

wsa:

serving welsh sport
gwasanaethu chwaraeon cymru

ANNUAL REPORT
AND ACCOUNTS

2013-14

Welsh Sports Association Annual Report 2013-14

INTRODUCTION

This has been another interesting year for the Welsh Sports Association. Against a backdrop of reducing public expenditure, it has been more important than ever for the WSA to support its members by responding to changes at both local and national government level and by supporting them to be efficient and effective in their operation. The sector continues to be a vibrant and enthusiastic one and it is great to work with so many bodies who are responding to a rapidly changing environment in positive ways.

STAFF MEMBERS

Anne Hamilton	General Manager
Vicki Sutton	Coaching Advisor
Rhian Williams	Business Support Officer

BOARD OF DIRECTORS

Anne Ellis	Chair
Phil Avery	
Robert James	Finance Director
Matt Newman	
John Rawlins	
Paul Dancey	Expeditions and Outdoor Pursuits Director

Welsh Sports Association Annual Report 2013-14

MEMBERSHIP SERVICES

ONE-TO-ONE EXPERT ADVICE

One area of our work that continues to receive really positive feedback is the one-to-one advice from the consultants we employ. Over 2013-14 our governance consultant Sue Holvey has given advice to 12 different sports. This has included drawing up codes of conduct and role descriptors, inserting not for profit clauses in constitutions, helping an NGB change their voting processes, including a social networking clause in bye laws and converting an NGB to a Charitable Incorporated Organisation. Sue has also drafted a number of generic templates that can be found on the members' area of our website such as disciplinary procedures, complaints procedures, dealing with persistent or vexatious complaints and an appeals procedure.

Case Study

Surf Lifesaving is a not-for-profit organisation. They are completely voluntary run and have 26 voluntary clubs affiliated to them in Wales. They have recently taken steps to convert from an unincorporated organisation to a charitable incorporated organisation (CIO). This new status has a minimal effect on the running of the organisation but does mean that the trustees have more protection if the organisation goes into debt as the status limits the financial liability of the trustees. Phil Rees is the Association Membership Secretary for Surf Lifesaving in Wales. He commented that completing the process of the change has been challenging for a voluntary run organisation but he definitely recommends it for similar organisations who want greater protection for their trustees.

Dave Vickery, our finance consultant has provided advice to 7 sports. Much of this work has been around assisting the sports in resolving issues with their accounts but has also included helping sports identify appropriate accounting software, helping them migrate to a new system and providing training on its use.

TRAINING

We have delivered a programme of bespoke training for national organisations in sport. We have run 9 training courses including finance for Board directors, measuring sporting outcomes for disadvantaged young people and social media. We have also provided access to a wide range of other courses on topics such as negotiation skills, excel, gift aid, legacy funding, staff development and performance management and appraisal.

PROJECT WORK

We have commenced pilot projects on 2 very different approaches to NGBs and their clubs attracting income. One project is with Welsh Yachting looking at ways of attracting commercial income through sponsorship, the other is with Welsh Bowls and Wales Cooperative helping a group of clubs combine together and work as a social enterprise. We plan to share the lessons learnt from these projects over the coming months.

Welsh Sports Association Annual Report 2013-14

COACHING

We have a coaching advisor, Vicki Sutton, jointly funded through an agreement with sport coach UK and Sport Wales. There is some great work going on in NGBs supported by this officer.

Workforce Planning and Strategies: 10 NGBs are working with Vicki to put in place workforce plans. This is a thorough process that focuses on what workforce is needed to achieve the NGB's broader targets.

Specific Projects: Work with specific sports has included use of video analysis in coaching for Bowls, recruiting female coaches in Weightlifting, bridging the gap between Level 2 and Level 3 Coaching awards in Triathlon and creating coaching systems for the recruitment, deployment, training and retention of an effective workforce in Judo.

Welsh Coaching Network: this network has been and created and led by Vicki. The most recent event was hosted at the Welsh Rugby Center of Excellence in the Vale Resort.

Strategic Representation: Vicki is the representative for Wales on UK wide Coach Development and Education Panels providing insight and support to the development of a world-class UK Coaching System. Most recently Vicki presented at National Coaching Summit in Glasgow on Mentoring successes in Wales, a presentation that was very well received and demonstrated some of the excellent work going on in Wales.

COMMUNICATIONS

The WSA produces a monthly newsletter that covers the important stories for sport in Wales. Over this year we have covered stories such as the review of legislation on access and outdoor recreation by the Welsh Government, the success of Adele Nichol and other Welsh Athletes at the UK School Games, Wales winning the Tri-nations water polo championship in Glasgow and the revival of the sport in Wales, George Morris winning a British title in fencing. In fact, we've covered achievements of athletes from more than 30 different sports in our last 12 newsletters, as well as providing information about training, coaching and leadership events, funding sources, updates on school sport and changes in legislation.

WSA represents the interests of sport in key fora such as the Third Sector Partnership Council (TSPC). The TSPC is where representatives of the voluntary sector are able to meet with Welsh ministers on a regular basis to address issues of importance right across the sector. As sport makes up nearly a quarter of voluntary organisations in Wales, we are a crucial contributor to the TSPC. We also meet separately with relevant Welsh ministers and with SkillsActive, the BME sport taskforce, the Physical Activity Network Wales,

ADVOCACY

Please see separate report from our Advocacy Consultant.

Welsh Sports Association Annual Report 2013-14

MANAGEMENT OF PERFORMANCE

Over the past year we have updated many of our internal policies and procedures so that they reflect the current position of the organisation as well as good practice across the industry.

Of particular note are some of the changes that were agreed to our Articles of Association at our last Annual General meeting in December 2013. One of the most important was the agreement to have a system of appointed directors. This means that following elections taking place in 2014, we will be able to review the skills of the elected directors and appoint people to fill identified skills gaps. This is a significant step in helping us to ensure we have a strong and diverse board made up of individuals with the right skills to take the organisation forward.