



SWIM WALES
NOFIO CYMRU

SWIM WALES | NOFIO CYMRU

ANNUAL REPORT & ACCOUNTS 2020 - 2021

AQUATICS FOR
EVERYONE
FOR LIFE
GWEITHGAREDDAU
GYFER PAWB
AM OES
WORLD LEADING
DELIVER
EXCELLENCE
INSPIRING
NATION
PARTICIPATE
COMPETE
LEARN
ENJOY

OUR VISION

Aquatics for everyone for life.

OUR MISSION

A world leading NGB delivering excellence, inspiring our nation to enjoy, participate, learn and compete in Welsh Aquatics.

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CHAIRMAN REPORT

CHAIRMAN'S REPORT SWIM WALES ANNUAL REPORT 2020-2021

Apologies all round for using the words first attributed to the "Green Hornets," American football coach John Thomas way back in 1953, "When the going gets tough, the tough get going!" The Coronavirus crisis kicked in just 8 days before the 1st of April 2020, the date which started our new financial year and ushered in some very uncertain and unprecedented times.

Nearly all of society's offices and shops were closed, all of our 400 swimming pools locked their doors, all of our clubs shut down, all face-to-face teaching, coaching, and training was forbidden, all local, regional, national, and international events were cancelled, and the 2020 Olympics was postponed. Social distancing was introduced, travel was restricted, nearly everyone was required to work from home, and very stringent rules relating to shielding, quarantine and isolation were established.

Interestingly, risk number one on our Risk Register does state: "If Government policy changes, then there could be an adverse effect on Swim Wales operations." It was recorded as a corporate "external" risk, with a "serious" impact and a 60% probability score. Writing now with unimpeachable hindsight, the revision to "critical" impact and 100% probability seems more than appropriate.

Our normal proactive approach to risk focuses on eliminating problems before they have a chance to appear, however, circumstances entirely outside of our control meant that we were thrown into an immediate, reactive approach based on responding to events as they actually happened in real time.

However, the actions necessary in order to mitigate the crisis and enable Swim Wales to continue to fulfil our responsibilities as a National Governing Body, meant that purely reactive, real time, crisis management was de-facto unsustainable, and we needed a very speedy return to a productive, proactive strategy. To that end we introduced a practical management strategy under the headings: **PROTECT, PREPARE, PREVAIL** – also known as "The 3 P's".

PROTECT

...all activities necessary to ensure the immediate survival of the organisation.

PREPARE

...the activities necessary to ensure we are ready for 're opening' of operations in our sector

PREVAIL

...the activities that will not only help us survive but THRIVE in the future post COVID world

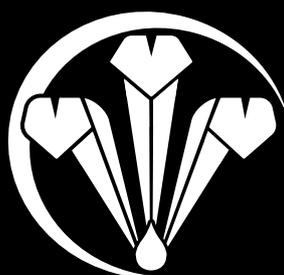
Using **PROTECT, PREPARE, PREVAIL** as the foundation of all communications meant that we had a simple and consistent message format across every level of our business, together with a clear strategy for the dissemination of information to all our clubs which included support and information updates, advice to clubs, coaches, athletes and parents regarding land training activity and delivery at home.

My special thanks on behalf of the Board to everybody involved, at every level in every Club across the whole of Wales, as well as, to our Senior Management Team and all our hardworking staff for their magnificent response to this devastating crisis.

I also offer our profound thanks to all our partners in Government, Associations, Local Authorities, Clubs, and NGB's, as well as to all our sponsors, donors, investors, and volunteers. The Covid pandemic has seen a real emphasis on our sector coming together with great examples of teamwork and collaboration.

Allen Bewley

Chairman, Swim Wales



SWIM WALES
NOFIO CYMRU



05

CHIEF EXECUTIVE REPORT

REPORT OF THE CHIEF EXECUTIVE OFFICER SWIM WALES ANNUAL REPORT 2020-2021

It is always a privilege to write my yearly report as CEO of Swim Wales and this year, despite its challenges, is no different. The last year tested everyone. Our families struggled with the COVID-19 pandemic and in some cases personal loss, all of our members, stakeholders and partners grappled with a steep decline in economic activity as lockdown closed our facilities, stopped participation overnight and affected our ways of working on an unprecedented scale. On top of this, difficult conversations surfaced about race, diversity and inclusion in sport and poverty increased as deprived areas were hit hard.

Like many other organisations Swim Wales has faced some extreme tests in this past year - from leadership through to financial robustness, planning and strategy through to engagement and communication. The story of how organisations like Swim Wales have responded to this moment in history is still being written. However, insights are emerging that tell us something about the most 'successful' companies in all of this. They are the ones that have focussed on their customers & members, they have communicated proactively with their stakeholders and they have had good governance structures to aid decision making. I am very proud to say that as an organisation Swim Wales has delivered well on all of these fronts.

Over the past 12 months, this National Governing Body has demonstrated the commitment of its board and staff to guide the organisation and the sector through this pandemic. With all of you in support, we addressed critical issues like pool closure with over 60 meetings directly with Welsh Government. We supported our membership through flexibility in membership renewals, provided an emergency fund of £150,000 exclusively for our clubs (SWARF) and supported 40+ Be Active Fund applications from clubs right across Wales. Our performance teams used innovation to share best practice via online solutions for coaches, they have provided programmes of work for dry land training and opened up all of our sport science practitioners to support athletes and swimmers of all ages, levels and ability. Our Events Team created the first of its kind SUPER SERIES 2020 with virtual events in-between lockdowns to keep swimmers engaged and retained in the sport. We launched our new Open Water CHALLENGE SERIES 2020 to maximise on the move to outdoor swimming, with over 71,000 registered open water swimmers now engaged with Swim Wales.

Our Communications team focussed heavily on stakeholder engagement with daily updates, weekly statements and newsletters and a staggering 70+ dedicated online sessions for club committees, volunteers and facility operators.

The Aquatic Development team have produced countless revisions of guidance documents for over 11 different users groups, and kept all corners of the aquatic community in Wales apprised of the latest developments at government and sector level.

As I write this, I have no doubt that COVID-19 related pressures and associated knock-on effects will continue to dominate much of our focus over the next 12 months. Many of the changes that we see 'post COVID' are permanent such as remote working, and technology reliance and there is more to come.

2020 saw the aquatic family in Wales come together in ways that we have never seen before. It was a true demonstration of resilience, responsibility and resolve and in doing so we have kept our sector alive - I'm incredibly grateful to each and every one of you for your contribution.

Some of us may feel like we have 'passed a big test', but what is critical now is that we use the knowledge and experience that we have all gained to better our clubs, business operations and our communities. Swim Wales will continue to listen to all of our key partners and our STRATEGY24 will ensure that we continue to lead Welsh Aquatics well, into our 125th year and beyond.
Yours in aquatics,

Fergus Feeney

Chief Executive Officer, Swim Wales

500,000
(Adults, LTS, School Swimming, Clubs, Community) - Number of people Aquatically Active in Wales

264
Number of partners engaged in Aquatics

565,000 WORLDWIDE
Reach through live streaming of National events

309
Swimming Pools in Wales

870
Miles of Coastline

260
Lakes & Rivers





MASTERS



ARTISTIC



DIVING

THE SIGNIFICANT RISE IN COVID CASES ACROSS WALES LAST YEAR MEANT THAT THE INEVITABLE CLOSURE OF ALL WALKS OF LIFE IN WALES WOULD FOLLOW.



OPEN WATER



WATER POLO

Despite considerable push back by Swim Wales, the recognised National Governing Body, Welsh Government's closure of leisure facilities in March 2020 would bring all of our activities and sports to a standstill.

One of the strangest things about 20-21 year was the fact that despite the closure of our 400+ swimming pools across Wales, our Learn to Swim programmes, club activity, aquatic competition & events the work for us as a team significantly increased!

The word 'unprecedented' has been used many times, but it is a very appropriate word for what we experienced in our area.

Aquatics in Wales, whether that be Water polo, Swimming, Synchro (Artistic) or Diving all continued in some shape or form through two world wars, never once in our 125 year history did activity stop on a scale like this.



Our National Governing Body had to find ways of supporting our clubs and communities like never before, within days we had moved online using Zoom and Teams to support club engagement calls, coach briefings, safeguarding and general day to day club support.

We made a conscious decision to ensure that we would stay engaged and communicate as much as possible with our member clubs and wider aquatic partners. In the early days this was extremely challenging as clarity and general information about COVID-19 next steps and guidelines was sparse.

The Development team also concentrated efforts on making sure that we had strong links with Sport Wales, the Welsh Sports Association and Welsh Government and from there the hope was that quality and factual information could be derived. We embraced our company wide strategy of PROTECT PREPARE PREVAIL and immediately set about addressing the lockdown, and specifically what conditions we would need to have in place for our sport to see a lifting of restrictions and ultimately the reopening swimming pools.

We extended our contacts into the world of health playing our part in helping Welsh Government understand the aquatic environment, the relationship between the COVID-19 virus and chlorinated water and supporting Technical Advisory Cell who were advising Welsh Government.

Over the past 12 months, Swim Wales has met with Welsh Government over 60 times re COVID related issues on all of our stakeholders' behalf. These meetings, involving myself and members of our senior team, have been directly with Welsh Government ministers and officials.

We have constantly reminded decision makers of the professional way our sport has addressed this pandemic through a well organised national governing body and our substantial network of aquatic clubs, swim schools and partners.

The government representatives are also reminded of the fact that, collectively, we have extensive experience of restarting activity safely, and our indoor facility operators have extensive mitigation measures in place to manage any potential risks that the medical authorities believe exist. We will continue to work with Welsh Government officials to ensure that our sport is heard at the highest levels and emphasise that we are ready and able to return to activity safely.

All aquatic and community clubs across Wales are critical for the survival of our sport. Grass roots swimming, water polo and other development sports is our past, our present and it is our future - We will continue to protect it at all costs. Once again, thank you for your patience, your commitment and everything that you have done to support Aquatics in Wales this year.

I hope that you and your families remain safe as the vaccination programme continues to roll out, we continue to look forward to a full resumption of aquatic activity in Wales and living our vision 'Aquatics for Everyone for Life'.

Simon Clarke
Head of Aquatic Development

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BUSINESS DEVELOPMENT

IT HAS BEEN AN EXTREMELY CHALLENGING YEAR FOR BUSINESS DEVELOPMENT AT SWIM WALES. AS SOON AS LOCKDOWN HIT WALES, ENFORCING THE CLOSURE OF ALL FACILITIES, THE EFFECT ON OUR BUSINESS WAS IMMEDIATE.

Our business streams - training & development courses, awards, badges and certificates event sponsorship and merchandise sales that normally support salaries and central costs all stopped overnight. After a protracted lockdown, the second half of the year saw some green shoots form for us and this gave everyone good reason to re-engage the team with customers and start to be optimistic about the future.

In April 2020, when the announcement was made that the country was in lockdown, Swim Wales made the decision to act quickly to make use of the Furlough scheme. The Head of Business Development, Training & Development Manager and the Sales & Marketing Executive were placed on furlough. The Business and Training & Development Administrator was retained to address Business Development enquiries and also in a Communications capacity.

Due to the extensive research and communication work that was carried out by those retained in the business through partner and club engagement sessions, Swim Wales was in a position, when restrictions were lifted, to service the requirements of our partners. This was mainly through the digital transformation of courses with Webex sessions replacing classrooms. Our partners faced a resource challenge with retention of staff, so in September our Training & Development arm of the business reopened to address our customer needs.

The final result for Training & Development was hugely encouraging, with our diverse range of customers enjoying the more flexible method of training. Our result compared to the previous financial year showed 46% of income and an impressive 59% of contribution.



Sponsorship was cut off in April 2020 due to no events taking place, however we have still secured fantastic brands to add to our partner portfolio. We are delighted to retain Swimsure Insurance as Preferred Swim School Insurance Partner for next year.

Although the economic climate is very tight in our commercial space, we are delighted to announce 5 new partners for our Swim Wales Challenge Series. Brecon Carreg, BDP, Morgan LaRoche, Perkier and The Swim Hat Company, all entering into vital budget relieving agreements with Swim Wales. Welcome aboard!

The tender process for Commonwealth Games 2022 Technical Kit Sponsor was completed in February and I am delighted to inform you that as per Gold Coast, Australia the contract for Birmingham 2022 has been awarded to Speedo UK. We look forward to seeing our talented National Squad of swimmers and divers joining Team Wales and competing in nothing but the latest technology in race suit designs.

A tremendous amount of work has gone in to strategic projects that will be forthcoming in 2021/22, including a Swim School Accreditation Scheme, a brand new Swim Wales website and a new range of merchandise, through Water Dragon Clothing.

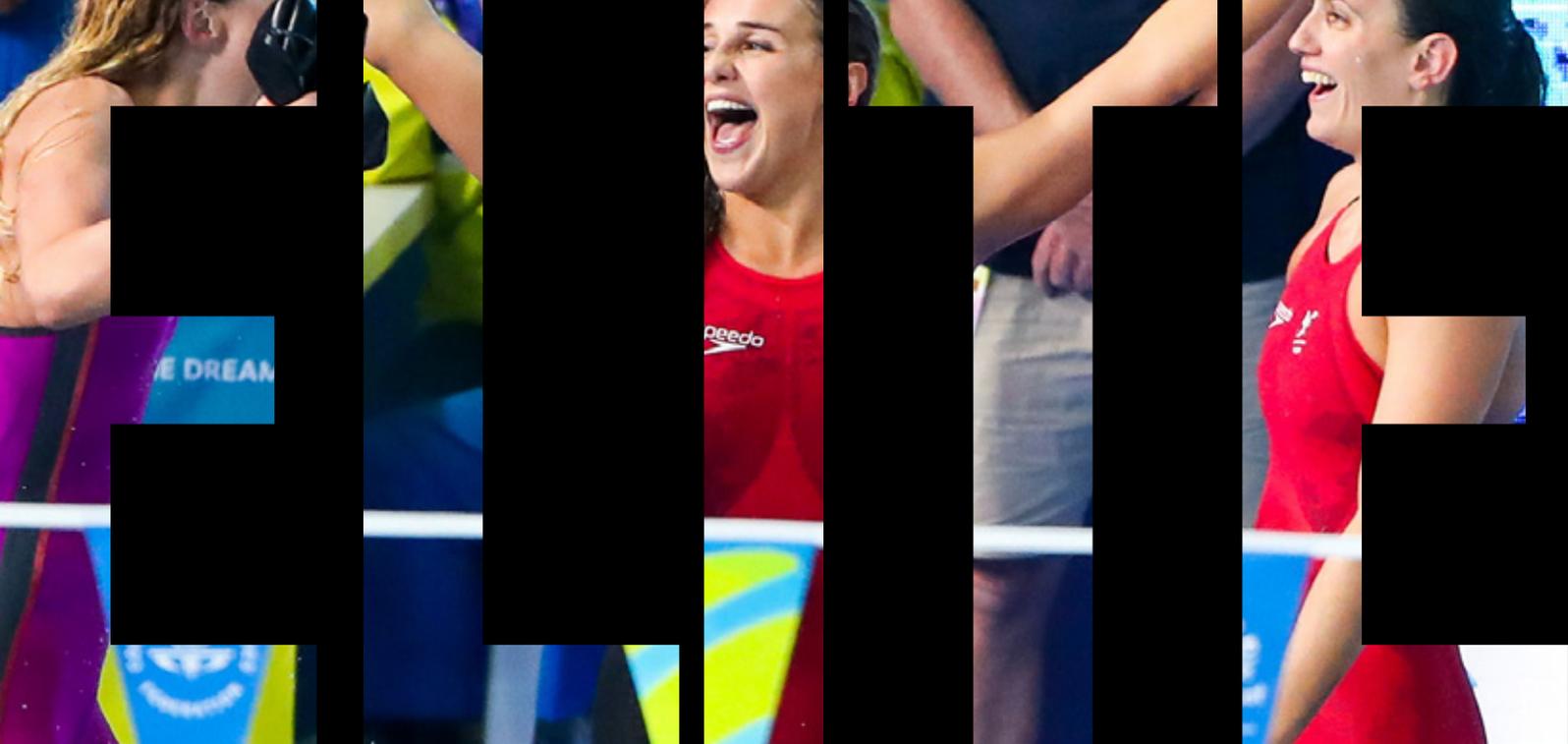
Business Development Team
Swim Wales

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“

IN APRIL 2020, WHEN THE ANNOUNCEMENT WAS MADE THAT THE COUNTRY WAS IN LOCKDOWN, SWIM WALES MADE THE DECISION TO ACT QUICKLY TO MAKE USE OF THE FURLOUGH SCHEME.

”



ELITE & PERFORMANCE

THE 2020 - 2021 FINANCIAL YEAR HAS WITHOUT DOUBT BEEN ONE OF THE MOST CHALLENGING FACED BY PERFORMANCE SPORT. THE COVID-19 PANDEMIC AND RELATED GOVERNMENT RESTRICTIONS LED TO UNPRECEDENTED DISRUPTION TO DOMESTIC TRAINING AND COMPETITION SCHEDULES AND THE POSTPONEMENT OF ALL MAJOR INTERNATIONAL COMPETITIONS INCLUDING THE TOKYO OLYMPIC AND PARALYMPIC GAMES, THE EUROPEAN AQUATIC CHAMPIONSHIPS AND THE EUROPEAN PARA SWIMMING CHAMPIONSHIPS.

Throughout the challenges of the last twelve months, the response across the competitive swimming community in Wales has been outstanding - proactive, collaborative, and given the circumstances extremely positive. During this period, the Swim Wales Performance Team have provided a variety of engagement opportunities, virtual workshops and resources for athletes, coaches and clubs across the pathway to ensure that well-being, mental health and physical fitness have been supported in the best possible way.

This included:

- Virtual National Programme workshops and National Coach Development sessions.
- Extensive land based training advice and resources.
- Specific injury prevention and shoulder health resources.
- Holistic support infographics related to nutrition, well-being and health, lifestyle and psychology.
- Creative Coaching and Retraining following Lockdown resources to support the return to pool based training.

Coupled with the support provided by Swim Wales, the vast majority of clubs across Wales developed their own support plans and did a truly outstanding job in positively engaging with their membership and supporting the training and welfare of their athletes.

From a competition perspective, and following the easing of restrictions in August 2020 that enabled pools to reopen and club training to resume, Swim Wales led the way in returning to competition by launching the Swim Wales Super Series – our first ever virtual competition operated out of home programmes. The Super Series provided a much needed competitive experience for swimmers throughout Wales and the results from the three rounds of competition were extremely encouraging considering the time most swimmers had spent away from pool training. This further highlighted the great work of clubs across Wales in keeping their athletes motivated through proactive engagement and physically conditioned through land based training.

The Swim Wales Performance Team have also used this last year as an opportunity to reflect, learn, innovate and develop new initiatives that will help drive the performance of Welsh Aquatic athletes to even greater levels of success in years to come. This includes new levels of innovation and excellence within our high performance environments, a re-design of the Swim Wales National Squad Programme which will be launched in September 2021, and a focused drive to better promote and develop Para Swimming in Wales which was initiated in October 2020 through our # Get into Para Swimming campaign.



From an elite perspective, Swim Wales worked tirelessly with key partners including British Swimming, Sport Wales, Commonwealth Games Wales and Welsh Government to ensure that our elite athletes were provided with special dispensation to train and compete throughout the varying levels of enforced restrictions. This special dispensation was only afforded to a very select group of athletes and staff based on strict criteria set at Government level and although we would undoubtedly have wished to see greater flexibility on the definition of elite to allow aspiring elite athletes to train and compete, we are thankful that those with realistic aspirations to gain Olympic and Paralympic qualification in 2021 were given the opportunity to access facilities and prepare in the best way possible given the circumstances.

I would like to say a special thank you to our facility partners who have supported our elite training throughout lockdown periods, namely Newport Live, Wales National Pool Swansea and Cambrian Aquatics, and all of the staff who have supported the training and well-being of the elite athletes through such a challenging time.

Following a gap of nearly 12 months, elite competition in the UK returned in February and March 2021 at the Manchester Aquatics Centre where British Swimming hosted two highly successful 'elite only' competitions. These meets were a very welcome return to competition for our elite swimmers and served as preparation meets in the lead up to the 2021 British Selection Meet (Olympic Trials) and British Para swimming Championships (Paralympic trials) which both took place in April.

As we look forward towards the 2021/22 financial year challenges undoubtedly still lie ahead but at the same time there are also many positives to look forward to. The Olympic Trials, held at the London Aquatic Centre in April 2021 proved to be the most successful ever from a Welsh perspective with a record six Welsh swimmers gaining selection to represent Team GB at the Tokyo Olympic Games this summer. The selection of Swim Wales Senior Elite swimmers Alys Thomas, Harriet Jones, Matthew Richards, Daniel Jervis, Kieran Bird and Calum Jarvis means that 20% of the Olympic Team will be Welsh and everyone at Swim Wales would like to congratulate them, their coaches and their support teams on this achievement. I hope that the performance of these swimmers will motivate and inspire the next generation as they return to training and competition following such a challenging time.

I would like to take this opportunity to personally thank all of the athletes, coaches, sports science practitioners, and club volunteers across Wales who have worked so tirelessly this year and shown such great resilience and adaptability to the ever changing landscape and challenges. Well done and best wishes for the year ahead.

Ross Nicholas
National Performance Director

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Number of Swim Wales athletes selected to represent Team GB at the rescheduled Tokyo Olympic Games

09

Number of Swim Wales athletes on the British Swimming / British Para Swimming Podium and Podium Potential Programme for 2020/21

76

Number of swimmers selected to the Swim Wales National Squad for 2020/21

76

Number of swimmers selected to Swim Wales National Pathway activity 2020/21



EQUALITY, DIVERSITY & INCLUSION

AS MANY READERS OF THIS REPORT WILL KNOW, OUR VISION AT SWIM WALES IS 'AQUATICS FOR EVERYONE FOR LIFE'.

The COVID-19 pandemic has provided the opportunity to review this vision and reflect on what this means for the inclusion of minority groups, access to aquatics by people from deprived areas of our community and a general increase in opportunities for the people of Wales.

To progress these areas, a working group we call DAAG (Diversity in Aquatics Advisory Group) has been established to continue to develop and understand how to support the different cultures, backgrounds and sections of our society that currently don't engage with aquatics.

2021-2022 will be an exciting year as we emerge from a significant event in our history as a strong and committed National Governing Body.



“

THE COVID-19 PANDEMIC HAS PROVIDED THE OPPORTUNITY TO REVIEW THIS VISION AND REFLECT ON WHAT THIS MEANS FOR THE INCLUSION OF MINORITY GROUPS

”

HELP
VISION
VALUES
LEADERS
CHARTERS
BENEFIT
EMPOWER
MANAGEMENT
BEST PRACTICES
EVALUATION
ASSESSMENT
ACCOUNTABILITY
RESPONSIBILITY
SHAREHOLDERS

THE ANNUAL REPORT IS USUALLY AN OPPORTUNITY TO PROVIDE A GREAT ACCOUNT OF THE PAST YEAR FOR SWIM WALES, HOWEVER COVID-19 CHANGED THE WORLD IN WHICH WE LIVE IN AND THE IMPACT IT HAD ON SPORT HAS BEEN SHATTERING. ONLY NOW, ARE WE SEEING SOME POSITIVE PROGRESS AND A REAL RETURN TO THE WATER.

As covered in previous reports, Swim Wales adheres to the GLFW (Governance & Leadership Framework for Wales) a framework which provides a managerial set of principles to help us steer the organisation with integrity and transparency.

GLFW is the framework for our strategy, risk management, controls and processes. It also relates to the organisation's leadership for our culture, our values and our integrity.

The framework was devised 'by sport, for sport' ensuring the highest standards are adhered to and given the disruption to aquatic sport throughout this challenging year, good governance of the landscape has provided an effective means of management for protecting and growing relationships, establishing and understanding our customers' needs and concerns.

Engagement with our partners has been the dominant theme this year ensuring that we worked together to ensure a positive outcome for the future.

Zita Cameron
Head of Governance

“
ENGAGEMENT WITH OUR PARTNERS HAS BEEN THE DOMINANT THEME THIS YEAR ENSURING THAT WE WORKED TOGETHER TO ENSURE A POSITIVE OUTCOME FOR THE FUTURE.
”

SAFE



THE FORCED PAUSE CAUSED BY COVID-19 PROVIDED SPORT ORGANISATIONS WITH OPPORTUNITIES TO LOOK AT VARIOUS WAYS TO MAINTAIN CONTACT WITH CLUBS AND MEMBERS.

SWIM WALES CERTAINLY GAINED A NEW PERSPECTIVE OF OUR SOCIAL DYNAMICS BY SHIFTING FROM PREDOMINANTLY FACE TO FACE, TO VIRTUAL ENGAGEMENT ACROSS OUR SPORT.

It was wonderful to see our teams recognise the importance of keeping athletes engaged, and the use of digital technologies took up residence being used in a variety of ways.

Sadly, in Wales, the NSPCC reported an increase of calls to ChildLine. Our insight tells us that Children across Wales were frightened about Coronavirus, they were scared about catching it themselves and about their families catching it.

“

I AM ALSO VERY PROUD TO ANNOUNCE THAT THE NEXT UPDATED VERSION OF THE SWIM WALES CHILD SAFEGUARDING POLICY IS BEING REVISED, AND WENT LIVE ON OUR WEBSITE IN SUMMER 2021.

”

ABRIDING

Some young people described their lives as feeling 'trapped' by the restrictions, the lack of social activities, and no school, all of which has affected young people's mental health.

Acts of domestic abuse increased and calls and reports in this area also increased. As a National Governing Body we constantly remind our clubs, members and partners that if a child does make a disclosure to you that you ensure that you pass this on immediately to the authorities who can make sure that the suitable provisions are in place to keep this child safe and free from further harm.

Failure to act on a disclosure is not an option in for us in Aquatics.

To support this, I am very proud of the fact that Swim Wales have introduced an online platform for recording and documenting Safeguarding concerns.

My Concern is a secure, GDPR compliant and state of the art system that provides a platform to keep track of an organisation's safeguarding concerns. All of our registered clubs have received virtual training and mandatory use of MyConcern for Swim Wales affiliated organisations comes into effect on 1st April 2021.

I am also very proud to announce that the next updated version of the Swim Wales Child Safeguarding Policy is being revised, and went live on our website in summer 2021.

Since lockdown we have initiated improved ways of working with Club Welfare Officers which will add a great deal of value to our safeguarding system by providing a connection with other welfare officers.

We intend on starting targeted online forums in the 21-22 membership year. The Swim Wales forums will be centred on participation and hearing directly from welfare officers about exactly what they need to assist them in their role at our clubs.

We will be inviting specialist guest speakers from child and adult support organisations who will help guide us towards useful resources that WO's and clubs can use to support both parents and young people in equal measures.

We will all learn more about Adults at Risk and the key differences for safeguarding processes that differ from those used with children. By engaging with specialist groups in Safeguarding we will understand more about the moral and legal obligations to safeguard those that participate in our sport, we will know more about The Duty of Care obligation to provide a safe environment ensuring participants are free from harm, bullying, harassment and discrimination.



ACCOUNTS FINANCE REPORT

FINANCIAL YEAR ENDING 31ST MARCH 2021 (2020/21) WAS SIGNIFICANTLY IMPACTED BY THE CORONAVIRUS PANDEMIC. THE FINANCIAL YEAR STARTED IN APRIL 2020 WHEN THE MAJORITY OF REVENUE STREAMS STOPPED OVERNIGHT.

The board and management team promptly looked for opportunities to cut outgoing costs whilst ensuring the governing body was able to perform at a high level for members and partners. A number of options were gathered and actioned when required filling revenue gaps, cutting costs and supporting cash flow.

As a sporting governing body Swim Wales were ineligible for many of the wider known government grant support schemes, however, the UK Job Retention Scheme was used for just under 50% of employees for 6 months to the value of £90k.

Swim Wales successfully applied for the Sport Wales – Sports Resilience Fund, two tranches of payments were welcomed in August and November 2020. Swim Wales have also been successful in their application for the Sports Recovery Package, aimed at building back stronger in 2021/22.

Despite the additional grant support the overall income reduced by £600k compared to 2019/20, however with a reduction in activity and strict cost control measures in place the corresponding costs reduced by £684k compared to 2019/20 which resulted in the swing from a £51k deficit position last year (-2.4%) to a £33k surplus (2.2%) in 2020/21

In 2020/21 Sport Wales grant income accounted for 74% of the total income, membership income was 14% with the other 12% made up from other revenue streams. For comparison in 2019/20 Sport Wales was 45%, membership fees 13% and other revenue streams contributed 42% to income.

2020/21 was a difficult year, the organisation has been navigated to date without sustaining any significant long term impact in the structure and staffing, that will give the organisation a strong foothold to recover over the coming years.

Emma Powell
Head of Finance and Administration

STATISTICS

INCOME	▼ 1,508,341
COSTS	▲ 1,474,942
SURPLUS	▲ 33,399
HEAD COUNT	▼ 25 EMPLOYEES



“
2020/21 WAS A DIFFICULT
YEAR, THE ORGANISATION
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AND STAFFING
”

ACCOUNTS INCOME

	31/03/2021	31/03/2020
	£	£
GRANTS		
Sport Wales	1,119,700	943,318
Other funding	90,948	90,276
	1,210,648	1,033,594
AQUATIC DEVELOPMENT		
Membership	205,639	274,881
Events	(3,740)	184,534
Regional	0	108,290
Diving	1,738	42,241
Water Polo	7,520	75,494
Artistic Swimming	45	5,459
Masters	120	1,200
	211,592	692,099
BUSINESS DEVELOPMENT		
Merchandise	1,761	31,331
Sponsorship	0	15,016
Badges and certificates	4,169	73,376
Education	62,084	231,588
	68,014	351,311
NATIONAL PERFORMANCE	5,346	16,456
OTHER INCOME	12,742	14,704
	1,508,342	2,108,164

ACCOUNTS EXPENDITURE

	31/03/2021	31/03/2020
	£	£
AQUATIC DEVELOPMENT		
Staffing	144,989	145,209
Membership	10,249	11,356
Events	74,945	229,016
Regional	6,975	90,678
Diving	30,951	40,381
Water Polo	3,310	72,740
Artistic Swimming	1,071	5,849
Pathway	19,837	108,316
Masters	124	537
Open Water	3,774	-
	296,225	704,082
BUSINESS DEVELOPMENT		
Staffing	65,488	50,797
Merchandise	2,517	25,177
Sponsorship	0	780
Badges and certificates	1,023	13,788
Education	90,799	211,739
	159,827	302,281
NATIONAL PERFORMANCE		
Elite Performance	202,410	328,662
Elite Coaching	399,746	378,766
	602,156	707,428
OVERHEADS	416,735	444,974
	1,474,943	2,158,765
NET	33,399	(50,601)
(Deficit)/surplus for the year before taxation)		

ACCOUNTS BALANCE SHEET

	31/03/2021	31/03/2020
	£	£
FIXED ASSETS		
Tangible assets	6,751	257,860
Investments	1	1
Investment Property	355,000	-
	<u>361,752</u>	<u>257,861</u>
CURRENT ASSETS		
Stocks	9,782	11,886
Debtors	230,541	341,801
Cash at bank and in hand	789,881	247,349
	<u>1,030,204</u>	<u>601,036</u>
CREDITORS		
Amounts falling due within one year	<u>746,008</u>	<u>396,639</u>
NET CURRENT ASSETS	<u>284,196</u>	<u>204,397</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	<u>645,948</u>	<u>462,258</u>
CREDITORS	45,000	-
Amounts falling due after more than one year	<u>45,000</u>	<u>-</u>
NET ASSETS	<u>600,948</u>	<u>462,258</u>
RESERVES		
Revaluation reserve	107,207	-
Income & expenditure account	493,741	462,258
	<u>600,948</u>	<u>462,258</u>



We would like to say a big thank you to all of our partners who have made this past year a great success.

Diolch



SWIM WALES
NOFIO CYMRU

SWIM WALES
Wales National Pool,
Sketty Lane,
Swansea,
SA2 8QG