wsa

Welsh Sports Association
Cymdeithas Chwaraeon Cymru

“A vibrant, active nation”

Annual Report 2017/18

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It has been another rewarding year as Chair of the Welsh Sports Association as we continue to shape the evolution of the organisation to deliver member needs.

It has been another rewarding year as Chair of the Welsh Sports Association as we continue to shape the evolution of the organisation to deliver member needs. This year has seen us magnify our focus on identifying priorities and providing bespoke solutions for our members. We have also concentrated on the development of our strategy for the next three years so that both we and our members can be confident that we are doing all that we can to ensure they are set up for success.

The WSA board continues to go from strength to strength with the appointment of Swim Wales CEO, Fergus Feeney, and former Serious Crime Squad Officer, Simon Stockton, adding skills that matched our identified needs. I am therefore supported by a wealth of experience and expertise during what is likely to be a challenging time for our members in terms of budgets, funding and a changing environment.

Supporting the sector in developing its resilience is at the forefront of our priorities. The Resilience Working Group completed its examination of the best way to build capability and capacity for financial and organisational sustainability earlier this year. We look forward to a positive response from Sport Wales and Welsh Government to the resultant business plan, so that this fundamental work is delivered for the sector as a whole.

Research and consumer trends show us that digital must play a huge role in the future of our sector, so that we are not only harnessing the business efficiencies borne out of the advancement of technology, but also so that we can exploit the vast opportunities that it brings in reaching out to new audiences and potential participants.

For Wales to become "a vibrant, active nation", there needs to be a fundamental shift in how the sector adapts to meet the increasing demands of time-poor consumers. Going digital gives us the power to use electronically gathered data and insights to directly tailor our sporting offers to fit with what individual participants want to do. In becoming more sensitive to audience needs and putting the participant first, we can make real inroads in connecting with those hardest to reach and addressing the need to increase physical activity levels, thus improving the wellbeing of the nation.

Data and insight is also immensely important in evidencing the contribution of our members to wider public policy objectives, and as an organisation we are committed to driving forward activities in this area to support our members to both demonstrate and sustain their unique value.

Helen Humphrey
Chair

Our Vision

"A vibrant, active nation"

Our Mission

"To empower our members to be stronger and more successful, contributing towards a society fit for the future"

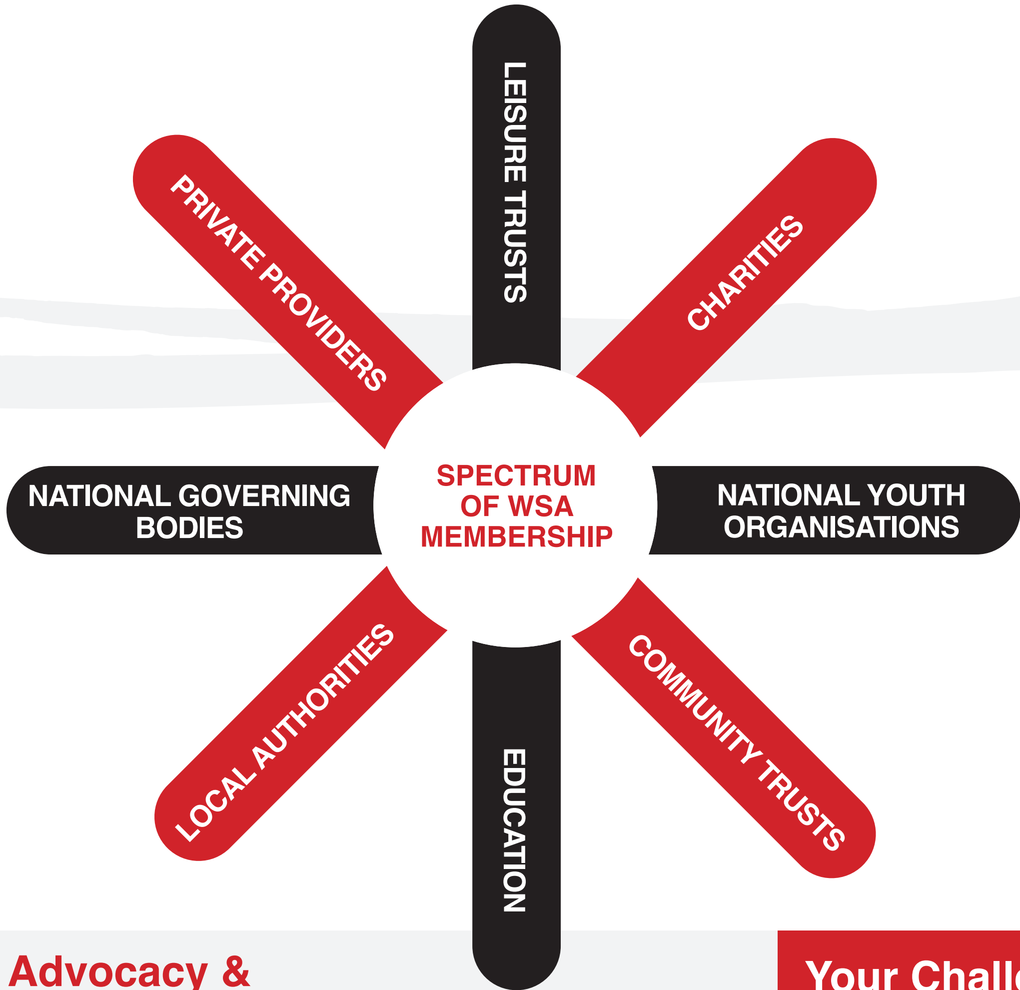
How will we achieve this?

Leading Advocacy
An independent, collective voice

Building Capability
Professional support, training and development

Developing Resilience
Financial and organisational sustainability

Membership



Governance

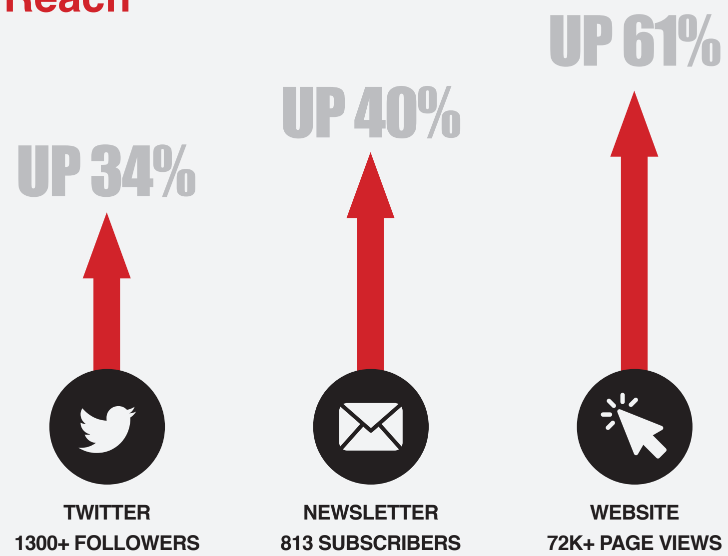
Acorn
Non-Executive
Search Service

13
MEMBER BODIES SUPPORTED

£125k
THE VALUE OF THE EXECUTIVE RECRUITMENT SERVICE WITH 25 ROLES FILLED

200+
NUMBERS OF INTERESTED APPLICANTS ON OUR DATABASE

Advocacy & Communications Reach



Your Challenges, Our Solutions...

- An advocacy service to provide the collective voice for our members
- A political monitoring service to help inform members about the policy and legislative landscape
- A broad range of training services – from child protection, team manager to GDPR awareness sessions
- A bilingual online DBS checking service at less than £5 per check.
- A Non-Executive search service and discounted recruitment
- No obligation sport specific risk assessments and insurance

Advocacy

100% OF WSA MEMBERSHIP FEES ARE SPENT ON ADVOCACY SUPPORT

Since our investment in dedicated advocacy and communications support, the collective voice of our members has gone from strength to strength. Our strategic advocacy aims are to raise awareness with political decision makers of the work of the sport and active recreation sector, and the wider societal and health benefits that sport can bring to all communities in Wales; and to demonstrate to industry that the sport and active recreation sector is open for business and is proactively seeking progressive solutions through collaboration and partnership.

We have created a WSA Advocacy & Policy Group to help position and support our consultation responses. In March, Neil Ward, CEO of the Welsh Football Trust was elected by the membership to Chair this open group, which currently has around 20 participants. We welcome and encourage member engagement so that we can accurately reflect the broad views of the membership in our advocacy work. We have also introduced political monitoring for our members so that they are fully informed of the policy and legislative landscape.

CONSULTATION AND REPRESENTATION

This year, we have responded to the Ministerial statement to the Independent Review of Sport Wales, and the National Assembly for Wales Health & Sport Committee Inquiry into Children and Young People's Physical Activity, where we were also invited to take part in a roundtable discussion. The Policy Group also developed a response for the Free Swimming Initiative Review, and are collating our response to the Vision for Sport in Wales consultation run by Sport Wales.

The WSA also provides secretariat support to the National Governing Body CEO Forum and has contributed to the establishment of the Equalities in Sport Network. We also play a leading role on the Safeguarding in Sport Group, taking part in its strategic advocacy subgroup, and represent the Sport Sector on the Third Sector Partnership Council – with one in four volunteers doing so through sport, we are fighting the corner for the development of research to evidence the impact of the sport and active recreation sector in delivering wider public policy objectives. We have worked closely with Sport Wales to make the case for identification of measurement platforms capable of demonstrating social return on investment and will continue to lobby for wider recognition of the value of the sector's social and economic impact.

We held a drop-in session at the National Assembly in September 2017, where we met with AMs and their staff, including Ministers. We used this opportunity to highlight the key issues facing our members and to explain the evolving role of the WSA. Following the Autumn reshuffle, we also met with new Minister for Culture, Tourism & Sport, Lord Dafydd Elis Thomas AM to discuss our work to support the sector's resilience and advocate on its behalf.

RESEARCH

As part of our ongoing commitment to help demonstrate the value and power of sport, we are working with Wales' leading academics to identify and signpost relevant research. We have also developed a pilot scheme with Cardiff University to bring together multi-disciplinary teams of students to provide research support for our members. This will look at three research topics initially, with a view to expansion upon successful completion of this initial phase.

"proactively seeking progressive solutions through collaboration and partnership"

Resilience

Since 1972, public investment in sport in Wales, via Sport Wales, has led to considerable success. This well intentioned investment has, however, led to a dependency culture for many. With the shadow of austerity looming, and a remit from government under pressure to do more for less, we have developed a Growth and Resilience Programme in response to the challenge by Welsh Government to tackle the reliance of the sports sector on public funding.

The WSA Resilience Project Team, led by Chair Helen Humphrey and with support from Sport Wales, commissioned extensive feasibility studies and research. The subsequent programme outlines three key areas which could be developed to improve sector sustainability - business development; events; and fundraising.

It is an ambitious solution which utilises best practice from across other sectors both in the UK and across the world, to help develop the skills and implement the behaviour change necessary for the not-for-profit sports development sector in Wales to continue to become resilient and not reliant. This is not something that will happen overnight, and it will inevitably require an injection of funding at the outset to support the sporting organisations as they acquire new skills and diversify incomes.

We are disappointed that investment is yet to be committed to the programme, but are optimistic that government recognises, as it has in the arts and heritage sectors, the huge benefit to broadening the business skills of the sector and the impact this could have across all communities. The initial outlay for this investment is around 1% of the total Sport Wales annual budget. Given the imperative of a diminishing public purse, we have already begun this journey in developing services according to the identified needs of our members.

We took the opportunity to widen the story of the resilience journey of Welsh sport by partnering with Wales Week in London, the annual series of activities to celebrate and raise the profile of Wales. Now in its second year, the programme has gained great momentum and provided an ideal platform on which to extend the reach of our advocacy work among leading business executives and political stakeholders. The positive response among industry representatives to our discussions on improving business relationships surpassed all expectations, and the strength of the enthusiasm for getting involved with Welsh sport bodes well for future endeavours.

BOARD RECRUITMENT SERVICE

By far the jewel in the crown of our resilience service has been our partnership with Acorn Executive Search in supporting members to be able to recruit high caliber non-executive board members with the specific skills required to fill gaps on their boards, which is fundamental in helping to develop the required strategic skills to aid sustainability.

MEMBER TESTIMONIALS

Peter Hybart, CEO Cricket Wales

"The service provided was highly professional, supportive and expert in nature, and resulted in a number of high-calibre candidates being identified. We would not hesitate in utilising this WSA service again in the future".

Darren Warner, CEO Welsh Judo

"Welsh Judo has recently recruited two independent directors with strong commercial backgrounds via the Acorn Executive Search Service. We now have the right people, with the right skills, in the right place, and I'm confident that this will help us maximise the great services the WSA are offering to support our ongoing resilience."

Acorn EXECUTIVE SEARCH

Building Capability

The collective leverage held by our members means that we can identify and negotiate significant savings on their behalf. As our membership numbers increase so will this power and the value of our shared service provision. We are committed to providing flexible solutions and are constantly seeking new opportunities for our members to enhance efficiencies and boost savings.

SAFEGUARDING

Users of our online Disclosure and Barring Checking Service (DBS) are up by 67%. Safeguarding remains a key priority for the us and we continue to continue work in partnership with the NSPCC Child Protection in Sport Unit to make sport safer for children in Wales.

ONLINE BILINGUAL CHECKING SYSTEM

To reflect our members' ongoing commitment to the Welsh language, we worked with Pontypridd based CBS to develop a bilingual DBS checking service, so that Welsh language safeguarding checks can be completed in days rather than weeks as can be done in English.

Launched in March 2018, the Welsh Government Minister for Lifelong Learning and Welsh Language, Eluned Morgan AM, said: "I am delighted that the WSA and CBS have developed this service for Welsh speaking volunteers across Wales. This is the sort of proactive service that needs to be provided in the community if we are to truly foster a bilingual nation. Given the numbers of volunteers in Wales, it is vital that they are supported in practical ways, and this service will ensure that clubs and organisations are able to keep participants safe in the language of their choice."

ENHANCED SERVICES

We have continued to provide a broad range of shared services and regularly review them so that they stay relevant. We've added new titles to our training courses and joined up with insurance experts Integro and Sportscover to develop a unique online insurance product designed specifically for coaches in Wales, providing an instant quote for their comprehensive cover: https://wsa.sportscover.com/

SPORT SAFETY GRANTS

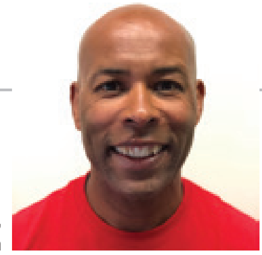
The WSA has again supported the distribution of £10,000 of funding to support outdoor organisations providing vital lifesaving services for those undertaking recreational activities in our natural environment.

"I am delighted that the WSA and CBS have developed this service for Welsh speaking volunteers across Wales. This is the sort of proactive service that needs to be provided in the community if we are to truly foster a bilingual nation."

- Eluned Morgan AM, Minister for Welsh Language & Lifelong Learning

- WSA Head of Communications & Policy Kate Evans being filmed by the BBC for the DBS launch

Governance



New WSA board member, Simon Stockton

As ambassadors for the sector, we must lead by example, and our work to continually improve our Governance processes is bearing fruit. The gender split on our Board is now 50:50, with both a female Chair and CEO, and we have made great strides in attracting board members with their fingers on the pulse of Welsh sport and business. Our latest board recruit is Simon Stockton, a former member of the Specialist Crime Squad at South Wales Police.

Speaking about his role, Welsh speaker Simon said "My former role in the criminal justice system and now with the Princes Trust means that I have firsthand experience of the positive impact that sport and physical activity can have in changing lives for the good. I'm looking forward to using these skills to help the WSA ensure its relevancy to the changing policy landscape of its members."

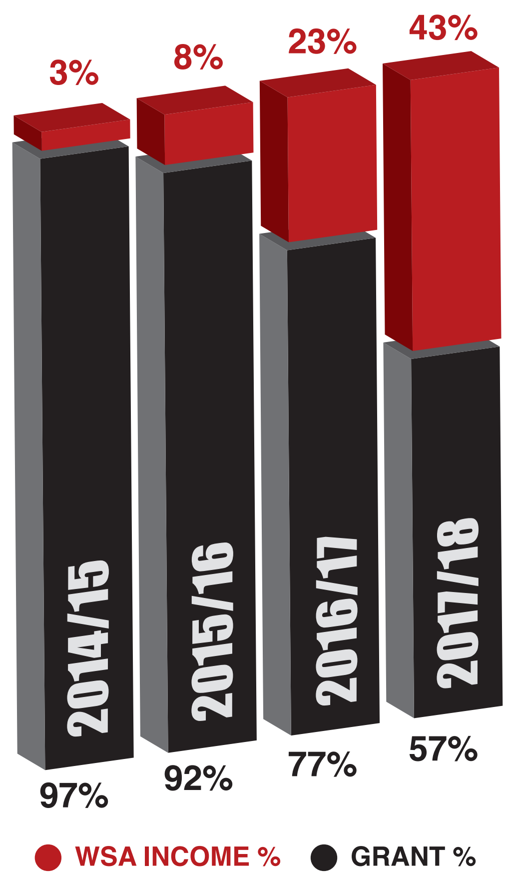
A Welsh speaker, his hands-on experience of working with young people from deprived areas to reengage with society is a fantastic asset in enhancing our understanding of the changing landscape for sport and the way that it will be accessed in the future.

As vocal proponents of developing resilience and not reliance, the WSA is living proof that capitalising on business development opportunities can lead to diversification of income and thus increased sustainability. We are determined to support our members to do the same and will explore every avenue available to ensure that they are equipped with the skills that are needed to thrive and not just survive.

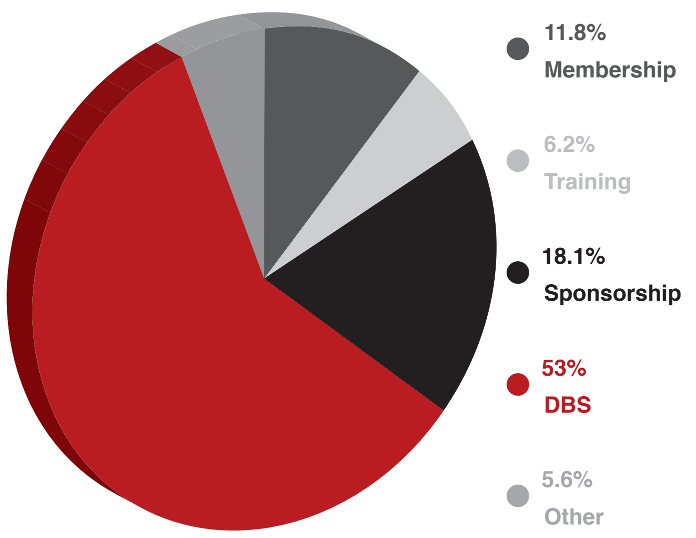
But these opportunities are not just based on cold hard cash. There is a need for wider recognition of the value of in kind services and partnerships such as the Acorn Executive Recruitment Service which has been worth £125K this year alone. While Treasure is always welcomed, the real value of the Time and Talent of expert volunteers cannot be understated. We will continue to push the use of metrics such as social return in demonstrating return on invest, so that the sector can leverage funding from new and diverse sources.

"We …will explore every avenue available to ensure members are equipped with the skills that are needed to thrive and not just survive."

WSA Turnover v Grant



2017/18 WSA Turnover



Priorities for 2018/19

Following the refining of our Vision and Mission in view of the shifting landscape for sport, we will be seeking member support for our new strategy at the 2018 AGM. The development of the strategy is based on identified member needs to support their future resilience.

At the WSA, we are committed to actively seeking the best value for money and exploring the potential for collaborative opportunities that are of benefit to the sector, whilst anticipating emerging trends and helping to position our members to best deal with the change.

OUR COMMITMENTS TO OUR MEMBERS THIS YEAR INCLUDE:

Improving Resilience

- Securing long term funding for the resilience programme;
- Maximising the opportunities though our trading arm, Vibrant Nation;
- Broadening our DBS service to ensure we can keep costs down;
- Increasing our membership and the visibility of our work;
- Developing positive relationships with key stakeholders and increasing mutually beneficial partnerships with business for the benefit of our members;
- Increasing member support services via our helplines;
- Increasing efficiencies in our own systems and identifying opportunities for members through technology.

Making Our Voice Heard

- Consolidating the work of the Advocacy and Policy group, bedding in the process for gathering member views;
- Continuing our stakeholder contact programme to raise the visibility of the work of the WSA and our members among key decision makers and backbenchers.

Evidencing Our Impact

- We are determined to continue supporting our members in identifying the best means of gathering data for the purposes of providing meaningful insight;
- Further developing the opportunities created in partnership with Higher Education to help evidence the social and economic impact and the wider benefits of sport;
- We will also continue to horizon scan the legislative landscape so that we can identify potential issues and opportunities;
- Provide political monitoring and advice for our members, so that they can be aware of key activities with Welsh Government and the National Assembly for Wales.

We would like to take this opportunity to show our appreciation to our partners and associates who are with us on this journey:

"...anticipating emerging trends and helping to position the sector to best deal with the evolving funding landscape."

Blaenoriaethau ar gyfer 2018/19

Ar ôl mireinio ein Gweledigaeth a'n Cenhadaeth yn wyneb y tirlun sy'n newid i chwaraeon, byddwn yn gofyn am gefnogaeth yr aelodau ar gyfer ein strategaeth newydd yng nghyfarfod cyffredinol blynddol 2018. Seilir datblygiad y strategaeth ar anghenion yr aelodau fel maent wedi'u datgan, i gefnogi eu cadernid yn y dyfodol.

Yn y WSA, rydym wedi ymrwymo i geisio'r gwerth gorau am arian ac ystyried y potensial am gyfleoedd cydweithredol sydd o fudd i'r sector, gan ragweld tueddiadau newydd a helpu i leoli ein haelodau i ddelio yn y ffordd orau â newid.

MAE EIN HYMRWYMIADAU I'N HAELODAU ELENI'N CYNNWYS Y CANLYNOL:

Gwella Cadernid

- Diogelu cyllid tymor hir ar gyfer y rhaglen cadernid;
- Sicrhau'r cyfleoedd gorau posib drwy ein cangen fasnachu, Cenedl Fywiog – Vibrant Nation;
- Ehangu ein gwasanaeth DBS i sicrhau ein bod yn gallu cadw costau i lawr;
- Cynyddu ein haelodaeth ac amlygrwydd ein gwaith;
- Datblygu perthnasoedd cadarnhaol â rhanddeiliaid allweddol a chynyddu partneriaethau sydd o fudd i'r ddwy ochr gyda busnes, er lles ein haelodau;
- Cynyddu gwasanaethau cefnogi i aelodau drwy gyfrwng ein llinellau cymorth;
- Cynyddu effeithlonrwydd ein systemau ein hunain ac adnabod cyfleoedd ar gyfer aelodau drwy dechnoleg.

Sicrhau Bod Ein Llais yn Cael ei Glywed

- Cadarnhau gwaith y grŵp Eirioli a Pholisi, gan ymgorffori'r broses ar gyfer casglu safbwyntiau aelodau;
- Parhau â'n rhaglen gyswllt i randdeiliaid er mwyn gwneud gwaith y WSA a'n haelodau yn amlycach i'r bobl allweddol sy'n gwneud penderfyniadau ac aelodau'r meinciau cefn.

Dangos Tystiolaeth o'n Heffaith

- Rydym yn benderfynol o barhau i gefnogi ein haelodau i adnabod y dull gorau o gasglu data at ddibenion darparu gwybodaeth ystyrlon;
- Datblygu ymhellach y cyfleoedd sydd wedi'u creu mewn partneriaeth ag Addysg Uwch i helpu i ddangos tystiolaeth o effaith gymdeithasol ac economaidd a manteision ehangach chwaraeon;
- Byddwn hefyd yn parhau i sganio gorwel y tirlun deddfwriaethol fel ein bod yn gallu adnabod materion a chyfleoedd posib;
- Darparu cyngor a monitro gwleidyddol i'n haelodau, fel eu bod yn gallu bod yn ymwybodol o weithgareddau allweddol gyda Llywodraeth Cymru a Chynulliad Cenedlaethol Cymru.

Hoffem fanteisio ar y cyfle hwn i ddangos ein gwerthfawrogiad i'n partneriaid a'n cysylltiadau sydd gyda ni ar y siwrnai hon:

"...rhagweld tueddiadau newydd a helpu i leoli'r sector i ddelio yn y ffordd orau posib â'r tirlun cyllido sy'n esblygu."

Meithrin Gallu

Mae'r dylanwad sydd gan ein haelodau ni ar y cyd yn golygu y gallwn ganfod a threfnu arbedion sylweddol ar eu rhan. Wrth i nifer ein haelodau gynyddu, felly hefyd y pŵer hwn a gwerth ein darpariaeth o wasanaethau a rennir. Rydym wedi ymrwymo i ddarparu atebion hyblyg ac rydym yn chwilio am gyfleoedd newydd bob amser i'n haelodau wella effeithlonrwydd a rhoi hwb i arbedion.

DIOGELU

Mae cynnydd o 67% wedi bod yn nifer ein defnyddwyr o wasanaeth archwilio'r Gwasanaeth Datgelu a Gwahardd ar-lein. Mae diogelu'n parhau'n flaenoriaeth allweddol i ni ac rydym yn parhau i weithio mewn partneriaeth ag Uned Amddiffyn Plant Mewn Chwaraeon yr NSPCC er mwyn gwneud chwaraeon yn fwy diogel i blant yng Nghymru.

SYSTEM ARCHWILIO DDWYIEITHOG AR-LEIN

Er mwyn adlewyrchu ymrwymiad parhaus ein haelodau i'r iaith Gymraeg, rydym wedi gweithio gyda CBS ym Mhontypridd i ddatblygu gwasanaeth archwilio dwyieithog y DBS, fel bod modd cwblhau archwiliadau diogelu yn y Gymraeg o fewn dyddiau yn hytrach nag wythnosau, fel yn y Saesneg.

Wedi'i lansio ym mis Mawrth 2018, dywedodd Gweinidog Llywodraeth Cymru ar gyfer Dysgu Gydol Oes a'r Iaith Gymraeg, Eluned Morgan AC: "Rydw i'n falch iawn bod y WSA a CBS wedi datblygu'r gwasanaeth hwn ar gyfer gwirfoddolwyr Cymraeg ledled Cymru. Dyma'r math o wasanaeth rhyngweithiol sydd angen ei ddarparu yn y gymuned os ydyn ni wir am feithrin cenedl ddwyieithog. O gofio am niferoedd y gwirfoddolwyr sydd yng Nghymru, mae'n hanfodol eu bod yn cael eu cefnogi mewn ffyrdd ymarferol, a bydd y gwasanaeth hwn yn sicrhau bod clybiau a sefydliadau'n gallu cadw cyfranogwyr yn ddiogel yn yr iaith o'u dewis."

GWASANAETHAU GWELL

Rydym wedi parhau i ddarparu ystod eang o wasanaethau a rennir a'u hadolygu'n rheolaidd fel eu bod yn parhau'n berthnasol. Rydym wedi ychwanegu teitlau newydd at ein cyrsiau hyfforddi ac wedi ymuno ag arbenigwyr yswiriant, Integro a Sportscover, i ddatblygu cynnyrch yswiriant ar-lein unigryw sydd wedi'i greu'n benodol ar gyfer hyfforddwyr yng Nghymru, gan ddarparu dyfyn-bris ar unwaith ar gyfer eu hyswiriant cynhwysfawr: https://wsa.sportscover.com/

GRANTIAU DIOGELWCH CHWARAEON

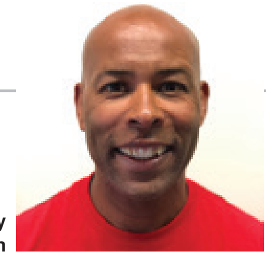
Unwaith eto, mae'r WSA wedi cefnogi dosbarthu £10,000 o gyllid i gefnogi sefydliadau awyr agored sy'n darparu gwasanaethau achub bywyd hanfodol i'r rhai sy'n cymryd rhan mewn gweithgareddau hamdden yn ein hamgylchedd naturiol.

"Rydw i'n falch iawn bod y WSA a CBS wedi datblygu'r gwasanaeth hwn ar gyfer gwirfoddolwyr Cymraeg ledled Cymru. Dyma'r math o wasanaeth rhyngweithiol sydd angen ei ddarparu yn y gymuned os ydyn ni wir am feithrin cenedl ddwyieithog."

- Eluned Morgan AC, Gweinidog Llywodraeth Cymru ar gyfer Dysgu Gydol Oes a'r Iaith Gymraeg

- Pennaeth Cyfathrebu a Pholisi'r WSA Kate Evans yn cael ei ffilmio gan y BBC ar gyfer lansiad y DBS

Llywodraethu



Aelod newydd o fwrdd y WSA, Simon Stockton

Fel llysgenhadon ar gyfer y sector, rhaid i ni arwain drwy esiampl ac mae ein gwaith i barhau i wella ein prosesau Llywodraethu'n dwyn ffrwyth. Mae rhaniad y rhywiau ar ein Bwrdd yn 50:50 erbyn hyn, gyda Chadeirydd a Phrif Weithredwr benywaidd, ac rydym wedi gwneud cynnydd gwych gyda denu aelodau bwrdd sydd â'u bys ar bwls chwaraeon a busnes yng Nghymru. Aelod diweddaraf ein bwrdd yw Simon Stockton, cyn-aelod o'r Sgwad Troseddau Arbenigol gyda Heddlu De Cymru.

Wrth siarad am ei rôl, dywedodd Simon, sy'n siarad Cymraeg, "Mae fy rôl i gyda'r system cyfiawnder troseddol ac erbyn hyn gydag Ymddiriedolaeth y Tywysog yn golygu bod gen i brofiad uniongyrchol o'r effaith bositif y gall chwaraeon a gweithgarwch corfforol ei chael ar newid bywydau er gwell. Rwyf yn edrych ymlaen at ddefnyddio'r sgiliau hyn i helpu'r WSA i sicrhau ei pherthnasedd i'r tirlun polisi sy'n newid i'w haelodau."

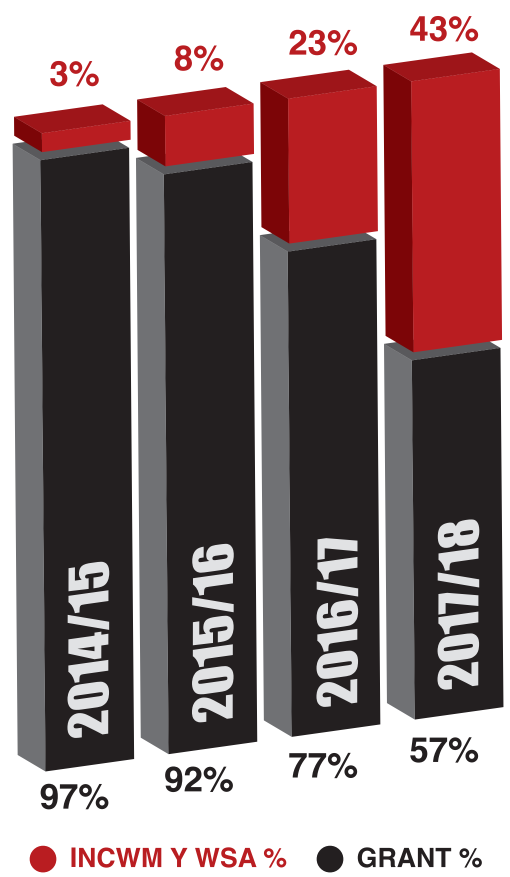
Yn siaradwr Cymraeg, mae ei brofiad uniongyrchol o weithio â phobl ifanc o ardaloedd difreintiedig a'u cael i fod yn rhan o gymdeithas eto'n ased gwych er mwyn gwella ein dealltwriaeth o'r tirlun sy'n newid ar gyfer chwaraeon a'r ffordd y bydd hynny'n cael ei ddefnyddio yn y dyfodol.

Yn frwd o blaid datblygu cadernid ac nid dibyniaeth, mae'r WSA yn gallu dangos yn glir bod elwa o gyfleoedd datblygu busnes yn gallu arwain at arallgyfeirio incwm a thrwy hynny gynyddu cynaliadwyedd. Rydym yn benderfynol o gefnogi ein haelodau i wneud yr un peth a byddwn yn edrych ar bob llwybr sydd ar gael i sicrhau bod gan ein haelodau y sgiliau gofynnol i ffynnu ac nid dim ond goroesi.

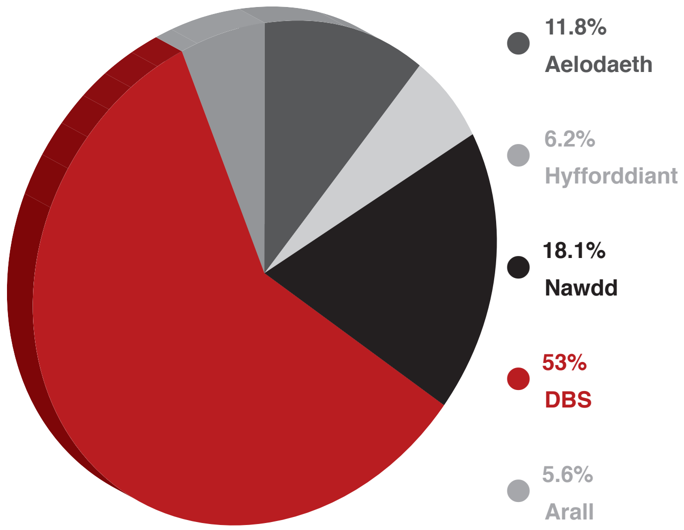
Ond nid dim ond arian oer sy'n sail i hyn. Rhaid wrth gydnabyddiaeth ehangach o werth gwasanaethau heb fod yn arian a phartneriaethau fel gwasanaeth Acorn Executive Recruitment, sydd wedi bod yn werth £125K eleni yn unig. Er bod Trysor i'w groesawu o hyd, ni ellir tanbwysleisio gwir werth Amser a Thalent gwirfoddolwyr arbenigol. Byddwn yn parhau i wthio am y defnydd o fetrigau fel elw cymdeithasol er mwyn dangos yr elw ar fuddsoddiad, fel bod y sector yn gallu denu cyllid o ffynonellau newydd ac amrywiol.

"Byddwn yn edrych ar bob llwybr sydd ar gael i sicrhau bod gan ein haelodau y sgiliau gofynnol i ffynnu ac nid dim ond goroesi."

Trosiant y WSA v Grant



Trosiant y WSA 2017/18



Eiriolaeth

100% O FFIOEDD AELODAETH Y WSA YN CAEL EU GWARIO AR GEFNOGAETH EIRIOLI

Ers ein buddsoddiad mewn cefnogaeth eirioli a chyfathrebu benodol, mae llais casgliadol ein haelodau ni wedi mynd o nerth i nerth. Ein hamcanion eirioli strategol yw codi ymwybyddiaeth ymhlith y bobl wleidyddol sy'n gwneud penderfyniadau o waith y sector chwaraeon a hamdden egnïol, a'r manteision cymdeithasol ac iechyd ehangach y gall chwaraeon eu cynnig i holl gymunedau Cymru; a dangos i ddiwydiant bod y sector chwaraeon a hamdden egnïol ar agor ar gyfer busnes ac yn gweithio i sicrhau atebion cynyddol drwy gydweithredu a phartneriaethau.

Rydym wedi creu Grŵp Eirioli a Pholisi'r WSA i helpu i leoli a chefnogi ein hymatebion ymgynghoriad. Fis Mawrth, etholwyd Neil Ward, Prif Weithredwr Ymddiriedolaeth Bêl Droed Cymru, gan yr aelodau yn Gadeirydd y grŵp agored hwn, sydd â thua 20 o gyfranogwyr ar hyn o bryd. Rydym yn croesawu ac yn annog cyswllt yr aelodau er mwyn adlewyrchu'n fanwl gywir farn eang yr aelodau yn ein gwaith eirioli. Hefyd rydym wedi cyflwyno monitro gwleidyddol ar gyfer ein haelodau, fel eu bod yn cael gwybodaeth lawn am y tirlun polisi a deddfwriaethol.

YMGYNGHORI A CHYNRYCHIOLI

Eleni, rydym wedi ymateb i'r datganiad Gweinidogol ynghylch Adolygiad Annibynnol o Chwaraeon Cymru, ac Ymchwiliad Pwyllgor Iechyd a Chwaraeon Cynulliad Cenedlaethol Cymru i Weithgarwch Corfforol Plant a Phobl Ifanc, a chawsom wahoddiad hefyd i gymryd rhan mewn trafodaeth bwrdd crwn fel rhan o'r ymchwiliad hwn. Hefyd datblygodd y Grŵp Polisi ymateb i Adolygiad y Fenter Nofio Am Ddim ac rydym yn casgu ein hymateb i'r ymgynghoriad ar y Weledigaeth ar gyfer Chwaraeon yng Nghymru sy'n cael ei gynnal gan Chwaraeon Cymru.

Hefyd mae'r WSA yn darparu cefnogaeth ysgrifenyddiaeth i Fforwm Prif Weithredwyr y Cyrff Rheoli Cenedlaethol ac mae wedi cyfrannu at sefydlu'r Rhwydwaith Cydraddoldeb mewn Chwaraeon. Hefyd rydym yn chwarae rhan flaenllaw fel aelod o'r Grŵp Diogelu mewn Chwaraeon, gan gymryd rhan yn ei is-grŵp eirioli strategol, a chynrychioli'r Sector Chwaraeon ar Gyngor Partneriaeth y Trydydd Sector – gydag un o bob pedwar gwirfoddolwr yn gwneud hynny drwy chwaraeon, rydym yn brwydro i ddatblygu ymchwil i ddangos tystiolaeth o effaith y sector chwaraeon a hamdden egnïol ar gyflawni amcanion polisi cyhoeddus ehangach. Rydym wedi gweithio'n agos â Chwaraeon Cymru i gyflwyno'r achos dros nodi llwyfannau mesur sy'n gallu dangos elw cymdeithasol ar fuddsoddiad a byddwn yn parhau i lobïo dros gydnabyddiaeth ehangach i werth effaith gymdeithasol ac economaidd y sector.

Cynhaliwyd sesiwn galw heibio gennym yn y Cynulliad Cenedlaethol ym mis Medi 2017, gan gyfarfod ACau a'u staff, gan gynnwys Gweinidogion. Aethom ati i ddefnyddio'r cyfle hwn i dynnu sylw at y materion allweddol sy'n wynebu ein haelodau ac i esbonio sut mae rôl y WSA yn esblygu. Ar ôl ad-drefniant yr Hydref, cawsom gyfarfod y Gweinidog Diwylliant, Twristiaeth a Chwaraeon newydd, yr Arglwydd Dafydd Elis-Thomas AC, i drafod ein gwaith i gefnogi cadernid y sector ac eirioli ar ei ran.

YMCHWIL

Fel rhan o'n hymrwymiad parhaus i helpu i ddangos gwerth a phŵer chwaraeon, rydym yn gweithio gyda phrif academyddion Cymru i adnabod a chyfeirio ymchwil perthnasol. Hefyd rydym wedi datblygu cynllun peilot gyda Phrifysgol Caerdydd i ddod â thimau amlddisgyblaethol o fyfyrwyr at ei gilydd i ddarparu cefnogaeth ymchwil i'n haelodau. Bydd hyn yn edrych ar dri phwnc ymchwil i ddechrau, gyda bwriad i ehangu ar ôl cwlbhau'r cam cychwynnol hwn yn llwyddiannus.

"mynd ati i geisio atebion cynyddol drwy gydweithredu a phartneriaethau"

Cadernid

Ers 1972, mae'r buddsoddiad cyhoeddus mewn chwaraeon yng Nghymru, drwy gyfrwng Chwaraeon Cymru, wedi arwain at lwyddiant sylweddol. Fodd bynnag, mae'r buddsoddiad hwn, sy'n llawn bwriad da, wedi arwain at ddiwylliant o ddibyniaeth i lawer. Gyda chysgod cyni ar y gorwel, a chylch gwaith gan lywodraeth sydd dan bwysau i wneud mwy am lai, rydym wedi datblygu Rhaglen Twf a Chadernid fel ymateb i'r her gan Lywodraeth Cymru i fynd i'r afael â dibyniaeth y sector chwaraeon ar arian cyhoeddus.

Comisiynodd Tîm Prosiect Cadernid y WSA, o dan arweinyddiaeth y Cadeirydd Helen Humphrey a gyda chefnogaeth gan Chwaraeon Cymru, astudiaethau dichonoldeb ac ymchwil helaeth. Mae'r rhaglen ddilynol yn amlinellu tri phrif faes y gellid eu datblygu er mwyn gwella cynaliadwyedd y sector – datblygu busnes; digwyddiadau; a chodi arian.

Mae'n ateb uchelgeisiol sy'n defnyddio arferion gorau o sectorau eraill yn y DU ac ym mhob cwr o'r byd er mwyn helpu i ddatblygu sgiliau a gweithredu'r newid ymddygiad sydd ei angen er mwyn i'r sector datblygu chwaraeon dielw yng Nghymru barhau i fod yn gadarn ac nid yn ddibynnol. Ni fydd hyn yn digwydd dros nos ac, yn anochel, bydd angen hwb ariannol ar y dechrau i gefnogi sefydliadau chwaraeon wrth iddynt ddysgu sgiliau newydd ac arallgyfeirio incwm.

Rydym yn siomedig nad oes buddsoddiad wedi'i ymrwymo eto i'r rhaglen, ond yn optimistig bod y llywodraeth yn cydnabod, fel y mae wedi gwneud yn y sector celfyddydau a threftadaeth, y manteision enfawr sydd i'w cael o ehangu sgiliau busnes y sector a'r effaith y gallai hyn ei chael ym mhob cymuned. Mae'r cyfraniad cychwynnol ar gyfer y buddsoddiad hwn tua 1% o gyfanswm cyllideb flynyddol Chwaraeon Cymru. Gan ei bod yn anochel y bydd y pwrs cyhoeddus yn lleihau, rydym wedi dechrau ar y siwrnai hon eisoes i ddatblygu gwasanaethau yn unol â'r anghenion sydd wedi'u datgan gan ein haelodau.

Fe wnaethon ni fanteisio ar y cyfle i ehangu'r stori am siwrnai gadarn chwaraeon yng Nghymru drwy ffurfio partneriaeth gydag Wythnos Cymru yn Llundain, y gyfres flynyddol o weithgareddau i ddathlu a chodi proffil Cymru. Yn ei hail flwyddyn bellach, mae'r rhaglen wedi ennill momentwm mawr ac yn llwyfan delfrydol ar gyfer ymestyn cyrhaeddiad ein gwaith eirioli ymhlith gweithredwyr busnes blaenllaw a rhanddeiliaid gwleidyddol. Roedd yr ymateb positif ymhlith cynrychiolwyr diwydiant i'n trafodaeth ar wella perthnasoedd busnes yn rhagori ar ein holl ddisgwyliadau ac mae'r brwdfrydedd mawr dros ymwneud â chwaraeon yng Nghymru'n argoeli'n dda ar gyfer ein hymdrechion ni yn y dyfodol.

GWASANAETH RECRIWTIO BWRDD

O ddigon, seren ein gwasanaeth cadernid yw ein partneriaeth gydag Acorn Executive Search i gefnogi aelodau i allu recriwtio aelodau anweithredol o safon uchel gyda'r sgiliau penodol gofynnol i lenwi bylchau ar eu byrddau, sy'n hanfodol er mwyn helpu i ddatblygu'r sgiliau strategol gofynnol i gynorthwyo cynaliadwyedd.

GEIRDA GAN AELODAU

Peter Hybart, Prif Weithredwr Criced Cymru
"Roedd y gwasanaeth gafodd ei ddarparu'n hynod broffesiynol, cefnogol ac arbenigol ei natur, ac arweiniodd at ganfod nifer o ymgeiswyr calibr uchel. Ni fyddem yn oedi cyn defnyddio'r gwasanaeth yma gan y WSA eto yn y dyfodol".

Darren Warner, Prif Weithredwr Jiwdo Cymru
"Mae Jiwdo Cymru wedi recriwtio dau gyfarwyddwr annibynnol gyda chefndiroedd masnachol cadarn yn ddiweddar drwy gyfrwng Gwasanaeth Acorn Executive Search. Nawr mae gennym y bobl briodol gyda'r sgiliau priodol yn y lle priodol ac rwyf yn hyderus y bydd hyn yn ein helpu ni i fanteisio i'r eithaf ar y gwasanaethau gwych mae'r WSA yn eu cynnig i gefnogi ein cadernid parhaus."

Croeso'r Cadeirydd

Mae wedi bod yn flwyddyn bleserus arall fel Cadeirydd Cymdeithas Chwaraeon Cymru wrth i ni barhau i ddatblygu'r sefydliad i ddiwallu anghenion yr aelodau.

Mae wedi bod yn flwyddyn bleserus arall fel Cadeirydd Cymdeithas Chwaraeon Cymru (WSA) wrth i ni barhau i ddatblygu'r sefydliad i ddiwallu anghenion yr aelodau. Eleni rydym wedi rhoi mwy o ffocws ar ddatgan blaenoriaethau, a darparu atebion pwrpasol i'n haelodau. Hefyd rydym wedi canolbwyntio ar ddatblygu ein strategaeth ar gyfer y tair blynedd nesaf fel ein bod ni, a'n haelodau, yn gallu bod yn hyderus ein bod yn gwneud popeth o fewn ein gallu i sicrhau eu bod yn barod am lwyddiant.

Mae bwrdd y WSA yn parhau i fynd o nerth i nerth gyda phenodiad Prif Weithredwr Nofio Cymru Fergus Feeney a chyn Swyddog gyda'r Sgwad Trosedd Difrifol, Simon Stockton, gan ychwanegu sgiliau i gyfateb yr anghenion a nodwyd gennym ni. Felly mae gennyf gefnogaeth dda gan gyfoeth o brofiad ac arbenigedd yn ystod cyfnod sy'n debygol o fod yn heriol i'n haelodau ni o ran cyllidebau, cyllid ac amgylchedd yn newid.

Mae cefnogi'r sector i ddatblygu ei gadernid yn flaenoriaeth flaenllaw i ni. Cwblhaodd y Gweithgor Cadernid ei archwiliad o'r ffordd orau i feithrin gallu a chapasiti ar gyfer cynaliadwyedd ariannol a sefydliadol yn gynharach eleni, ac rydym yn edrych ymlaen at ymateb positif gan Chwaraeon Cymru a Llywodraeth Cymru i'r cynllun busnes o ganlyniad, fel bod y gwaith sylfaenol hwn yn cael ei gyflawni ar gyfer y sector yn ei gyfanrwydd.

Mae gwaith ymchwil a thueddiadau defnyddwyr yn dangos i ni bod rhaid i'r digidol chwarae rhan enfawr yn nyfodol ein sector ni, fel ein bod nid yn unig yn ffrwyno'r effeithlonrwydd busnes sydd i'w gael o hybu technoleg, ond hefyd fel ein bod yn gallu manteisio i'r eithaf ar y cyfleoedd helaeth a gynigir gan dechnoleg o ran cyrraedd cynulleidfaoedd newydd a chyfranogwyr posib.

Er mwyn i Gymru fod yn "genedl fywiog, egnïol", rhaid wrth newid sylfaenol yn y ffordd mae'r sector yn addasu i fodloni gofynion cynyddol defnyddwyr heb lawer o amser ac mae mynd yn ddigidol yn rhoi pŵer i ni ddefnyddio data a gwybodaeth a gesglir yn electronig i deilwra ein darpariaeth chwaraeon yn uniongyrchol i gyd-fynd â'r hyn mae cyfranogwyr unigol ei eisiau. Drwy fod yn fwy sensitif i anghenion y gynulleidfa a rhoi'r cyfranogwr yn gyntaf, gallwn gyfrannu llawer at gysylltu â'r rhai anoddaf eu cyrraedd a rhoi sylw i'r angen am gynyddu lefelau gweithgarwch corfforol, gan wella lles y genedl.

Hefyd mae data a gwybodaeth yn eithriadol bwysig o ran dangos tystiolaeth o gyfraniad ein haelodau at amcanion polisi cyhoeddus ehangach, ac fel sefydliad rydym wedi ymrwymo i sbarduno gweithgareddau yn y maes hwn i gefnogi ein haelodau i ddangos a chynnal eu gwerth unigryw.

Helen Humphrey
Cadeirydd

Ein Gweledigaeth

"Cenedl fywiog, egnïol"

Ein Cenhadaeth

"Grymuso ein haelodau i fod yn gryfach ac yn fwy llwyddiannus, gan gyfrannu tuag at gymdeithas addas ar gyfer y dyfodol"

Sut byddwn yn cyflawni hyn?

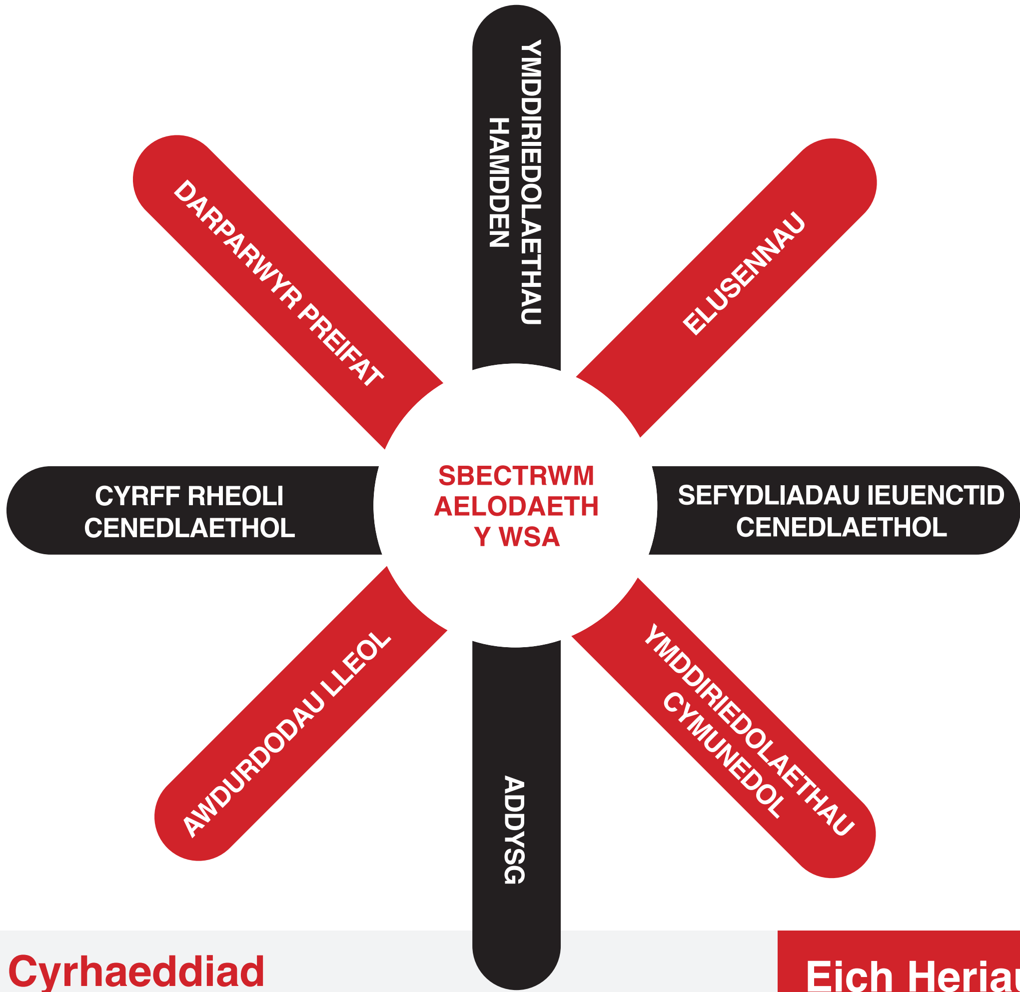
Arwain Eiriolaeth
Llais annibynnol, casgliadol

Meithrin Gallu
Cefnogaeth, hyfforddiant a datblygiad proffesiynol

Datblygu Cadernid
Cynaliadwyedd ariannol a sefydliadol

Prif Gyflawniadau

Aelodaeth



Llywodraethu

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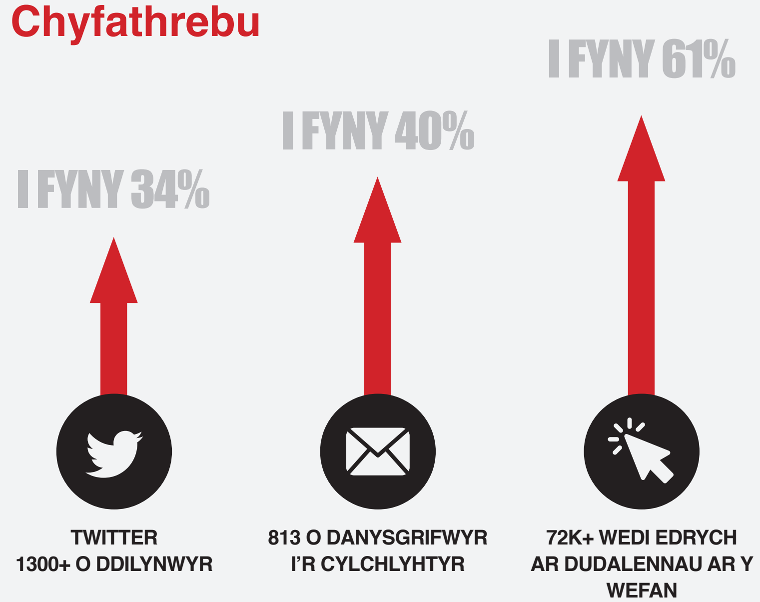

Eich Heriau, Ein Hatebion...

- Gwasanaeth eirioli i ddarparu llais casgliadol i'n haelodau ni
- Gwasanaeth monitro gwleidyddol i helpu i roi gwybod i aelodau am y tirlun polisi a deddfwriaethol
- Amrywiaeth eang o wasanaethau hyfforddi – o sesiynau amddiffyn plant a rheolwr tîm i ymwybyddiaeth o'r GDPR
- Gwasanaeth archwiliad ar-lein dwyieithog gan y Gwasanaeth Datgelu a Gwahardd (DBS) am lai na £5 yr archwiliad.
- Gwasanaeth chwilio anweithredol a recriwtio am ostyngiad
- Asesiadau risg chwaraeon benodol ac yswiriant heb unrhyw rwymedigaethau

wsa

Welsh Sports Association
Cymdeithas Chwaraeon Cymru

“Cenedl fywiog, egnïol”

Adroddiad Blynyddol 2017/18

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