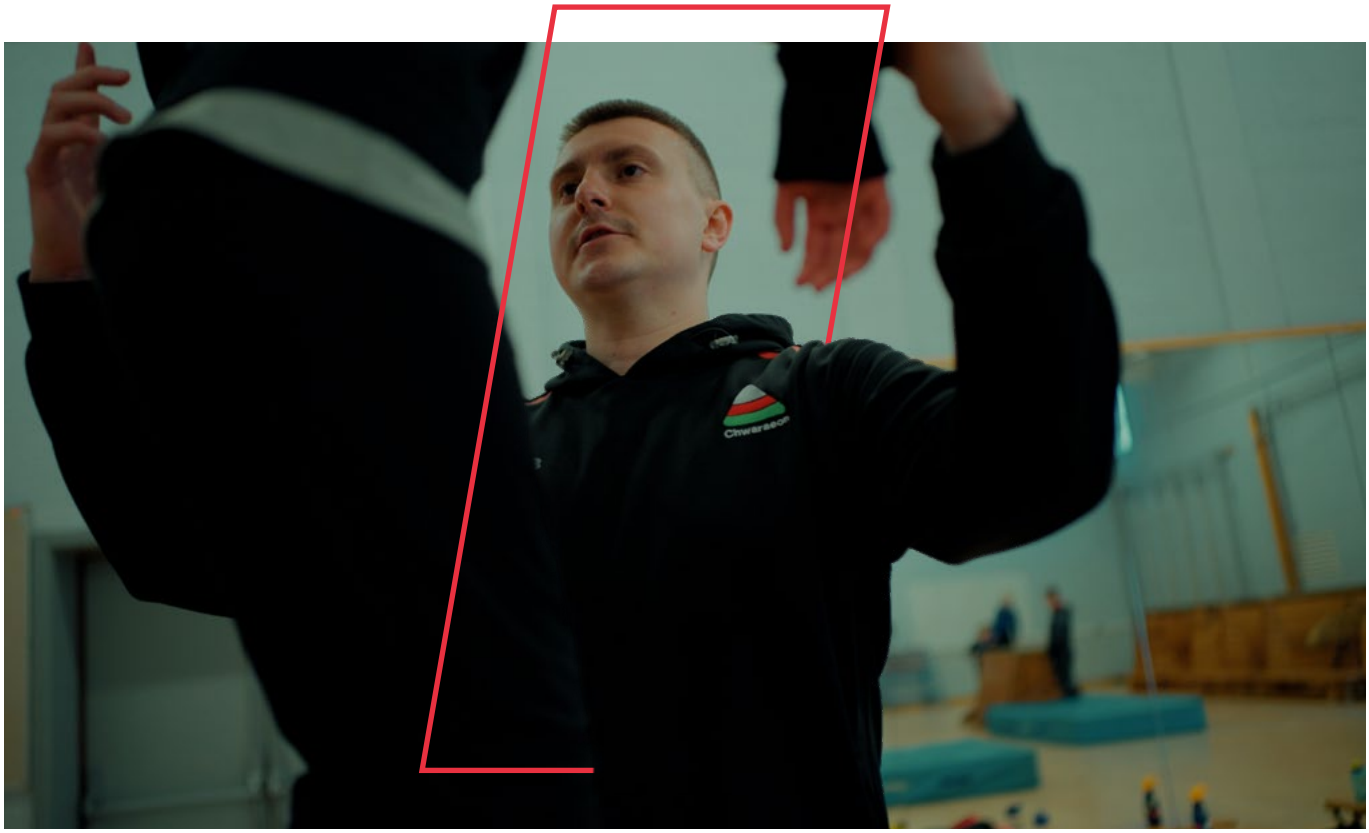
Key highlights (2025–26)

- Improved Welsh-language provision across our digital channels, including separate Welsh and English accounts on some platforms.
- Designed Welsh and English content for our new website in parallel, using Cymraeg Clir principles for accessible Welsh.
- Launched a fully bilingual online booking and membership system at the Sport Wales National Centre (July 2025) and an app version (March 2026).
- Continued investment with the Urdd to expand Welsh-language sport and physical activity opportunities for children, young people and communities.
- Completed the Welsh Language Commissioner compliance questionnaire, self-assessing the 156 standards that apply to Sport Wales.

The Urdd:

A key part of our Welsh language commitment is our partnership with, and investment in, the Urdd. Through its programmes, the Urdd provides Welsh-language opportunities in sport and physical activity across Wales. Below is a short summary of activity supported in 2025–26.

- Urdd Six Nations SEN Rugby Festival (Eirias Parc, Colwyn Bay): over 100 children and young people with learning or physical disabilities took part; 20 Coleg Llandrillo students completed a rugby qualification to volunteer.
- FelMerch Conference: a national event for around 250 women (18+) to share ideas and discuss barriers to participation, non-traditional sports, injuries and healthy eating.
- FelMerch Community Hub (North Wales): walking sessions and trips designed with girls who did not want to engage in traditional sports; around 200 girls have taken part to date.



- Table Tennis Wales partnership: new community opportunities in rural areas, starting in Ceredigion and planned to expand to Pembrokeshire and North West Wales.
- Urdd National 7s: rugby 7s festival at Pontcanna Fields, Cardiff, with over 600 teams and around 8,000 players.
- Additional Learning Needs project (Cardiff): partnership with the Western Learning Federation offering eight weekly community sessions for children and young people with learning and physical disabilities.
- Non-competitive community gymnastics (Rhondda): weekly sessions for over 230 children.
- School and community swimming (South East Wales): swimming provision for over 800 children.
- Further Education colleges: partnership with 10 of 13 FE colleges in Wales, including agreements to deliver leadership training and volunteering opportunities.

Communications and digital

Social media

We continue to ensure Welsh is treated equally to English across our social media. In 2025–26 we created separate Welsh and English accounts on Instagram, LinkedIn and YouTube (previously these channels were bilingual). This has improved the experience for Welsh-speaking audiences by offering Welsh-only feeds and content.

We also use social media to highlight clubs and people who enjoy sport through Welsh. For example, on Shwmae Sumae Day (October 2025) we shared a short film about Pel Fasged Tegid, a Welsh-language basketball club in Bala supported by Sport Wales and The National Lottery.

We continue to maximise opportunities to use social media to tell the stories of individuals and clubs who value the opportunity to enjoy sport through the medium of Welsh. In October 2025, we marked Shwmae Sumae Day with a social media film about Pel Fasged Tegid, a Welsh language basketball club in Bala which was set up with support from Sport Wales and The National Lottery.

The film followed Kirill, a Ukrainian teenager who has resettled in North Wales and is learning Welsh through the club. It showed how sport can help people connect across languages and cultures.

Welsh-language channels grew across almost all platforms in 2025–26 (X declined in line with wider platform trends). Over the last six months of the year, Welsh Facebook followers increased by 9%, while Welsh Instagram and LinkedIn followers increased by 76% and 400% respectively.

This growth reflects a refreshed approach that prioritises quality, audience experience, and planning for Welsh-language content from the outset.

New website

When designing our new corporate website, we included Welsh speakers throughout user research and testing. We ran interviews in Welsh and used bilingual surveys so that Welsh-language needs shaped the design and content.

We developed Welsh and English content in parallel, using specialist content designers for each language, rather than writing in English first and translating afterwards. This followed advice from the Centre for Digital Public Services on best practice for bilingual digital services.

We also follow Cymraeg Clir guidance to make Welsh content as clear and accessible as possible.



Grant funding

We use our investment programmes to support opportunities to take part in sport through Welsh.

Cronfa Cymru Actif / Be Active Wales Fund

In 2025–26 we made 677 awards through the Be Active Wales Fund. Of these, 40 awards supported organisations working on our Welsh language investment priority. Those 40 awards totalled £222,299 out of £3.97m awarded overall.

In 2023–24 we changed how we record which priority areas an award supports. To make applications simpler, our investment team now confirms the relevant priority areas by reviewing the application and (where needed) contacting the applicant.

Our Welsh language duties

We consider potential impacts on Welsh speakers in our impact assessments and Board paper templates. This helps ensure Welsh language duties are considered whenever we develop, review or change policies.

Our equality, diversity and inclusion governance also considers Welsh language, alongside other factors that affect how people access our services. Our Audit and Risk Assurance Committee (ARAC) reviews compliance with Welsh language standards.

Welsh language standards compliance

In the sections below, we summarise work under the main types (or "classes") of standards: service delivery, policy making and operational standards. This is a summary report, not a full record of every standard that applies to Sport Wales.

Service delivery

We launched a new online booking and membership system for the Sport Wales National Centre in July 2025, with a mobile app version in March 2026. The system is fully bilingual, which was built into the tender process from the start. Sport Wales is the first operator to offer Gladstone's booking and membership system in Welsh.

Customers increasingly book online: over 75% of new members now join online, and around 90% of member bookings for classes and racquet sports are made online. This has reduced queues at reception and freed staff time to support customers.

We continue to designate reception vacancies as Welsh language essential. We have also made other customer services roles Welsh language essential to improve Welsh-language coverage in person and by phone. Staff guidance on handling Welsh-language enquiries is available on our corporate intranet.

Policy making

We submit our responses to Welsh Government and Senedd consultations in Welsh and English at the same time.

We continued a fundamental review of our Integrated Impact Assessment (IIA) process during 2025–26, including user research and development of a supporting technology solution. We expect the development work to complete early in 2026–27, followed by staff guidance and training to strengthen how Welsh language impacts are considered in policy making.



Operational:

In 2025–26 we advertised 27 vacancies. Bilingual or multilingual skills were listed as desirable for 24 of these roles. We appointed 17 new starters (permanent or fixed-term); eight described their Welsh language skills as fluent, partial or beginner. We also asked all staff whether they would like employment-related written correspondence in Welsh.

Our staff handbook (covering policies such as health and safety, performance, absence management and staff benefits) is fully bilingual and is available on our websites.

Staff can raise and receive responses to complaints through Welsh, and the full complaints process will be delivered in the person's chosen language.

Staff can take Welsh language training during working hours. In 2025–26, four people attended Welsh language courses.

Email signatures are managed centrally and are bilingual. Job adverts and supporting recruitment materials are bilingual, and all applicants can choose to interview in Welsh or English.

Record keeping:

We keep a record of Welsh language skills within Sport Wales. In 2025–26, staff reported the following levels:

Level of Welsh	%
Fluent	**11%** (18)
Partial	**6%** (11)
Beginner	**20%** (33)
Non-Welsh speaker	**47%** (80)
Not declared	**16%** (27)

The table shows that the proportion of staff who declared their Welsh language level increased from 81% in 2024–25 to 84% in 2025–26. The proportion of staff reporting that they can speak Welsh (fluent, partial or beginner) increased from 36% to 37%.

Complaints:

In 2025–26 we received two new complaints relating to our Welsh language services.

In January 2026 we received a complaint, via the Welsh Language Commissioner, about requesting swimming lessons through Welsh at Plas Menai. The case is ongoing and we have provided information requested by the Commissioner.

In March 2026 we received a complaint, via the Welsh Language Commissioner, about Welsh language compliance in the workplace and our approach to bilingual communications. We responded within the timescale provided.

Supplementary standards: service delivery / policy making / operational / record-keeping

Our Welsh Language Scheme sets out the standards that apply to Sport Wales and how we meet them. We are updating this document, informed by discussions with the Welsh Language Commissioner's office, Welsh-speaking staff, and our in-house translator. We have also completed external consultation with a sample of partners. We will review feedback and publish an updated scheme in 2026, supported by staff awareness and training.

Completing the compliance questionnaire has strengthened our understanding of performance across all standards. It has informed the updated scheme and will shape improved staff guidance, awareness raising and training.

Details on how we would manage a complaint related to the Welsh language are included within the Welsh Language Scheme mentioned above.

We have made progress, but we want to do more. We will keep improving our Welsh-language services and report on progress regularly.

Compliance assessment

In 2025–26 the Welsh Language Commissioner continued its co-regulation approach with public bodies and engaged with Sport Wales on how this approach is developing.

In respect of the WLC's work on compliance, Sport Wales was required to complete a Compliance Questionnaire in the second half of 2025-26.

We completed a compliance questionnaire in the second half of 2025–26. This required us to self-assess, with evidence, all 156 Welsh language standards that apply to Sport Wales and to set actions where compliance was not assessed as high.

For the 2025–26 questionnaire, the Commissioner grouped our 156 standards into 55 groups of related standards. Our self-assessed compliance across those 55 groups is summarised below:

Level of Compliance	Groups of Standards
High	24
Medium	23
Low	6
No assurance	2

We updated our action plan following the questionnaire. We will review and deliver this plan during 2026–27 to support continuous improvement.

Plas Menai: National Outdoor Centre for Wales 2025–26, Plas Menai continued to strengthen its bilingual service delivery.

Building on the partnership between Sport Wales and Parkwood Leisure (from 2023), the centre has focused on workforce skills, practical tools and consistent bilingual communications.

- **Leadership:** the Head of Centre is undertaking Welsh lessons to support a culture of bilingual working.
- **Workforce:** we recruited an additional Welsh-speaking staff member into a customer-facing role and are developing in-house training for sustainability.
- **Training:** intermediate speakers have been offered residential intensive Welsh courses to build confidence for bilingual delivery.
- **Practical tools:** bilingual flashcards and visual aids support technical instruction and help customers engage with basic Welsh terminology.
- **Everyday Welsh:** staff are encouraged to use incidental Welsh as part of day-to-day practice, supported by Welsh-speaking colleagues.
- **Digital and marketing:** bilingual content is planned to provide an equivalent Welsh and English experience.
- **Facilities:** new health and fitness suites were delivered with bilingual signage, safety messages and marketing materials from the outset.
- **Recruitment:** job adverts consistently include Welsh speaking as essential for relevant roles, alongside supporting staff to gain required technical qualifications.
- **Partnerships:** continued work with Urdd Gobaith Cymru to develop Welsh-speaking talent for instructor development and future recruitment.

Case study

The Welsh language in sport

The Welsh Language in sport – working in partnership with the Welsh Language Commissioner to increase Welsh speaking sporting opportunities.

In 2025–26 we extended our partnership with the Welsh Language Commissioner to encourage organisations in the sports sector to strengthen their Welsh-language offer. This supports our duty to promote opportunities to use Welsh, making it easier to use in day-to-day life.

In practice, this means supporting more Welsh-language opportunities to take part in sport and physical activity as participants, coaches, officials, volunteers and staff.

We have worked with the Commissioner's Hybu team for several years to encourage partner national governing bodies and national organisations to use the Commissioner's self-assessment tools.

Where organisations want to progress further, we support action planning towards the Cynnig Cymraeg recognition. In 2025–26, four partner organisations held Cynnig Cymraeg: Welsh Rugby Union, Welsh Triathlon, Disability Sport Wales and the Outdoor Partnership.

In summer 2025, this work was strengthened by two related developments. Firstly, we included Welsh language as a core element within our new people development and governance framework for funded partners, Arwain Cymru. Partners receiving annual funding complete this each year, and it sets clear expectations for commitment and continuous improvement.

Partners can access support through the Commissioner's Hybu team and Sport Wales' Governance team, including signposting to resources such as Helo Blod.

Secondly, the Commissioner published research on the use of Welsh among children and young people (based on 1,600 responses from ages 11–21). The research highlighted that sport is one of the most common out-of-school activities, and that Welsh is often used during sports activities with coaches/ leaders and peers. Following this, the Commissioner and Sport Wales agreed to develop further work to increase Welsh-language sporting opportunities for young people.

A round-table meeting took place in December 2025 with partners across Welsh language development, sport and physical activity, and research. The discussion explored what works well, and what barriers still limit Welsh-language opportunities in sport for young people.

We shared learning from the research and round-table with Sport Wales partners in March 2026. Further follow-up work is planned for 2026–27.

We are also discussing Welsh language tuition support with specialist organisations to help meet the needs of Sport Wales staff and people working or volunteering in the sports sector.

Sport Wales and the Welsh Language Commissioner will review progress and agree next steps, supporting the Welsh Government's Cymraeg 2050 strategy.

Child poverty objectives

Sport Wales is committed to its legal duty under the Children and Families (Wales) Measure 2010 to establish and publish child poverty objectives. Since December 2024, Sport Wales (in discussion with Street Games, our primary partner in tackling child poverty) has been exploring whether our existing wellbeing objectives (and strategic intent statements) can fulfil these aims, rather than creating additional, standalone objectives.

We have reviewed our previous Child Poverty objectives and captured relevant case studies aimed at tackling child poverty through our partner accountability process.

Analysis of partner case studies, supported by Street Games, indicate that our existing, established wellbeing objectives are providing sufficient stimulus to support addressing child poverty and that current sector activity is delivering meaningful impact. Therefore, we have determined that the existing Well-being Objectives which are also our Strategic Intent statements will serve as our Child Poverty Objectives.

These are:

1. Be person-centred

The needs and motivations of the individual lead the delivery, whether just starting out, aiming to progress or striving for excellence on the world stage.

2. Give every young person a great start

Every young person has the skills, confidence and motivation to enable them to enjoy and progress through sport; giving them foundations to lead an active, healthy and enriched life.

3. Ensure everyone has the opportunity to be active through sport

Sport is inclusive and provides a great experience for all.

4. Bring people together for the long-term

There is a collaborative, sustainable, environmentally responsible and successful sport sector, led by collective insight and learning.

5. Showcase the benefits of sport

The impact of sport is evidenced, and sport's reach is fully understood, showcased and celebrated through Wales.

6. Be a highly valued organisation

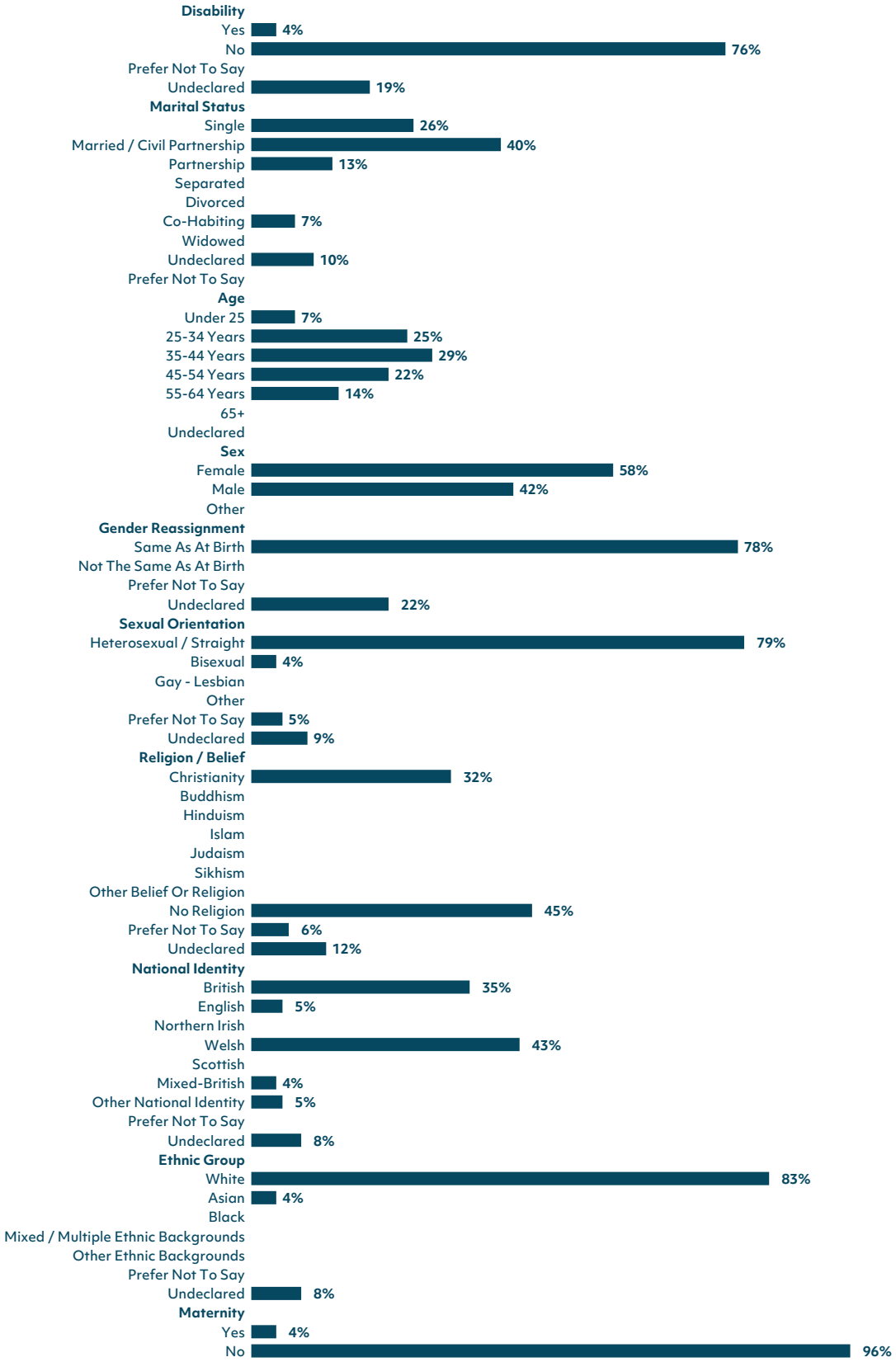
Sport Wales is a respected organisation, striving to overachieve by delivering an exemplary service through valued staff.

We appreciate that there is further work to do and we intend to keep this approach under review, working with Street Games and other partners to ensure the child poverty context of the wellbeing objectives is widely understood.

Sport Wales has provided more information about our commitment to child poverty on our websites.

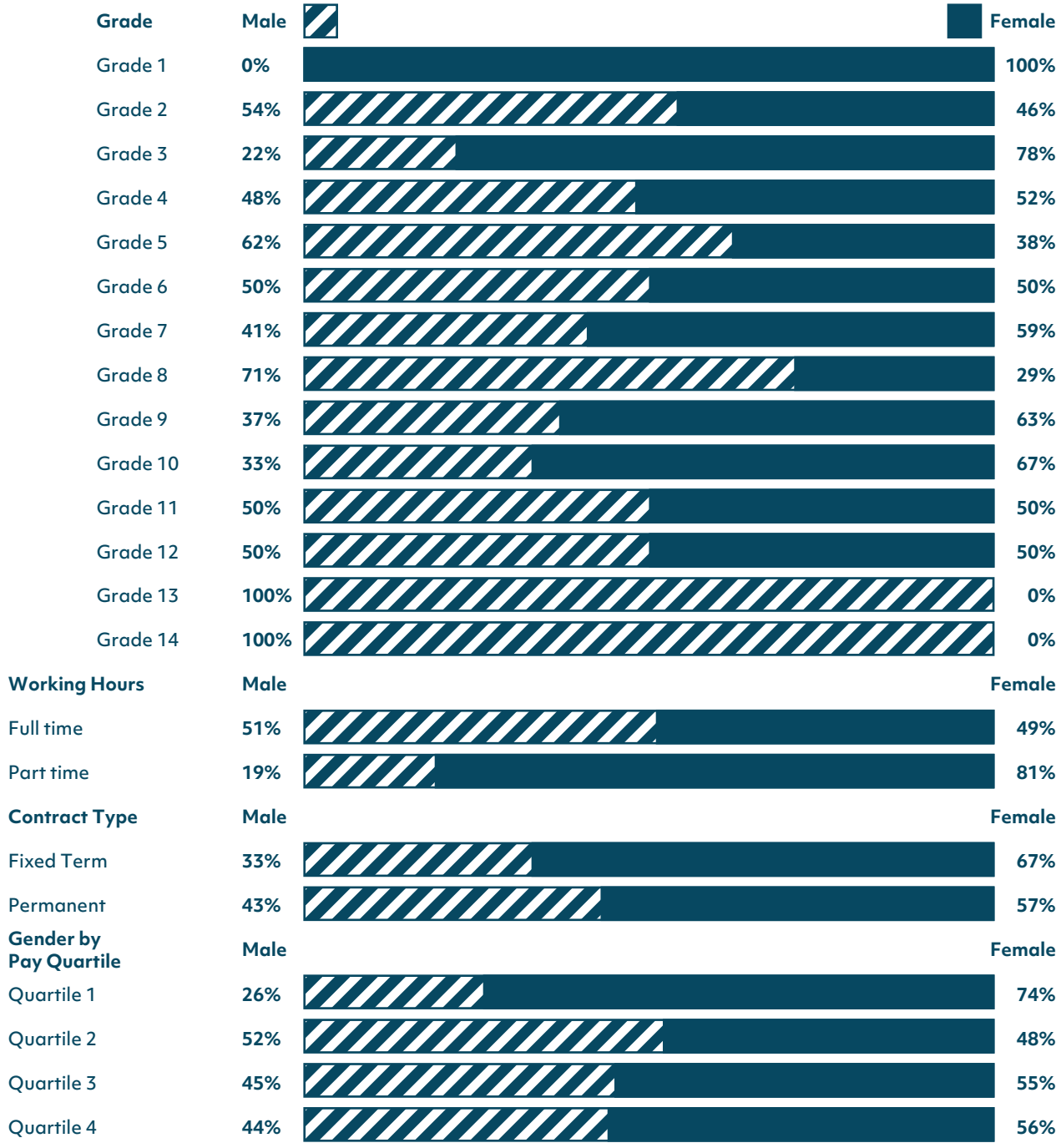
Current equality statistics – Sport Wales workforce

As of 31 March 2026, Sport Wales employed 169 people in permanent and fixed term roles. The equality statistics for those staff is broken down by protected characteristic in Figure 1.



* Data labels have not been included where there are fewer than five responses to ensure we protect confidentiality and anonymity.

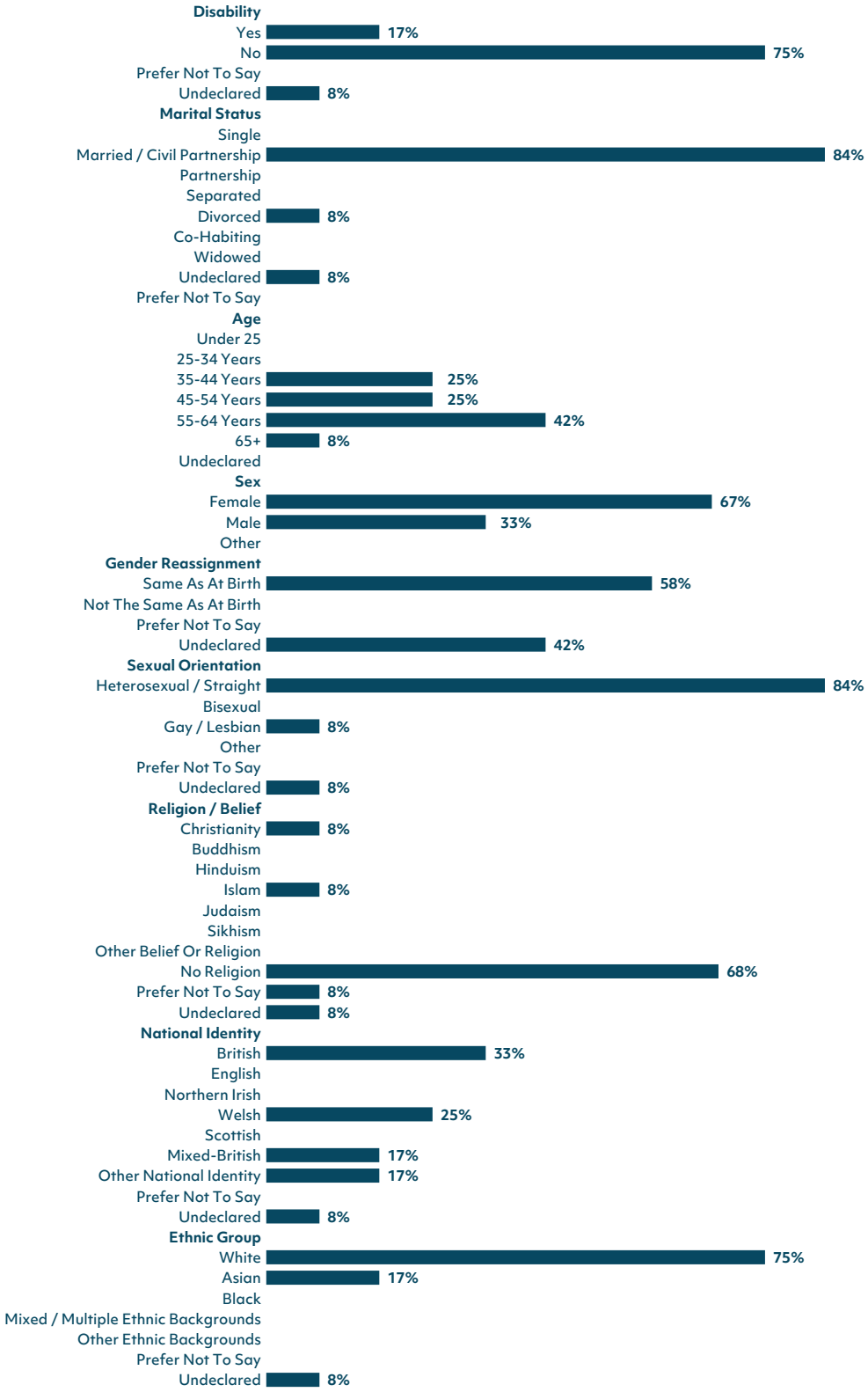
Figure 2 illustrates the number of men and women employed broken down by grade, working hours and contract type during 2025-26



The gender pay gap in Sport Wales as at 31 March 2026 is 9.3% (Mean) or 9.5% (Median). This is an increase from 8.3% Mean and an increase from 8.7% Median as at 31 March 2025.

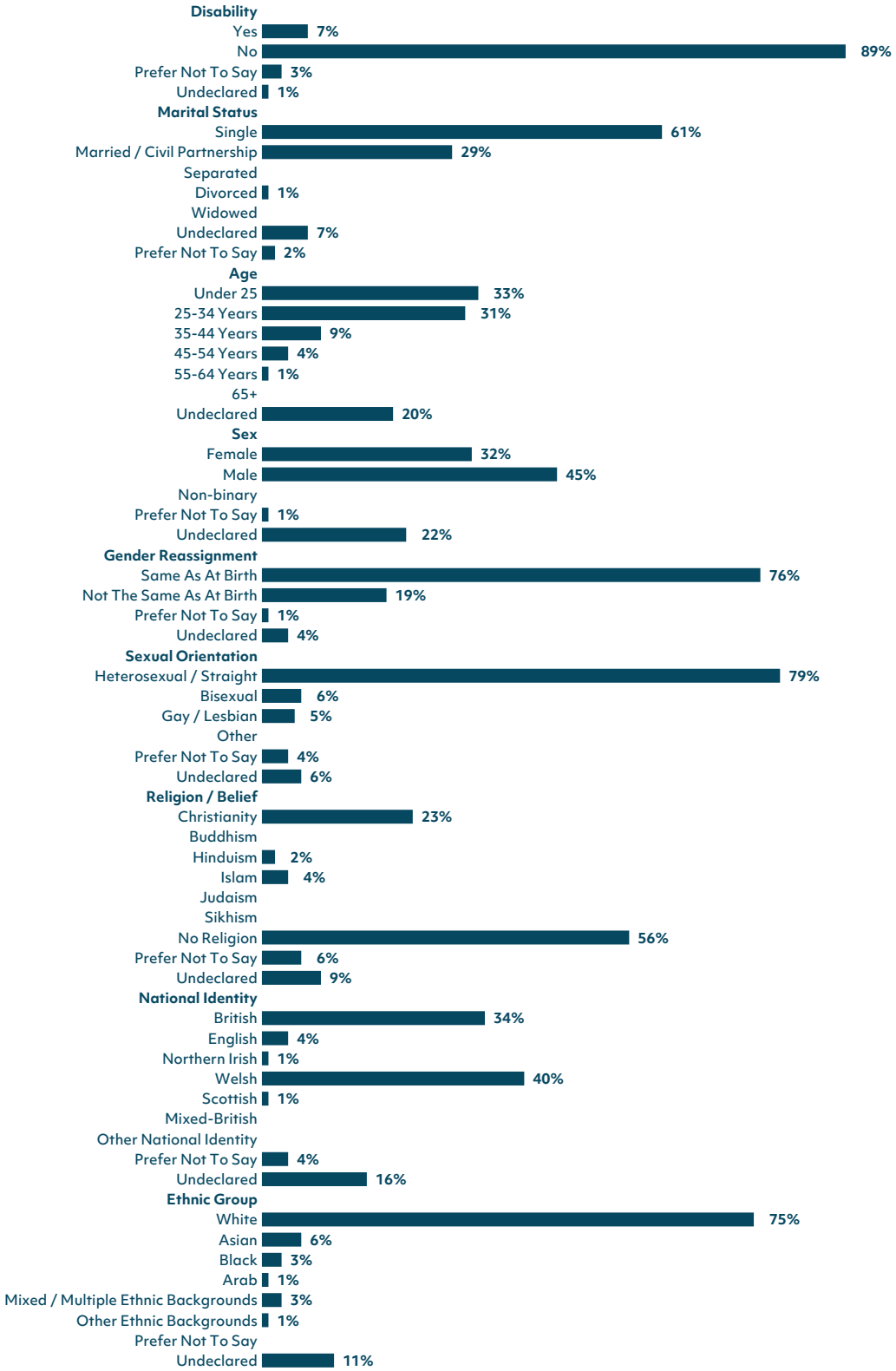
Equality statistics - Board

Figure 3 illustrates the equality statistics for Sport Wales' board members during 2025-26 is as follows:



Recruitment

In 2025-2026 Sport Wales received 882 applications from individuals applying for jobs with Sport Wales. The equality information for applicants was as follows:

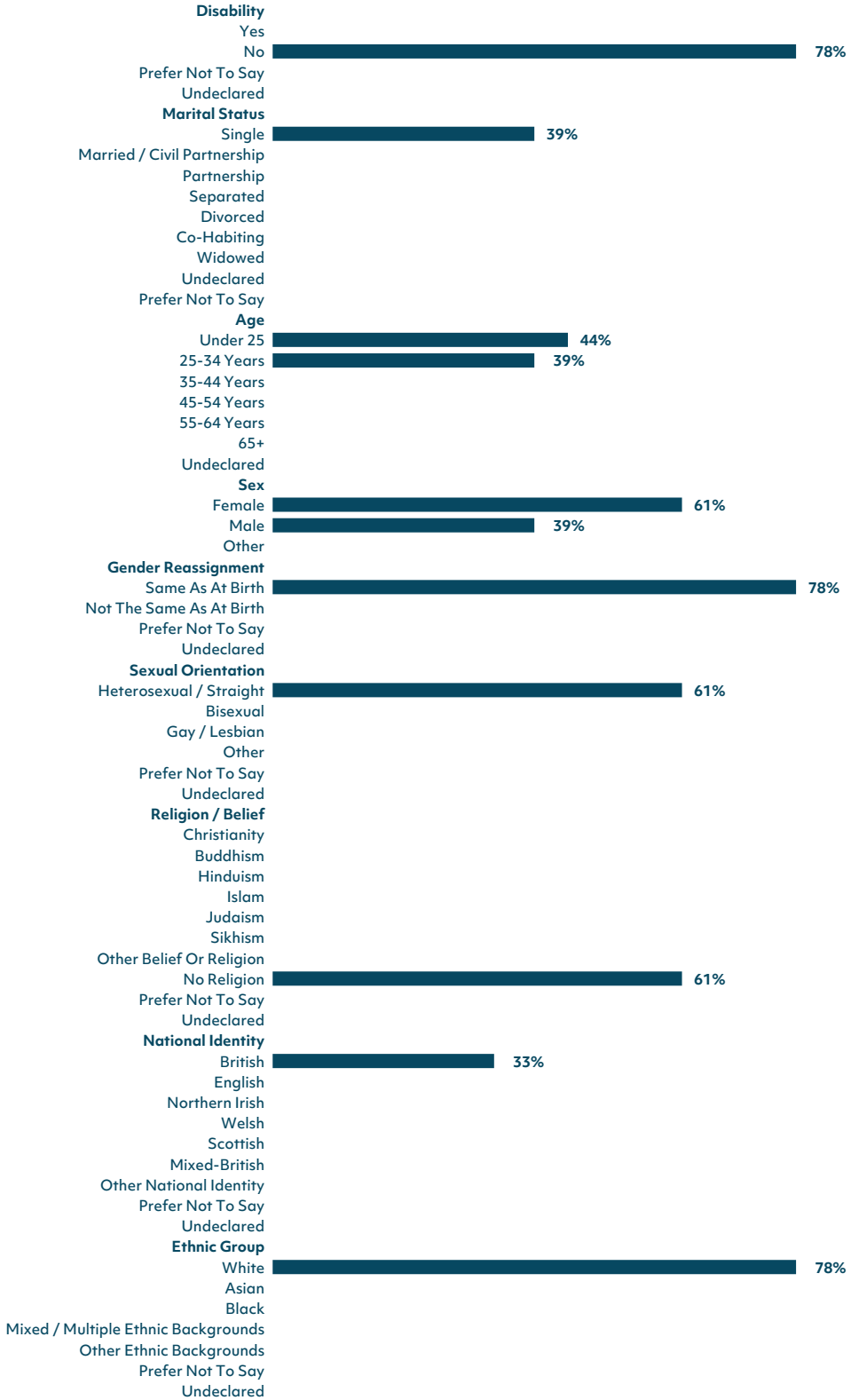


* Data labels have not been included where there are fewer than five responses to ensure we protect confidentiality and anonymity.

The above data covers the period from 1st April to 31st December 2025 only. In January 2026, a new recruitment system went live and there were some initial challenges in respect of equality data reporting. There were 273 applications from 1st January to 31st March for which equality data was not collected, we have no reason to believe that data trends were different in that period.

New starters

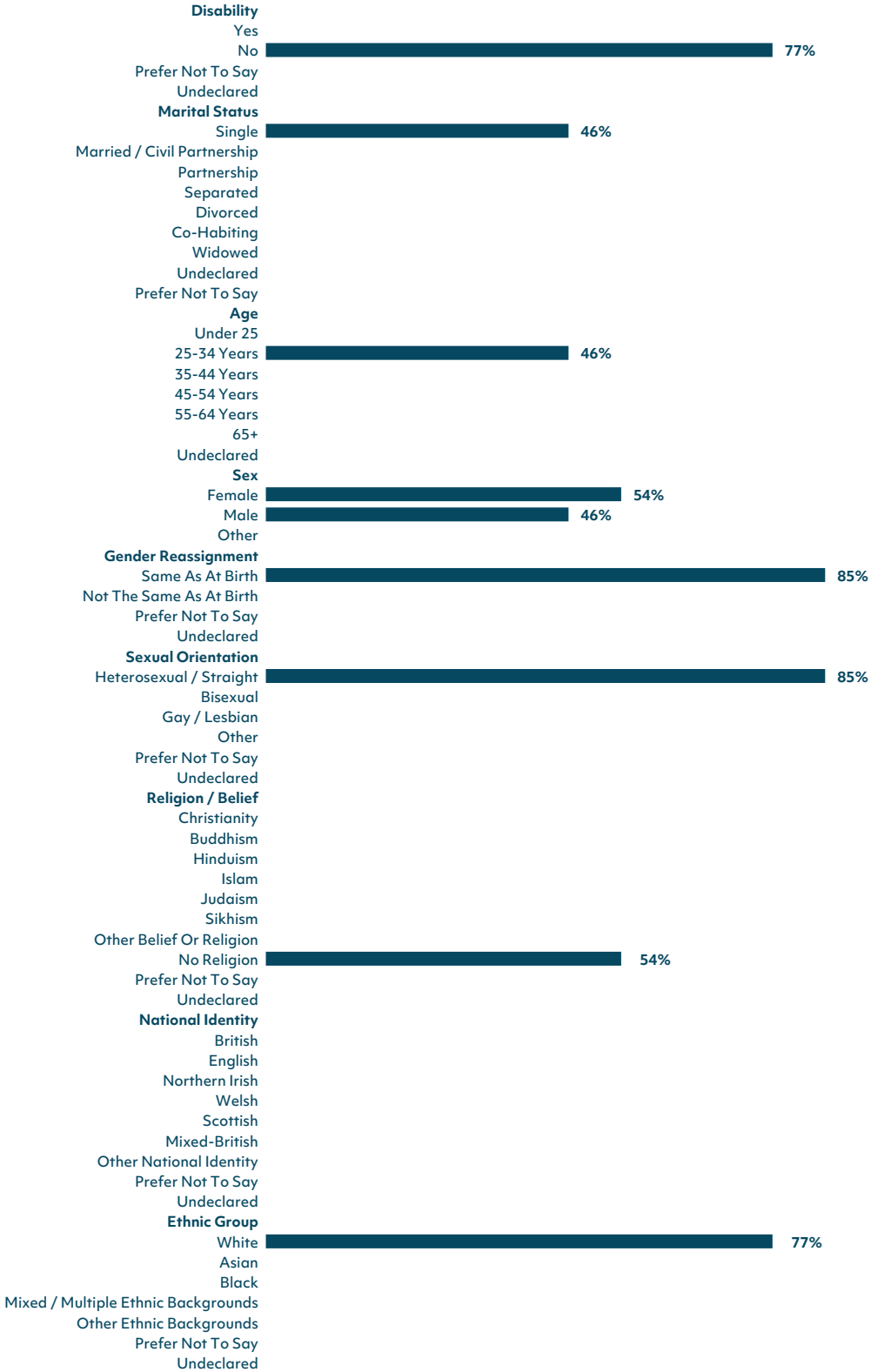
There were 18 new starters (on a fixed term, or permanent contract) during the period 1 April 2025 – 31 March 2026. The equality information for those new starters is as follows:



* Data labels have not been included where there are fewer than five responses to ensure we protect confidentiality and anonymity.

Leavers

There were 13 leavers (on a fixed term or permanent contract) during the period 1 April 2025 – 31 March 2026. The equality information for those leavers is as follows:



* Data labels have not been included where there are fewer than five responses to ensure we protect confidentiality and anonymity.

Complaints, grievances, disciplinaries

Sport Wales has an Anti-Bullying, Harassment, Discrimination and Victimisation policy which clearly sets out standards of behaviour, detailing those that are deemed unacceptable by the organisation and the likely consequences if any breach of these behaviours is founded. Processes are also available for complaints made by the general public. During the reporting year there was no grievances and one disciplinary.

Specific equality training

All new starters undertake equality and diversity online training as well as attending an induction session on equality, diversity and inclusion. We have continued our wide-ranging programme of EDI training, which has included Anti-Racism, Inclusive Behaviours and Anti-Bullying, Discrimination, Victimisation and Harassment. Equality and Anti-Bullying, Discrimination, Victimisation and Harassment policies have been reviewed this year.

Mental health and wellbeing

Sport Wales provides various resources and services to support employees' mental health and overall wellbeing. This includes access to 24/7 counselling, awareness sessions, occupational health support and workplace assessments. Our last employee survey showed that 84% employees felt positive about wellbeing at Sport Wales, they felt their manager takes an interest in them and supported their wellbeing.

Our Inclusion Learning programme is available to all our colleagues and includes Shared Experiences sessions that allow colleagues to talk about their lived experiences and to listen to others and ask questions. These sessions have been seen to support well-being and to contribute to empathy and a broader understanding of our characteristics and experiences.

Sport participation report

Characteristic	Children: School Sport Survey 2022	Adults: National Survey for Wales 2024/25	Additional information
	Participation in sport three or more times a week		The School Sport Survey only includes the Extracurricular or Community Club settings in this definition of participation.
Overall (all)	39%	35%	
Girls; Women	36%	32% (Female)	
Boys; Men	43%	40% (Male)	
Other genders	28%	–	We hold data on children who do not identify with the gender of 'boy' or 'girl'.
Black, Asian or Minority Ethnic:	**36%**	**36%**	The ability to explore ethnicity is contingent on sample size. We can provide much more detail for children due to the larger sample size (approx. 115,000 people). Further adult analysis is limited due to the maximum achievable sample size, around (6,000 people). The National Survey for Wales reports ethnicity at a broader level due to sample size limitations. Different categories are typically grouped together for analysis purposes (see below). **Black, Asian or Minority Ethnic:** All other ethnicities (including black African, black Caribbean, black British, black Welsh, Asian, Asian British, Mixed ethnic groups).
Asian / Asian Welsh / Asian British	30%	-	
Mixed / Multiple Ethnic Groups	43%	-	
Black / Black Welsh / Black British	38%	-	
Other Ethnic Group	33%	-	

Characteristic	Children: School Sport Survey 2022	Adults: National Survey for Wales 2024/25	Additional information
White (Welsh, English, Scottish, Northern Irish, British)	**41%**	**35%**	**White (Welsh, English, Scottish or Northern Irish):** People self-identifying as white Welsh, white English, white Scottish, white Northern Irish, white British.
White Other (includes Gypsy or Irish Traveller, Irish, Roma, and any other White background)	**36%**	**41%**	**White (Gypsy, Irish, Irish Traveller, Roma or another white background):** White Irish, White Gypsy, White Traveller, other white background. Detailed ethnic sub-group breakdowns are therefore not available for adults in this survey as it is not usually possible to provide sufficiently precise results for more detailed disaggregation.
Socioeconomic deprivation	32%	-	Children who attend schools with the highest levels of eligibility for free school meals are considered 'deprived'; a different measure is used for adults termed material deprivation.
Material deprivation	-	33%	The National Survey for Wales uses material deprivation as a measure of socioeconomic disadvantage for adults. The National Survey for Wales results can also be analysed against the Welsh Index of Multiple deprivation (WIMD). WIMD is designed to identify the small areas of Wales that are the most deprived.

Characteristic	Children: School Sport Survey 2022	Adults: National Survey for Wales 2024/25	Additional information
Disability or impairment	35%	-	
Limiting longstanding illnesses	-	21%	Those with longstanding illnesses are asked whether it reduces their ability to carry out day-to-day activities. They can answer 'yes, a lot', 'yes, a little', or 'not at all'.
Welsh Speakers	46%	40%	Based on adults who report using the Welsh language in everyday life, as recorded in the National Survey for Wales.
The School Sport Survey (SSS) data has been rounded for consistency across reporting.			

Investment report

In 2025-26 Sport Wales made 677 Be Active Wales Fund awards amounting to a total investment of £3,973,199.00

The breakdown of awards and investment to priority areas in 2025-26 is set out below:

Priority area	Number of awards	Total funding awarded (£)
Women and girls	255	1,434,110
Ethnic Minority People	38	180,943
People with a disability	73	588,502
Lesbian, Gay and Bisexual	10	33,993
Transgender	5	13,746
Socio Economic Deprivation	139	627,462
Welsh Language	40	222,299
Creating **long-term** Sustainability	671	3,956,927

Basis for the above figures:

Members of the Sport Wales investment team determine the priority areas that awards address on the basis of scrutiny of the application and contact with the applicant. Projects can address more than one priority area, so the sum total of awards and investment for all priority area will not equal the total number of awards and total investment.

Data analysis

Workforce

Sport Wales' workforce diversity figures changed slightly in 2025–26. More staff shared information about their sexual orientation, and the proportion who identify as bisexual increased to 4%. For context, the 2021 Census suggests around 3% of people in Wales identify as LGB+ (lesbian, gay, bisexual, or another sexual orientation). The proportion of staff who identify as heterosexual is 79%, compared with a Wales average of 89%.

The proportion of staff who are female increased from 56% to 58% over the last year. The percentage of employees who report a disability remained at 4%, which is below the Wales population average. Over the year, Sport Wales increased its focus on disability inclusion through several initiatives linked to its application for Disability Confident Leader status, which it achieved in March 2026.

Sport Wales encourages staff to complete a diversity declaration so we can better understand who makes up our workforce. In 2025–26, the proportion of staff who did not provide this information ("undeclared") reduced by 1–2 percentage points across most characteristics.

Sport Wales' gender pay gap figures increased slightly in 2025–26. The mean pay gap rose from 8.3% to 9.3%, and the median pay gap rose from 8.7% to 9.5%. For context, the UK median gender pay gap for all employees in April 2025 was 12.8% (Office for National Statistics, "Gender pay gap in the UK: 2025"). Sport Wales will be working on this data in 2026-27 to explain pay gap information and compare with similar organisations. This includes understanding differences in Wales and the UK and identifying where any gaps are greatest.

Sports participation

The latest National Survey for Wales results on sport and physical activity cover April 2024 to March 2025 (published in Summer 2025). A more detailed "Sport & Active Lifestyles – State of the Nation" report followed in November 2025. The figures below use this 2024–25 data and replace the 2022–23 figures used in the previous Annual Report.

National Survey for Wales (NSW) findings 2024–25

The NSW 2024–25 results show clear differences in who takes part in sport and physical activity across Wales. Overall, 59% of adults (around 1,449,000 people) did some sport or physical activity in the previous four weeks. When we look at more regular activity, 35% of adults (around 868,000 people) took part three or more times a week. This is 4 percentage points lower than in 2022–23 (39%). Taking part three or more times a week is the benchmark used for Future Generations Indicator 38.

One of the main reasons for the drop in regular participation is fewer adults reporting longer walks. In 2024–25, 38% of adults said they had walked more than two miles in the previous four weeks, compared with 41% in 2022–23. People who did walk also tended to do so less often within the four-week period.

Even though fewer adults are taking part regularly, more people say they want to be more active.

In 2024–25, 35% of adults (around 840,000 people) said they would like to do more sport or physical activity. This is 7 percentage points higher than in 2022–23. "Unmet demand" also increased: 11% of adults (around 273,000 people) wanted to take part but had not done any sport or physical activity in the previous four weeks (up from 7% in 2022–23).

The NSW 2024–25 results also show where the biggest gaps in participation are:

- **Long-term limiting illness or health condition:** 39% of adults with a limiting long-term illness took part in the last four weeks, compared with 70% of adults without one (a 31 percentage point gap). This gap was 23 percentage points in 2022–23.
- **Deprived areas (Welsh Index of Multiple Deprivation, WIMD):** 54% of adults in the most deprived areas (WIMD Quintile 1) took part in the last four weeks, compared with 66% in the least deprived areas (Quintile 5).
- **Gender:** 56% of females took part in the last four weeks, compared with 62% of males.

In relation to the Welsh language the positive historic trend has continued as those adults who use Welsh in everyday life were slightly more likely to take part (62%) than those who do not (59%).

Participation also differed across Sport Partnership areas in 2024–25. Central South had the highest participation rate at 66% Mid Wales, West Wales and Gwent had lower rates at 59%, 53% and 54% respectively. The biggest change since 2022–23 was in West Wales, where participation fell by 7 percentage points (from 60% to 53%).

This was the only significant change with the other 4 regions either unchanged or broadly in line with their 22-23 data.

School Sport Survey (SSS) findings 2022

The School Sport Survey 2022 showed a marked fall in young people taking part in sport three or more times a week. The overall figure fell by 8 percentage points to 39%.

This shift in behaviour is likely to have been strongly affected by the Covid 19 pandemic. The previous School Sport Survey was carried out in 2018.

The groups with the largest participation gaps included:

Ethnicity

- Asian / Asian Welsh / Asian British pupils: 9 percentage points below the overall average, and 9 points lower than in 2018.
- Black / Black Welsh / Black British pupils: a 12 percentage point fall since 2018. This moved the group from 3 points above the overall average in 2018 to 1 point below in 2022.
- Other ethnic groups (as defined in the 2021 Census): 6 percentage points below the overall average, and 13 points lower than in 2018.

Disability

- Pupils with a disability or impairment: 5 percentage points below the overall average, and 12 points lower than in 2018.

Socio-economic deprivation

- Pupils attending schools with the highest eligibility for free school meals: 7 percentage points below the overall average, and 10 points lower than in 2018.

Gender

- Girls' participation: 3 percentage points below the overall average, and 9 points lower than in 2018.

Around one third of pupils in Wales completed the survey. This means small differences compared with 2018 could be due to normal survey variation (because not every pupil took part). Larger changes are more likely to reflect real changes in behaviour.

How we identify and collect the right information

Good information helps us understand who is taking part in sport in Wales, where participation is lower, and what may help remove barriers. We use research to shape our strategy and to share insight with the sports sector, the Welsh Government, the National Lottery and other partners.

The main surveys we use:

We rely on national surveys to provide a consistent picture over time, and to compare participation across different groups and places.

National Survey for Wales (NSW)

The National Survey for Wales is a survey of adults living in Wales. It is designed so that the results reflect the population as a whole.

In 2024–25, around 6,000 adults aged 16 and over took part. This was lower than in previous years because the Welsh Government changed survey providers and introduced a "telephone-first" approach, with the option to complete the survey online.

It includes a Sport and Active Lifestyles section, which helps us understand:

- Participation in sport and physical recreation.
- Volunteering in sport.
- Use of sports facilities.
- Attitudes to physical activity and intentions for future participation.

The Welsh Government sets the core questions and may include extra topic modules in some years. The core questions include background information (for example: age, sex, ethnicity, disability and long-term health conditions). This means we can look at participation for different groups and places, including:

- Each local authority in Wales.
- Levels of deprivation using the Welsh Index of Multiple Deprivation (WIMD) – a measure of relative deprivation for small areas.
- Urban and rural areas.

School Sport Survey (SSS)

The School Sport Survey helps us understand how children and young people in Wales take part in sport. The most recent data available is from 2022, and the next survey is taking place in 2026 following significant consultation and question testing with children and young people to ensure that the survey reflects experiences and uses clear, inclusive and understandable language.

The NSW and SSS also support Wales' national wellbeing reporting. Through Future Generations Indicator 38: the percentage of people who take part in sport three or more times a week.

We also use national survey findings and other performance information to make investment decisions. For example, we use this evidence when allocating funding to National Governing Bodies (NGBs) and Sport Partnerships. Using shared data sources helps us take a consistent approach and reduces the need to ask partners to collect data.

In 2024–25, the sport-related modules covered volunteering, spectating, facilities and attitudes towards physical activity.

Wales Activity Tracker (WAT)

Wales Activity Tracker, which provided regular data on adult attitudes and behaviours towards physical activity since 2020, has now been retired and is no longer in operation. It was introduced early in the COVID-19 period to help track the impact of the pandemic. Its role in tracking national trends between major survey cycle has been noted, and its discontinuation will be considered as part of Sport Wales's broader data and insight planning going forward.

What are the reasons for not collecting relevant information?

In 2024–25, around 6,000 adults took part in the National Survey for Wales (compared with around 12,000 in many previous years). With a smaller sample, it is harder to report reliably on smaller groups (including some protected characteristics), smaller geographic areas, or combinations of characteristics.

Some information may be collected, but the sample size can still limit what we can report with confidence. Some questions are also not suitable to ask everyone, and sensitive topics require careful design so that questions are accessible and inclusive.

The Welsh Government is moving towards an online survey approach, which is expected to increase the number of responses (to 12,000 or more) in future years. However, not all characteristics can be fully accounted for when the results are adjusted to reflect the wider population. Some sports and activities are also seasonal, so data needs to be collected across the year to give a complete picture. Like all surveys, findings can also be affected by how well people remember and report their own behaviour.

Some aspects of data collection are outside Sport Wales's direct control. For example, in surveys used by multiple organisations, it can be difficult to change questions quickly. The Welsh Government works to keep survey questions consistent with recognised good practice, and supports coordination on data and statistical issues across the public sector in Wales.

How effective is Sport Wales' work to identify and collect relevant information?

We collect and use demographic information to understand how different groups take part in sport and physical activity. We focus in particular on age, gender, disability, ethnicity and deprivation. Most of this information comes from our national surveys, especially the National Survey for Wales, which covers people aged 16 and over and the School Sport Survey for young people between age 7 and 16.

Where survey sample sizes are too small, we may carry out qualitative research (such as interviews or focus groups) to explore specific topics in more depth.

We currently collect limited information on:

- Marriage and civil partnership.
- Pregnancy and maternity.
- Religion or belief.
- Sexual orientation.

We do not currently collect some sensitive information through smaller "tracking" surveys, as these surveys may not have enough responses to report results safely and reliably. More generally, because sport and physical activity can vary by season, data needs to be collected across the year to represent activity patterns accurately.

We keep our approach under review and make improvements where we can. We are also developing a more complete way to manage our data—from how we receive it, to how we store it, to how we publish clear and accessible outputs. As part of this work, the Insight Team is developing dashboards (using Power BI) to help staff see an up-to-date overview of key information.

Ahead of the next National Survey for Wales cycle, we will review the survey questions and update our analysis. This will help us explore how factors can overlap (for example, ethnicity and disability), where the data allows.

List of Sport Wales funded partners

National Governing Bodies

- Welsh Athletics
- Badminton Wales
- Basketball Wales
- Bowls Wales
- Paddle Cymru
- Cricket Wales
- Beicio Cymru
- Football Association of Wales
- Wales Golf
- Welsh Gymnastics
- Hoci Cymru
- Wales Netball
- Welsh Rowing
- Welsh Rugby Union
- RYA Cymru Wales
- Squash Wales
- Swim Wales
- Table Tennis Wales
- Tennis Wales
- Welsh Triathlon
- Welsh Judo Association
- Wales Rugby League
- Welsh Target Shooting Federation
- Weightlifting Wales
- Angling Cymru
- Wales Archery
- Welsh Curling Association
- Welsh Fencing
- Wales Lacrosse
- Welsh Orienteering Association
- Welsh Snooker
- Snowsport Cymru Wales
- (SLSA) The Surf Life Saving Association of Wales
- Welsh Wrestling

National Partners

- Commonwealth Games Council for Wales
- SportsAid
- WIPS SU (Dec 2024)
- Black Swim Association
- Disability Sport Wales
- Welsh Sports Association
- Girl Guides
- Leadership Skills Foundation
- U Do It
- Wales Council for Voluntary Action
- Youth Sport Trust
- Colegau Cymru
- StreetGames
- Outdoor Partnership
- The Urdd
- Sported Foundation

Sport Partnerships

- Actif North Wales
- Mid Wales Sport Partnership
- West Wales Sport Partnership
- Central South Active Partnership
- Gwent Sport Partnership

Financial Performance

Sport Wales' financial statements show that total comprehensive net expenditure for the year ended 31 March 2026 was £38.522 million, compared with £33.697 million in 2024/25. This reflects higher levels of investment and delivery activity during the year, including grant expenditure and associated operating costs, as resources were directed towards Sport Wales' strategic priorities and partner organisations.

Welsh Government funding remained Sport Wales' principal source of financial support and was received in line with the agreed budget, with no additional revenue allocated in-year. After taking account of funding received from Welsh Government, the net movement on the general fund was £1.674 million (2024/25: £1.403 million), after charging depreciation of £0.651 million (2024/25: £0.611 million).

The Statement of Financial Position shows consolidated taxpayers' equity of £25.369 million at 31 March 2026. This comprised a general fund balance of £6.178 million in Sport Wales' own accounts and £19.191 million attributable to the Sports Council for Wales Trust. Sport Wales is a member of the Cardiff and Vale Local Government Pension Scheme and, at the latest actuarial valuation, its element of the fund remained in surplus.

As a result, employer contribution rates remained at 0% during the year and are expected to do so until the next triennial valuation in 2028.

The year-end position reflects both Sport Wales' management of in-year expenditure within available resources and the continuing value of the longer-term assets held through the Trust. Cash balances remained low, consistent with the organisation's funding model and Welsh Government cash limits, under which expenditure is largely supported by grant-in-aid drawn down for in-year activity. Taken together, the financial statements indicate that Sport Wales remained financially stable at year end. They also highlight the organisation's continuing dependence on public funding and the importance of maintaining close control over expenditure as delivery demands and cost pressures continue to evolve.

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

Sustainability (incorporating the biodiversity report)

Energy Saving Grants (ESG)

Sport Wales has awarded £2.1 million in Energy Saving Grants to 118 community sports clubs across Wales in 2025-26. The Energy Saving Grant, funded by the Welsh Government, is helping clubs cut energy costs, reduce carbon emissions, and reinvest savings back into local sport.

This takes the total support over the three years of the ESG funding scheme to £5.5m with 304 clubs and sites supported. The programme is making a real impact on the de-carbonisation of the sports sector in Wales and has been over-subscribed in all three years of operation.

The breakdown of sustainability projects within the 118 awards in 2025-26 is outlined below (some projects comprise more than 1 element):

Number of Projects	Description
76	install solar panels
22	purchase storage batteries for excess energy
19	upgrade to LED lighting to reduce energy consumption
12	new energy-efficient windows and doors.
15	installing or replacing insulation to reduce heat loss.
14	sustainable water solutions such as boreholes and rain harvesting systems.
23	upgrade their heating or hot water systems

Projects will vary depending on what upgrades will make the biggest difference to the club or facility.

In addition to a number of multi-sports facilities being awarded Energy Saving Grants, clubs from the following sports received awards:

- Bowls
- Boxing
- Cricket
- Cycling
- Football
- Golf
- Gymnastics
- Rugby
- Sailing
- Skateboarding
- Squash
- Surf Lifesaving
- Tennis

Projects were supported in all 22 local authority Areas in Wales.

Gorseinon Cricket Club's experience highlights the importance of ESG funding. Reducing costs: The club needed to reduce the cost of utilities, in their case it was reducing water bills by installing a Rainwater Harvesting system. Less environmental impact: Rainwater is better and more sustainable than tap water for this job, it doesn't waste tap water and because rainwater doesn't have additives like fluoride it's also better for the pitches and the environment.

The new solution also had a third benefit, it did the job better due to greater water pressure, so the task is much shorter, this also gave further cost saving in grounds staff time. The final benefit is that it changed the mindset of the club to go further on its sustainability journey and it's now looking to reduce its energy needs.

Many club who have received ESG funding have seen the cost savings as a way to further develop and sustain their sport. For example, Terry Wells the Secretary of Presteigne Bowling Club said '…This is reducing our utility bills which lets us use more of our limited funds for the direct benefit of our members - and we are helping the environment at the same time. …'

Capital Funding

This funding scheme also continues to boost sports sustainability in Wales. Over the last few years, an increasing number of local authorities have been applying for a share of Sport Wales capital funding. They have been making their leisure centres 'greener' and more energy-efficient – lowering their energy bills and improving their facilities with modern, sustainable upgrades.

Powys County Council together with their leisure partner, Freedom Leisure, have successfully secured capital grants in each of the last three years to upgrade 13 leisure centres. This has enabled them to install destratification fans at leisure centres to recirculate waste heat in pools and gym, balancing temperatures and comfort. Also, to fit solar panels, internal and external LED lighting, which is far more energy-efficient than traditional lighting. The scheme also funded the installation of one of Wales' first backwash recovery systems. This recycles swimming pool water rather than draining it, saving on water, heating, chlorination and PH correction.

Partnership investment – Arwain Cymru

Sport Wales investment in our partners is underpinned by Arwain Cymru (previous known as the Capability Framework).

This governance and people development framework aims to ensure that we have confidence in organisations when investing public money. It supports the continuous improvement of partner's governance, so they are sustainable and well-placed to achieve their potential.

After engaging with over 25 partner organisations, sustainability was, for the first time, added to the framework in 2025-26. Environmental Sustainability is now a core part of Arwain Cymru. This means all annually funded partners are expected to demonstrate a clear and ongoing commitment to environmental sustainability and decarbonisation. Through taking informed, responsible decisions that reduce environmental footprint and promote more sustainable ways of working.

Sport Wales continues to work collaboratively with the Sport Environment and Climate Coalition (SECC) to develop resources on sustainability to support our partners in the continuous improvement journey that is a key feature of Arwain Cymru.

Procurement

During 2025-26 the revision of our procurement strategy, policy and procedures has been an important and successful piece of work, stimulated by our sustainability and equality objectives and recent legislation. It was supported by an innovative short-term secondment to bring in specialist expertise from another public body. Comprehensive staff training on the updated socially responsible procurement policy and process was rolled out in January 2026. The good practice examples from our Catering team in the following section indicates how our approach leads to change.

Sport Wales National Centre

Sport Wales is building the case for a new national facility. Our vision is to create an 'environmentally sustainable beacon for Welsh sport, connecting individuals and organisations together in a sporting hub designed to foster a culture of excellence, innovation, learning, development and well-being.'

Our ambitions for environmental sustainability are equally as high as our sporting ambitions. We want to develop a national centre that will set the standard in the UK and beyond, making a positive contribution to the environment and biodiversity for years to come. We will continue to develop the business case for this facility in 2026-27.

Sport Wales' Catering team have been working very closely with our food and drink suppliers to increase sustainability and understand the social responsibility actions of these organisations. We are using our purchasing influence to encourage fair work and responsible practices across our supply chain, which also helps us reduce our carbon footprint through the use of recyclable materials and purchasing from local businesses. During 2025-26 we have changed some suppliers, with one of the new suppliers being B Corp registered and a Real Living Wage employer.

Another supplier is working with schools to encourage children to eat more Welsh-grown vegetables. From a Sport Wales perspective, we're keen to work with suppliers who promote healthy eating. This supports our sustainability aims by building healthier communities, supporting Welsh-grown produce and shortening supply chains.

Communications

The Sport Wales communications team has played an important role in sharing the good news stories about how the sports sector is increasing its sustainability. During 2025-26 many articles and social media items that solely focussed on environmental topics were communicated externally, with many other items including some content on sustainability. Content was tailored to the needs of different audiences through website articles; social media posts and videos; and communications in newsletters for Sport Wales partners and internal staff.

Plas Menai

Plas Menai's main buildings, hot water and swimming pool are heated through a ground source heat pump system, supplemented by an air source heat pump during periods of extreme cold. The system is fully operational; testing confirmed a coefficient of performance (COP) of 3.3. This indicates that for every unit of electricity consumed, the heat pump generates 3.3 units of heat, demonstrating high efficiency. The energy consumption of the new Heat Pumps is half the output from the old oil boilers and a significant 75% less emissions KgCO2e/a

Five on-site accommodation houses were refurbished and fully decarbonised for both heating and hot water through the installation of air source heat pumps. A phased programme is proposed to convert the remaining properties over the coming years along with the installation of a '3rd phase' of PVs and battery storage to further capture green electricity and reduce the carbon footprint. The centre has also installed electric vehicle (EV) charging points, which visitors have received positively.

Business plan

Sport Wales has retained Environmental Sustainability as a Business Plan priority area with key actions as follows:

- Embed socially responsible procurement into Sport Wales processes and documentation.
- Work with some of our top suppliers by value to identify carbon saving opportunities.
- Share progress and stories from innovators in this area to illustrate what can be achieved and spread good practice in the sector.
- Continue to pursue collaboration opportunities with others, particularly via the Sport Environment and Climate Coalition (SECC).
- To promote and encourage active travel.

Environmental sustainability

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

Waste	Description	2025/26	2024/25	2023/24
Non-financial	Total KG	8,057	3,776	13,418

Greenhouse	Description	2025/26	2024/25	2023/24
CO2	Total gross emissions (CO2)	383,314	392,863	411,413
	Total net emissions (CO2)	383,314	392,863	411,413
	Gross emission, scope 1 (direct)	198,940	184,840	189,988
	Gross emissions, scope 2	184,374	208,023	221,425
Energy kWh	Electricity (non-renewable)	1,054,229	1,015,093	1,080,333
	Electricity (renewable)	0	0	0
	Gas	1,077,857	1,003,908	1,032,823
	Gas Oil	0	0	0
Financial Indicators (£)	Expenditure – energy	304,636	268,813	251,458

Finite Resource	Water	2025/26	2024/25	2023/24
Non-financial (M^3)	Supplied	14,983	18,856	15,046
	Abstracted	1,007	1,295	1,318
Financial indicators (£)	Water supply costs	66,112	51,283	52,259

Travel	Description	2025/26	2024/25	2023/24
CO2	Rail	2,969	3,342	3,185
	Air	8,437	5,550	2,306
	Ferry	0	0	0
	Car (Taxi/Bus etc)	534	170	238
	Own Car Usage	15,500	12,584	10,640
	Total	**27,440**	**21,646**	**16,369**
Cost	Rail	24,661	24,790	22,050
	Air	3,523	3,205	1,447
	Ferry	0	0	0
	Car (Taxi/Bus etc)	2,433	1,321	1,020
	Own Car Usage	27,569	22,468	18,829
	Total	**58,186**	**51,784**	**43,346**
Miles	Rail	52,866	59,503	56,821
	Air	31,273	13,523	5,457
	Ferry	0	0	0
	Car (Taxi/Bus etc)	2,262	722	1,007
	Own Car Usage	60,916	49,619	41,525
	Total	**147,317**	**123,367**	**104,710**

$C0_2$ Emissions

Year	Scope 1 Gas/Oil
2025/26	**198,940**
2024/25	**184,840**
2023/24	**189,988**

Year	Scope 2 Electric
2025/26	**184,374**
2024/25	**208,023**
2023/24	**221,425**

Year	Scope 3 Travel
2025/26	**27,440**
2024/25	**21,646**
2023/24	**16,369**

Year	Total
2025/26	**410,754**
2024/25	**414,509**
2023/24	**427,782**

Financial Indicators

Year	Scope 1 Gas/Oil
2025/26	**40,572**
2024/25	**41,087**
2023/24	**40,480**

Year	Scope 2 Electric
2025/26	**264,064**
2024/25	**227,726**
2023/24	**210,978**

Year	Scope 3 Travel
2025/26	**58,186**
2024/25	**51,784**
2023/24	**43,346**

Year	Total
2025/26	**362,822**
2024/25	**320,597**
2023/24	**294,804**

Biodiversity Report

Sport Wales National Centre

The good work in 2025-26 to increase a range of wildlife habitat's by providing new homes is showing clear signs of its encouraging impact. A woodpecker has been regularly visiting one of the bird boxes, hedgehogs have been making use of the log piles placed around the site. The new wildflower area has done very well, attracting a wide variety of insects, with some using the bug hotels. The Jasmines walls have provided food for a range of pollinators and colour variation to the site. Work has been planned for the new biodiversity awareness and education area to be completed early in 2026-27.

Plas Menai

Plas Menai now sits on The Menai Strait Partnership Forum, a vital collaborative body dedicated to the sustainable management and conservation of the Menai Strait - a world renowned, unique tidal waterway. Its work focuses on balancing the area's diverse interests, ranging from commercial shellfish harvesting and tourism to nature conservation and scientific research. By bringing together stakeholders from local government, environmental agencies, and community groups, the Forum ensures that the Strait's rich biodiversity is protected while supporting its cultural and economic significance.

One of the Forum's key priorities is environmental monitoring, particularly regarding water quality and the health of the marine ecosystem.

Plas Menai and the team play a practical role in this mission as an established water testing site. This monitoring is essential for maintaining the high standards required for both recreational water sports and the thriving local shellfish industry, which relies on clean, nutrient-rich waters.

To bridge the gap between scientific monitoring and public awareness, Plas Menai serves as an educational hub. It prominently displays an information board and posters that detail the Forum's initiatives and the current status of the local environment. These displays provide visitors with insights into the Strait's delicate ecology, the importance of water testing, and the collective efforts being made to preserve this designated Special Area of Conservation for future generations.

Accounting Officer:

B Davies
18 September 2026

Accountability report

Corporate governance report

Directors report

Board

During 2025-26, Sport Wales comprised the following Board members;

	Term	Audit and Risk Assurance Committee	Equality, Diversity and Inclusion Committee	Remuneration Committee
Chair Baroness Tanni Grey Thompson DBE DL	1 July 2025 – 30 June 2028	-	-	Yes
Vice Chair Ian Bancroft	1 October 2023 – 30 September 2026	-	-	Yes
Rajma Begum *	1 September 2022 – 30 September 2026	-	Yes	-
Hannah Bruce (nee Murphy) *	1 September 2022 – 30 September 2026	-	-	-
Róisín Connolly	1 October 2025 – 30 September 2028	Yes	-	-
Dafydd Trystan Davies	1 September 2022 – 31 August 2025	-	-	-
Delyth Evans	1 September 2022 – 31 August 2025	Yes	-	-
Rhian Gibson	1 October 2023 – 30 September 2026	-	Yes	-
Martin Hurst	1 October 2025 – 30 September 2028	Yes	-	Yes

	Term	Audit and Risk Assurance Committee	Equality, Diversity and Inclusion Committee	Remuneration Committee
Christopher Jenkins **	1 October 2023 - April 2025	Yes	-	-
Nicola Mead-Batten *	1 September 2022 – 30 September 2026	Yes	-	-
Dr Alison Parken OBE	1 October 2025 – 30 September 2028	-	Yes	-
Judi Rhys MBE	1 September 2021 – 30 September 2025	-	Yes	-
Owain Schiavone	1 October 2025 – 30 September 2028	-	-	-
Phil Tilley	1 September 2021 – 30 September 2025	-	-	-
Martin Veale JP	1 September 2021 – 30 September 2025	Yes	Yes	Yes
Sanjiv Vedi OBE	1 October 2025 – 30 September 2028	-	Yes	-
Nuria Zolle	1 October 2023 – 30 September 2026	Yes	Yes	-

* During the year, the Minister for Culture, Skills and Social Partnership announced that three Board members (Rajma Begum, Hannah Bruce and Nicola Mead-Batten) would be re-appointed for the period 1 September 2025 to 30 September 2026.

** Resigned from post 28th April 2025

Chief Executive Brian Davies OBE

All Board members are appointed on an initial three-year term and can serve a maximum of two terms.

Declarations of interest

All Board Members and senior staff of Sport Wales have completed a comprehensive declaration of interest, including details of any interest in organisations which provide, or may seek to provide, commercial services to Sport Wales for 2025-26 as well as potential recipients of grant funding. Information provided that requires disclosure in accordance with International Accounting Standard 24 ('Related Party Disclosures') is disclosed in Note 20 of these financial statements.

Personal data related incidents

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

Risk identification and management

Detail on Risk Management is contained in the Risk Management section of the Annual Governance Statement on page 105.

Supplier payment policy and performance achieved

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

Sport Wales aims to pay 100% of invoices, including disputed invoices once the dispute has been settled, in line with these terms. During the year ended 31 March 2026 Sport Wales paid 100% (2024-25: 100%) of all invoices within the terms of its payment policy. No interest was incurred during the year as a result of late payments. Sport Wales also aims to pay suppliers wherever possible within 10 days in accordance with the Managing Welsh Public Money guidance issued in January 2016. During 2025-26, 93% (2024-25: 95%) of transactions by Sport Wales were paid within this timescale.

Financial instruments

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

Remuneration of auditors

The Audit and Risk Assurance Committee oversee the nature and amount of non-audit work undertaken by Audit Wales and National Audit Office, our external auditors. During 2025-26, there was no non-audit work undertaken by auditors. The audit fee is disclosed in note 7 to the financial statements.

Statement of Council's and Chief Executive's responsibilities

Under the Royal Charter, dated 4 February 1972 (amended 14 June 2017), The Sports Council for Wales (Sport Wales) is required to prepare for each financial year statements of accounts in the form and on the basis determined by the Welsh Government, with the consent of the Treasury.

The financial statements are prepared on an accruals basis and must give a true and fair view of the state of affairs of Sport Wales and of its income and expenditure, Statement of Financial Position, changes in equity and cash flows for the financial year.

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

- Observe the accounts direction issued by Welsh Ministers and Department for Culture, Media and Sport, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis.
- Make judgements and estimates on a reasonable basis.
- State whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departure in the financial statements.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the entity will continue in operation.
- Confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgements required for determining that it is fair, balanced and understandable.

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

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that Sport Wales' auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

Accounting Officer:

B Davies
18 September 2026

Annual governance statement 2025-26

Introduction

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

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

Corporate governance

The Board

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

The Sport Wales Board is comprised of a Chair, a Vice Chair and up to twelve other members all of whom are appointed by Welsh Government.

The Board's composition includes representation from a range of different professions and members with expertise and experience relevant to both community and elite sport, as well as wider skillsets needed for a role of this nature. A Board skills matrix is maintained to ensure the Board has the right blend of skills and experience.

During the year, the Cabinet Secretary for Culture and Social Justice, Trefnydd and Chief Whip announced that three Board members (Rajma Begum, Hannah Bruce and Nicola Mead-Batten) would be re-appointed for the period 1 September 2025 to 30 September 2026.

To discharge its responsibilities and to obtain the assurance required that demonstrate good governance practices are in place, three permanent committees have been established; the Audit and Risk Assurance Committee, the Remuneration Committee and the Equality, Diversity and Inclusion Committee, each of which is chaired by a Board member. The terms of reference for each committee were reviewed during the year.

Attendances for both the Board and its permanent committees are shown in the table on the next page.

Board Member	Board Meeting (Number of meetings attended of up to 6)	Audit and Risk Assurance Committee (Number of meetings attended of up to 4)	Equality, Diversity and Inclusion Committee (Number of meetings attended of up to 3)	Remuneration Committee (Number of meetings attended of up to 2)
Chair Baroness Tanni Grey Thompson DBE DL	4 / 5	Not Applicable	Not Applicable	1 / 1
Vice Chair Ian Bancroft	5 / 5	Not Applicable	Not Applicable	1 / 1
Rajma Begum *	5 / 5	Not Applicable	2 / 3	Not Applicable
Hannah Bruce (nee Murphy) *	5 / 5	Not Applicable	Not Applicable	Not Applicable
Róisín Connolly	2 / 2	2 / 2	Not Applicable	Not Applicable
Dafydd Trystan Davies	2 / 2	Not Applicable	Not Applicable	Not Applicable
Delyth Evans	2 / 2	1 / 1	Not Applicable	Not Applicable
Rhian Gibson	5 / 5	Not Applicable	3 / 3	Not Applicable
Martin Hurst	2 / 2	2 / 2	Not Applicable	Not Applicable
Nicola Mead-Batten *	5 / 5	3 / 4	Not Applicable	Not Applicable
Dr Alison Parken OBE	2 / 2	Not Applicable	0 / 1	Not Applicable
Judi Rhys MBE	2 / 3	Not Applicable	2 / 2	Not Applicable
Owain Schiavone	2 / 2	Not Applicable	Not Applicable	Not Applicable
Phil Tilley	3 / 3	Not Applicable	Not Applicable	Not Applicable
Martin Veale JP	3 / 3	2 / 2	1 / 2	1 / 1
Sanjiv Vedi OBE	2 / 2	Not Applicable	1 / 1	Not Applicable

Board Member	Board Meeting (Number of meetings attended of up to 6)	Audit and Risk Assurance Committee (Number of meetings attended of up to 4)	Equality, Diversity and Inclusion Committee (Number of meetings attended of up to 3)	Remuneration Committee (Number of meetings attended of up to 2)
Nuria Zolle	5 / 5	3 / 4	3 / 3	Not Applicable
Independent members				
Hywel Tudor (ARAC)	Not Applicable	3 / 4	Not Applicable	Not Applicable
Andy Butler (ARAC)	Not Applicable	4 / 4	Not Applicable	Not Applicable
Ethylle Baring (EDIC)	Not Applicable	Not Applicable	2 / 3	Not Applicable
Polly Lord (EDIC)	Not Applicable	Not Applicable	2 / 3	Not Applicable
Overall Percentage Attendance rate	**97%**	**87%**	**76%**	**100%**

Attendance percentages are calculated based on the number of meetings each member was eligible to attend during their term of office. This takes account of appointment and end dates, as well as any changes in committee membership during the year.

The Terms of Reference of the EDI Committee and the Audit and Risk Assurance Committee include opportunities to appoint independent members. Two independent members have been appointed to each Committee, bringing different perspectives and expertise to the scrutiny arrangements in place.

Whistleblowing Policy

Sport Wales has an established and a Board-approved Whistleblowing Policy, which is brought to the attention of staff and members at induction and is detailed in the Staff Handbook. To further enhance arrangements in place, Sport Wales has commissioned an anonymous whistleblowing portal, which can be used by staff to report any concerns. The platform is multilingual and enables concerns to be raised and tracked.

During 2025-26 there were no reported whistleblowing concerns. We believe that the Policy is effective, and staff have full access to it. This was further reinforced through an anonymous survey co-ordinated by internal audit.

72% of respondents agreed or strongly agreed that if they spoke up about concerns, they were confident that they would be listened to and protected. The Policy is reviewed periodically in line with the Staff Handbook.

External whistleblowing is dealt with through our Complaints Policy, which is available on our website. There were no reported incidents during the year.

Audit and Risk Assurance Committee

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

- Reviewing the comprehensiveness of assurances in meeting the Board's and Accounting Officer's assurance needs.
- Reviewing the reliability and integrity of the assurances.
- Providing an opinion on how well the Board and Accounting Officer are supported in decision making and in discharging their accountability obligations (particularly in respect of Financial Reporting).

The Audit and Risk Assurance Committee consists of up to seven members, two of which could be independent, with a minimum of one independent member required.

During the year, two new members joined the Audit and Risk Assurance Committee (ARAC), Róisín Connolly and Martin Hurst. Martin was appointed Chair of the Committee during the year. Two members also stepped down from the Committee during the year at the end of their Board tenure, Delyth Evans and Martin Veale.

The Board would like to record its sincere thanks to Delyth and Martin for their commitment and contribution, and for the insight and constructive challenge they have provided in support of Sport Wales' governance, risk management and internal control arrangements.

The Committee met four times during the year and there was an overall members' attendance rate of 87%.

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

- The operation and effectiveness of the risk management arrangements in place at Sport Wales, including regular consideration of the Corporate Risk Register.
- Review of arrangements in place for GDPR and cyber security.
- Consideration of the anti-fraud arrangements in place at Sport Wales.
- Agreement of the Internal Audit Strategy, Plan and Charter.
- Internal audit reports covering specific business areas and the Internal Audit Annual Report.
- The External Audit Plans and delivery thereof, including consideration of the ISA 260 reports.
- Performance monitoring of internal and external audit.
- The Annual Report and Financial Statements and their format.
- Regulatory compliance matters, including consideration of the Sport Wales public duties.
- Review of Board member expenses.
- Review of the Gifts and Hospitality Register.

- Review of any departure from standard procurement procedures and review of all contracts awarded during the year greater than £25,000 in value.
- Review of any regulatory complaints.

IT systems ensure that the physical security of data is controlled. In 2025-26 no information risk issues, or significant control weaknesses were identified, and the Audit and Risk Assurance Committee was satisfied that the level of risk was acceptable and managed in an appropriate manner.

The Audit and Risk Assurance Committee undertook an annual review of the Counter Fraud Strategy and Action Plan during the year. This outlined progress on the key actions underway following a review of the Government Functional Standard for Fraud (13). The update outlined arrangements in place including the Anti Fraud, Bribery and Corruption Policy, requirements for declarations of interest, segregation of duties, the use of technology and software to identify fraud (including cyber security arrangements), the hospitality register, training and participation in the National Fraud Initiative. The Committee also considered an update from Audit Wales in respect of Sport Wales' participation in the National Fraud Initiative, confirming that all matches (indicating a potential fraud) had been reviewed and processed. No frauds were identified through this process.

The Board receive a summary of matters considered by the Committee and details of matters to bring to the Board's attention. The Committee Chair also presents a formal annual report on the Committee's work to the Board.

Remuneration Committee

The Remuneration Committee meets to review and recommend for approval to Welsh Government the Chief Executive's salary and the annual pay award for all staff via the Welsh Government's pay remit process. Further details can be found within the Remuneration and Staff Report on page 110. The Committee also considered the timing and application of the Real Living Wage within Sport Wales, approving an option to apply this in February 2026 in advance of the required date. The Committee met once during the year, and the attendance rate was 100%.

Equality, Diversity and Inclusion Committee

The Equality, Diversity and Inclusion Committee was established to challenge, support and oversee the work of Sport Wales in delivering against its Strategic Equality Plan both internally and in its support to the sector. The committee met three times during the year, and the attendance rate was 76%.

During the year, the Equality, Diversity and Inclusion Committee welcomed two new members, Sanjiv Vedi and Alison Parken, further strengthening the breadth of experience supporting the Committee's work. Two members also completed their tenure on the Committee during the year, Martin Veale and Judi Rhys. The Board would like to place on record its appreciation for Martin and Judi's valued contribution, and for the constructive challenge and support they have provided in helping to embed equality, diversity and inclusion across Sport Wales' governance and decision making.

The Committee's core focus during the year was scrutiny of progress on the implementation of the Sport Wales Strategic Equality Plan. In February 2026, the Committee undertook an interactive deep dive session to explore progress against the actions outlined for the initial eighteen-month period as well as considering future areas of focus. The overall conclusion was that good progress is being made across each of the Plan's objectives.

The Executive Senior Management Team

The Executive, under the leadership of the Chief Executive, is responsible to the Board for the development and implementation of strategy and policies, and the reporting thereof. The Executive is comprised of the Director of Finance and Business Services, the Director of Sport Intelligence and Service Development and the Director of Sport Systems.

The Executive meets weekly to consider matters of an operational nature and monthly to consider matters of strategic importance. Progress against the Business Plan is reported and monitored throughout the year and at meetings of the Board.

Board and Committee effectiveness

Board meetings continue to be conducted in a hybrid manner. Board members were regularly asked for their reflections on how the structure of these meetings could be improved and practical changes were incorporated to allow meetings to run more effectively. This will be periodically reviewed as part of the Board's Schedule of Business.

In 2024-25, a comprehensive review of Board effectiveness was undertaken across the following areas:

- Building a Board
- Developing a Board
- Roles and Responsibilities
- Operating a Board
- Evaluating a Board

The review was informed by the Board Effectiveness – A Good Practice Guide produced by the Northern Ireland Audit Office in 2022 and other relevant tools and publications. Overall, the review concluded that the Board is operating effectively with some improvement areas identified. These improvements were incorporated into an Action Plan, progress on which was reported to the Board in July 2025. All actions were completed other than the formal commissioning of an external effectiveness review. In light of the significant changes to Board membership during the year, it was felt appropriate to defer this action until new members had settled into their roles.

Key areas of progress on the action plan included the use of the Board skills matrix to shape the requirements for Board recruitment and Committee membership as well as reviewing and refreshing Board papers to provide greater clarity.

In response to Board feedback, a programme of Deep Dive and training sessions was introduced during 2025-26 and covered a range of topics including theory of change, medium term financial planning, systems thinking and Anti Racism training. This programme will continue into 2026-27.

In addition, the Chair has considered Board effectiveness during the year by undertaking the following:

- Commissioning a review of processes against those outlined in the Recognising and Responding to Early Warning Signs in Public Sector bodies report from the Sport Wales internal audit team (RSM).
- Completion of a comprehensive Board skills matrix to aid personal development and succession planning.
- A detailed Board member appraisal process giving due consideration to personal development and Board effectiveness.
- A review of the Corporate Governance Manual setting out the arrangements in place at Sport Wales, including expected behaviours of Board members.
- A revision and refresh of the Terms of Reference for all committees of the Board.

No significant governance/control matters were identified.

Members of the Board have also provided support to the Executive Team by championing key areas of work such as Health and Safety, Safeguarding and Anti-Doping. This has provided the Executive Team with challenge and scrutiny in key areas of work.

Decisions taken by Board and its committees are informed by advice provided by Sport Wales staff. Papers and reports produced by officers are expected to clearly show all relevant information needed to enable informed decisions to be taken. Papers are circulated in advance of each board and committee meeting; tabled items and verbal reports are only accepted in exceptional circumstances.

The Board was content during the year with the timeliness and quality of information provided for its use.

Effectiveness reviews were undertaken for the Audit and Risk Assurance Committee and the Equality, Diversity and Inclusion Committee during 2025-26. Both reviews identified that arrangements were effective and noted some minor areas for improvement.

Risk management

The purpose of the system of internal control

The system of internal control is designed to manage and limit risk but can never eliminate it. It can therefore only provide reasonable rather than absolute assurance. The system of internal control is based upon an on-going process designed to identify and prioritise the risks of achieving Sport Wales's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should this happen, and to manage them efficiently, effectively and economically.

The system of internal control has been in place at Sport Wales throughout the year ended 31 March 2026 and up to the date of approval of the annual report and accounts and accords with HM Treasury guidance and Managing Welsh Public Money.

Finally, the system of internal control provides reasonable assurance that Sport Wales has complied with the National Lottery financial directions, and that adequate processes are in place for the detection of conflicts of interest and to minimise losses of National Lottery grants.

Capacity to handle risk

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

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

New risks are identified by officers of Sport Wales, Audit and Risk Assurance Committee scrutiny or the Board itself. When a new risk has been identified, it is inserted into the appropriate Risk Register, assessed and scored and assigned to a member of the Executive team and/or appropriate manager.

The risk and control framework

Assurance to the Board and Accounting Officer is gained through a combination of management reporting and independent sources. The Executive Team provides regular updates to the Board and its Committees on performance, finance, delivery risks and compliance matters, supported by the Corporate Risk Register and the work of the Risk Management and Assurance Group.

Independent assurance is provided through the internal audit programme, which delivers an annual opinion on the adequacy and effectiveness of risk management, governance and internal control, and through external audit reporting. The Audit and Risk Assurance Committee reviews the adequacy and reliability of these assurances, monitors implementation of internal and external audit recommendations, and reports formally to the Board, enabling the Accounting Officer to take an informed view on the effectiveness of the organisation's overall control environment.

The Risk Register is accessible to all Sport Wales employees via an online portal, with editing rights limited to relevant managers. Sport Wales's risk management arrangements are subject to regular internal audit and presented to the Audit and Risk Assurance Committee. The Risk Register records significant corporate risks including risks to information, an overall assessment of likely impact and probability, control measures and where required, a list of future action measures. The Corporate Risk Register is reviewed at regular intervals by the Executive Team, the Risk Management and Assurance Group and the Audit and Risk Assurance Committee.

Risk management continuous improvement actions

Building on the prior year internal audit review of risk management, a comprehensive review of risk recording and reporting was undertaken with feedback from a range of key users. This identified that solid foundations and good risk management practices were in place and provided a platform for further development.

Priority areas for improvement included options for a new digital system that could be used to better manage risk as well as supporting staff to apply risk management practices consistently. The key improvement actions will be progressed in 2026-27.

During the year, the Leadership Team undertook a business continuity planning exercise capturing actions that would be undertaken in the event of an unplanned closure of the Sport Wales National Centre. This was a useful simulation exercise, informing future planning.

Risk management training was provided to members of ARAC during the year and shared with all Board members.

Key risks

Risks to key strategic and operational activities are identified, evaluated and considered by the Risk Management and Assurance Group, with appropriate action taken to mitigate them. Corporate Risks and mitigating actions are reviewed at regular intervals by the Executive Team. The internal audit programme is informed by risks recorded in the Risk Register and, where appropriate, the auditors make recommendations to address any risk or identify new ones. The Audit and Risk Assurance Committee review these recommendations at each committee meeting, including progress made in implementing the recommendations. The items are discussed, and feedback provided to the Executive Team.

During the year, the overall corporate risk profile remained broadly stable, with most risks remaining within the Board's agreed risk appetite. The primary changes reflected evolving external circumstances and a small number of time limited factors, rather than any fundamental weaknesses in governance or control arrangements.

There is an ongoing risk around funding to Sport Wales and financial sustainability of sector partners. In particular, there is a risk that National Lottery good causes income does not grow in line with the provider's trajectory. Plans are in place to consider this on an ongoing basis with in-year mitigations. Sector resilience remains an area of focus with dedicated project support and actions underway.

Key developments during the year included:

- Cyber security risk increased on a temporary basis following the transition to a new Security Operations Centre provider. This reflected a short system "learning" period rather than any identified control failure. As the service embedded and assurance was obtained from performance reports, the residual risk was reduced to medium by the end of the year.

Two new corporate risks were identified and added to the Corporate Risk Register following review by the Risk Management and Assurance Group:

- Political uncertainty associated with the forthcoming Senedd elections.
- The risk of failure of ageing electrical infrastructure at Plas Menai, with potential organisation wide business continuity implications.

The Board agreed to introduce a new Strategic Delivery risk category, leading to reclassification of some existing risks (including funding and financial sustainability). This change improved clarity and alignment to strategic objectives but did not increase the underlying level of risk.

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

It is encouraging to note that internal audit work has not identified any actions classified as a "high" priority. In total 16 recommendations were made, of which 8 were classified as "medium priority" and the remaining 8 were classified as "low priority", together with 6 development points from the advisory report relating to the Emerging Risk Review – Recognising and Responding to Early Warning Signs in Public Sector Bodies.

The follow up review undertaken by Internal Audit identified that 'reasonable progress' had been made on implementing agreed actions from prior year reports.

All recommendations made by our internal and external auditors are monitored by our Audit and Risk Assurance Committee to ensure that they are implemented on a timely basis.

Grants monitoring

The majority of Sport Wales's funding is expended in the award of grants. Grant awards are made based upon clear investment criteria into key sporting outputs and outcomes.

Sport Wales takes appropriate steps to monitor the application of such awards by requiring formal reporting from recipients, as well as maintaining an on-going dialogue with key partners to gather informal intelligence. In addition, there are specific reconciliation criteria and where expenditure may vary from the level of grant award, Sport Wales exercises its right to claw back such amounts.

In response to the fraud risk arising in respect of grant payments, improvements to the checking process were made during the year, including increasing the sample size for smaller value grants. This was reported to the Audit and Risk Assurance Committee during the year.

Grant-making and monitoring processes are reviewed annually by our internal auditors. External audit also examine our Exchequer and National Lottery grant-making activities annually.

Internal control

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

I am responsible for reviewing the effectiveness of the system of internal control. This is overseen by the Board, through the Audit and Risk Assurance Committee.

It is informed by the work of both the internal and external auditors and the staff presentations to the Risk Management and Assurance Group of Sport Wales who have responsibility for the development and maintenance of the internal control framework. I plan to address identified weaknesses and ensure continuous improvement of these systems.

The internal audit service for Sport Wales during 2025-26 was provided by RSM, who operated to standards defined in the Public Sector Internal Audit Standards and Global Internal Audit Standards.

Internal audit submit regular reports which inform an independent annual opinion on the adequacy and effectiveness of Sport Wales's systems of internal control and risk management, together with recommendations for improvement.

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

On-going developments

Whilst the current system of internal control is strong, we are not complacent, and as part of our ethos of continual improvement, review areas that we believe could be improved and take steps to bring about changes.

Areas of focus in 2026-27 will include: -

- Further enhancement of cyber security arrangements, including actions to achieve the IASME Level 2 accreditation.
- Implementation of enhanced arrangements and a potential digital solution for risk recording and reporting.

Accounting Officer:

B Davies
18 September 2026

Remuneration and staff report

Sport Wales has an extensive range of policies which reflect current legislation and aim to secure retention and motivation. These policies are reviewed regularly with staff involvement via a recognition agreement with our recognised Trade Union, the Public and Commercial Services (PCS) Union. A full equality impact assessment is carried out on all policies as part of this process. Sport Wales is committed to a policy of equality of opportunity in its employment practices. In particular, Sport Wales aims to ensure that no potential or actual employee receives more or less favourable treatment on the grounds of age, disability, ethnic or national origin, gender, marital or parental status, nationality, political belief, race, religion, or sexual orientation. We are a Level 3 Disability Confident Leader and have also signed the Business in the Community Race at Work Charter.

We continue to be a Real Living Wage employer with a starting salary of at least £13.45 per hour. All staff were awarded a pay award of 3.75% during the year to help with the rising cost of living.

Staff turnover for 2025/26 was 6.94% (2024/25 was 8.38%, 2023/24 was 9.38%). There was one redundancy during the year.

Sickness absence data

The sickness data for employees of the whole organisation for 2025/26 (2024/25) is as follows:

Total Days Lost	Total Number of Employees (FTE)	Total Sick Days Lost Per Person
1,069.47 (1,004.65)	154.84 (150.05)	6.90 (6.69)

The overall absence rate for 2025/26 is 3.26%. This is a slight increase from the 2024/25 rate of 3.16%. This is slightly above the ONS reported rate of 2.9% for public sector workers in 2025.

Of the 3.26%, 2.1% were classed as long term and 1.15% as short term.

Sport Wales has continued to place high priority on the mental health and wellbeing of its employees and has carried out a number of initiatives to support the workforce in this regard.

Pension scheme

Sport Wales operates two pension schemes for its staff. Most staff are admitted members of the Cardiff and Vale of Glamorgan Local Government Pension Scheme (LGPS). The Fund is a defined benefit scheme based on Career Average Re-Valued Earnings (CARE). The Fund's assets are held separately from those of Sport Wales. Any pension built up before April 2008 is calculated at a rate of 1/80th with a lump sum of three times pension.

In line with LGPS regulations, pension built up from 1 April 2008 is calculated at the rate of 1/60th and there is an option to take an extra lump sum in exchange for pension. Pension built up from 1 April 2014 is calculated at the rate of 1/49th with an option to take an extra lump sum in exchange for pension. The contributions of employees are set at 5.5% to 10.5% based on salary range or 2.75% to 5.25% if the employee opts for the 50/50 pension scheme. Further details can be found in note 1.7 and note 18 to the financial statements. In addition, Sport Wales operates a Defined Contribution pension scheme, with Scottish Widows, in which Sport Wales contributes 6.5%, with employees contributing 1.5%.

Remuneration policy

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

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

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

All changes of pay for the CEO are approved by the Remuneration Committee, and similarly to any pay increase for staff have to be approved by Welsh Government.

Service contracts

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

Sport Wales' Members are appointed by Welsh Ministers for a three year contracted period and may be reappointed normally for a further three year period. Effective January 2026, Welsh Government Remuneration Scheme guidance daily rates have increased by 3.25%. The Chair is entitled to be remunerated at a daily rate of £348 (was £337) and is contracted to work two days per week. The Vice Chair is remunerated at a daily rate of £322 (was £311) and is contracted to work three days a month.

Notice period

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

Trade Union facility time

Sport Wales allow members of the PCS union Branch Executive Committee to work on union matters, when needed, during working hours for which the employee receives their full salary entitlement.

Chief Executive Officer salary

Remuneration

"Salary" includes gross salary, allowances and performance bonuses where applicable. During the year the Chief Executive received a gross salary of £123,000 (2024/25 £119,000). No members of staff are eligible for a bonus payment.

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

Benefits in kind

There are no benefits in kind

Salary and pension entitlements

The following sections provide details of the remuneration and pension interest of the senior managers of Sport Wales. Details on start/leave dates can be found in the Pension Benefits table on page 115.

This information is audited.

Staff costs (subject to audit)

Description	2025/26 £000	2024/25 £000
Permanent:		
Salaries and wages	7,106	6,636
Social Security costs	931	695
Other Pension costs	144	971
Staff on secondment	(3)	(8)
	8,178	8,294
Agency staff	35	43
	8,213	8,337
IAS19 Adjustments	580	(80)
	8,793	8,257
Less: Allocated to SPORTLOT	(3,592)	(3,290)
	5,201	4,967

Remuneration (subject to audit)

Name	Title	% Apportioned to Lottery 2025/26 (2024/25)	Salary £000 2025/26 (2024/25)	Pension Benefit to nearest £1,000 2025/26 (2024/25)	Total £000 2025/26 (2024/25)
Baroness Tanni Grey-Thompson DBE, DL	Chair	50% (50%)	35 – 40 (35 – 40)	- -	35 – 40 (35 – 40)
Mr Ian Bancroft	Vice Chair	50% (50%)	10 – 15 (10 – 15)	- -	10 – 15 (10 – 15)
Mr Brian Davies OBE	CEO	25% (25%)	120 – 125 (115 – 120)	46,000 (38,000)	165 – 170 (155 – 160)
Ms Emma Wilkins	Director – Finance and Business Services	25% (25%)	85 – 90 (80 – 85)	29,000 (26,000)	110 – 115 (105 – 110)
Mr Graham Williams	Director – Sport Intelligence & Service Development	25% (25%)	90 – 95 (90 – 95)	40,000 (40,000)	130 – 135 (130 – 135)
Mr Craig Nowell	Assistant Director – National Sport Facilities, Infrastructure & Capital	0% (0%)	70 – 75 (70 – 75)	30,000 (27,000)	100 – 105 (95 – 100)
Mr Owen Lewis	Director – Sport Systems Strategy and Services	75% (75%)	85 – 90 (80 – 85)	38,000 (36,000)	120 – 125 (115 – 120)
Ms Judi Rhys MBE[1]	Council Member	50% (50%)	0 – 5 (5 – 10)	- -	0 – 5 (5 – 10)
Mr Phil Tilley[2]	Council Member	50% (50%)	0 – 5 (5 – 10)	- -	0 – 5 (5 – 10)

[1] Term ended 30th September 2025 – FYE salary £5k - £10k
[2] Term ended 30th September 2025 – FYE salary £5k - £10k

Name	Title	% Apportioned to Lottery 2025/26 (2024/25)	Salary £000 2025/26 (2024/25)	Pension Benefit to nearest £1,000 2025/26 (2024/25)	Total £000 2025/26 (2024/25)
Mr Martin Veale JP[3]	Council Member	50% (50%)	0 – 5 (5 – 10)	- -	0 – 5 (5 – 10)
Ms Rajma Begum	Council Member	50% (50%)	5 – 10 (5 – 10)	- -	5 – 10 (5 – 10)
Mr Dafydd T Davies[4]	Council Member	50% (50%)	0 – 5 (0 – 5)	- -	0 – 5 (0 – 5)
Ms Delyth Evans[5]	Council Member	50% (50%)	0 – 5 (5 – 10)	- -	0 – 5 (5 – 10)
Ms Nicola Mead-Batten	Council Member	50% (50%)	5 – 10 (5 – 10)	- -	5 – 10 (5 – 10)
Ms Hannah Bruce	Council Member	50% (50%)	5 – 10 (5 – 10)	- -	5 – 10 (5 – 10)
Ms Rhian Gibson	Council Member	50% (50%)	5 – 10 (5 – 10)	- -	5 – 10 (5 – 10)
Mr Chris Jenkins OBE [6]	Council Member	50% (50%)	0 – 5 (5 – 10)	- -	0 – 5 (5 – 10)
Ms Nuria Zolle	Council Member	50% (50%)	5 – 10 (5 – 10)	- -	5 – 10 (5 – 10)
Ms Roisin Connolly[7]	Council Member	50% -	0 – 5 -	- -	0 – 5 -
Mr Martin Hurst[8]	Council Member	50% -	0 – 5 -	- -	0 – 5 -
Ms Alison Parken[9]	Council Member	50% -	0 – 5 -	- -	0 – 5 -
Mr Owain Schiavone[10]	Council Member	50% -	0 – 5 -	- -	0 – 5 -
Mr Sanjiv Vedi[11]	Council Member	50% -	0 – 5 -	- -	0 – 5 -

[3] Term ended 30th September 2025 – FYE salary £5k - £10k
[4] Sabbatical/zero pay ended 8th July 2024 / Term ended 31st August 2025 – FYE salary £5k - £10k
[5] Term ended 31st August 2025 – FYE salary £5k - £10k
[6] Resigned 28th April 2025 – FYE salary £5k - £10k
[7] Appointed 1st October 2025 – FYE salary £5k - £10k
[8] Appointed 1st October 2025 – FYE salary £5k - £10k
[9] Appointed 1st October 2025 – FYE salary £5k - £10k
[10] Appointed 1st October 2025 – FYE salary £5k - £10k
[11] Appointed 1st October 2025 – FYE salary £5k - £10k

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

(real increase in pension* x 20) + (real increase in lump sum*) – (contributions made by employee).

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

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

Pension Benefits of Senior Managers (subject to audit)

Name	Real increase in Pension (and lump sum) at state pension age for 2025/26 £000	Total accrued Pension (and lump sum) at state pension age at 31 March 2026 £000	CETV at 31 March 2026 £000	CETV at 31 March 2025 £000	Real Increase/ (Decrease) CETV in Year £000
Mr Brian Davies OBE CEO	2.5 – 5.0 (0.0 – 2.5)	40 – 45 (25 – 30)	858	771	74
Mr Graham Williams Director – Sport Intelligence & Service Development	2.0 – 2.5 (0.0 – 2.5)	45 – 50 (50 – 55)	981	900	72
Ms Emma Wilkins Director – Finance and Business Services	0.0 – 2.5 (0.0 – 2.5)	10 – 15 (0 – 5)	180	148	23
Mr Craig Nowell Assistant Director – National Sport Facilities, Infrastructure & Capital	0.0 – 2.5 (0.0 – 2.5)	30 – 35 (10 – 15)	420	380	34

Name	Real increase in Pension (and lump sum) at state pension age for 2025/26 £000	Total accrued Pension (and lump sum) at state pension age at 31 March 2026 £000	CETV at 31 March 2026 £000	CETV at 31 March 2025 £000	Real Increase/ (Decrease) CETV in Year £000
Mr Owen Lewis Director – Sport Systems Strategy and Services	2.0 – 2.5 (0.0 – 2.5)	25 – 30 (15 – 20)	492	441	44

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to Sport Wales' pension scheme. They also include any additional pension benefit accrued to the member as a result of their purchasing additional pension benefits at their own cost.

CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are drawn.

Real increase in CETV

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

McCloud

The Public Services Remedy applies to individuals that were members, or eligible to be members, of a public service pension scheme on 31 March 2012 and were members of a scheme between 1 April 2015 and 31 March 2022.

The Sports Council for Wales is a member of the Cardiff and Vale Local Government Pension Scheme, and, per the rules of that scheme, members do not have to be rolled back into the relevant legacy scheme for the remedy period.

In LGPS, the McCloud remedy involves the application of an underpin and benefits of eligible members are tested when they elect to retire. At this point, the scheme will compare the career average pension built up in the remedy period with the pension that would have been built up in the final salary scheme. If the final salary pension is higher, the difference will be added to the pension paid.

The pension figures shown don't take the impact into account. The final CETV values and pensions paid at retirement may be different depending on whether the underpin is required or not, but there are other factors to be taken into account, such as actual retirement age.

Staff (subject to audit)

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

	2025/26 No	2024/25 No
Total	154.84	150.05

Current staff composition of corporate directors are 75% male and 25% female. Of the remaining permanent employees 42% are male and 58% female.

Tax policy for off-payroll appointees

As at 31 March 2026, there were 8 arrangements that had existed (2024/25, 8 arrangements) and have been in place for 4 years or more. The number engaged at any point during the year earning £245 per day or more were 6 consultants. All arrangements have been assessed and are classed as operating outside of IR35. Sport Wales are content that assurance has been sought to confirm that individuals have made appropriate arrangements to pay tax. None of the individuals are a Board member or is a senior official with significant financial responsibility.

Compensation schemes – exit packages (subject to audit)

Exit package cost band	Number of redundancies 2025/26	Number of redundancies 2024/25
< £10,000	1	0
£10,000 - £25,000	0	0
£25,000 - £50,000	0	0
£50,000 - £100,000	0	1
£100,000 - £150,000	0	0
Total number of exit packages	1	1
Total resource cost (£)	9	52

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

Fair pay disclosures (subject to audit)

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the 25th percentile, median and 75th percentile remuneration of the organisation's workforce.

Percentile Pay Ratio	2025/26 Chief Executive (Highest paid Director) £000	2025/26 Employee £000	2025/26 Ratio	2024/25 Chief Executive (Highest paid Director) £000	2024/25 Employee £000	2024/25 Ratio
25th	122.5	30.4	4.0	117.5	29.3	4.0
Median	122.5	41.6	2.9	117.5	42.9	2.7
75th	122.5	55.3	2.2	117.5	48.8	2.4

Employees don't receive benefits in kind or performance pay.

The ratio was calculated using the following assumptions:

1. Salaries for staff paid through the payroll and agency staff have been used.
2. Figures have not been adjusted to reflect any apportionment to the Lottery Distribution accounts i.e. costs reflect all staff employed by The Sports Council for Wales processed through the payroll.

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

Remuneration ranged from £25,977 to £123,229 (2024/25 remuneration ranged from £24,420 to £118,774). The slight increase in the 50th median ratio is due to an increased number of employees on mid-scale grades.

The decrease in the 75th percentile ratio is due to the reduction of agency staff used during 2025/26.

The median pay ratio is consistent with the pay and award policies for Sport Wales employees taken as a whole.

The percentage change from the previous financial year in respect of the highest paid director was 3.75%. The average percentage change from the previous financial year in respect of the employees of Sport Wales taken as a whole was 4.19%.

Accounting Officer:

B Davies
18 September 2026

The Certificate and report of the Auditor General for Wales to the Senedd

Opinion on financial statements

I certify that I have audited the financial statements of the Sports Council for Wales for the year ended 31 March 2026 under paragraph 18(3) of Schedule 8 of the Government of Wales Act 2006.

The financial statements comprise the Consolidated Statement of Comprehensive Net Expenditure, Statement of Financial Position, Consolidated Statement of Financial Position, Consolidated Statement of Cashflows, Consolidated Statement of Changes in Taxpayers' Equity and related notes, including the material accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual.

In my opinion, in all material respects, the financial statements:

- Give a true and fair view of the state of Sports Council for Wales affairs as at 31 March 2026 and of its net expenditure, for the year then ended;
- Have been properly prepared in accordance with UK adopted international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual.
- Have been properly prepared in accordance with Welsh Ministers' directions issued under the Government of Wales Act 2006.

Opinion on regularity

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

Basis for opinions

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)) and Practice Note 10 'Audit of financial statements and regularity of public sector bodies in the United Kingdom'. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my certificate.

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

Conclusions relating to going concern

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

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

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Sports Council for Wales is adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

Other information

The other information comprises the information included in the annual report other than the financial statements, the remuneration and staff report and my auditor's report thereon. The Accounting Officer is responsible for the other information in the annual report. The Accounting Officer is responsible for the other information in the annual report.

My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon. My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

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

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

- The parts of the Accountability Report subject to audit have been properly prepared in accordance with Welsh Minsters' directions made under the Government of Wales Act 2006; and
- The information given in the Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

Matters on which I report by exception

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

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

- I have not received all the information and explanations I require for my audit.
- Proper accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my team;
- The financial statements Annual Report are not in agreement with the accounting records and returns;
- Information specified by Welsh Ministers regarding remuneration and other transactions is not disclosed;
- Certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual are not made or parts of the Remuneration and Staff Report to be audited are not in agreement with the accounting records and returns; or
- The Governance Statement does not reflect compliance with HM Treasury's guidance.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for:

- Maintaining proper accounting records;
- The preparation of the financial statements and Annual Report in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- Ensuring that the Annual Report and financial statements as a whole are fair, balanced and understandable;
- Ensuring the regularity of financial transactions;
- Internal controls as the Accounting Officer determines is necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- Assessing body's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by bod will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Government of Wales Act 2006.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- Enquiring of management, internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Sports Council for Wales' policies and procedures concerned with:
    - Identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
    - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
    - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the posting of unusual journals.
- Obtaining an understanding of Sports Council for Wales' framework of authority as well as other legal and regulatory frameworks that the Sports Council for Wales operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of Sports Council for Wales; and
- Obtaining an understanding of related party relationships

In addition to the above, my procedures to respond to identified risks included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- Enquiring of management, the Audit and Risk Assurance Committee, and legal advisors about actual and potential litigation and claims;
- Reading minutes of meetings of the Board as those charged with governance; and

- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I also communicated relevant identified laws and regulations and potential fraud risks to all audit team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the Sports Council for Wales' controls, and the nature, timing and extent of the audit procedures performed.

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

Other auditor's responsibilities

I obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Senedd and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Report

I have no observations to make on these financial statements.

Catherine Mealing-Jones
22 September 2026
Auditor General for Wales

1 Capital Quarter
Tyndall Street
Cardiff

Electronic publication of financial statements

The maintenance and integrity of the Sport Wales' website is the responsibility of Sport Wales. The work carried out by the auditor does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred, since audit certification, to the Statement of Accounts on the website.

Consolidated Statement of Comprehensive Net Expenditure for the Sports Council for Wales and the Sports Council for Wales Trust for the year ended 31 March 2026

Description	Note	2025/26 £000	2024/25 £000
Expenditure			
Grant Expenditure	5	29,948	25,530
Staff Costs	6	5,201	4,967
Other Expenditure	7	5,050	4,992
Depreciation	9	646	606
Depreciation ROU	10	5	5
Revaluation Loss	9b	75	-
		40,925	36,100
Income			
Income from Activities	3	(2,127)	(2,041)
Other Income	3	(250)	(313)
		(2,377)	(2,354)
Net Expenditure		38,548	33,746
Pension Finance (Gain) / Cost		-	(14)
Deficit / (Surplus) on Disposal of Property, Plant & Equipment	8	2	(3)
Interest Receivable		(35)	(39)
		(33)	(56)
Net Expenditure after interest and before taxation		38,515	33,690
Taxation Payable		7	7
Net Expenditure after Taxation		38,522	33,697
Other Comprehensive Expenditure			
Net loss on revaluation of Property, Plant & Equipment	9b	267	1,433
Actuarial(gain) / loss on pension	18	(418)	72
Total Comprehensive Net Expenditure for the year ended		38,371	35,202

Continuing operations

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

The Net Expenditure after Taxation for the financial year attributable to the activities of Sport Wales was £38,522,000 (2024/2025 £33,697,000).

The notes on pages 130 to 157 form part of these accounts.

Statement of Financial Position of the Sports Council for Wales as at 31 March 2026

Description	Notes	As at 31 March 2026 £000	At 31 March 2025 (Restated) £000
Non-current assets			
Property, Plant & Equipment	9(a)	809	747
Total non-current assets		809	747
Current assets			
Trade and other receivables	11	5,644	5,186
Cash and cash equivalents		257	475
		5,901	5,661
Total Assets		6,710	6,408
Current liabilities			
Trade and other payables	12	(528)	(547)
Grant accruals	13	(4)	(8)
Provisions	19	-	(261)
Total current liabilities		(532)	(816)
Non-current assets plus net current assets		6,178	5,592
Non-current liabilities			
Trade and other payables due in more than one year	12	-	-
Pension Liabilities	18	-	-
Total non-current liabilities		-	-
Assets less liabilities		6,178	5,592
Taxpayers' equity			
General fund		6,178	5,592
Pension reserve		-	-
		6,178	5,592

The notes on pages 130 to 157 form part of these accounts.

The financial statements were approved by the Board on 18th September 2026 and were signed on its behalf by;

Accounting Officer:

B Davies
18 September 2026

Consolidated Statement of Financial Position of the Sports Council for Wales and the Sports Council for Wales Trust as at 31 March 2026

Description	Note	As at 31 March 2026 £000	At 31 March 2025 (Restated) £000
Non-current assets			
Property, Plant & Equipment	9(b)	19,996	19,566
Right of Use Lease Asset	10	1,841	1,859
Total non-current assets		21,837	21,425
Current assets			
Trade and other receivables	11	5,644	5,186
Cash and cash equivalents	15	261	479
		5,905	5,665
Total Assets		27,742	27,090
Current liabilities			
Trade and other payables	12	(534)	(552)
Grant accruals	13	(4)	(8)
Provisions	19	-	(261)
Total current liabilities		(538)	(821)
Non-current assets plus net current assets		27,204	26,269
Non-current liabilities			
Trade and other payables due in more than one year	12	(77)	(83)
Pension Liabilities	18	-	-
Total non-current liabilities		(77)	(83)
Assets less liabilities		27,127	26,186
Taxpayers' equity			
General fund		25,373	23,699
Pension reserve		-	-
Revaluation reserve		1,754	2,487
		27,127	26,186

The financial statements were approved by the Board on 18th September 2026 and were signed on its behalf by;

Accounting Officer:

B Davies
18 September 2026

Consolidated Statement of Cashflows for the Sports Council for Wales and the Sports Council for Wales Trust for year ended 31 March 2026

Description	Note	2025/26 £000	2024/25 £000
Cash flow from operating activities			
Net expenditure after taxation		(38,522)	(33,697)
Deficit / (Surplus) on disposal of property, plant & equipment	8	2	(3)
Depreciation of property, plant & equipment and downward revaluations	9(b)	721	606
Depreciation of Right of Use asset	10	5	5
(Increase) / Decrease in trade and other receivables	11	(453)	552
(Decrease) in trade payables	12	(24)	(573)
(Decrease) / Increase in grant accruals	13	(4)	4
Interest received	14	(35)	(39)
Interest ROU	10	1	1
Capital Lease Liability	10	(6)	(6)
Pension costs	18	418	(72)
(Decrease) / Increase in provision	19	(261)	261
Net cash outflow from operating activities		(38,158)	(32,961)
Cash flows from investing activities			
Purchase of property, plant & equipment	9(b)	(1,420)	(1,580)
Proceeds from sale of property, plant & equipment	8	-	11
Interest received	14	35	39
Net cash outflow from investing activities		(1,385)	(1,530)
Cash flows from financing activities			
Funding received from the Welsh Government	4	39,325	34,724
Net (decrease) / increase in cash and cash equivalents		(218)	233
Net decrease in cash and cash equivalents in the period			
Cash and cash equivalents at the beginning of the period	15	479	246
Cash and cash equivalents at the end of the period	15	261	479
		(218)	233

The notes on pages 130 to 157 form part of these accounts.

Consolidated Statement of Changes in Taxpayers Equity for the Sports Council for Wales and the Sports Council for Wales Trust for the year ended 31 March 2026

Description	Revaluation Reserve £000	General Fund £000	Pension Reserve £000	Total £000
Funds at 31 March 2025	2,487	23,699	-	26,186
Net Expenditure after interest and tax	-	(38,522)	-	(38,522)
Revaluation of Right of Use assets	(13)	-	-	(13)
Funding received (Note 4)	-	39,325	-	39,325
Revaluation of tangible fixed assets	(267)	-	-	(267)
Pension costs	-	418	(418)	-
Transfer to general fund	(453)	453	-	-
Actuarial gain	-	-	418	418
Funds at 31 March 2026	1,754	25,373	-	27,127

The funds in Sport Wales' own non-consolidated accounts at 31 March 2026 were £6,178,000, (31 March 2025 £5,592,000 (restated)) with £19,191,000 (2024/25 £18,823,000) attributable to the Sports Council for Wales Trust.

The notes on pages 130 to 157 form part of these accounts.

Consolidated Statement of Changes in Taxpayers Equity for the Sports Council for Wales and the Sports Council for Wales Trust for the year ended 31 March 2025

Description	Revaluation Reserve £000	General Fund £000	Pension Reserve (Restated) £000	Total (Restated) £000
Funds at 31 March 2024	4,375	22,296	(450)	26,221
Prior Year adjustment (Note 21)	-	-	450	450
Restated balance as at 31 March 2024	4,375	22,296	-	26,671
Net Expenditure after interest and tax	-	(33,697)	-	(33,697)
Revaluation of Right of Use assets	(7)	-	-	(7)
Funding received (Note 4)	-	34,724	-	34,724
Revaluation of tangible fixed assets	(1,433)	-	-	(1,433)
Pension costs	-	(72)	72	-
Transfer to general fund	(448)	448	-	-
Actuarial gain	-	-	(72)	(72)
Funds at 31 March 2025	2,487	23,699	-	26,186

The notes on pages 130 to 157 form part of these accounts.

The Sports Council for Wales and Sports Council for Wales Trust notes to the accounts for the year ended 31 March 2026

1. Statement of accounting policies

These financial statements have been prepared in accordance with the 2025/26 Government Financial Reporting Manual (IFRS based FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of Sport Wales for the purpose of giving a true and fair view has been selected. The particular policies adopted by Sport Wales are described below. These have been applied consistently in dealing with items that are considered material to the accounts. The Sports Council for Wales Trust accounts were prepared to adhere to the Statement of Recommended Practice (SORP) issued by the Charity Commissioners for England and Wales in 2015.

1.1 Basis of accounting

These accounts have been prepared under the historical cost convention, modified to account for the revaluation of land & buildings.

1.2 Funding

Sport Wales receives funding from the Welsh Government to finance the excess of its capital and revenue expenditure over its income. The funding is credited direct to the General Fund. Other operating income comprises income from fees, sponsorship and certain incidental trading activities.

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

1.3 Property plant and equipment

Freehold land is included in the statement of financial position at open market value and the buildings at depreciated replacement cost to reflect the specialist nature of the buildings. Professional valuations are obtained every year.

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

1.4 Depreciation

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

Description	Years
Freehold property	35 years
Leasehold property	35-50 years
Equipment - computers	3 years
Equipment - other	3 - 10 years
Vehicles	5 years

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

1.5 Leases

For any new contracts entered into on or after 1 April 2022, Sport Wales considers whether a contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

To apply this definition Sport Wales assesses whether the contract meets three key criteria:

- The contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to Sport Wales.
- Sport Wales has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract.
- Sport Wales the has the right to direct the use of the identified asset throughout the period of use.

Measurement and recognition

At lease commencement date, Sport Wales recognises a right-of-use asset and a lease liability on the balance sheet. The right of use asset is measured at cost, which is made up of the initial measurement of the lease liability, any initial direct costs incurred by Sport Wales, an estimate of any costs to dismantle and remove the asset at the end of the lease, and any lease payments made in advance of the lease commencement date (net of any incentives received).

Sport Wales depreciates the right of use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right of use asset or the end of the lease term. Sport Wales also assesses the right of use asset for impairment when such indicators exist.

Where the rental is considered to be a peppercorn rent, the right of use asset is measured at current value in existing use or fair value.

The current value in existing use is calculated by capitalising the current market rental value that could be achieved for existing use of the right of use asset over the remaining lease term. Sport Wales obtains a third party expert valuation for all peppercorn leases.

At the lease commencement date, Sport Wales measures the lease liability at the present value of the lease payments unpaid at that date, discounted using the interest rate implicit in the lease if that rate is readily available or HM Treasury incremental borrowing rate.

Lease payments included in the measurement of the lease liability are made up of fixed payments (including in substance fixed), variable payments based on an index or rate, amounts expected to be payable under a residual value guarantee and payments arising from options reasonably certain to be exercised.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right of use asset, or Statement of Comprehensive Net Expenditure, if the right of use asset is already reduced to zero.

On the Statement of Financial Position, right of use assets have been shown separately and lease liabilities have been presented in Trade and other payables.

1.6 Pensions

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

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

1.7 Taxation

Non-recoverable Value Added Tax is charged to Sport Wales's accounts in respect of taxable expenditure on non-trading activities. UK Corporation Tax is calculated at 19% (19% 2024/25) of the interest accruing on Sport Wales's investment income, but not that of the Trust.

1.8 Grants payable

Financial assistance by way of grants may be given to further the objectives of Sport Wales. Grant offers are recognised as expenditure, and if unpaid, as liabilities if a constructive obligation exists. For a constructive obligation to exist the award commitment must be communicated directly to the award recipient and the appropriate grant-in-aid funding to meet the commitment must have been received from Welsh Government. Where a constructive obligation exists but there are grant conditions outstanding at year-end, the grants are disclosed as a contingent liability.

1.9 Consolidation

The accounts of Sports Council for Wales Trust, a charitable body wholly owned by Sport Wales, have been consolidated within these accounts. The Sports Council for Wales Trust prepares accounts in accordance with the Statement of Recommended Practice: Accounting and Reporting by the Charities Commission 2019. This applies Financial Reporting Standard 102 applicable in the UK and the Republic of Ireland. To comply with the requirements of the Government Financial Reporting Manual 2025/26 ('the FREM'), an alignment of accounting policies has taken place upon consolidation. The primary reason for the adjustment is the implementation of IFRS 16 (Leases) within the FREM.

This has resulted in the following adjustments:

Description	Sports Council for Wales Trust Balance Sheet £000	Alignment of accounting policies £000	Adjusted position prior to consolidation £000
Non-current assets			
Property, Plant & Equipment	19,187	-	19,187
Right of use lease asset	-	1,841	1,841
Total non-current assets	**19,187**	**1,841**	**21,028**
Current assets			
Trade and other receivables	-	-	-
Cash and cash equivalents	4	-	4
Total Assets	**4**	**-**	**4**
Current liabilities			
Trade and other payables	-	6	6
Grant accruals	-	-	-
Provisions	-	-	-
Total current liabilities	**-**	**6**	**6**
Non-current assets plus net current assets	**19,191**	**1,835**	**21,026**
Non-current liabilities			
Trade and other payables due in more than one year	-	77	77
Pension Liabilities	-	-	-
Total non-current liabilities	**-**	**77**	**77**
Assets less liabilities	**19,191**	**1,758**	**20,949**
Taxpayers' equity			
General fund	19,191	4	19,195
Pension reserve	-	-	-
Revaluation reserve	-	1,754	1,754
	19,191	**1,758**	**20,949**

The Lottery Distribution activities of Sport Wales are reported under the National Lottery Act 1993, as amended, in a separate account which is not consolidated with these accounts.

1.10 Use of estimates and judgements

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

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

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

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

Note 10 – The application of IFRS 16 requires Sport Wales to make judgements and estimates that affect the valuation of lease liabilities and the value of right of use assets, including determining whether the contract falls within the scope of IFRS 16 and considering the interest rate used for discounting future cash flows.

The lease term determined by Sport Wales comprises the non-cancellable period of the lease contracts.

Given the nature of the leases and how they are related to the business, where there is a break clause available to Sport Wales, it has been concluded that this would not be exercised.

The present value of the lease payments applicable to Sport Wales's portfolio has been determined using the HM Treasury lending rate to discount.

Note 13 – Grant accruals and prepayments are calculated on the basis of the project start and end dates as set-out in note 1.8.

Note 18 – Measurement of defined benefit contributions depends on the selection of certain assumptions which include the discount rate, inflation rate, salary growth, rate of increase in deferred pensions and expected return on scheme assets.

1.11 Financial instruments

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

1.12 Impairment

The carrying value of Sport Wales assets, are reviewed at each reporting period date to determine whether there is any indication of impairment. If such an indication exists, the assets recoverable amount is estimated.

The recoverable amount of an asset is the greater of its net selling price and its value in use.

1.13 Provisions

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

1.14 Newly issued accounting standards implemented

No newly issued accounting standards have been implemented during 2025/26.

IFRS 17 is the new accounting standard for insurance contracts. It replaced IFRS 4 for accounting periods starting on or after 1 January 2023.

It is applied by HM Treasury in the FreM from 1 April 2025. As these accounts have no insurance contract liabilities, there is no effect on the accounts.

1.15 Newly issued accounting standards not yet effective

The application of any new or amended IFRS standards is governed by their adoption by the FReM. Sport Wales applies changes to standards when they become effective. There are no known material impacts from IFRS changes that have been issued and are not yet effective on the financial statements in the period of initial application.

2. Analysis of net comprehensive expenditure

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

Description	Note	2025/26 £000	2024/25 £000
National Centres			
Revenue	3	(2,126)	(2,038)
Expenditure Other	7	1,443	1,477
Net Operating (Contribution) / Loss		(683)	(561)
Grants			
Sports Development Grants Income	3	(1)	(3)
Grant Expenditure	5	29,948	25,530
Net Operating Cost		29,947	25,527
Sports Development and Corporate			
Other Income	3	(250)	(313)
Interest Receivable		(35)	(39)
Expenditure Other	7	3,607	3,515
Net Operating Cost		3,322	3,163
Staff Costs	6	5,201	4,967
Net Comprehensive Expenditure before Other Costs		37,787	33,096
Other Costs			
Property, Plant & Equipment and Pensions		584	2,106
Net Operating Cost		584	2,106
Total Comprehensive Net Expenditure		38,371	35,202

Net Comprehensive Expenditure Before Other Costs

National Centres* **3%**

Grants* **80%**

Sports Intelligence / Sport Systems* **3%**

Corporate **9%**

Staff Costs **5%**

* includes relevant staff

Grants Expenditure £'000

Active Young People (AYP) **22%**

Sport Partnerships Operational Costs **4%**

Governing Bodies **21%**

60+ Active Leisure **3%**

Capital Grants **46%**

Other Grants **4%**

3. Income

Description	2025/26 £000	2024/25 £000
Income from activities:		
Sports Development Grants:		
Other	1	3
	1	3
National Sports Centres:		
Catering	459	418
Governing Body Facility Usage	583	569
General Facility Usage	311	292
Accommodation	401	444
Fitness Centre Membership	352	292
Course Bookings	20	23
	2,126	2,038
	2,127	2,041
Other operating income:		
Recovery of grants	250	223
Other income*	-	90
	250	313
Total Income	2,377	2,354
*Anti Racist Wales Action Plan Funding for 2024/25		

4. Grants receivable from government

Description	2025/26 £000	2024/25 £000
Capital Funding	13,596	8,734
Brynaman Lido	650	-
Revenue Funding - Healthy Weight Healthy Wales 60+ Active Leisure	500	500
Revenue & Internal Capital Funding	24,485	25,390
Revenue Funding - Children & Families	94	100
Transferred to general fund	39,325	34,724

5. Grant expenditure

Description	2025/26 £000	2024/25 £000
Governing Bodies/External Partners	25,095	12,591
Local Authorities	4,853	12,939
	29,948	25,530
The figure above includes £1,497,945 direct expenditure incurred on behalf of grant recipients (£887,341 in 2024/25).		

6. Staff costs

Description	2025/26 £000	2024/25 £000
Permanent:		
Salaries and wages	7,106	6,636
Social Security costs	931	695
Other Pension costs	144	971
Staff on secondment	(3)	(8)
	8,178	8,294
Agency staff	35	43
	8,213	8,337
IAS19 Adjustments	580	(80)
	8,793	8,257
Less: Allocated to SPORTLOT	(3,592)	(3,290)
	5,201	4,967

IAS19 Employee Benefits requires an actuarially calculated figure (current, past and settlement service cost) to be charged to the Statement of Comprehensive Net Expenditure (SoCNE). For 2025/26, this charge was £630,000 (2024/25 £710,000) and replaces the employer's pension costs in the SoCNE. The employer's contribution was £50,000 (2024/25 £790,000), so the net effect was £580,000, (2024/25 £(80,000)) to staff costs. As current service cost is a notional entry, this is reversed in the Statement of Changes in Taxpayers' Equity so that the General Fund is only charged with the cost of employer's pension contributions.

The net obligation in respect of these defined benefit pensions plans is calculated by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods. The benefit is discounted to determine its present value, and the fair values of plan assets are deducted. Actuarial gains and losses that arise are recognised in the period they occur through Other Comprehensive Net Expenditure.

7. Other expenditure

Description (a)	2025/26 £000	2024/25 £000
Auditor's Fees - Audit services	31	29
Trust Accounts	4	4
Travelling, subsistence and hospitality expenses of:		
Members	5	3
Headquarters staff	23	18
National Sports Centres	1	2
Sports Development	101	111
Other Expenditure:		
Central Support Services	626	671
Communications & Digital	798	835
Insights & Policy	235	310
Interest Payable to Welsh Government	28	31
National Sports Centres	1,442	1,475
Sports Intelligence / Sport Systems	1,756	1,503
Movement in Provision for doubtful debts	-	-
	5,050	4,992

This expenditure can be further analysed as follows:

Description (b)	2025/26 £000	2024/25 £000
National Centres	1,443	1,477
Sports Intelligence / Sport Systems	1,857	1,614
Corporate	1,750	1,901
	5,050	4,992

8. Disposal of property, plant and equipment

Description	2025/26 £000	2025/26 £000	2024/25 £000	2024/25 £000
Proceeds from sale		-		11
Gross book value	63		85	
Accumulated depreciation	(61)		(77)	
Net book value		2		8
(Deficit) / Surplus on disposal		(2)		3

9. Property, plant and equipment

Description (a) Council:	Equipment £000	Vehicles £000	ICT £000	Total £000
Cost as at 1 April 2025	1,438	251	334	2,023
Additions	225	-	32	257
Disposals	(64)	-	-	(64)
At 31 March 2026	1,599	251	366	2,216
Depreciation at 1 April 2025	(827)	(174)	(275)	(1,276)
Charge for the year	(111)	(34)	(48)	(193)
Disposals	62	-	-	62
At 31 March 2026	(876)	(208)	(323)	(1,407)
Net Book Value at 31 March 2026	723	43	43	809
Net Book Value at 31 March 2025	611	77	59	747
Cost as at 1 April 2024	1,071	265	379	1,715
Additions	383	-	10	393
Disposals	(16)	(14)	(55)	(85)
At 31 March 2025	1,438	251	334	2,023
Depreciation at 1 April 2024	(762)	(145)	(288)	(1,195)
Charge for the year	(77)	(39)	(42)	(158)
Disposals	12	10	55	77
At 31 March 2025	(827)	(174)	(275)	(1,276)
Net Book Value at 31 March 2025	611	77	59	747
Net Book Value at 31 March 2024	309	120	91	520

Description (b) Consolidated:	Plas Menai Freehold land and buildings £000	Sport Wales National Centre buildings £000	Equipment £000	Vehicles £000	ICT £000	Total £000
Cost or Valuation at 1 April 2025	8,041	10,778	1,875	253	334	21,281
Additions	610	553	225	-	32	1,420
Disposals	-	-	(64)	-	-	(64)
Revaluation charged to revaluation reserve	(816)	96	-	-	-	(720)
Revaluation charge to SOCNE	(75)	-	-	-	-	(75)
At 31 March 2026	7,760	11,427	2,036	253	366	21,842
Depreciation at 1 April 2025	-	-	(1,264)	(176)	(275)	(1,715)
Charge for the year	(217)	(236)	(111)	(34)	(48)	(646)
Disposals	-	-	62	-	-	62
Revaluation	217	236	-	-	-	453
At 31 March 2026	-	-	(1,313)	(210)	(323)	(1,846)
Net Book Value at 31 March 2026	7,760	11,427	723	43	43	19,996
Net Book Value at 31 March 2025	8,041	10,778	611	77	59	19,566
Cost or Valuation at 1 April 2024	7,023	12,490	1,508	267	379	21,667
Additions	856	331	383	-	10	1,580
Disposals	-	-	(16)	(14)	(55)	(85)
Revaluation	162	(2,043)	-	-	-	(1,881)
At 31 March 2025	8,041	10,778	1,875	253	334	21,281
Depreciation at 1 April 2024	-	-	(1,199)	(147)	(288)	(1,634)
Charge for the year	(225)	(223)	(77)	(39)	(42)	(606)
Disposals	-	-	12	10	55	77
Revaluation	225	223	-	-	-	448
At 31 March 2025	-	-	(1,264)	(176)	(275)	(1,715)
Net Book Value at 31 March 2025	8,041	10,778	611	77	59	19,566
Net Book Value at 31 March 2024	7,023	12,490	309	120	91	20,033

Included in Plas Menai Freehold land and buildings is land valued at £175,000 (2024/25 £175,000). The land and buildings held by the SCW Trust were independently valued as at 31 March 2026 at £19,187,000 by Messrs Cooke & Arkwright, Chartered Surveyors in accordance with the Royal Institute Chartered Surveyors appraisal and valuation manual. This valuation excludes the land at Sport Wales National Centre, which is leasehold.

10. Right of use asset

Description	Land £000	Buildings £000	Total £000
Cost or valuation at 31 March 2025	1,810	64	1,874
Additions	-	-	-
Disposals	-	-	-
Revaluation	(13)	-	(13)
At 31 March 2026	1,797	64	1,861
Depreciation at 1 April 2025	(3)	(12)	(15)
Charge for the year	(1)	(4)	(5)
Disposals	-	-	-
Revaluation	-	-	-
At 31 March 2026	(4)	(16)	(20)
Net Book Value at 31 March 2025	1,807	52	1,859
Net Book Value at 31 March 2026	1,793	48	1,841

Maturity Analysis	2026 £000
Contractual undiscounted cash flows relating to lease liabilities	
Within one year	6
Between one and five years	25
After five years	58
	89
Less future charges allocated to future periods	(6)
Minimum lease payments	83
Included in:	
Current trade payables	6
Non current trade payables	77
Total	83

Present value of minimum lease payments	2026 £000
Within one year	6
Between one and five years	17
After five years	60
	83

Amount recognised in the Statement of Comprehensive Net Expenditure	2026 £000
Depreciation	5
Impairment	-
Interest on lease liabilities	1
Expenses relating to short-term leases	-
Amount recognised in Statement of Cashflows (net of irrecoverable VAT)	
Interest expense	1
Repayments of principal on leases	5
Total cashflows	6

11. Trade and other receivables (due within 1 year)

Description	As at 31 March 2026 £000	As at 31 March 2025 £000
Trade Receivables	86	240
SPORTLOT	4,828	3,945
VAT	174	262
Prepayments and accrued income	556	498
Grant prepayment	-	91
Grant repayable	-	150
Provision for bad and doubtful debts	-	-
	5,644	5,186

Intra-government balances	As at 31 March 2026 £000	As at 31 March 2025 £000
Balances with other central government bodies	5,263	4,207
Balance with local authorities	-	241
	5,263	4,448
Balance with bodies external to government	381	738
	5,644	5,186

12. Trade payables and other liabilities

Description	As at 31 March 2026 £000	As at 31 March 2025 £000
Trade Payables	200	247
Accruals	328	300
Right Of Use Lease Liability	83	88
	611	635

Current:	As at 31 March 2026 £000	As at 31 March 2025 £000
Trade and Other Payables	528	547
Right Of Use Lease Liability	6	5
Non-current:		
Trade and Other Payables	-	-
Right Of Use Lease Liability	77	83
	611	635

Intra-government balances	As at 31 March 2026 £000	As at 31 March 2025 £000
Balance with other central government bodies	7	7
Balance with local authorities	85	90
	92	97
Balance with bodies external to government	519	538
	611	635

13. Grant accruals

Description	As at 31 March 2026 £000	As at 31 March 2025 £000
Accrued Grants	4	8

14. Gross cash flows

Description	2025/26 £000	2024/25 £000
Cash Flows From Investing Activities		
Interest received	35	39
Capital Expenditure and Financial Investment		
Payments to acquire property, plant & equipment	(1,420)	(1,580)
Receipts from the sale of property , plant & equipment	-	11
	(1,420)	(1,569)
Cash Flows From Financing Activities		
Funding received from the Welsh Government (note 4)	39,325	34,724

15. Cash and cash equivalents

Description	2025/26 £000	2024/25 £000
As at 1 April	479	246
Net change in cash and cash equivalent balances	(218)	233
As at 31 March	261	479
The following balances at 31 March were held at:		
Commercial banks and cash in hand	261	479
As at 31 March	261	479

16. Capital commitments

Description	As at 31 March 2026 £000	As at 31 March 2025 £000
Contracted but not paid	284	235

17. Contingent liabilities

Description	As at 31 March 2026 £000	As at 31 March 2025 £000
Contingent Grant Liabilites	-	-

18. EMPLOYEE BENEFITS

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

Sport Wales's employees belong to the Cardiff and Vale of Glamorgan Pension Fund which is part of the Local Government Pension Scheme. The fund provides defined benefits, based on Career Average Re-Valued Earnings (CARE).

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

The pension fund asset/deficit along with the associated entries which impact the Statement of Comprehensive Net Expenditure, Statement of Financial Position and Statement of Changes in Taxpayers Equity have been apportioned between the Sports Council for Wales Consolidated financial statements and the Lottery Distribution financial statements in a ratio based on the historic apportionment of staff costs to the Lottery Distribution account. For 2025/26 this is Sports Council for Wales 72% (2024/25 72%), and Lottery Distribution Accounts 28% (2024/25 28%).

Sport Wales made a total pension contribution in 2025/26 of £51,000 (2024/25 £790,000) which is analysed as follows:

- Employers Pension contributions of Nil representing 0% of pensionable pay (2024/25 £790,000 33.4%). Employer contributions were only made during the period 1 April 2024 to 31 October 2024. Following an actuarial review, Sport Wales is now recognised as a Scheduled and Subsumed Body within the Cardiff and Vale Local Government Pension Scheme. At the date of the review, the actuaries identified that the surplus position on the Sport Wales fund exceeded the target for Scheduled and Subsumption bodies. This meant that a new contribution rate of 0% was required until the next triennial valuation.
- There were £51,000 contributions in respect of early retirement cost during 2025/26 (2024/25 Nil)

The rate of employer's pension contributions from 2024/25 is 0%. This has been set as a result of the actuarial review in November 2024. The actuary's report has been prepared in accordance with Guidance Note GN9 issued by the Institute and Faculty of Actuaries, current at the valuation date, to the extent that it applies to the Local Government Pension Scheme.

Sport Wales expects to contribute nil to the fund in 2026/27 due to the change in the recognised status within the pension fund. In addition to this "strain on fund" contributions may be required as well.

The full pension cost to Sports Council for Wales is Nil (2024/25 (£20,000)) of which Nil (2024/25 (£14,000)) is allocated to the consolidated accounts, with the remainder of Nil (2024/25 (£6,000)) allocated to Lottery Distribution.

The full actuarial gain on pension to Sports Council for Wales is £580,000 (2024/25 loss of £100,000) of which £418,000 (2024/25 loss of £72,000) is allocated to the consolidated accounts, with the remainder of £162,000 (2024/25 loss of £28,000) allocated to Lottery Distribution.

Applying the provisions of IFRIC14, the pension asset to Sports Council for Wales is not able to be recognized so is Nil (2024/25 Nil), of which Nil (2024/25 Nil) is allocated to the consolidated accounts, with the balance of Nil (2024/25 Nil) allocated to Lottery Distribution.

The pensions entries are summarised as follows:

Description	2025/26 Total	2025/26 Sport Wales	2025/26 Lottery		2024/25 Total	2024/25 Sport Wales	2024/25 Lottery
	100%	72%	28%		100%	72%	28%
Pension costs	0.00	0.00	0.00		(20,000)	(14,000)	(6,000)
Actuarial (gain) / loss on pension	(580,000)	(418,000)	(162,000)		100,000	72,000	28,000

Main Financial Assumptions

Description	31 March 2026 %	31 March 2025 %	31 March 2024 %
Discount Rate	6.2	5.8	4.8
Inflation – CPI	2.8	2.5	2.6
Rate of increase to pensions in payment	2.8	2.5	2.6
Rate of increase to deferred pensions	2.8	2.5	2.6
Rate of general increase in salaries	3.8	3.5	3.6

Mortality Assumptions:	2026 Years	2025 Years	2024 Years
Future lifetime from age 65 (aged 65 at accounting date)			
Male	22.3	21.9	22.1
Female	24.6	24.2	24.3
Future lifetime from age 65 (aged 45 at accounting date)			
Male	22.6	22.2	22.7
Female	25.3	25.0	25.3

Asset allocation

Description	Value at 31 March 2026 Quoted	Value at 31 March 2026 Unquoted	Value at 31 March 2026 Total	Value at 31 March 2025
Equities	63.8%	4.3%	68.1%	67.6%
Property	5.2%	0.0%	5.2%	5.8%
Government bonds	7.2%	0.0%	7.2%	7.5%
Corporate bonds	4.4%	0.0%	4.4%	5.1%
Multi Asset Credit	5.1%	0.0%	5.1%	5.2%
Cash	0.5%	0.0%	0.5%	0.5%
Other	0.0%	9.5%	9.5%	8.3%
Total	**86.2%**	**13.8%**	**100.0%**	**100.0%**

The Other category is made up of Private credit and Infrastructure

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

The overall expected rate of return on assets is derived by aggregating the expected rate of return for each asset class over the actual allocation for the Fund at 31 March 2026.

Analysis of movements in surplus (deficit) during the year

Description	31 March 2026 £m	31 March 2025 £m
Fair value of fund assets	76.90	66.25
Present value of liabilities	(41.19)	(39.37)
Unrecognised asset due to restriction of surpluses	(35.71)	(26.88)
Additional liability under minimum funding requirement	0.00	0.00
Asset / (Deficit) in scheme at end of year	0.00	0.00

Analysis of amount charged to operating costs

Description	31 March 2026 £m	31 March 2025 £m
Current service cost	0.51	0.71
Past service cost	0.12	0.00
Settlement cost	0.00	0.00
Interest cost	0.00	(0.02)
Expense recognised	0.63	0.69

Remeasurement of amounts recognised in other comprehensive expenditure

Description	31 March 2026 £m	31 March 2025 £m
Return on plan assets (in excess of) / below that recognised in net interest	(8.76)	1.05
Actuarial (gains) due to change in financial assumptions	(0.56)	(8.14)
Actuarial (gains) due to change in demographic assumptions	0.30	(0.34)
Actuarial losses due to liability experience	1.17	0.08
Adjustment loss (gain) due to the restriction of surplus	7.27	7.45
Adjustment loss (gain) due to minimum funding requirement	0.00	0.00
Total amount recognised in Other Comprehensive Expenditure	(0.58)	0.10
Total amount recognised in Statement of Comprehensive Net Expenditure	0.05	0.79

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

Description	31 March 2026 £m	31 March 2025 £m
Opening defined benefit obligation	39.37	45.77
Current service cost	0.51	0.71
Interest expense on defined pension obligation	2.23	2.18
Contributions by participants	0.31	0.30
Actuarial (gains) on liabilities – financial assumptions	(0.56)	(8.14)
Actuarial (gains) on liabilities – demographic assumptions	0.30	(0.34)
Actuarial losses on liabilities – experience	1.17	0.08
Net benefits paid out	(2.26)	(1.19)
Past service cost (including curtailments)	0.12	0.00
Settlements	0.00	0.00
Closing defined benefit obligation	41.19	39.37

Changes to the fair value of assets during the year

Description	31 March 2026 £m	31 March 2025 £m
Opening fair value of assets	66.25	64.31
Interest income on assets	3.79	3.09
Remeasurement (loss) / gain on assets	8.76	(1.05)
Contributions by the employer	0.05	0.79
Contributions by participants	0.31	0.30
Net benefits paid out	(2.26)	(1.19)
Settlements	0.00	0.00
Closing fair value of assets	76.90	66.25

Actual return on assets

Description	31 March 2026 £m	31 March 2025 £m
Expected return on assets	3.79	3.09
Actuarial (loss) / gain on assets	8.76	(1.05)
Actual return on assets	12.55	2.04

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

Description	31 March 2026 £m	31 March 2025 £m	31 March 2024 £m	31 March 2023 £m	31 March 2022 £m	31 March 2021 £m
Fair value of assets	76.90	66.25	64.31	57.54	61.70	54.14
Present value of defined benefit obligation	(41.19)	(39.37)	(45.77)	(46.14)	(71.32)	(74.63)
Unrecognised asset due to restriction of surplus	(35.71)	(26.88)	(18.54)	(11.40)	0.00	0.00
Additional liability under minimum funding requirements due to commitment to pay deficit contributions	0.00	0.00	0.00	(1.47)	0.00	0.00
Surplus / (Deficit)	0.00	0.00	0.00	(1.47)	(9.62)	(20.49)

Sensitivity analysis

Funded Defined Benefit Obligation £41.19m	+0.1% p.a		-0.1% p.a	
Change in Assumptions on Present value of the funded defined benefit obligations	**£m**	**% Increase / Decrease to Employee Liability**		**£m**
Adjustment to Discount rate	40.57	-1.5%	1.5%	41.81
Adjustment to Salary Increase rate	41.23	0.1%	-0.1%	41.15
Adjustment to Pension Increase rate	41.77	1.4%	-1.4%	40.61
	-1 year		**+1 year**	
Adjustment to Mortality rate	42.14	2.3%	-2.3%	40.24

19. Provisions

Description	Provision for claim £'000	Total £'000
At 1 April 2025	261	261
Provision made in year	-	-
Provisions utilised in the year	(261)	(261)
At 31 March 2026	-	-
No later than one year	-	-
Later than one year and not later than five years	-	-
Later than five years	-	-
At 31 March 2026	-	-

20. Related party transactions

Public bodies

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

Individuals

During the year, Sport Wales entered into transactions of a material nature with organisations in which the following board members and senior management employees have declared an interest.

The payments column includes all payments made during the year for current commitments, prepaid commitments and non-grant expenditure. The final column is committed grant payments not yet made (does not include any non-grant amounts).

Any declaration of interest for items discussed in meetings must be declared by the individual, who will withdraw for that section of the meeting. This note includes the disclosure of relationships which are above and beyond the definition of related parties per accounting standards.

Member's Panel	Body	Grant Payment in Year £000	Nature of link	Commitments not yet met £000
Baroness Tanni Grey-Thompson DBE, DL Chair	Youth Sport Trust	65	Patron	-
	Fields In Trust	17	Ambassador	-
	University of Swansea	198	Fellowship	-
I Bancroft Vice Chair	Wrexham CBC	305	CEO	-
J Rhys MBE Council Member	Welsh Athletics	779	Member	-
P Tilley Council Member	Welsh Triathlon Association	93	Member	-
	Welsh Cycling Union	264	Member	-
M Veale JP Council Member	Pembrokeshire County Council	433	Lay member of Governance and Audit Committee	-
	Merthyr Tydfil CBC	65	Chair of Governance & Audit Committee and Lay member of Standards Committee	-
	Welsh Government	30	Member of Audit, Committee, Health and Social Services Directorate	-
	Blaenau Gwent CBC	327	Lay member of Governance ans Audit Committee	-

Member's Panel	Body	Grant Payment in Year £000	Nature of link	Commitments not yet met £000
M Veale JP Council Member (continued)	Monmouthshire County Council	150	Lay member of Governance and Audit Committee	-
	Rhondda Cynon Taff CBC	20	Lay member of Education and Inclusion Committee	-
R Begum Council Member	Welsh Government	30	Anti-Racist Wales Action Plan external accountability member	-
	Football Association of Wales	1,535	Member of Equality Advisory Group	-
D Evans Council Member	Urdd	2,500	Trustee	-
N Mead-Batten Council Member	Football Association of Wales	1,535	FAW - Chair of First-instance Body for determination of Tier 1 / UEFA Licences for Women's game	-
	Welsh Rugby Union	1,164	Ad-hoc Chair of Fit & Proper Person Panel for Community members	-

Member's Panel	Body	Grant Payment in Year £000	Nature of link	Commitments not yet met £000
N Zolle Council Member	Welsh Government	30	Ministerial Appointment - National Advice and Information Partnership	-
	Audit Wales	33	Partner - Manager	-
C Jenkins OBE Council Member	Commonwealth Games Wales	47	CEO & Trustee	-
R Connolly Council Member	Cardiff Metropolitan University	33	Non Executive Director and Board Member	-
	Cardiff University	10	Husband employee	-
	Cardiff Lawn Tennis Club	52	Husband Member	-
S Vedi Council Member	Welsh Government	30	Civil Servant	-
	Football Association of Wales	1,535	FAW - Chair Third Tier Appeals Committee	
B Davies OBE CEO	Swansea University	198	Honorary Fellowship	-
	Welsh Gymnastics	473	Spouse Coach	-
	Welsh Hockey Union	144	Daughter freelance work	129
	Cardiff University	10	Son member of rugby club	-
	Chepstow RFC	17	Son member	-

Member's Panel	Body	Grant Payment in Year £000	Nature of link	Commitments not yet met £000
C Nowell Assistant Director – National Sport Facilities, Infrastructure & Capital	Stow Park Lawn Tennis Club	21	Wife Committee member /Son member	-
O Lewis Director – Sport Systems Strategy and Services	Cardiff Metropolitan University	33	Children members – Tennis and Swim clubs	-

Remuneration of Senior Managers and Board Members

Senior Managers and Board Members are considered to be the Directors and their remuneration is disclosed within the Remuneration and Staff Report on pages 110 to 118.

21. Prior Year Adjustment

Sport Wales allocates employee pension costs between Welsh Government-funded and National Lottery-funded activities. Historically, part of the pension deficit was allocated to the National Lottery accounts based on the proportion of employees supporting Lottery activity, with this allocation reviewed annually.

In 2023-24, the pension position moved from a deficit to a surplus, which cannot be recognised as an asset under the applicable accounting framework. This created a cumulative presentation imbalance between the National Lottery and Welsh Government accounts, although the overall net impact on Sport Wales was nil.

A prior year adjustment has therefore been made to correct the allocation between the two accounting streams and present the cumulative pension balance as nil across both accounts. The adjustment has no impact on Sport Wales' overall net assets, expenditure, or cash position.

22. Events after the reporting period

The accounts were authorised for issue by the Accounting Officer on the date they were certified by the Auditor General for Wales.

sportwales
chwaraeoncymru

THE NATIONAL LOTTERY®

Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government