wsa
Welsh Sports Association
Cymdeithas Chwaraeon Cymru

# "The Road to Resilience"

Annual Report 2018/19

# Chair's Welcome

**This has been another year of growth for the Welsh Sports Association (WSA). In my third year at the helm, our strategy is now in full swing, and we are working diligently towards our goal of helping to create a thriving and resilient sport and active recreation sector in Wales.**

We are delighted that our own vision of "a Vibrant, Active Nation" has been recognised within the new Vision for Sport in Wales, launched in the summer of 2018 following a period of consultation across the country. Aligned to the Well-being of Future Generations Act (2015), it sets out the challenge for us all to contribute to:

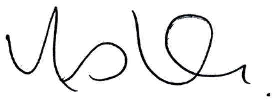
***"An active nation where everyone can have a lifelong enjoyment of sport"***

To allow sport and active recreation organisations to be able to deliver this aspiration, and provide activity opportunities that are fun, safe and accessible to all, their foundations must be solidly in place. One of the fundamental purposes of the WSA is to provide the gateway to the professional support, training and development necessary to ensure financial and organisational sustainability for our members and their associated clubs.

This year, our focus has been on identifying those areas of support that have the greatest impact on improving efficiencies for our members, and so our expanded service offerings have concentrated on those which have digital platforms; which increase the ability to understand memberships and audiences; and which produce cost and capacity savings.

We continue to scan the business and legislative landscape to ensure our members are both aware of, and prepared for, the challenges ahead. With this in mind, and in line with our commitment to the Governance and Leadership Framework for Wales, we have recruited considerable expertise in these areas – Mark Tweed joins our Board as a Chartered Accountant with an excellent breadth of corporate finance experience. Formerly UK Chief Financial Officer (CFO) for Opel Vauxhall Finance, he is now Group CFO and Head of Legal for Henry Howard Finance, based in Newport. Damian Phillips is the new Independent Chair of our Audit & Risk Committee. A Partner at Darwin Gray, he leads their sport division and has great experience of acting for a number of professional sportspeople and clubs on employment law issues. This is a crucial appointment for us as we continue to look to grow our business. Risk is something that we all need to understand and manage if it is not to become a barrier to our plans for growth and development.

As part of our programme of modernisation we identified that there was inequity among our membership structure, and so we are grateful to those governing body members who attended our General Meeting in March, who voted unanimously to amend our articles so that all not-for-profit members will receive voting rights, and therefore a voice, in shaping the future of the organisation. I am particularly pleased to have received this support from our members in recognition of how the WSA has evolved over recent years to reflect the breadth of the sector as, for personal reasons, I have taken the very difficult decision to stand down as Chair. I am immensely grateful to my Board colleagues for their understanding and delighted that they have given me the opportunity to continue to serve on the Board, which I have wholeheartedly accepted. I look forward to continuing to support the work of the WSA in aiding the sector's journey on the road to resilience.



**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

# Headline Achievements

**"FOR EVERY £1 INVESTED IN SPORT, £2.88 OF SOCIAL IMPACT IS GENERATED"**
Measuring the Social and Economic Value of Sport in Wales, Sheffield Hallam University 2018

34% Since the WSA has charged for Membership in 2016/2017, our membership has increased by 34%

## WSA Member Survey Highlights

- The WSA DBS checking service is seen as the most valuable service, followed by political monitoring and advocacy support;
- Provision of Welsh Language translation services is most popular potential service;
- Funding is the most common issue raised.

## Advocacy & Policy Group

- Average response rate of 52% to sector wide consultations (above target of 40%)
- 6 consultation responses submitted
- 25+ members

## Twitter analytics

- Impressions up by 50% to 341.4K
- Followers up by 31%

## Newsletter

- 840 Subscribers
- Open and click-through rates consistently 5% higher than industry average.

## Training

**22 courses delivered across four areas, with 455 people trained across:**

- Safeguarding 25%
- Governance (GDPR, legal structures) 50%
- Team Management 21%
- Public Affairs 4%

## Services

- DBS Checks up by 29%
- 5 new partner services available
- New bilingual member and DBS helplines

# Leading Advocacy
## An independent, collective voice

### Evidence

Championing and promoting the contribution of the sector to wider public policy issues continues to be at the forefront of our work. We warmly welcomed the publication of figures evidencing the social return on investment of sport and active recreation by Sheffield Hallam University, and this research will form the foundation of showcasing how sport and active recreation creates positive benefits well beyond improving the health and wellbeing of the nation.

### Impact

Understanding and demonstrating impact continues to be an issue for our members, and with the likely move to an outcome-based public funding model in Wales, this has never been more important. We are working closely with the UK Sport for Development Coalition and Welsh Council for Voluntary Action to ensure that we are aware of and can share best practice, and so that opportunities to evidence our collective contribution are maximised.

To support this, we hope to join forces with both Sport Wales and Welsh Universities to develop a national bank of sports research to better signpost the evidence behind the successes that the sector delivers.

### Engagement

The WSA met with both the Deputy Minister for Culture, Tourism and Sport and Minister for the Economy to explore how sporting organisations could be supported in terms of developing resilience. We have also continued our contact programme of meeting with backbench Assembly Members and key influencers.

### WSA Advocacy & Policy Group

**Consultation Responses:**

- The Vision for Sport in Wales;
- Free Swimming Initiative;
- Young People's Activity Workshop;
- National Assembly Health, Social Care & Sport Committee Inquiry into Young People's Physical Activity;
- Welsh Government's Planning Guidance;
- Welsh Government's International Strategy.

**Influencing Decision Making:**

- Inclusion of "active" in the new Vision for Sport;
- Extension to Sport Wales' proposed 6-month funding arrangement;
- National Assembly Health Committee report – 12 of 20 recommendations were suggested in our response, and all but one of these have been accepted by Government.

### Launch of the Welsh Sport Equality Alliance

Jointly funded by the WSA and Sport Wales, the Alliance has been established to help deliver the ambitions of the Vision for Sport in Wales and, recognising the need for improved collaboration, to bring Welsh equality partners in sport and the third sector together to assist the advancement of equality and diversity in sport in Wales.

Chaired by the Reverend Canon Aled Edwards OBE, the Alliance includes strategic expertise from equality organisations, and those who have an interest in working with sports sector representatives to further progress equality, diversity and inclusion in the physical activity of the nation.

The aim of the Alliance will be to signpost good practice and help to focus on delivering inclusion through partnerships; education and training; research, insights and policy; and workforce diversity.

### Strategic Safeguarding in Sport Group

We continue to play a leading role within the National Safeguarding in Sport Group, particularly with the development of an advocacy subgroup to ensure that our key messages reach, and are ultimately understood by, our key stakeholders and influencers. In early 2019, we held a session to identify priorities ahead of manifesto planning for the National Assembly elections in 2021, and we will be targeting our campaigning around legal loopholes in terms of positions of trust, embedding safeguarding requirements within procurement criteria and expanding our networks.

# Building Capability

## Professional support, training & development

### Overview

This has been a year of consolidation for our training provision as we have focused on improving efficiencies; aligning our training courses to reflect member needs; and reducing overheads to ensure that our members are getting value for money.

We have also looked at our environmental impact, concentrating on reducing waste and understanding the impact of our carbon footprint. Moving forward, we are considering our online presence in terms of promotion, payment and e-learning so that there are no barriers to accessing our training across Wales.

### GDPR

The WSA joined forces with the GDPR Alliance for Wales to bring members additional support to help on their journey to becoming fully compliant with GDPR. A total of 178 participants have been trained across 23 members organisations that opted to take up the opportunity of support via the WSA. We encourage GDPR compliance to remain an on-going organisational effort to ensure robust businesses moving forward.

### Safeguarding

We continue to offer the breadth of safeguarding training including Safeguarding and Protecting Children, Online Renewal and Time to Listen courses.  We have worked specifically with senior Safeguarding leads to develop our supporting templates, for example, creating a document which suggests the best practice for responding to child protection issues, complaints or allegations within a sporting setting.

### Public Affairs Training

At the request of members, we have launched a short "Introduction to Welsh Politics" training course and so far more than 30 people have attended sessions, with some organisations requesting bespoke training. The course has received very positive feedback, and so to expand on this we will introduce an additional more interactive course during the next year, which will include a visit to the Senedd and a Question & Answer session with opposition spokespeople and senior researchers.

### Resilience

Our Road to Resilience symposium was well attended with over 90 people from across the sector taking part in interactive panel sessions with experts across fundraising, sponsoring and business development. With our legal partner Geldards, we also held training on Legal Structures for Organisations, and presented at the Welsh Council for Voluntary Action on the organisational and financial benefits of shared services.

### Board Recruitment

Our partnership with Acorn Executive Search continues to flourish with 23 of our members having used the pro-bono service for the recruitment of around 45 Non- Executive Directors (NEDs) for their respective Boards, and some that have used the discounted service provided by Acorn for their 'paid' roles. Given that some bodies have recruited multiple NEDs and including the discounted service, the total savings to the WSA members is in the region of £230,000 for this financial year.

# Developing Resilience
## Financial & organisational sustainability

### Overview

With the contribution from the public purse ever-diminishing, the need to improve organisational resilience within the Welsh sporting sector has never been more important. We are constantly horizon scanning the sporting landscape to ensure that we can get the best deals and opportunities for our members and respond to their requests for those services that would mean the most to them.

Following robust procurement processes, we have introduced five new partners to help improve the financial sustainability of our members:

### Traveleads

Working¬ with more than 50 UK national governing bodies of sport and a multitude of professional sports teams, Traveleads provides support for all travel needs, from multi-stop international tours to domestic train, coach and hotel bookings. Our agreement with them means all WSA members receive the very best discounted and added value airfare deals. They also provide a free travel portal, making it easier to manage team itineraries and finances. With the potential impact of Brexit looming, the visa and travel advice they provide will be immensely valuable to our members when organizing European travel.

### Sport:80

Records management is the cornerstone of understanding a business and its audience. Sport:80 is a sophisticated yet easy-to-use sports management system enabling each of our sporting member organisations to manage multiple areas of their business; from membership registrations to event entry and management. The solution enables greater data security and facilitates organisational stability and the streamlining of systems. WSA members receive beneficial rates and we have negotiated a cap on the fees payable so that cost does not become a barrier to accessing the benefits of the system.

### Orchard

WSA members are now able take advantage of a whole suite of innovative services from our new media & events partner, Orchard. A multi-service creative agency, Orchard delivers everything from website design through to large scale event management - taking an integrated approach which can potentially save both time and money. With a proud history of working with sport, the award-winning Orchard team is ideally placed to support our members, and with discounted rates for the whole spectrum of the services, our members are able to access more for less.

### Enterprise

The national vehicle-hire firm Enterprise offer WSA members unrivalled rates in terms of daily rental, dedicated vehicles and the virtual car club options. This solution provides an environmentally friendly way of managing transport needs, and with branches and vehicles within 10 miles of more than 93% of the UK population, this presents an excellent service proposition for our membership. Assessible via an online portal, it means that that organisations have complete oversight of transactions, and their keyless digital entry means that vehicles can be available within the hour.

### Fundraising

The WSA has paired with Localgiving to offer our members the chance to explore the substantial benefits of online fundraising. Localgiving is a not-for-profit organisation that provides the tools for groups in Wales to raise money through online appeals and by encouraging fundraisers, and have so far supported community organisations in Wales to raise over £500,000 worth of funding.

Resources include supporting members to make online donation pages, as well as helping to promote the work to successfully raise sustainable income. We have negotiated a deal so that WSA members can access a discount of 25% off the Localgiving membership costs.

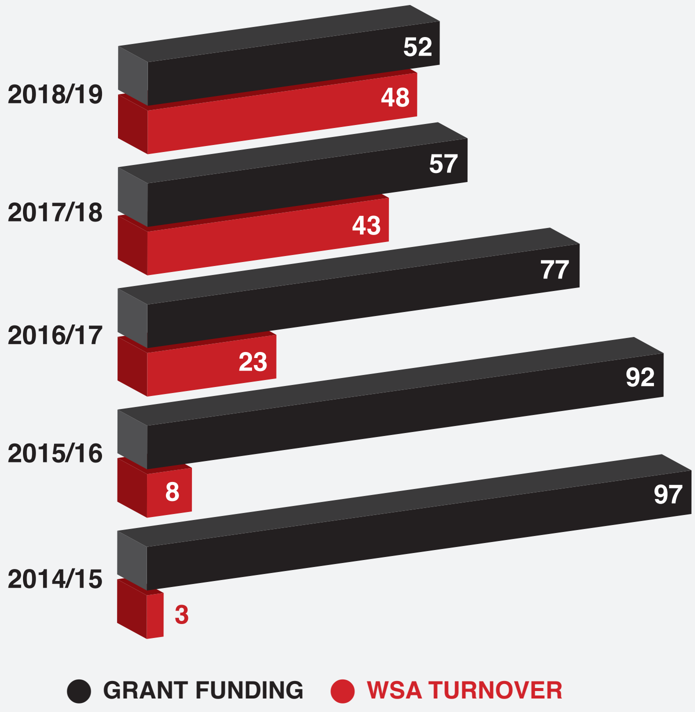
# Governance & Finances

## Finance Report

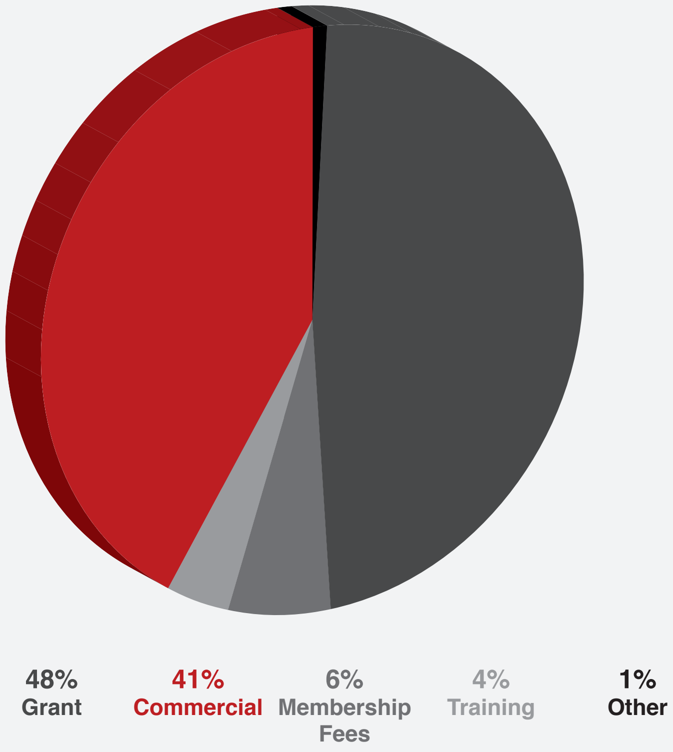
As representatives of the sector, we are committed to leading by example and in diversifying our income streams so that we are a more sustainable organisation. Our not-for-profit status gives us a unique proposition and we have used this to full effect in attracting new partnerships and services for our members.

We have ended this financial year with a surplus and are continuing to reduce our reliance on Sport Wales' grant funding, which is down from 97% in 2015 to 52% this year (including disbursements) - see Graph 1 below. A breakdown of the WSA's turnover can also be found in Graph 2.

**Reduction in Reliance on Sport Wales Grant Funding**




**2018/19 WSA Turnover**




The funding we receive from Sport Wales enables us to support members from all corners of the Welsh sporting sector to build their own resilience, and this investment is greatly valued.

The WSA's annual accounts for 2018/2019 can be found here: **https://wsa.wales/membership/wsa-governance/**

## Vibrant Nation

To mitigate trading risks and create new opportunities to generate commercial income, the WSA has established a trading arm. The ethos of this social enterprise company, known as Vibrant Nation, is that strength comes from a united force. Its vision is to create a free to access marketplace, across the UK, for not-for-profit organisations to work together to drive down costs, so that more of the money generated can be invested where it matters most. Using the power of the collective to drive shared savings, the company now boasts in excess of 200 clients from all corners of the not-for-profit sector in the UK.

## GLFW contract award

Through its trading company Vibrant Nation, the WSA competitively tendered for and won the Sport Wales contract to deliver the Governance and Leadership Framework for Wales programme for 56 beneficiary organisations from across the sporting landscape in Wales.

Among the many strengths of this bid were our ability to understand some of the main challenges and barriers to the development of good governance among the smaller beneficiaries of the programme, and to propose solutions to these. Our skills in identifying the opportunity to use the contractual investment to leverage support from other funded services, not specific to sport, also scored highly in the bid.

We look forward to working with the beneficiaries of the programme in the year ahead to support the continued success of the programme.

# Our Priorities for 2019/20

- Strengthening the case for increased investment and support in sector resilience.
- Developing a Welsh Language translation service framework for our members.
- Creating a fundraising platform to help the sector identify funding opportunities from Trusts and Foundations.
- Working with Sport Wales and Higher Education to develop a single national database for insight & evidence supporting the work of the sport sector.
- Refreshing our "Fit for the Future" document as an evidence toolkit for members, and a resource to showcase their work in contributing to wider public policy areas.
- Looking to identify opportunities for our members within the new funding model developed as a result of Sport Wales' new Strategy.
- Delivering the Governance & Leadership Framework for Wales contract.
- Expanding our training provision to meet member needs, and signposting to relevant opportunities for learning and development.
- Implementing a workshop approach for policy and consultation development.
- Expanding the reach of Vibrant Nation as a vehicle to reduce costs and invest more into WSA member services.

**We would like to show our appreciation for our partners and associates with us on our journey in 2018/19:**

sportwales chwaraeoncymru

SPORTSCOVER

Geldards law firm

WELSH HEARTS CALONNAU CYMRU
THE HEART CHARITY FOR WALES
ELUSEN Y GALON DROS GYMRU

CBS THE SCREENING HOUSE

enterprise rent-a-car

Localgiving.com make a difference in your community

Acorn EXECUTIVE SEARCH

Orchard.

sport:80

Traveleads A MEMBER OF THE GLOBAL TRAVEL SOLUTIONS GROUP



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# Blaenoriaethau ar gyfer 2019/20

- Cryfhau'r achos dros gynyddu buddsoddiad a chymorth mewn cadernid sector.
- Datblygu fframwaith gwasanaeth cyfieithu Cymraeg.
- Creu llwyfan codi arian i helpu'r sector i adnabod cyfleoedd codi arian gan Ymddiriedolaethau a Sefydliadau.
- Gweithio gyda Chwaraeon Cymru ac Addysg Uwch yng Nghymru i ddatblygu cronfa ddata unigol ar gyfer mewnwelediad a thystiolaeth sy'n cefnogi gwaith y sector chwaraeon.
- Diwygio ein dogfen "Addas ar Gyfer y Dyfodol" fel pecyn cymorth tystiolaeth ar gyfer aelodau ac adnodd i arddangos eu gwaith yn cyfrannu at feysydd polisi cyhoeddus ehangach.
- Ceisio nodi cyfleoedd ar gyfer ein haelodau yn y model ariannu newydd o ganlyniad i Strategaeth newydd Chwaraeon Cymru.
- Cyflwyno Fframwaith Llywodraethu ac Arwain ar gyfer contract Cymru.
- Ehangu ein darpariaeth hyfforddi i fodloni anghenion aelodau, a chyfeirio at gyfleoedd perthnasol ar gyfer dysgu a datblygu.
- Gweithredu ymagwedd gweithdy ar gyfer datblygu polisi ac ymgynghori.
- Ehangu cyrhaeddiad Vibrant Nation fel cyfrwng i leihau costau a buddsoddi mewn gwasanaethau ar gyfer aelodau WSA.

**Hoffem ddangos ein gwerthfawrogiad i'n partneriaid a cymdeithion ar ein taith yn 2018/19:**

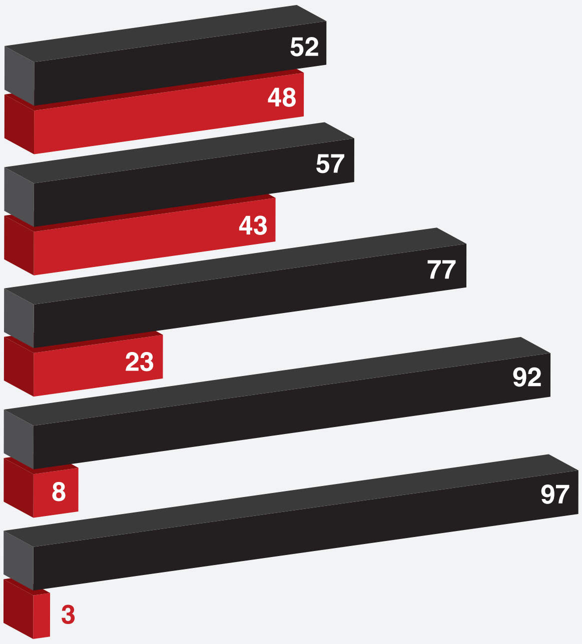
# Llywodraethu a Chyllid

## Adroddiad Cyllid

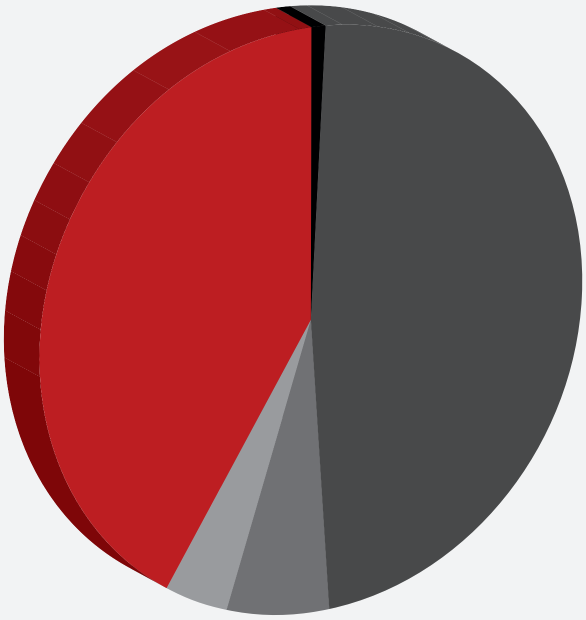
Fel cynrychiolydd y sector, rydym wedi ymrwymo i arwain trwy esiampl ac arallgyfeirio ein ffrydiau incwm er mwyn i ni fod yn sefydliad mwy cynaliadwy. Mae ein statws dielw yn rhoi cynnig unigryw i ni ac rydym wedi defnyddio hyn yn llawn i ddenu partneriaethau a gwasanaethau newydd ar gyfer ein haelodau.

Rydym wedi gorffen y flwyddyn ariannol hon gyda gwarged ac rydym yn parhau i leihau ein dibyniaeth ar gyllid grant Chwaraeon Cymru, sydd wedi gostwng o 97% yn 2015 i 52% eleni (yn cynnwys alldaliadau) – gweler Graff 1 isod. Mae dadansoddiad o drosiant WSA hefyd ar gael yng Ngraff 2.

### Gostyngiad mewn Dibyniaeth ar Gyllid Grant Chwaraeon Cymru




### 2018/19 Canran Trosiant WSA




Mae'r cyllid yr ydym yn ei gael gan Chwaraeon Cymru yn ein galluogi i gefnogi aelodau o bob cwr o sector chwaraeon Cymru i ddatblygu eu cadernid eu hunain, ac mae'r buddsoddiad hwn yn werthfawr iawn.

Mae cyfrifon WSA sydd wedi eu harchwilio ar gyfer 2018/2019 ar gael yma:
**wsa.wales/membership/wsa-governance/**

## Vibrant Nation

Er mwyn lleddfu peryglon masnachu a chreu cyfleoedd newydd i greu incwm masnachol, mae WSA wedi sefydlu cangen fasnachu. Ethos y cwmni menter gymdeithasol hwn, o'r enw Vibrant Nation, yw'r cryfder a geir trwy uno grym. Ei weledigaeth yw creu marchnad y gellir ei defnyddio am ddim, ar draws y DU, i alluogi sefydliadau dielw i gydweithio i leihau costau, er mwyn gallu buddsoddi mwy o'r arian sy'n cael ei greu yn y mannau pwysicaf. Mae gan y cwmni, sy'n defnyddio grym ar y cyd i ysgogi arbedion a rennir, bellach dros 200 o gleientiaid o bob cwr o'r sector dielw yn y DU.

## Dyfarnu contract GLFW

Trwy ei gwmni masnachu, Vibrant Nation, fe wnaeth WSA gyflwyno tendr cystadleuol am gontract Chwaraeon Cymru i gyflwyno rhaglen Fframwaith Llywodraethu ac Arwain Cymru ar gyfer 56 sefydliad buddiolwyr ar draws tirwedd chwaraeon Cymru, a'i ennill.

Ymysg cryfderau niferus y cais hwn oedd ein gallu i ddeall rhai o'r prif heriau a'r rhwystrau i ddatblygu llywodraethu da ymysg buddiolwyr llai y rhaglen, a chynnig atebion i'r rhain. Cafodd ein sgiliau yn adnabod cyfleoedd i ddefnyddio buddsoddiad ar gontract i gael cymorth gan wasanaethau eraill sy'n cael eu hariannu, nad ydynt yn benodol i chwaraeon, sgôr uchel yn y cais hefyd.

Edrychwn ymlaen at weithio gyda buddiolwyr y rhaglen yn y flwyddyn i ddod i gynnal llwyddiant parhaus y rhaglen.

# Datblygu Cadernid

## Cynaliadwyedd ariannol a sefydliadol

### Trosolwg

Gyda'r cyfraniad o bwrs y wlad yn crebachu, mae'r angen i wella cadernid sefydliadol yn sector chwaraeon Cymru mor bwysig ag erioed.  Rydym yn edrych tua'r gorwel yn barhaus gyda'r dirwedd chwaraeon er mwyn sicrhau y gallwn gael y cytundebau a'r cyfleoedd gorau ar gyfer ein haelodau ac ymateb i'w ceisiadau am y gwasanaethau hynny fyddai'n golygu fwyaf iddynt.

Yn dilyn prosesau caffael cadarn, rydym wedi cyflwyno pum partner newydd i wella cynaliadwyedd ariannol ein haelodau:

### Traveleads

Mae Traveleads, sydd yn gweithio gyda thros 50 o gyrff llywodraethu chwaraeon cenedlaethol yn y DU a nifer fawr o dimau chwaraeon proffesiynol, yn darparu cymorth ar gyfer pob angen yn ymwneud â theithio, o deithiau rhyngwladol sawl cam i archebu hyfforddiant, coetsis a gwestai domestig. Mae ein cytundeb gyda nhw'n golygu bod pob aelod o WSA yn cael y cynigion awyr gostyngol a gwerth ychwanegol gorau. Maent hefyd yn darparu porth teithio am ddim, sy'n ei wneud yn haws i reoli maniffestos, amserlenni a chyllid timau.  Gydag effaith bosibl Brexit ar y gorwel, bydd y cyngor y maent yn ei roi ar fisas a theithio yn werthfawr tu hwnt i'n haelodau wrth drefnu teithiau Ewropeaidd.

### Sport:80

Rheoli Cofnodion yw conglfaen deall busnes a'i gynulleidfa. Mae Sport:80 yn system rheoli chwaraeon soffistigedig ond hawdd ei defnyddio sydd yn galluogi pob un o'n haelod-sefydliadau chwaraeon i reoli meysydd lluosog o'u busnes; o gofrestru aelodau i fynediad a rheolaeth digwyddiadau. Mae'r ateb yn galluogi diogelwch data gwell ac yn hwyluso sefydlogrwydd sefydliadol a symleiddio systemau.  Mae aelodau WSA yn cael cyfraddau buddiol ac rydym wedi trafod cap ar y ffioedd sy'n daladwy fel nad yw cost yn rhwystr i gael mynediad at fuddion y system.

### Orchard

Gall aelodau WSA bellach fanteisio ar gyfres gyfan o wasanaethau arloesol gan ein partner cyfryngau a digwyddiadau newydd, Orchard. Mae Orchard, asiantaeth greadigol, aml-wasanaeth, yn darparu popeth o ddylunio gwefannau i reoli digwyddiadau ar raddfa fawr - gydag ymagwedd integredig a allai arbed arian ac arian. Gydag enw da yn gweithio ym myd chwaraeon, mae tîm blaenllaw Orchard mewn sefyllfa ddelfrydol i gefnogi ein haelodau, a chyda chyfraddau gostyngol i'r sbectrwm cyfan o wasanaethau, gall ein haelodau gael mynediad at fwy am lai.

### Enterprise

Mae'r cwmni cenedlaethol llogi cerbydau, Enterprise, yn cynnig cyfraddau digyffelyb i aelodau WSA o ran rhentu dyddiol, cerbydau neilltuol ac opsiynau clwb ceir rhithwir. Mae'r ateb hwn yn cynnig ffordd ecogyfeillgar o reoli anghenion trafnidiaeth, a chyda changhennau a cherbydau o fewn 10 milltir i fwy na 93% o boblogaeth y DU, mae hwn yn gynnig rhagorol o wasanaeth i'n haelodau. Mae'n hygyrch trwy borth ar-lein, sy'n golygu y gall sefydliadau weld eu trafodion i gyd, ac mae mynediad digidol heb allweddi'n golygu y gall cerbydau fod ar gael o fewn yr awr.

### Codi Arian

Mae WSA wedi paru gyda Localgiving i roi cyfle i'n haelodau archwilio buddion sylweddol codi arian ar-lein. Mae Localgiving yn sefydliad dielw sydd yn rhoi'r offer i grwpiau yng Nghymru godi arian trwy apeliadau ar-lein a thrwy annog codi arian, a hyd yn hyn mae wedi cynorthwyo sefydliadau cymunedol yng Nghymru i godi dros £500,000.

Mae'r adnoddau yn cynnwys cynorthwyo aelodau i greu tudalennau cyfrannu ar-lein, yn ogystal â helpu i hyrwyddo gwaith i godi incwm cynaliadwy yn llwyddiannus. Rydym wedi trafod cytundeb er mwyn i aelodau WSA allu cael gostyngiad o 25% ar gostau aelodaeth Localgiving.

# Meithrin Gallu

## Cymorth, hyfforddiant a datblygiad proffesiynol

### Trosolwg

Mae eleni wedi bod yn flwyddyn o gyfuno ar gyfer ein darpariaeth hyfforddiant gan ein bod wedi canolbwyntio ar wella effeithlonrwydd; alinio ein cyrsiau hyfforddiant i adlewyrchu anghenion aelodau; a lleihau costau i sicrhau bod ein haelodau yn cael gwerth am arian.

Rydym hefyd wedi edrych ar ein heffaith amgylcheddol, gan ganolbwyntio ar leihau gwastraff a deall effaith ein hôl troed carbon.  Wrth symud ymlaen, rydym yn ystyried ein presenoldeb ar-lein o ran hybu, talu ac e-ddysgu er mwyn dileu rhwystrau i gael mynediad at ein hyfforddiant ar draws Cymru.

### GDPR

Ymunodd WSA â Chynghrair GDPR Cymru i roi cymorth ychwanegol i aelodau i'w helpu ar eu taith i gydymffurfio'n llawn â GDPR. Mae cyfanswm o 178 o gyfranogwyr wedi cael eu hyfforddi ar draws 23 sefydliad aelodau a ddewisodd achub ar y cyfle i gael cymorth trwy WSA. Rydym yn annog bod cydymffurfio â GDPR yn parhau'n ymdrech sefydliadol parhaus er mwyn sicrhau cadernid busnesau i'r dyfodol.

### Diogelu

Rydym yn parhau i gynnig yr ehangder o hyfforddiant diogelu yn cynnwys cyrsiau Diogelu ac Amddiffyn Plant, Adnewyddu Ar-lein ac Amser i Wrando.  Rydym wedi gweithio'n benodol gydag uwch arweinwyr Diogelu i ddatblygu ein templedi ategol, er enghraifft, creu dogfen sydd yn awgrymu'r arfer gorau ar gyfer ymateb i faterion diogelu plant, cwynion neu gyhuddiadau mewn lleoliad chwaraeon.

### Hyfforddiant Materion Cyhoeddus

Ar gais yr aelodau, rydym wedi lansio rhyw fath o gwrs hyfforddiant "Cyflwyniad i Wleidyddiaeth Cymru" a hyd yn hyn, mae dros 30 o bobl wedi mynychu sesiynau, gyda rhai sefydliadau yn gwneud cais am hyfforddiant pwrpasol. Mae'r cwrs wedi cael adborth cadarnhaol iawn, ac felly er mwyn ehangu hyn, byddwn yn cyflwyno cwrs ychwanegol, mwy rhyngweithiol yn ystod y flwyddyn nesaf, fydd yn cynnwys ymweliad â'r Senedd a sesiwn Holi ac Ateb gyda llefarwyr yr wrthblaid ac uwch ymchwilwyr.

### Cadernid

Cafwyd presenoldeb da yn ein symposiwm Llwybr i Gadernid, gyda thros 90 o bobl ar draws y sector yn cymryd rhan mewn sesiynau panel rhyngweithiol gydag arbenigwyr ar draws meysydd codi arian, noddi a datblygu busnes. Gyda'n partner cyfreithiol, Geldards, fe wnaethom hefyd gynnal hyfforddiant ar Strwythurau Cyfreithiol ar gyfer Sefydliadau, a rhoi cyflwyniad yng Nghyngor Gweithredu Gwirfoddol Cymru ar fuddion sefydliadol ac ariannol gwasanaethau a rennir.

### Byrddau

Mae ein partneriaeth gydag Acorn Executive Search yn parhau i ffynnu gyda 23 o'n haelodau wedi defnyddio'r gwasanaeth pro-bono ar gyfer recriwtio tua 45 o Gyfarwyddwyr Anweithredol (NED) ar gyfer eu Byrddau perthnasol, a rhai sydd wedi defnyddio'r gwasanaeth gostyngol a ddarperir gan Acorn ar gyfer eu 'swyddi â thâl'. Gan fod rhai cyrff wedi recriwtio NED lluosog ac yn cynnwys y gwasanaeth gostyngol, mae cyfanswm yr arbedion i aelodau WSA tua £230,000 ar gyfer y flwyddyn ariannol hon.

# Arwain Eiriolaeth
## Llais annibynnol, ar y cyd

### Tystiolaeth

Mae hyrwyddo a hybu cyfraniad y sector i faterion ehangach polisi cyhoeddus yn dal i fod yn flaenllaw yn ein gwaith. Croesawyd cyhoeddiad ffigurau yn rhoi tystiolaeth o'r elw cymdeithasol ar fuddsoddiad mewn chwaraeon a hamdden egnïol, a bydd y gwaith ymchwil yn sylfaen i arddangos sut mae chwaraeon a hamdden egnïol yn rhoi buddion cadarnhaol ymhell y tu hwnt i wella iechyd a llesiant y genedl.

### Effaith

Mae deall ac arddangos effaith yn dal i fod yn broblem i'n haelodau, a chyda'r cam tebygol i fodel ariannu cyhoeddus yn seiliedig ar ganlyniadau yn debygol yng Nghymru, mae hyn yn bwysicach nag erioed. Rydym yn gweithio'n agos gyda'r UK Sport for Development Coalition a CGGC i sicrhau ein bod yn ymwybodol o arfer gorau ac yn gallu ei rannu, a bod cyfleoedd i weld tystiolaeth o'n cyfraniad ar y cyd yn cynyddu.

I gefnogi hyn, ein gobaith yw ymuno gyda Chwaraeon Cymru a Phrifysgolion Cymru i ddatblygu banc cenedlaethol o ymchwil chwaraeon i gyfeirio'r dystiolaeth y tu ôl i'r llwyddiannau y mae'r sector yn eu cyflawni yn well.

### Ymgysylltu

Cyfarfu WSA â'r Dirprwy Weinidog Diwylliant, Twristiaeth a Chwaraeon a Gweinidog yr Economi i weld sut y gellid cefnogi sefydliadau chwaraeon o ran datblygu cadernid. Rydym hefyd wedi parhau ein rhaglen gyswllt o gyfarfod ag Aelodau meinciau cefn y Cynulliad a dylanwadwyr allweddol.

## Grŵp Eiriolaeth a Pholisi'r WSA

### Ymatebion yr Ymgynghoriad:

- Y Weledigaeth ar gyfer Chwaraeon yng Nghymru
- Menter Nofio am Ddim;
- Gweithdy Gweithgareddau Pobl Ifanc;
- Ymchwiliad Pwyllgor Iechyd, Gofal Cymdeithasol a Chwaraeon y Cynulliad Cenedlaethol i Weithgaredd Corfforol Pobl Ifanc;
- Canllawiau Cynllunio Llywodraeth Cymru;
- Strategaeth Ryngwladol Llywodraeth Cymru.

### Dylanwadu ar Wneud Penderfyniadau:

- Cynnwys "egnïol" yn y Weledigaeth newydd ar gyfer Chwaraeon;
- Ymestyn trefniant ariannu 6 mis arfaethedig Chwaraeon Cymru;
- Adroddiad Pwyllgor Iechyd y Cynulliad Cenedlaethol
- awgrymwyd 12 o'r 20 argymhelliad yn ein hymateb, ac mae'r Llywodraeth wedi derbyn bob un o'r rhain heblaw un.

### Lansio Cynghrair Cydraddoldeb Chwaraeon Cymru

Sefydlwyd y Cynghrair, a ariennir ar y cyd gan WSA a Chwaraeon Cymru, i helpu i gyflawni uchelgais y Weledigaeth ar gyfer Chwaraeon yng Nghymru a, chan gydnabod yr angen am gydweithredu gwell, i ddod â phartneriaid cydraddoldeb Cymru mewn chwaraeon ac yn y trydydd sector ynghyd i gynorthwyo datblygiad cydraddoldeb ac amrywiaeth mewn chwaraeon yng Nghymru.

Mae'r Cynghrair, sy'n cael ei gadeirio gan y Parchedig Ganon Aled Edwards OBE, yn cynnwys arbenigedd strategol gan sefydliadau cydraddoldeb, a'r rheiny sydd â diddordeb yn gweithio gyda chynrychiolwyr y sector chwaraeon i ddatblygu cydraddoldeb, amrywiaeth a chynhwysiant yng ngweithgaredd corfforol y genedl.

Nod y Cynghrair fydd cyfeirio arfer da a helpu i ganolbwyntio ar gyflawni cynhwysiant trwy bartneriaethau; addysg a hyfforddiant; ymchwil, mewnwelediad a pholisi; ac amrywiaeth gweithlu.

### Grŵp Diogelu Strategol mewn Chwaraeon

Rydym yn parhau i chwarae rôl flaenllaw yn y Grŵp Cenedlaethol Diogelu mewn Chwaraeon, yn arbennig gyda datblygiad is-grŵp eiriolaeth er mwyn sicrhau bod ein negeseuon allweddol yn cyrraedd, a'u bod yn cael eu deall gan ein rhanddeiliaid a'n dylanwadwyr allweddol. Ar ddechrau 2019, cynhaliwyd sesiwn i nodi blaenoriaethau cyn cynllunio'r manifesto ar gyfer etholiadau'r Cynulliad Cenedlaethol yn 2021, a bydd ein hymgyrchu yn targedu mannau gwan cyfreithiol o ran swyddi o ymddiriedaeth, sefydlu gofynion diogelu mewn meini prawf caffael ac ymestyn ein rhwydweithiau.

# Prif Gyflawniadau

> **“AM BOB £1 SY’N CAEL EI FUDDSODDI MEWN CHWARAEON, MAE £2.88 O EFFAITH CYMDEITHASOL YN CAEL EI GREU**
> Mesur Gwerth Cymdeithasol ac Economaidd Chwaraeon yng Nghymru, Prifysgol Sheffield Hallam 2018

34% Ers i WSA ddechrau codi tâl Aelodaeth yn 2016/2017, mae ein haelodau wedi cynyddu 34%.

## Uchafbwyntiau Ymatebion Arolwg Aelodau WSA

- Ystyrir gwasanaeth gwirio DBS WSA yn wasanaeth gwerthfawr iawn, sy’n cael ei ategu gan fonitro gwleidyddol a chymorth eiriolaeth;
- Darpariaeth gwasanaethau cyfieithu Cymraeg yw’r gwasanaeth posibl mwyaf poblogaidd;
- Cyllid yw’r mater sy’n cael ei godi amlaf.

## Grŵp Eiriolaeth a Pholisi’r

- 52% Cyfradd ymateb cyfartalog o 52% i ymgynghoriadau ar draws y sector (uwchlaw’r targed o 40%)
- Cyflwynwyd 6 ymateb ymgynghoriad
- 25+ Dros 25 aelod

## Dadansoddiadau Twitter

- Argraff yn 2018/19 i fyny 50% i 341.4K
- Dilynwyr wedi cynyddu 31%

## Cylchlythyr

- Nifer y Tanysgrifwyr – 840
- Mae’r cyfraddau agor a’r cyfraddau clicio 5% yn fwy yn gyson na chyfartaledd y diwydiant.

## Hyfforddiant

**22 o gyrsiau wedi eu cyflwyno ar draws pedair ardal, gyda 455 o bobl wedi eu hyfforddi ar draws:**

- Diogelu 25%
- Llywodraethu (GDPR, strwythurau cyfreithiol) 50%
- Rheoli Tîm 21%
- Materion Cyhoeddus 4%

## Gwasanaethau

- Mae nifer y gwiriadau DBS a wnaed i fyny 29%
- 5 gwasanaeth partner newydd ar gael
- Llinellau cymorth dwyieithog newydd ar gyfer aelodau a DBS

# Croeso gan y Cadeirydd

**Mae hon wedi bod yn flwyddyn arall o dwf i Gymdeithas Chwaraeon Cymru (WSA). Yn ystod fy nhrydedd flwyddyn wrth y llyw, mae ein strategaeth bellach ar ei hanterth, ac rydym yn gweithio'n ddiwyd tuag at ein nod o helpu i greu sector chwaraeon a hamdden egnïol ffyniannus a chadarn yng Nghymru.**

Rydym wrth ein bodd bod ein gweledigaeth ni o "Genedl Fywiog, Egnïol" wedi cael ei chydnabod yn y Weledigaeth newydd ar gyfer Chwaraeon yng Nghymru, a lansiwyd yn ystod haf 2018 yn dilyn cyfnod o ymgynghori ar draws y wlad. Mae'n cyd-fynd â Deddf Llesiant Cenedlaethau'r Dyfodol (2015) ac yn nodi'r her i ni oll gyfrannu at y canlynol:

*"Cenedl egnïol lle gall pawb fwynhau chwaraeon trwy gydol eu hoes"*

Er mwyn galluogi sefydliadau chwaraeon a hamdden egnïol i allu cyflawni'r uchelgais hwn, a darparu cyfleoedd am weithgaredd sydd yn hwyliog, yn ddiogel ac yn hygyrch i bawb, mae'n rhaid i'w sylfeini fod wedi eu sefydlu'n gadarn. Un o ddibenion hanfodol WSA yw darparu'r porth i gymorth, hyfforddiant a datblygiad proffesiynol sydd yn angenrheidiol i sicrhau cynaliadwyedd ariannol a sefydliadol ar gyfer ein haelodau a'u clybiau cysylltiedig.

Eleni, mae ein ffocws wedi bod ar nodi'r meysydd cymorth hynny sydd yn cael yr effaith fwyaf ar wella effeithlonrwydd ar gyfer ein haelodau, ac felly mae ein cynigion i ymestyn gwasanaethau wedi canolbwyntio ar y rheiny sydd â llwyfannau digidol; sydd yn cynyddu'r gallu i ddeall aelodaeth a chynulleidfaoedd; a chreu arbedion o ran cost a gallu.

Rydym yn parhau i graffu ar y dirwedd fusnes a deddfwriaethol er mwyn sicrhau bod ein haelodau yn ymwybodol o'r heriau sydd o'n blaenau ac yn barod ar eu cyfer. Gyda hyn mewn golwg, ac yn unol â'n hymrwymiad i Fframwaith Llywodraethu ac Arweinyddiaeth Cymru, rydym wedi recriwtio arbenigedd sylweddol yn y meysydd hyn - mae Mark Tweed yn ymuno â'n Bwrdd fel Cyfrifydd Siartredig gydag ystod ragorol o brofiad ym maes cyllid corfforaethol. Yn Brif Swyddog Ariannol blaenorol y DU i Opel Vauxhall Finance, mae bellach yn Brif Swyddog Cyllid Grŵp ac yn Bennaeth Cyfreithiol i Henry Howard Finance, sydd wedi ei leoli yng Nghasnewydd. Damian Phillips yw Cadeirydd Annibynnol newydd ein Pwyllgor Archwilio a Risg. Mae'n Bartner yn Darwin Gray ac yn arwain yr is-adran chwaraeon. Mae ganddo brofiad helaeth o weithredu ar ran nifer o bobl a chlybiau chwaraeon proffesiynol ar faterion cyfraith cyflogaeth. Mae hwn yn benodiad pwysig i ni wrth i ni barhau i geisio cynyddu ein busnes. Mae risg yn rhywbeth y mae angen i ni i gyd ei ddeall a'i reoli er mwyn ei atal rhag bod yn rhwystr i'n cynlluniau ar gyfer twf a datblygiad.

Fel rhan o'n rhaglen foderneiddio, nodwyd bod annhegwch yn strwythur ein haelodaeth, ac felly rydym yn ddiolchgar i'r aelodau hynny o'r corff llywodraethu a fynychodd ein Cyfarfod Cyffredinol ym mis Mawrth, a bleidleisiodd yn unfrydol i ddiwygio ein herthyglau er mwyn i bob aelod dielw gael hawliau pleidleisio, ac felly cael llais, yn llunio dyfodol y sefydliad. Rwyf yn arbennig o falch o fod wedi cael y gefnogaeth hon gan ein haelodau i gydnabod y ffordd y mae WSA wedi esblygu dros y blynyddoedd diweddar i adlewyrchu ehangder y sector, gan fy mod, am resymau personol, wedi penderfynu ymddiswyddo fel Cadeirydd. Rwyf yn hynod ddiolchgar i fy nghydweithwyr ar y Bwrdd am eu dealltwriaeth ac wrth fy modd eu bod wedi rhoi'r cyfle i mi barhau i wasanaethu ar y Bwrdd ac rwyf wedi derbyn yn llawen.

Edrychaf ymlaen at barhau i gefnogi gwaith WSA yn cynorthwyo taith y sector ar y llwybr i gadernid.

**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

wsa

Welsh Sports Association
Cymdeithas Chwaraeon Cymru

# “Y Llwybr i Gadernid”

Adroddiad Blynyddol 2018/19