



**WATERFORD  
SPORTS PARTNERSHIP**

*Supporting  
Activity and Sport For All*

— SPORT IRELAND —

# Annual Report 2024



**SPORT IRELAND**  
LOCAL SPORTS PARTNERSHIPS

Name of the organisation: Waterford Sports Partnership CLG

Organisation Type: A company limited by guarantee

Sports Exemption Number : G.S. 001674

Company number: 378713

Registered Office: Civic Offices, Davitt's Quay, Dungarvan, Co. Waterford.

Auditor: M.K. Brazil, Chartered Accountants and Statutory Audit Firm  
Unit 1A, Cleaboy Business Park, Waterford.

Principal Bankers: Bank of Ireland, Grattan Square, Dungarvan, Co. Waterford.

Solicitors: Lanigan & Curran Solicitors, Cross Bridge St., Dungarvan, Co. Waterford.

Directors: Mr. Terry Hayes – Chairperson  
Mr. Mark Fitzgerald – Company Secretary  
Mr. Neil O'Sullivan – Treasurer  
Ms. Deirdre Barry  
Ms. Sinéad Breathnach  
Mr. Austin Flavin  
Ms. Anne Hennessy  
Ms. Tish Holton  
Ms. Tricia McCarthy  
Cllr. Niamh O'Donovan  
Cllr. Frank Quinlan  
Mr. Liam Quinn  
Ms. Patricia Sheehan (resigned 16.04.24)  
Cllr. Joe Kelly (resigned 14.06.24)  
Cllr. Pat Nugent (resigned 14.06.24)  
Mr. Michael O'Brien (resigned 20.09.24)  
Mr. Stephen Whelan (resigned 14.10.24)

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# Chairperson's Statement



As I reflect on an exceptionally active and impactful year, it is with great pride that I present Waterford Sports Partnership's 2024 Annual Report.

In 2024, we built on strong foundations to deliver meaningful, inclusive, and innovative opportunities for the people of Waterford to get active and stay active. We increased the number of programmes and events we delivered by 12%, resulting in an impressive 32% increase in participation across the county. We also delivered 20% more training courses for volunteers and those engaged in sport in the county, resulting in an increase of 21% in the number of participants availing of our training programmes. These figures speak to both the growing demand for physical activity opportunities and the remarkable dedication of the entire WSP team, from the Sports Development Officers organising and running the programmes to the Communications, Finance and Administration personnel supporting all our activities.

Throughout 2024, we deepened our efforts to support groups who often face barriers to participation. From coordinating activities for youth at risk and children from migrant backgrounds to developing tailored opportunities for teenage girls to promoting active ageing, increasing community-based initiatives and enhancing sports infrastructure, Waterford Sports Partnership's mission of "making Waterford a place that has a positive culture of people playing sport and being active" has been truly evident.

In April, we were honoured to be awarded the Xcessible Bronze Award by Active Disability Ireland, recognising our work in making sport and physical activity more accessible to people with disabilities. This was a full-team effort, led by our Sports Inclusion Disability Officer (SIDO), and sends a clear signal of our commitment to inclusion. We will continue to work with clubs, community groups, facilities and other stakeholders across the county to improve accessibility and awareness.

Following WSP's selection in 2023 as one of six Local Sports Partnerships to roll out the Outdoor Recreation Officer Pilot, funded by the Department of Rural and Community Development via Sport Ireland, we welcomed the newly appointed Outdoor Recreation Officer (ORO) to the team in June. The ORO's early focus has been on stakeholder engagement and on commencing the coordinated development of Waterford's first County Outdoor Recreation Plan with key partners in Waterford.

We continued to build and strengthen our Physical Activity for Health programme, delivering targeted programmes for people living with chronic conditions. The delivery of targeted training for tutors wishing to work in this area aims to increase the capacity of the sector in Waterford to provide more opportunities for this target group. Likewise, we continued to invest in small-scale capital infrastructure projects and community participation initiatives with our many key stakeholders through our Active Cities programme.

I extend a warm welcome to the new Board members who joined us in 2024: Deirdre Barry, Cllr. Niamh O'Donovan, Cllr. Frank Quinlan, and Liam Quinn. I am pleased to report that we have achieved the required 40% gender balance on our Board, reflecting our firm commitment to diversity, equality, and inclusion. And I wish to express my thanks to the Board members who resigned during the year, namely Cllr. Joe Kelly, Cllr. Pat Nugent, Michael O'Brien, Patricia Sheehan, and Stephen Whelan, for their time and valuable contributions during their time with us.

As we approach the end of our current Strategic Plan (2018-2024), we are now turning our attention to the future. In early 2025, we will embark on the development of a new Strategic Plan, which will aim to build on the strengths of recent years while addressing emerging needs and opportunities across Waterford.

Finally, as I come to the end of my three-year term as Chairperson, I want to express my deepest gratitude to my fellow Board members, to the exceptional WSP team, in particular CEO Rosarie Kealy and Programme Manager Peter Jones, and to all of our community and strategic partners for their passion, energy and collaboration. It has been a privilege to witness firsthand the positive difference Waterford Sports Partnership continues to make in people's lives. I wish the organisation every success as it moves into its next chapter.

A handwritten signature in black ink that reads "Terry Hayes". The signature is written in a cursive, slightly slanted style.

**Terry Hayes**  
Chairperson

## Chief Executive Officer's Statement



I am proud to present the 2024 Annual Report on behalf of the team at Waterford Sports Partnership (WSP). This has been a year marked by strategic progress, stronger partnerships, and impactful community engagement, all in pursuit of our Vision: *Waterford – Active People, Active Place*.

In 2024, we enhanced access, deepened impact, and expanded our reach. This involved organising and running 292 different programmes across 30 different sports/activities in all six electoral districts in the county, with a total of 11,478 people from a broad range of target groups taking part.

We also delivered training tailored to real needs – 1,185 coaches, volunteers, and community leaders enhanced their skills by partaking in 71 training sessions across 26 courses, including safeguarding, first aid and bike maintenance. This helps ensure the safety of those taking part in sport and enhances the sector's capacity for supporting sustainable participation.

In 2024, we continued to develop our Physical Activity for Health programme for people with chronic conditions and we built on the success of the Waterford Active Cities project, while also establishing ourselves as one of the new Outdoor Recreation pilot counties. We continued to create opportunities and increase the participation of those with low participation rates from target groups including people with a disability, older adults, youth at risk, teenage girls, men, women and disadvantaged communities.

Our ability to deliver is powered by the strength of our partnerships. In 2024, we shifted more delivery toward local clubs and NGBs, empowering them to lead initiatives and support continued engagement after our programmes conclude. This approach not only builds community capacity but also ensures long-term sustainability. We also supported 33 clubs and organisations with almost €20,000 in grant funding, focusing on inclusive, sustainable activity delivery across the county.

We are much indebted to our key stakeholders, funders and partners, including Sport Ireland, Waterford City & County Council, the Health Service Executive and Waterford and Wexford Education and Training Board, and the wider Local Sports Partnership network for their continued support. And we are grateful to the various agencies, organisations, schools, clubs, staff, volunteers and tutors that we engage with for their support – their work on the ground, often in a voluntary capacity, is key to successful delivery and longer-term impact.

Thank you to our Chairperson Terry Hayes, the WSP Board of Directors, and to members who sit on our various committees for their support, engagement and contribution during the year. My appreciation to the Board members who left the Board in 2024 for their commitment and support during their terms – Cllr. Joe Kelly, Cllr. Pat Nugent, Michael O'Brien, Patricia Sheehan, and Stephen Whelan. And a warm welcome to Deirdre Barry (SETU), Cllr. Niamh O'Donovan (WCCC), Cllr. Frank Quinlan (WCCC), and Liam Quinn (Waterford Area Partnership), who joined the Board during the year.

I am immensely proud of the entire Waterford Sports Partnership team and the work they do. Their commitment, energy, resourcefulness, and passion keep driving the organisation forward. It is through their dedication to the organisation's vision that we are able to fulfil our mission to make Waterford a place that has a positive culture of people playing sport and being active.

Finally, as we look towards developing our new Strategic Plan, I look forward to continuing to help build a more active, healthy and inclusive community in the years to come.

A handwritten signature in blue ink that reads "Rosarie Kealy". The signature is fluid and cursive.

**Rosarie Kealy**  
Chief Executive Officer

# SECTION 1

## Governance & Structure



# SECTION 1: GOVERNANCE & STRUCTURE

## Background to Waterford Sports Partnership

Sport Ireland (then Irish Sports Council) in its first strategy, *A New Era for Sport 2000-2002*, proposed the establishment of a nationwide network of Local Sports Partnerships (LSPs) that would promote participation in sport at a local level.

Waterford Sports Partnership (WSP) was established in 2002 as one of the first twelve LSPs under this initiative, with the aim of increasing participation in sport and physical activity in Waterford. We are now part of a network of 29 LSPs in Ireland.

LSPs undertake a wide range of actions to increase sport and physical activity participation levels, especially for those with traditionally lower participation levels and/or barriers to participation. These actions are grouped within four outcome areas:

- Working to develop clubs, coaches and volunteers and supporting partnerships between local sports clubs, community-based organisations and sector agencies
- Creating greater opportunities for access to training and education in relation to sports and physical activity provision
- Providing targeted programmes, events and initiatives to increase physical activity and sport participation
- Providing information about sport and physical activity to create awareness and access.



[For more information on LSPs, please visit: [www.sportireland.ie/participation/local-sports-partnerships](http://www.sportireland.ie/participation/local-sports-partnerships)]

## Governance Structure

Waterford Sports Partnership Company Limited by Guarantee, commonly known as Waterford Sports Partnership (WSP), was incorporated in November 2003.

In addition to the WSP Constitution, which primarily provides direction to WSP as a legal entity, WSP operations are guided by the Board of Directors Governance Framework (developed with support from the Institute of Public Administration in 2021) and associated policies.

As such, WSP is governed by a Board of Directors, with representation and membership in line with the WSP Constitution.

## Compliance with Sport Ireland's Governance Code for Sport



WSP's Governance Framework is aligned with the Governance Code for Sport, which is overseen by Sport Ireland. Full compliance with the Code was achieved in December 2021. The *Public Statement of Compliance* was signed on 31<sup>st</sup> January 2022 by the Chairperson and Company Secretary and published on our website, along with the *Comply or Explain* form.

In accordance with Sport Ireland guidelines, the WSP Board self-assesses our practices against those recommended in the Code to ensure that WSP remains compliant. The Compliance Record was kept up to date and preparations were made in advance of the reinstatement of compliance with the Governance Code for Sport, which is due in January 2025.

# SECTION 1: GOVERNANCE & STRUCTURE

## The Role of the Board

The Board is made up of individuals with a diverse range of experience and skills, including governance, human resources, finance, marketing, research, community development, strategic planning and community sport. All Directors are non-executive and sit on the Board on a voluntary basis.

The Board is collectively responsible for the strategic direction of WSP, overseeing the management of the organisation, and reporting on stewardship and performance. This collective responsibility is typically detailed in the Schedule of Matters, known as reserved functions, which the Board must perform, and is outlined in the Board of Directors Governance Framework.

The duties of the WSP Board, as set out in the Board Terms of Reference, include:

- Establishing the organisation’s strategic direction and reviewing progress
- Staying informed about strategic issues and changes impacting WSP
- Monitoring organisational performance
- Ensuring that legal, regulatory, and governance obligations are adhered to
- Monitoring and assessing its performance and that of its committees.

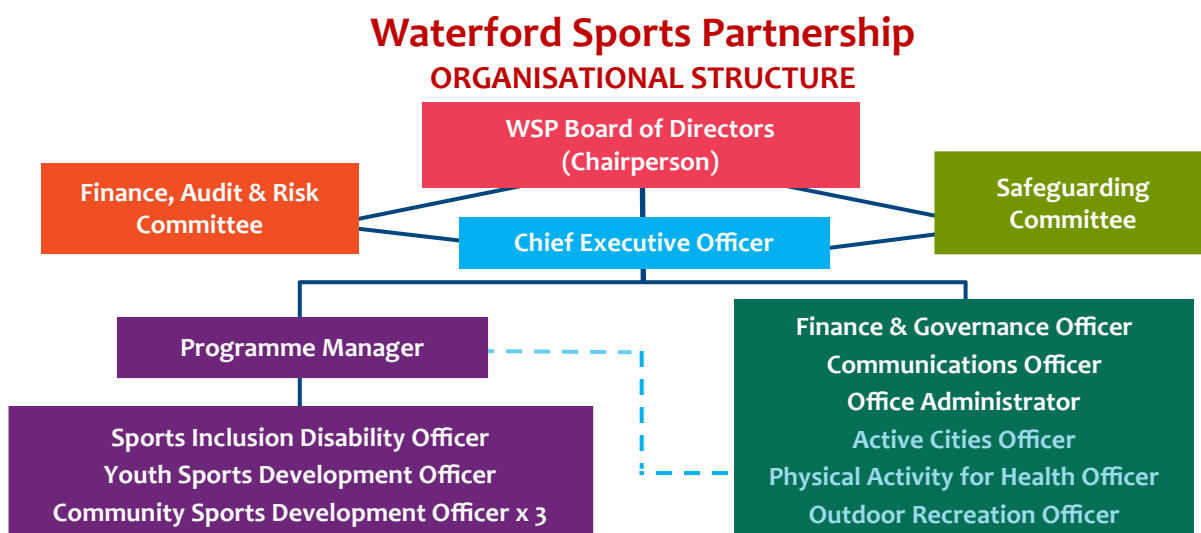
The Board is responsible for the oversight of the organisation’s financial governance, financial management and internal control. As outlined in its Schedule of Matters, the Board makes key decisions around financial management. As a company, WSP is required to be audited annually. Our 2024 Financial Statements, included in **Section 5** of this report, set out our financial position.

In particular, the Board has responsibility for:

- Approving the annual budget and operational plan and monitoring their implementation
- Approving the draft accounts of WSP, prepared after the end of the financial year, and engaging with the external auditor
- Determining annually the effectiveness of WSP’s system of internal controls, including financial controls. For example, roles and responsibilities, cash and cheque procedures, recording of transactions, payments and direct debits, purchasing, wages, salaries, etc.
- Approving banking arrangements
- Approving delegated procurement levels
- Determining and approving procedures to monitor, report and enforce the relevant rules and requirements, as set by the different funding sources contributing to WSP.

The Company Secretary is a member of the Board.

Responsibility for the day-to-day operations of the organisation is assigned to the Chief Executive Officer (CEO), who works with a team of staff to deliver the annual operational plan. The CEO is accountable to the Board for the delivery of its Strategic Plan, operational priorities and performance.



# SECTION 1: GOVERNANCE & STRUCTURE

## Board Recruitment

The Board, with oversight by the Chairperson, oversees Board membership and representation, with a view to ensuring that the Board meets the following good practice guidelines:

- Membership is in line with the WSP Constitution
- There is an appropriate mix of experience and representation from both agency and community
- There is an appropriate gender balance (the Sport Ireland requirement is 40% gender diversity)
- There is an appropriate balance of skills, including financial, human resources and governance.

Recruitment of Board members is conducted in several ways:

- Through nominations sought from statutory agencies
- Through the Public Participation Network for targeted community organisation representation
- Through co-opted positions to address identified skills gaps.

## Board Member Induction

Induction to the Board of WSP occurs promptly after an individual has been nominated to join the Board and before attendance at their first meeting. Induction is the joint responsibility of the Chairperson, CEO and Company Secretary and includes a meeting in which the following are introduced: the role and aims of WSP, its governance structures, its core activities, history and successes, an introduction to how the Board functions, as well as the role and responsibilities of a member of the Board.

New Board members or Directors receive an **Induction Pack**, which contains the following:

Letter of Appointment from WSP Chairperson  
WSP Constitution (Articles of Association and Memorandum of Association)  
WSP Board of Directors Governance Framework | WSP Board Terms of Reference  
WSP Board Code of Conduct (to be completed & signed) | WSP Conflict of Interest and Conflict of Loyalty Policy  
WSP Directors Declaration of Interest Form (to be completed & signed)  
WSP New Director Questionnaire (to be completed & signed) | WSP Strategic Plan  
WSP Financial Policy | WSP Annual Report (most recent, including the most recently audited WSP Financial Statements)  
WSP Board Report (most recent) | WSP Newsletter (most recent) | Governance Code for Sport

New Board members are offered appropriate training in governance as soon as is possible following their appointment to the Board.

## Conflict of Interest and Conflict of Loyalty

In accordance with WSP's Conflict of Interest and Conflict of Loyalty Policy, Board members or Directors are required to complete a Declaration of Interest Form when taking up their position on the Board and annually thereafter. All Board members completed the Declaration of Interest Form in March/April 2024. Members are reminded at the beginning of each Board meeting to declare any conflicts which may arise before any agenda items are considered as well as any events that have arisen which may impact their independence/loyalty. In addition, where conflicts arise, a Board member may be required to leave the meeting for the relevant item for discussion. Any instances of conflict which arise are recorded in the minutes. No such conflicts were reported in 2024.

## Term of Office

The term of office for Board members is 5 years, which reflects the term of each new Local Authority Council, i.e., a five-year term, and is scheduled to ensure gradual renewal of various sectoral representations. A record of the precise start and end dates of Board members' terms is maintained by the Company Secretary. While there is no legal requirement specifying the maximum number of terms individual Board members should serve, good corporate governance practice suggests an upper limit of two full terms. However, in the event that it is deemed in WSP's best interest to reappoint a Board member beyond the recommended two terms, the Board Terms of Reference outlines the process for this.



## SECTION 1: GOVERNANCE & STRUCTURE

In the WSP context, an upper limit of two full terms will apply to non-agency representatives from community and voluntary sectors, whereby WSP manages and controls the Board renewal process. WSP recognises that in the case of agency nominations, the final decision lies with the relevant statutory body and exceptions to the limitation of two terms of office may arise.

**The Board members who served during 2024 were as follows:**

REPRESENTING	NAME	APPOINTED	SPECIFIC ROLE / COMMITTEE M'SHIP	KEY SKILLS & EXPERIENCE
South East Technological University	<b>Deirdre Barry</b>	20/09/2024		Safeguarding Sports & Physical Activity Sector Health & Safety
Waterford City & County Council - CEO Nominee	<b>Sinéad Breathnach</b>	07/04/2022	Member of FARC	Strategic Management & Development   Audit Compliance Community Development
Co-opted Member	<b>Mark Fitzgerald</b>	16/06/2016	Company Secretary Member of FARC	Human Resource Management Governance Communication
Waterford Leader Partnership	<b>Austin Flavin</b>	01/09/2020	Chairperson of FARC	Programme Monitoring Risk Management Financial Management
Waterford PPN - Community	<b>Terry Hayes</b>	03/10/2019	WSP Chairperson Member of FARC Member of SGC	Governance Quality Project Rollout & Management
Health Service Executive	<b>Anne Hennessy</b>	07/04/2022		Communication Service Integration Service & Community Linkage
Waterford PPN - Disability	<b>Tish Holton</b>	29/09/2023		Communication Health & Safety Safeguarding
Waterford City & County Council - Elected Member	<b>Joe Kelly</b>	02/04/2020 to 14/06/24		Board Experience Human Resource Management Project Management
Waterford PPN - Sports Clubs	<b>Tricia McCarthy</b>	09/06/2023	Member of SGC (19/04/24) Elected SGC Chairperson (20/11/24)	Sports & Physical Activity Sector Sports Policy (Local & National) Community Development
Waterford City & County Council - Elected Member	<b>Pat Nugent</b>	07/06/2019 to 14/06/24		Sports Policy Community Development Strategic Planning
Waterford and Wexford Education and Training Board	<b>Michael O'Brien</b>	31/03/2020 to 20/09/24		Knowledge of Individual Sport Change Management Governance
Waterford City & County Council - Elected Member	<b>Niamh O'Donovan</b>	20/09/2024		Community Development Sports and Physical Activity Sector Safeguarding
Co-opted Member	<b>Neil O'Sullivan</b>	05/02/2016	Company Treasurer Member of FARC	Human Resource Management Strategic Planning Change Management
Waterford City & County Council - Elected Member	<b>Frank Quinlan</b>	20/09/2024		Governance and Policy Sports and Physical Activity Sector Sports Policy (Local and National)
Waterford Area Partnership	<b>Liam Quinn</b>	22/11/2024		Community Development Change Management Board Director Experience
South East Technological University	<b>Patricia Sheehan</b>	07/04/2022 to 16/04/24	Chairperson SGC (to 19/04/24)	Sports & Physical Activity Sector Sports Policy (Local & National) Community Development
Waterford Area Partnership	<b>Stephen Whelan</b>	27/03/2019 to 14/10/24	Member of SGC (to 14/10/24)	Community Development Social Inclusion Communication & Media

## SECTION 1: GOVERNANCE & STRUCTURE

### Board Meetings and Attendance

The Board is required to meet a minimum of five times annually. In 2024, five in-person meetings were convened: 26/01/24, 19/04/24 (including the AGM), 07/06/24, 20/09/24 and 22/11/24.



The Board also met online on 25/03/24 to approve the 2024 Dormant Accounts funding applications.

Board meeting attendance details are provided in **Appendix 1**.

A quorum of six is required for a meeting of the Board, as per the WSP Constitution.

A Board Report is prepared by WSP staff and circulated to Board members in advance of each Board meeting, detailing activities and outcomes against the annual operational plan and current strategic plan.

The CEO, who is not a Director of the Company, attends Board meetings by invitation of the Board. Another member of staff attends the meetings to record the minutes.

The Board is supported by two committees that act in an advisory capacity to the Board, with clear Terms of Reference in place (available on our website [www.waterfordsportspartnership.ie](http://www.waterfordsportspartnership.ie)).

### Finance, Audit & Risk Committee

The Finance, Audit & Risk Committee (FARC) provides support to the Board and the CEO regarding policy initiation, monitoring of operational plans and matters relating to finance, risk management, human resources and governance.

The committee met on seven occasions in 2024: 22/01/24, 15/04/24, 30/05/24, 25/07/24, 12/09/24, 17/09/24, and 14/11/24.

For membership and attendance, see **Appendix 2**.

### Safeguarding Committee

The Safeguarding Committee reviews relevant policies and procedures in line with best practice and brings them to the WSP Board for consideration and approval. It considers and makes decisions with respect to child and vulnerable persons safeguarding concerns, including the outcome of any child welfare and protection reports. It considers allegations of a general nature in regard to children and vulnerable persons, in addition to its role in considering vetting disclosures and/or returns referred to the WSP Designated Liaison Person by Sport Ireland and/or the National Vetting Bureau.

The committee met on one occasion in 2024: 20/04/2024.

For membership and attendance, see **Appendix 3**.



# SECTION 1: GOVERNANCE & STRUCTURE



## Waterford Sports Partnership Team 2024

The WSP Team is employed to deliver the annual operational plan and to work with our many partners to support and develop opportunities to participate in sport and physical activity in Waterford. We have two offices in Dungarvan (one in the Civic Offices and one in the Courthouse), and we also have an office in the Regional Sports Centre (RSC) in Waterford. Our Sports Development Team is responsible for the development, delivery and promotion of sport and physical activity for the people of Waterford. They work with various community-based organisations to develop targeted initiatives to promote the participation of young people, older adults, men, women, teenage girls, people with a disability, jobseekers, youth at risk and disadvantaged and minority groups in sport and physical activity. They also support local sports clubs and coaches, with a particular focus on training and education.

In January 2024, Emma Walsh joined the team as full-time Office Administrator. After completing her 11-month Sport Ireland ASPIRE Graduate Programme in February 2024, Jordan Kelly then continued with a maternity leave cover position and was appointed Community Sports Development Officer (CSDO) in September. In June, David Abbott joined the team as Outdoor Recreation Officer. Claire Whelan joined WSP as Finance & Governance Officer in September on a maternity cover contract. Also in September, we were joined by Thomas Shaw-Hamilton, our newest Community Sports Development Officer.

The following are the current roles of the various WSP team members. Dates represent period(s) employed by WSP, which may include previous roles.



**Rosarie Kealy**  
Chief Executive Officer  
09/02 to date



**Peter Jones**  
Programme Manager  
04/07 to date



**Jenny Brookes**  
Finance & Governance Officer  
08/21 to date  
(Maternity leave from 09/24)



**Claire Whelan**  
Finance & Governance  
Officer (Maternity Cover)  
09/24 to date



**Karen Phelan**  
Communications Officer  
01/04 to date



**Emma Walsh**  
Office Administrator  
01/24 to date



**Pauline Casey**  
Sports Inclusion  
Disability Officer  
10/11 to date



**Lauren Walsh Kett**  
Active Cities Officer  
07/19 to 07/2020 &  
07/23 to date



**Sinéad Brannigan**  
Physical Activity for  
Health Officer 08/19 to  
11/20 & 08/21 to date



**David Abbott**  
Outdoor Recreation Officer  
06/24 to date



**Liz McEnaney**  
Community Sports  
Development Officer  
02/22 to date



**Jordan Kelly**  
Community Sports  
Development Officer  
03/23 to date



**Thomas Shaw-Hamilton**  
Community Sports  
Development Officer  
09/24 to date



**Natalia Pocelujko**  
Community Sports  
Development Officer  
08/23 to 06/24



**Brian O'Neill**  
Youth Sports  
Development Officer  
10/11 to 10/24

## Thank You!

In 2024, we said goodbye to Natalia Pocelujko, Community Sports Development Officer, and Brian O'Neill, Youth Sports Development Officer. We would like to sincerely thank both Natalia and Brian for their valuable contributions to WSP during their time with us.



# SECTION 2

## Our Purpose



## SECTION 2: OUR VISION, MISSION AND GOALS

**OUR VISION:** “Waterford – Active People, Active Place”

**OUR MISSION** is that, together, we make Waterford a place that has a positive culture of people playing sport and being active. We want people to enjoy participating and the many benefits it brings to their health, happiness and our community.



### **Goal 1 - Active People**

To support the provision of a wide range of opportunities for people to participate in sport and physical activity in a variety of places.

### **Goal 2 - Active Network**

To support and strengthen the capacity of the network of people and organisations who facilitate sport and physical activity in Waterford.

### **Goal 3 - Active Engagement**

To communicate clear and consistent messages and positively promote sport and physical activity opportunities.

### **Goal 4 - Active Management**

To lead and influence a culture of participation, good governance and competent operations.

**OUTCOME:** More Waterford people participating in sport and physical activity and enjoying that participation.

## SECTION 2: OUR VALUES

### Our Core Belief About Sport and Physical Activity

Our core belief is that participation in sport and physical activity is good for the individual, families and the community. It brings people together. It is good for physical, mental, emotional and social health and wellbeing and contributes to a better quality of life.

We want people to have opportunities to participate at their chosen level. We believe sport and physical activity enrich lives.

We recognise that the manner in which we approach our work, internally and externally, is of critical importance in realising our goals and objectives.

***The following are the core values and associated behaviours that underpin our work:***

#### RESPECT

- > We will cultivate an awareness of the impact of words and actions on others and use words and actions to maximise positive and minimise negative impact.
- > We will seek to listen to others without having a pre-determined position and seek to understand and respond to their perspective.
- > We will respect the time of all by being punctual, prepared for each engagement and effective in how time is used.
- > We will recognise that others may have values and beliefs which are different to our own and are worthy of respect.

#### TRUST

- > We will engage with collaborators and partner organisations in a spirit of trust while maintaining such checks and balances as are demanded by good governance.
- > We will take personal responsibility for our own decisions and actions and not seek to deflect the consequences away from us.
- > We will act in an ethical manner and provide an honest return for invested resources.
- > We will avoid deliberate misrepresentation of others' points of view.

#### RELATIONSHIPS

- > We will be conscious that our engagements require the establishment and maintenance of positive, effective and respectful relationships and will pursue those engagements in that context.
- > We will be transparent at all times in our dealings with individuals and groups within and external to WSP.

#### INCLUSION

- > We will consciously consider the impact of our words and actions on excluded and marginalised groups and individuals and consider what actions are needed to maximise engagement and access to our services and activities.
- > We will approach our work in a spirit of embracing diversity and promoting equality of service.
- > We will monitor our behaviour towards socially excluded groups and individuals to eliminate unconscious bias and to achieve and maintain best practice in this regard.
- > We will consciously seek to ensure that by our own behaviour, all feel welcome to engage with us and participate in our activities.

#### FUN

- > In designing our programmes and activities, we will recognise the importance of a positive experience and prioritise enjoyment in the sporting and physical activity and in the environment and manner in which we work.
- > While we will address serious matters in a serious manner, we will seek to do so with a relaxed and positive attitude.
- > We will seek to engage with all stakeholders in a positive manner, which maximises positive returns to all.

## SECTION 2: THE CONTEXT IN WHICH WE WORK

### What We Do

- > We listen to and for the needs of participants, current and potential, and with our partners, we provide and promote a wide range of sport and physical activity opportunities and supports.
- > We support our partners, the providers of these opportunities – sports clubs and organisations, schools, communities and commercial operators – so that they can develop and increase their capacity to deliver sustainable sport and physical activity participation opportunities.
- > We consider the places where sport and physical activity happen – organised or casual – and increase awareness, accessibility and inclusion.
- > We work with local and national agencies, networks and funders to increase mutual understanding and target resources and effort to maximise impact.
- > We promote a positive culture of enjoyable sport and physical activity experiences.

We focus our efforts on increasing the participation of those with low participation rates from a number of target groups...

- Young people & youth at risk
- People with a disability
- Women and teenage girls
- Men
- Older adults
- Disadvantaged people
- Ethnic minority groups

while also supporting those who promote participation in sport and physical activity...

- Volunteers
- Sports coaches & instructors
- Club officials & administrators
- Physical activity leaders
- Community leaders
- Teachers
- Health workers

in many different places...

- Sports clubs
- Schools
- Communities
- Commercial & public facilities
- The natural environment

### WSP Strategic Plan

WSP is primarily guided by the **WSP Strategic Plan 2018-2022**, which was extended by the WSP Board to the end of 2024 to support alignment with the anticipated development of Waterford's Local Sports Plan and County Outdoor Recreation Plan. The next WSP Strategic Plan development process will commence in early 2025.

### National Policies

We operate with the support, investment and leadership of Sport Ireland (SI) and support SI to realise its sports participation objectives locally. We are also guided by the National Sports Policy 2018-2027, the National Physical Activity Plan for Ireland, and the Healthy Ireland Framework.

### Local Sports Partnerships in the Context of the National Sports Policy

In 2018, the Department of Transport, Tourism and Sport launched the National Sports Policy 2018-2027. The Programme for Government has clearly set out new and ambitious objectives for sport to deliver on, most notably the sports participation goal, which increased from 50% of adults regularly playing sport, as set out in the 2018 National Sports Policy, to 60% of adults regularly playing sport by 2027.

To achieve this, the policy highlights the need to tackle participation gradients by targeting groups in our society that participate significantly less than the overall average. These include people with a disability, people from lower socio-economic backgrounds, women and girls, and ethnic minority groups, such as the Traveller community.

## SECTION 2: THE CONTEXT IN WHICH WE WORK *(continued)*

The National Sports Policy 2018-2027 recognises the key role played by the Local Sports Partnerships in sports participation and how they can assist in the delivery of the participation actions set out in the Policy. The National Sports Policy has a total of 57 actions, 26 of which have significance for Local Sports Partnerships. Fundamental to delivering on the participation actions of the National Sports Policy is increasing the capacity of the sports sector to deliver, especially the Local Sports Partnerships (LSPs) and the smaller National Governing Bodies of Sport (NGBs).



*“The LSP network plays a vital role and has been tasked, in particular, with increasing participation levels in sport and physical activity, especially among those sectors of society that are currently underrepresented in sport. Their capacity to remove barriers and ensure that opportunities for participation in sport are progressive, innovative and fully inclusive at a local level is a unique and valuable strength.”*

– National Sports Policy 2018-2027

### Local Policies

At local level, we are aligned with the relevant plans and strategies of our local partners, including the Waterford City & County Council Local Economic & Community Plan 2023-2029 and the Waterford City & County Development Plan 2022-2028.

WSP will be a key stakeholder in the upcoming development of Waterford’s Local Sports Plan and is currently co-ordinating the development of Waterford’s first County Outdoor Recreation Plan.

### Local Sports Plan

The National Sports Policy 2018-2027 outlines, under Action 8, the requirement to develop a Local Sports Plan in every Local Authority area:

**Action 8:** *We will establish, through Sport Ireland, an initiative to support Local Authorities in developing Local Sports Plans consistent with the overall vision and objectives of this National Sports Policy. The Local Sports Plan will review needs and set out actions to increase participation locally. It will be developed and implemented in cooperation with LSPs, clubs, communities, and partners within and beyond sport.*

Sport Ireland has been working closely with the County and City Management Association (CCMA) in recent years to design and develop a consistent approach to the development of Local Sports Plans across the country. A pilot was conducted in four counties to develop their Local Sports Plans. Following completion of the pilot in 2024, templates were provided to each Local Authority to support the plan development in the remaining counties. Local Sports Partnerships, including Waterford Sports Partnership, will be key stakeholders at local level in the development of the Local Sports Plans.

Waterford City & County Council will commence development of its Local Sports Plan in early 2025.



### County Outdoor Recreation Plan

The National Outdoor Recreation Strategy 2023-2027, *Embracing Ireland's Outdoors*, seeks to achieve a more planned and coordinated approach between the many stakeholders, with the introduction of a County Outdoor Recreation Committee and the development of an Outdoor Recreation Plan at county level. Waterford’s County Outdoor Recreation Plan Project Team was formed in 2024 to lead the development of Waterford’s County Outdoor Recreation Plan. WSP is coordinating the plan development and the formation of the County Outdoor Recreation Committee. The development of Waterford’s first County Outdoor Recreation Plan commenced in September.



# SECTION 3

## What We Achieved in 2024



# With our partners, our key achievements for 2024 include:

**11,478** people took part in **292** Programmes & Initiatives in **2024**

8,727 people took part in 261 Programmes & Initiatives in 2023

**1,185** people took part in **71** Training & Education Courses in **2024**

977 people took part in 59 Training & Education Courses in 2023

## WHO WE TARGET...

Young People | Youth at Risk | People with a Disability | Women | Teenage Girls | Men | Older Adults | Disadvantaged People | Ethnic Minorities | People with a Chronic Condition | Sports Club Coaches & Volunteers

 **348** women took part in **17** initiatives

 **52** teenage girls took part in **6** initiatives

 **214** men took part in **17** initiatives

 **561** older adults took part in **46** initiatives

## PARTICIPATION

### Schools/Young People

**442** students from **10** primary schools took part in Play Rugby  
**265** students from **6** schools took part in our Badminton programme  
**385** students from **3** DEIS primary schools took part in the Junior Leadership programme  
**17** primary schools took part in our Balance Bike programme  
**465** students from several schools and Youth Services attended a Youth Come & Try It workshop

**3,281** young people/ youth at risk took part in **43** initiatives

 **674** people with a disability took part in **35** initiatives

**272** people living with a chronic condition took part in **23** initiatives

 **685** people took part in **10** Healthy Ireland Walking initiatives  
**263** women took part in **10** Women in Sport Week Events  
 **139** women took part in **10** HER Outdoors Week Events

**1,138** took part in **34** WSP Waterford Bike Week Events

 **BikeWeek**  
11th - 19th May 2024

## Capacity Building and/or Collaboration with Over 150 Organisations

including providing clubs/groups with WSP funding supports and club development/grant application assistance and working with NGBs and local community organisations to develop, facilitate and support initiatives.

## TRAINING

**1,185** coaches, volunteers, community leaders and teachers supported in education and training, including:

**301** people attended **25** Safeguarding training  
**51** people attended First Aid training  
**10** people attended Activator Pole training  
**14** people attended Sports Inclusion Disability training  
**29** people attended our Men's Health Nutrition workshop  
**23** people attended our Beyond the Trails Safety webinar  
**23** people attended SafeTalk training

**16** women attended our Mastering Midlife Workshop

See Appendix 5 for a full list of our 2024 Training & Education Courses

 **31,299** visits to website

 **7,884** followers

 **2,241** followers

 **490** followers

## ENGAGEMENT

'Participant' figures may include individuals counted more than once where they have participated in more than one initiative.

# GOAL 1: ACTIVE PEOPLE -

## Many Opportunities, Many Places.

To support the provision of a wide range of opportunities for people to participate in sport and physical activity in a variety of places.



In 2024, Waterford Sports Partnership played a central role in expanding the range of sports and physical activities available in a wider variety of places across the city and county for people at every stage of life. We did this by:

**Broadening Our Geographical Reach:** We researched available opportunities across all electoral areas in Waterford city and county. **Outcome:** Having identified gaps in programme delivery in some electoral areas in previous years, we achieved a more even spread across the six electoral districts in 2024. See **Appendix 7** for details.

**Utilising the Natural Environment:** We focused on the outdoors as an area for all target groups to be more physically active. This included identifying outdoor spaces where sport and physical activities happen, as well as key clubs and agencies to partner with. **Outcome:** Working with 33 local sports clubs, NGBs, and local and regional partners, we organised a greater number of programmes in the outdoors, with a particular spotlight on water sports, including open water swimming, social dipping, kayaking, rowing, dragon boating, sailing, paddleboarding and surfing. We also offered walking, cycling, walking yoga/walk & stretch, beach yoga, pétanque, adventure walks, hiking, rock climbing, mountain biking, fishing, and activator pole walking. In total, we delivered 107 programmes/events in 35 outdoor spaces, with 4,175 people from all target groups taking part.

**Improving Accessibility:** We worked with facilities and venues where sports and physical activity take place to improve accessibility for all. **Outcome:** By providing guidance to facilities and venues (indoor and outdoor) where physical activities can take place, we are helping to improve accessibility and increase opportunities to participate for all. As part of the work we carried out for Active Disability Ireland's *Xccessible Bronze Award*, we reviewed the accessibility of 21 indoor and 17 outdoor venues. We also worked in partnership with Waterford City & County Council on accessible projects for Clonea, Tramore and Ardmore beaches. And as part of our *Wheels for Hire* programme, we continued our partnership with Tramore Life Saving Centre and Molly's Cafe in Tramore to provide free Beach Wheelchair hire there. We also partnered with SETU Arena to make a trike and running buggy available for free hire for those wishing to use these on the trail there.

**Capitalising on National Events:** We used national "trigger events," such as *Women in Sport Week* and *Bike Week*, and their associated media promotions to boost physical activity opportunities and levels in Waterford. **Outcome:** We increased the number of activities we organised around "trigger" events by 67%, resulting in a 47% increase in the number of participants. Key trigger events we focused on in 2024 were *Operation Transformation*, *HER Outdoors Week*, *Bike Week*, and *Women in Sport Week*. In total, we organised 72 events, with 2,936 participants. See **Page 32** for details.

**Increasing Club/Community Engagement:** We worked in partnership with local sports clubs, communities, local stakeholders and commercial partners to increase their capacity to offer sustainable pathways to activity for our programme participants. **Outcome:** In support of our strategy to develop a more partner-focused programme delivery model, we partnered with 43 local sports clubs, 12 NGBs, 25 facilities and 59 local, regional and national organisations to deliver many of our programmes. This helped create pathways to continued activity for participants of those events. We also engaged at various levels with 15 additional local sports clubs, 8 additional NGBs, and 40 additional local, regional and national organisations on a range of other projects throughout the year related to raising awareness, changing behaviours and attitudes towards sport and physical activity, enhancing and expanding the built and natural infrastructure for sport, and improving accessibility.

**Re-focusing Our Grant Schemes:** We re-focused our approach to grant schemes, promoting more engagement and partnerships with grant-funded clubs/organisations to deliver a broader range of opportunities for physical activity. **Outcome:** We coordinated four grant schemes – Healthy Ireland Walks, West Waterford Club Development, Water Sports, and Youth Integration – awarding 33 clubs/organisations across the county a total of €19,840. A key difference this year was the focus on grant-funded clubs/organisations agreeing to run activities in partnership with WSP. This provides a better pathway for sustainable physical activity, strengthens clubs' membership, and ultimately enables WSP to increase our offerings to all target groups in all of the county's electoral areas. See **Appendix 6** for details.

# GOAL 1: ACTIVE PEOPLE

## 2024 Highlights

- We increased the number of programmes/events we delivered by 12%, which resulted in a 32% increase in the number of participants. See **Appendix 8** for details.
- Following the selection in 2023 of WSP as one of six counties to pilot the new **Physical Activity for Health (PAFH)** programme, supported by funding from Sláintecare through Sport Ireland, the first PAFH programmes were rolled out in 2024 by WSP's newly appointed Physical Activity for Health Officer. These included programmes for those living with arthritis and chronic pain, such as aqua aerobics, chair-based yoga, and stretch and walk, and the *Move Well, Breathe Well* programme.
- Waterford was also selected as one of six counties to appoint an **Outdoor Recreation Officer (ORO)**, as part of a pilot scheme from the Department of Rural Community Development and Sport Ireland. The ORO commenced in the role in June, with initial focus on top-level stakeholder engagement and needs analysis.
- We were awarded the **Xcessible Bronze Award** by Active Disability Ireland. Xcessible aims to help support and empower National Governing Bodies (NGBs) and Local Sports Partnership (LSPs) to provide positive and meaningful opportunities for people with disabilities to take part in sport and physical activity. Following a concerted whole-team effort, we were delighted to achieve this milestone and continue to build on our work in this important area.
- In our ongoing work on the **integration of migrants**, we worked with the Ukrainian Volleyball Club in Dungarvan to deliver programmes for schools and adults. We also coordinated the Integration Fund for Ukraine and IPAS centres, which subsidised 203 children seeking asylum or refuge in the Waterford area to take part in local summer camps. And we coordinated a three-week *Come and Try Tennis* programme in Lismore Tennis Club for 19 children in direct provision living in local hotels.
- We had a greater focus on improving physical activity opportunities for **teenage girls**, both within and outside of the school setting. While we focus on offering opportunities to teenage girls as part of our overall work with multiple target groups, including secondary schools, young people and youth at risk, we delivered 6 specific programmes to 52 teenage girls. Activities offered specifically for teenage girls included rock climbing, adventure walking, teen fitness programmes in local gyms, paddleboarding, dance and boxing. And 265 teenage girls took part in our *Youth Come & Try It* workshop, which gave them the opportunity to try many different activities, including pétanque, orienteering, camogie, and rugby.
- As a result of the five-week **Go for Life** programmes for Older Adults in March/April in Lismore, Dungarvan, and Waterford City, 6 participants proudly represented Waterford at the *Go for Life* National Games in Dublin in June. The team competed in the three main games – Scidil, Flisk, and Malai.
- We helped launch several “legacy” initiatives to increase community-based physical activity over the longer term, including the **Walton Park Junior parkrun** in Dungarvan, now one of the largest in the country, and the **Playful Streets** initiative in communities throughout the city and county. Organised in partnership with the Community Department of Waterford Council, *Playful Streets* ran from May to September in 29 locations across Waterford. It is a low-cost, easy and fun way to create play and exercise spaces within housing estates and green spaces, encouraging children to play outside and building stronger communities. Overall, about 2,300 young people and adults took part.
- **Women in Sport Week** in March was a great success. We ran 10 events across the week for a variety of age groups and abilities, including boxing fitness for teenage girls, a Coaching Teenage Girls in Sport workshop, which was attended by coaches from ladies football, camogie, and rugby clubs around the county, a *ParkFit* session at the outdoor gym in the People's Park in Waterford, and a social dip in Tramore. In total, 263 women took part in events across the week.
- We directly coordinated 34 events during national **Bike Week** in May. From men and women joining social cycle groups run by local cycling clubs to school children learning about bike maintenance and young people experiencing e-bikes, there were cycling-related activities for everyone. 1,138 people took part in WSP-led events during the week.
- The team also coordinated and ran a range of programmes and activities as part of national **HER Outdoors Week** in August, including rock climbing, dragon boating, mountain biking, surfing, yoga and sea swimming, along with several safety talks and videos focusing on both water and mountain safety. 139 women and teenage girls participated in the various sessions and events during the week.
- Thanks to our partnership with Waterford Libraries, the free **Activator Pole Borrow Scheme** has been extended and is now available in seven public libraries across the city and county.
- The **BoxUp Unit** in the People's Park, Waterford, installed in September 2023 as part of the Active Cities Waterford initiative, has proven very popular. The unit provides various pieces of equipment – free of charge – to registered users to use in the park. 350 new users signed up to the app in 2024, bringing the total number of registered users to 512. There were a total of 1,164 uses during 2024. The most popular items were the table tennis and basketball equipment.

# GOAL 1: ACTIVE PEOPLE

## Provide and support quality opportunities for *everyone* to participate in sport and physical activity, with a focus on low-participation groups.

We coordinate and support the development of a diverse range of quality programmes, events and initiatives to support engagement and participation in sport and physical activity. 2024 saw a continued focus on developing sustainable physical activity pathways when identifying and addressing needs among all target groups. We achieved this by developing the capacity and readiness of both partners and participants. Through this approach, we made the following sustained impacts on the traditionally low-participation target groups below:

### People with a Disability

We focused on legacy programmes and projects, including *Wheels for Hire*, where people can book our beach wheelchair, running buggy or trike using our online booking system, and the *Summer Camp Access Programme*, which supports children with a disability aged 6-12 participating in mainstream summer camps through the provision of SNA support.

The development of cycling skills was a priority to ensure a defined pathway for our disability cycling programmes. We also placed a greater emphasis on working with special schools, training teachers in these schools to run inclusive PE sessions.

Our Active Cities project teamed up with the Spraoi Festival to host a Creative Movement workshop for mixed abilities, an interactive session led by a talented aerial dance duo from New Zealand. This focused on championing disability arts and inclusive practice, giving people of all abilities the chance to experience dance and creative movement.

**Outcomes:** During 2024, partnering with 12 local sports clubs, NGBs, and local and regional partners, we offered 21 different activities for people with a disability. This included soccer, yoga, spinning, muay thai, boccia, surfing, cycling, and pitch & putt.

16 people hired the beach wheelchair and three people hired the running buggy in SETU Arena (launched in April).

We supported 40 children attending summer camps and 105 people with a disability took part in *Cycle Right* training.

15 teachers in three special schools are now trained to run inclusive PE sessions in their school.

In total, we ran 35 programmes/events, with 674 people with a disability taking part.

*"I really enjoyed the 4 weeks. I had never played before, so this was all new to me, but it was fantastic, and I had great craic. I think we are going to try to play once a week."* – Pitch & Putt participant

### Women

We evaluated our approach to women's programmes in 2024. In order to have a greater impact on long-term physical activity, we decided to deliver fewer programmes but increase the duration of some. We also focused on working with local clubs to create sustainable pathways for women to remain active after participation on our programmes.

During *HER Outdoors Week* in August, we partnered with 8 local sports clubs, NGBs, and local and regional partners to offer a variety of activities for women and teenage girls, which proved very successful. The activities included mountain biking, surfing, swimming and yoga.

During *Women in Sport Week* in March, we organised an *Introduction to the Outdoor Gym* to encourage more women to include physical activity in their lifestyle while increasing awareness and knowledge of the new gym equipment in the People's Park. And we held a successful *Mastering Midlife Workshop*, to show women in perimenopause and menopause how to make small changes to increase their energy levels and improve their sleep, mood, and motivation to exercise.

**Outcomes:** During 2024, 348 women took part in 17 women-only programmes/events across various activities, including *Women on the Move*, *Women on Weights*, *Women on Wheels*, swimming, mountain biking, surfing, and yoga.

The numbers attending *Women in Sport Week* and *HER Outdoors Week* events increased significantly on the previous year.

*"I really enjoyed last night. I have been meaning to get cycling for ages and the support was wonderful. Thanks for providing me with a bike as well."*

- Women's Social Cycle participant

*"It was my first time using gym equipment and weights. I loved the programme and attended every night. I even came back from holidays early for the last night!"*

- Women on the Move participant

# GOAL 1: ACTIVE PEOPLE

## Men

We increased the number of initiatives delivered to men and the range of new activities we offered. Combined with our focus on the outdoors, we delivered our first ever *HIM Outdoors* initiative in February. This involved 50 men attending six outdoor walking programmes across four electoral districts. We also ran some men-only social cycles during the year, which proved very popular.

With the HSE, we ran two very successful Men's Health Nutrition workshops to provide healthy eating advice to optimise energy and wellness and fuel the body for exercise. We also partnered with Healthy Ireland, Active Cities, Men's Network, Get Ireland Walking and the HSE for the delivery of a multi-sport event during *Men's Health Week* in June.

Following an evaluation of the impact of the popular *Men on the Move* programme, we changed the delivery of our final 2024 programmes, increasing the duration and introducing pre and post-programme testing to assess the overall impact on fitness levels.

**Outcomes:** 214 men took part in 17 men-only programmes/events. In the new model introduced for the October-December *Men on the Move* programme, all participants improved their overall results across various tests, including wall sit duration, plank, press ups and 500m timed run/walk.

*"If this wasn't on, I wouldn't do anything."*  
– Men on the Move participant

*"I nearly lost my dad through two different illnesses a couple of years ago. I never thought I would see the day he would be running off to a circuit class. Ye are doing amazing work in the community."*  
– son of Men on the Move participant



## Older Adults

We delivered nine different activities for older adults. Activator Pole walking proved very popular. To accommodate the demand, we ran eight programmes to familiarise people with how to use them. And thanks to Waterford Libraries, our free *Activator Pole Borrow Scheme* is now running in seven public libraries around the city and county.

We also saw high demand for chair yoga and chair-based exercise. To cater for the demand, we implemented a programme model that progresses experienced participants on to local providers' private classes, freeing up spaces on our programmes for new participants. We also offered dragonboating, *Go for Life Games*, and bowling. And we continued our promotion of the outdoors by leading 13 separate walks – from January to December – covering all six electoral areas.

We also teamed up with a SETU Ph.D. student on the *Wellness and Independence via Strength Exercise (WISE)* research project on community-based resistance training with older adults and transitioning from supervised to unsupervised participation.

**Outcomes:** 82 older adults attended our Activator Pole sessions, while 185 took part in our chair yoga/exercise classes, with many progressing to weekly classes with the various tutors around the city and county.

85 people took part in the various *Go for Life Games* sessions and 10 tried dragonboating for the first time.

The WISE project, which was delivered over 24 weeks to 92 older adults, will provide us with research on an effective delivery model for programmes for older people and those with chronic health conditions.

Overall, 561 people participated in 46 events we organised for older adults.

*"It was great; I really enjoyed it. It was something different for us and on our doorstep! Nice to do on such a rainy night."*  
– Go For Life Games participant

*"I really enjoyed the walks I've been on. Myself and one of the other ladies have decided to meet every week and keep it up."*  
– Walk for Life participant



## GOAL 1: ACTIVE PEOPLE

### People Living with a Chronic Health Condition

As part of the **Physical Activity for Health (PAFH)** pilot programme, supported by funding from Sláintecare through Sport Ireland, our Physical Activity for Health Officer improved awareness and increased opportunities for people living with chronic conditions to become active. Working with our partners, we delivered aqua aerobics and chair-based yoga programmes and promoted the providers' private sessions so that participants were able to continue their activity after the programme ended.

We also spent time researching, collaborating, and developing programmes with partners to support people with chronic conditions in maintaining physical activity after completing HSE physio-led rehabilitation. One example is the *Move Well: Breathe Well* programme developed following extensive conversations with Respiratory Physiotherapists and participants of the Pulmonary Rehabilitation programme, which we piloted in July.

Additionally, we strengthened our relationships with colleagues in other local sports partnerships who have experience delivering evidence-based programmes. One such programme is *Staying Fit for the Future: Better Balance*, which was delivered in October by Cork Sports Partnership, Cork Kerry Community Healthcare, HSE PCC Physiotherapy Services Cork, and HSE PCC Physiotherapy Services Waterford with our support.

**Outcomes:** Overall, we ran 23 programmes specifically for people with chronic conditions during the first year of delivery of this pilot programme, with 272 people taking part.



### FEEDBACK

*"I love being in the water. My body feels better."*

– Aqua aerobics participant

*"It gave me a reason to start exercising."*

– Chair-based yoga participant

*"It was brilliant, and I practise the exercises at home."*

– Better Balance participant



## GOAL 1: ACTIVE PEOPLE

### Develop and support quality opportunities for *children and young people* to participate in sport and physical activity.

Following an evaluation of our approach to programming for schools and young people, we focused on delivering more relevant activities via clubs and partners, in order to provide a pathway to continued activity for our participants. We also focused on providing activities in the outdoors.

**Note:** Due to the nature of this area, several of our programmes and initiatives were run across multiple target groups.

#### DEIS Primary Schools

We offered 11 different activities with 7 local sports clubs, NGBs, and local and regional partners. Activities delivered to DEIS primary schools across the city and county included athletics, basketball, balance bikes, badminton, rugby and Marathon Kids (an 8-week running programme for 5<sup>th</sup> & 6<sup>th</sup> class students). We also offered the Junior Youth Leadership programme.



**Outcomes:** 266 primary school students in DEIS schools availed of Balance Bike training, 597 participated in basketball, 83 tried athletics, and 314 took part in Marathon Kids.

385 students from three DEIS primary schools took part in the Junior Youth Leadership programme.

Following one four-week taster programme delivered by Wildcats Basketball Club in a DEIS school in the city, 7 girls joined the local basketball club.

In total, 1932 DEIS school students from 16 DEIS primary schools took part in 23 initiatives.

#### Youth at Risk (10 to 24-year-olds)

Through our various programmes, we offered muay thai, boxing, dance and soccer.

Our Youth Sports Development Officer took part in the Erasmus-funded “YouSport Mini Study Visit,” facilitated by Léargas, the Irish National Agency for Erasmus+ Youth and Sport programmes, which focused on how to include disadvantaged young people through social sport methods. Eight participants were given the opportunity to shadow our Youth Sports Development Officer for a day in Waterford to see how WSP engages marginalised young people through sport/active recreation. There were lots of learnings for all involved and we were delighted to be involved in this initiative.

As part of our work with youth at risk, we organised three events specifically for teenage girls, including boxing, dance, climbing, and paddleboarding.

And we were thrilled to join forces with Waterford City & County Council for National Play Day 2024. This initiative encourages children of all abilities to get outside and play. We supported several Family Resource Centres in creating playful environments, with everything from sensory packs to balance bikes and basketball stands.

**Outcomes:** Working with 6 local sports clubs, NGBs, and local and regional partners, we delivered nine initiatives to 116 youth at risk from the various youth services in the city and county. Our Late Night Soccer blitz in partnership with the FAI was very well attended, with 30 young people from two city centre services enjoying the event. 34 young people tried muay thai, 21 took part in boxing and boxing fitness programmes, 11 tried paddleboarding and eight tried climbing for the first time.

*“The girls loved the boxing session - they wouldn’t normally have tried something like this, so it was great to give them the opportunity. And they really enjoyed the dance session and had a fantastic time.”*

– TYRE Garda Youth Diversion Project leader



## GOAL 1: ACTIVE PEOPLE

### Pre-Schools/Non-DEIS Schools

Our two key priorities for this target group for 2024 were to a) cement our delivery of activities that are easily accessible and can utilise our online platforms, including playground markings, balance bike training, and skipping, and b) identify sports where we could partner with local clubs to provide a pathway to sustained activity for the children.



**Outcomes:** 1,950 students from non-DEIS schools and pre-schools took part in 54 initiatives in 11 different sports/activities.

200 students from five schools took part in our badminton programme, delivered on school premises by two local badminton clubs. To further build capacity and sustainability, the programme was supported by the delivery of *Shuttle Time* teacher training, which saw 15 teachers from 10 schools undertake training to enable them to deliver badminton training independently in their schools.

72 students from three schools took part in our *Golf Fore Schools* programme. One school availed of our online skipping programme, two availed of the playground marking scheme, and 15 availed of the balance bike programme. 109 students from four schools took part in our BMX/pump track training.

### TEACHERS' COMMENTS

*"We had three children who couldn't cycle, along with a couple more who were not confident. By Week 3, they were all cycling independently, which was fantastic."*

*"We noticed that children who didn't excel at field sports really thrived in badminton - and they enjoyed it so much!"*

*"Brilliant for the children to actually be shown how to use the pump track. They were all a bit daunted beforehand, but now know how to use it and I'm sure they will come again. It's a great idea."*

### Young People (up to 17 years)

We organised several non-school-based initiatives for this target group, including the 29 *Playful Streets* events around the city and county.

Our Active Cities Officer also organised family fun *Athletics Taster Sessions* during the St. Patrick's Day Festival in Waterford City, as well as a *Youth Come & Try it* workshop for young people and transition year students from city schools and youth groups to try various activities and sports, including pétanque, camogie, orienteering, soccer and rugby.

Also, Waterford Sports Partnership was instrumental in establishing the new Junior *parkrun*, which takes place every Sunday morning in Walton Park, Dungarvan.

**Outcomes:** Over 2,000 young people took part in the various *Playful Streets* events. As a result of the success of this series, we now offer Play Packs that residents' associations and community groups can borrow to host their own *Playful Streets* event.

Over the summer, three groups took advantage of this new initiative, organising fantastic events independently in their communities.

465 students from several schools and youth services attended the *Youth Come & Try It* workshop, which aimed to reduce anti-social behaviour by showcasing the fantastic activities, sports, and clubs Waterford City has to offer.

And since its launch in August, 261 young people have taken part in the Junior *parkrun*, which has quickly become one of the largest in the country and continues to grow.



## GOAL 1: ACTIVE PEOPLE

### Teenage Girls

We organised several initiatives and programmes specifically for teenage girls, including rock climbing, boxing, walking/hiking.

Our six-week *TeenFit* programme covered various activities from the basic technique of exercises, fitness classes and exercise to music to a full-body workout programme in the gym.

*Operation Motivation* encouraged teenage girls to explore new ways to get active, including boxercise and dance.

**Outcomes:** The 15 girls on the *TeenFit* programme were all given one-month free gym membership on completion of the programme. 6 girls took part in *Operation Motivation*.

12 teenage girls took part in our rock climbing programmes and 6 took part in *Operation Motivation*.

In total, 52 teenage girls took part in 6 different initiatives offered specifically for this target group.



## GOAL 1: ACTIVE PEOPLE

### Support and enable the provision of opportunities to participate in sport and physical activity in *many places*.

We continued to identify and collaborate with relevant partners to develop and activate new infrastructure and equipment-loaning opportunities, with a specific focus on the outdoors. There were many examples of this throughout the year, including the following:

- Development of outdoor activity opportunities, including supporting the purchase of a new dragon boat in partnership with Sláintecare and the Active Cities Waterford project, the activation of St. Declan's Way through walking programmes with local walking providers, a service level agreement to enable the use of Ballyscanlon Lake by a local kayaking club, and the launch of the Junior *parkrun* in Dungarvan.
- The BoxUp unit in People's Park in Waterford provides various pieces of sports equipment – for free – for use within the park. Evaluation of the impact of the BoxUp project in partnership with Waterford City & County Council (WCCC) as part of the Active Cities Waterford project, showed that there were 1,164 uses in 2024, with 86% of users visiting the park more often now that the BoxUp is in place.
- Increasing our focus on needs analysis for capital projects, we conducted a needs analysis with residents of the Priorsknock area, as part of the Active Cities Waterford project. Also, our new Outdoor Recreation Officer consulted with relevant clubs and partners regarding potential improvements at Clonea Beach.
- As part of our free *Wheels for Hire* programme, which aims to make infrastructure more accessible for those with a disability, we launched a free online booking system for a running buggy and trike in SETU Arena, adding to the beach wheelchair already available in Tramore.
- The *Activator Pole Borrow Scheme*, which is run in conjunction with Waterford Libraries, makes these simple walking aids available to borrow for free in seven public libraries, supported by our activator pole walking programmes throughout the county.
- Following on from the success of the *Playful Streets* initiative, in partnership with Healthy Waterford, Play Packs are now available for residents associations and community groups to borrow for free for their own community events.
- During the *One Waterford, One People* event in May, in partnership with WCCC and Waterford Trades Council, we organised a range of activities for people to try out the new amenities in People's Park, including the new pétanque court and table tennis table. People were also shown how to use the gym equipment in the park as well as the BoxUp unit.
- We partnered with Water Safety Ireland (Waterford) and South Eastern Mountain Rescue (SEMRA) to produce safety videos for swimming and hiking/hillwalking that are available to view on our Facebook, Instagram and YouTube channels.
- Our Water Sports Grant provided funding to a wide variety of water-based clubs, with whom we will partner to help increase participation in water sports in Waterford. This will include organising "Come and Try It" sessions to allow people try out these water sports, including rowing, swimming, sailing, kayaking, dragon boating and scuba diving.
- Waterford Sports Partnership, SETU Arena, and Fit Walk Ireland joined forces early in 2024 to create Waterford's first *Fitsticks* Trail, which was installed at SETU Arena in December 2024. This fantastic new amenity was funded by the Active Cities Waterford Project through Sport Ireland's Dormant Accounts Fund. The looped trail spans just over 2km and follows the route of the *parkrun* held at the Arena. Designed to be accessible and safe, the well-lit pathway is perfect for those using activator poles – and it's free to use!



## GOAL 1: ACTIVE PEOPLE

**Identify the activities, events and initiatives which have the capacity to trigger engagement in sport and physical activity and maximise the links to longer-term participation.**

We continued to focus on using national “trigger” events to coordinate a more sustained, localised approach to promoting sport and physical activity opportunities. We partnered with 33 local sports clubs, NGBs, and local and regional partners to ensure there was a sustainable pathway to activity for those taking part in our events.

**Outcomes:** Overall, 2,936 people took part in 72 programmes/events we organised around national “trigger” events. Some were one-off events. Others kicked off a multi-week follow-on programme, as part of our focus on providing a pathway to continued activity for participants. Using the trigger events and partnering with local sports clubs, community organisations, local and regional partners and NGBs will help strengthen club capacity, which will make a sustained impact on people’s levels of physical activity.

TRIGGER EVENT	2024		2023		2022	
	Number of Activities/ Events	Number of Participants	Number of Activities/ Events	Number of Participants	Number of Activities/ Events	Number of Participants
Bike Week	34	1,138	13	1,200	21	641
Positive Ageing Week	2	12	7	20	6	83
Men’s Health Week	1	10	0	0	5	37
National Play Day	4	224	3	118	4	200
Healthy Ireland Walks (Operation Transformation)	10	685	6	314	7	364
SportsAbility Day	-	-	1	200	7	69
HER Outdoors Week	10	139	7	57	7	86
Women in Sport Week	10	263	6	88	9	138
European Week of Sport	1	465	-	-	-	-
<b>TOTAL</b>	<b>72</b>	<b>2,936</b>	<b>43</b>	<b>1,997</b>	<b>66</b>	<b>1,618</b>
<b>% Increase on Previous Year</b>	<b>67.4%</b>	<b>47%</b>	<b>-34.8%</b>	<b>23.4%</b>	<b>24.5%</b>	<b>102.2%</b>



## GOAL 1: ACTIVE PEOPLE

### Provide information on opportunities and places to participate in sport and physical activity.

We have continued to evolve our use of online platforms to provide information for people looking to increase their level of physical activity. This includes:

- We respond promptly to queries from the public on a daily basis that we receive via email and through messaging on social media.
- Continued promotion of our online videos to support recent infrastructure developments, including the outdoor gym and BoxUp unit in People's Park, Waterford and the Learn-to-Cycle track in Fairlane Park, Dungarvan.
- Online programmes for schools, including playground markings, skipping, bike maintenance, and balance bikes.
- The development of an online booking system for our *Wheels for Hire* programme that now includes a running buggy and trike in SETU Arena and a beach wheelchair at Tramore Beach.
- Our social media platforms, including Facebook and Instagram, are a great source of information for those interested in being more physically active. We regularly share details of our own events and initiatives, as well as those of clubs and organisations in the city and county and NGBs to our approximately 8,000 Facebook and 2,250 Instagram followers.
- Our website contains a dynamic listing of our upcoming programmes and events, which people can book via the online booking platform Eventbrite.



### Offline Information Sharing

- The team gave presentations to various groups throughout the year to help raise awareness of our work, strengthen community connections, and encourage people of all ages and abilities to get involved in sport and physical activity across Waterford.
- We also hosted information stands at a range of *Connecting Communities* events across the county. These stands gave us the chance to meet people face-to-face, share details about our programmes, answer questions, and encourage everyone – no matter their age or ability – to get active and involved in sport and physical activity in their local area.
- Permanent signage in Walton Park promoting the Junior *parkrun*, which includes QR codes that can be used to register and to find out how to volunteer.
- In conjunction with Waterford City & County Council, we developed Communication Boards for all Waterford playgrounds. This is a form of augmentative and alternative communication, incorporating symbols and words, that non-verbal people can use to communicate. The boards have now been installed in all playgrounds across Waterford city and county.

# Case Study 1: Special Olympics | Déise Stars

## OUR PARTNERS



Special  
Olympics  
Ireland

### OVERVIEW

The success of the Little Vikings Special Olympics Club highlighted the need for a new club for children who had outgrown the current age range of 4-12 years. We worked with Special Olympics Munster to make this happen.



### IMPLEMENTATION

- We held several meetings with Special Olympics Munster. We also had conversations and meetings with local athletics clubs, Athletics Ireland, Little Vikings Special Olympics Young Athletes Club, parents, local radio stations and venues.
- In collaboration with Special Olympics Munster and parents of children with intellectual disabilities, we created a three-week programme to gauge interest from potential participants.
- Susan McGill, a Special Olympics volunteer, was selected to lead three *Come and Try Athletics* sessions in April. These sessions featured simple and fun activities like running, jumping, and throwing.
- After these pilot sessions, an information session was held to discuss the formation of a new club for children aged 11-15, with a focus on athletics.
- A committee was established and the group named themselves the '**Déise Stars.**' The committee partnered with St. Mary's Athletics Club, who now provide weekly coaching support.
- We provided funding to the club to assist with its initial setup costs.
- The club meets every **Monday** evening at **6pm** at the **Kingfisher Club** on the Tramore Road, Waterford.

### KEY PERFORMANCE INDICATORS

- > Retention of participants to form a club
- > Number of children joining the club



### OUTCOMES

We were thrilled with the fantastic feedback from both the participants and their parents following our pilot sessions! The children, all of whom had intellectual disabilities, showcased a wide range of abilities. For many, this was their first time taking part in athletics – but thanks to our inclusive and adaptable activities, everyone had a great time.

The response was so positive that in September 2024, we proudly launched **Déise Stars Special Olympics**, creating even more opportunities for children of all abilities to get involved and shine!

### NEXT STEPS...

- The club has been growing steadily.
- We will continue to offer support whenever needed to ensure its continued success.

## Case Study 2: Junior parkrun | Dungarvan



### OUR PARTNERS



### OVERVIEW

Having identified a need for young children to become active, and as there was no *junior parkrun* in Waterford, we explored the possibility and feasibility of setting one up. The Walton Park Junior *parkrun* was officially launched on Sunday 18th August, run by a team of committed local volunteers.



### AIMS

- To enable young children to enjoy being part of a mass-participation athletics event in a family-friendly, non-competitive atmosphere
- To recruit enough local volunteers to ensure the long-term sustainability of the event.

- To ensure volunteers are comfortable with leadership positions, e.g. Run Director.
- To encourage rotation of responsibility.

### KEY PERFORMANCE INDICATORS

- > Number of children attending each week
- > Retention of volunteers

### IMPLEMENTATION

- We identified a need/opportunity to set up a Junior *parkrun*.
- We worked with Parkrun Ireland and Waterford City & County Council to identify four possible routes.
- We worked with WCCC to carry out risk assessments, select the venue, and ensure insurance was in place.
- Parkrun Ireland provided us with guidance around volunteer recruitment and getting the Junior *parkrun* up and running.
- Thirteen volunteers would be needed for each event. All would need to be garda vetted and attend Child Welfare training.
- We put a call out for volunteers via social media and local press and held three volunteer information sessions.
- A pool of volunteers was established and we identified people for key roles including Run Director and PRO.
- The PRO set up a Facebook Page and began promoting the Junior *parkrun*.
- We ran trial events to check the course and train volunteers.
- We held our first public event on Sunday 21st July with 69 participants and 21 volunteers. The Walton Park Junior *parkrun* was officially launched on Sunday 18th August.

### OUTCOMES

- 241 children took part in the event between August and December.
- Walton Park Junior *parkrun* had the highest numbers nationwide for the Junior *parkrun* in December, averaging 75 children per event.
- The Halloween/Christmas-themed events were a huge hit!
- We enjoy a strong partnership with the local athletics club, which has seen an increase in its juvenile membership.
- Consistent positive feedback from parents about the benefit of having a local, accessible event (it takes just 20 minutes from start to finish).
- The social media page has played a huge role in the promotion of the event, attracting both locals and visitors each week.
- Permanent promotional signage is now in place in Walton Park.
- By December, we had a pool of 41 volunteers, five of whom can act as Run Director.

*We are delighted to welcome runners of all abilities between the ages of 4 and 14 to our fully inclusive event every Sunday morning. It is a privilege to see the smiling faces of the children running loops of the beautiful Walton Park.*

– Peter Cunningham, Run Director

*Brilliant morning! Well done on all the work to get it up & running and the very best of luck going forward.*

– Parent



### NEXT STEPS...

- > Continue to develop the pool of volunteers and ensure they are comfortable with leadership roles.
- > Link in with local athletics club to develop sustainable pathways for children to be active.

## Case Study 3: Staying Fit for the Future – Better Balance

OUR PARTNERS



### OVERVIEW

We piloted a ten-week strength and balance programme for adults that can walk unaided.

### AIMS

- To add a structured strength and balance programme with measurable outcomes to our current offerings.
- To help prevent a deterioration in adults' health by challenging and training the main components needed for maintaining good independent movement.
- To work in partnership with the local HSE Primary Care Centre physiotherapy team to investigate effective physical activity programme models developed by their HSE colleagues and implemented in other counties by local sports partnerships.
- To support the health behaviour change work of the local HSE Primary Care Centre physiotherapy team by co-ordinating suitable physical activity opportunities for adults to improve and maintain good health and longevity.

### IMPLEMENTATION

- The Physical Activity for Health Officer (PAfHO) met with the Waterford HSE Primary Care Centre (PCC) Physiotherapy Manager to identify the activity needs of physiotherapy patients who were advised to become more active as part of the management/treatment of their long-term health condition(s).
- The PAfHO shared details of the *Staying Fit for the Future – Better Balance* programme, which had been successfully delivered by Cork Sports Partnership with the HSE and expanded to Mayo.
- The PAfHO and Physiotherapy Manager contacted HSE Cork and Cork Sports Partnership to explore training opportunities for Waterford fitness professionals and physiotherapists.
- A full-day training session was provided for fitness professionals and physiotherapists, with an additional half-day session for physiotherapists.
- Three 10-week programmes were rolled out in Lismore, Dungarvan and Waterford City in the autumn.
- WSP handled fitness professional recruitment, funding, venue booking, promotional materials, participant recruitment, printing, equipment purchase, registration, evaluations, and outcome measure collation.
- Trained physiotherapists conducted outcome measurements in weeks 1 and 10 of the programme.

### OUTPUTS

- 9 professionals were trained in the programme delivery (3 fitness professionals, 1 WSP staff member, and 5 HSE physiotherapists).
- 36 adults participated in the 10-week programme (34 females and 2 males).
- All outcome measurements improved from week 1 to week 10. (See table below.)

OUTCOME MEASURES	PRE	POST	RESULTS	MEANING
Sit to Stand	416 reps	451 reps	> 35 reps	Individuals can perform more reps in the same time after completing the 10-week programme.
Timed Get Up & Go	239 seconds	227 seconds	- 12 seconds	Individuals take less time to get up and go from a chair after completing the 10-week programme.
Tandem Stand	669 seconds	755 seconds	+ 86 seconds	Individuals can balance in the tandem position for longer.
Single Leg Stand – Eyes Open	790 seconds	1036 seconds	+ 246 seconds	Individuals can balance on one leg for longer with eyes open.
Single Leg Stand – Eyes Closed	172 seconds	226 seconds	+ 54 seconds	Individuals can balance on one leg for longer with eyes closed.

### FEEDBACK

*'It was brilliant, and I practise the exercises at home' 'I've made improvements to my balance and I'm walking more as a result'*

### NEXT STEPS...

- Organise another training day to increase local capacity and ensure sustainability.
- Continue partnership with Waterford HSE PCC Physiotherapy team and local sports partnership colleagues to learn about developments and experiences.
- Continue to investigate physical activity programmes which focus on outcome measures that may have the potential to be developed in Waterford.

# GOAL 2: ACTIVE NETWORK –

## Strengthening the Network, Connecting People.

To support and strengthen the capacity of the network of people and organisations who facilitate sport and physical activity in Waterford.



### Support the providers of sport and physical activity in Waterford through the provision of quality training and education opportunities.

We continued to deliver a wide range of training and education courses. In total, we delivered 71 training and capacity-building opportunities covering 26 different training courses:

**Safeguarding:** We delivered 25 Sport Ireland Safeguarding (SG) courses to 301 sports club coaches and volunteers: 21 x SG 1 (Basic Awareness): 255 participants  
2 x SG 2 (Club Children’s Officer): 26 participants  
2 x SG 3 (Designated Liaison Person): 20 participants.  
Six of the SG 1 courses were private courses requested by specific sports clubs/organisations in Waterford. Four of the SG 1 courses were delivered in person and the rest were delivered online via Zoom.

**First Aid/REC:** With safety a key priority for all sport/physical activities, we delivered five First Aid courses to 51 people. These included three Sports First Aid courses, as well as two Rescue Emergency Care (REC) courses, that teach people how to deal with emergency situations in remote or challenging environments where immediate medical assistance might not be available.

**Sports Inclusion Disability Awareness:** Inclusion is an integral part of everything we do. We ran two courses to raise awareness around disability and offer guidance on how to include people with disabilities in sport and physical activity. 14 people took part.

**Youth Leadership:** We ran three Youth Leadership programmes for second-level children, with a total of 33 taking part in this important initiative.

**Community Play Leaders:** This workshop was to show people how to run play events in their community. Six people attended.

**Cycling:** As part of our focus on cycling training for our target groups, we ran 22 cycling-related courses in 2024:

⇒ **Cycle Right:** Having identified that there were not enough external Cycle Right tutors to cater for the demand, we trained another new tutor to increase our capacity to deliver this training. As a result, 102 students from four primary schools completed the Cycle Right programme with us. We were also able to deliver the Cycle Right programme to 105 people with a disability in disability schools/services across the city and county. We delivered 12 Cycle Right training courses in total.

⇒ **Bike Maintenance:** We delivered 10 courses for school children, female cyclists and youth groups.

**Outdoors:** We also prioritised outdoor activities in 2024. And to ensure that outdoor activities are well delivered and prioritising safety, we delivered four training courses to a total of 54 participants. These included:

⇒ **Activator Pole Leader Training:** We ran a leader training course for 10 people, which in turn allowed us to run eight Activator Pole courses during the year.

⇒ **Introduction to the Outdoor Gym:** This *Women in Sport Week* event showed people how to use the recently installed gym equipment in People’s Park.

⇒ **Introduction to Safety When Swimming:** This 60-minute session during *HER Outdoors Week* covered the fundamentals of safety for swimming in the sea.

⇒ **Beyond the Trails Training:** This online webinar gave people valuable knowledge on the different aspects of taking part in any activity in the outdoor environment.

**SafeTalk:** This internationally recognised half-day training programme prepares participants to recognise and engage with people who may be having thoughts of suicide and to connect them to suicide first aid resources. Twenty-three people joined us for this training.

**Staying Fit for the Future Tutor Training:** This was a comprehensive training day for tutors, developed, delivered, and evaluated by HSE PCC Physiotherapy Services in Cork, in collaboration with Cork Sports Partnership, who also led the training day. Having four tutors specifically trained on how to deliver physical activity sessions for those with chronic health conditions will help our Physical Activity for Health Officer address the very specific needs of this group.

**Boxing Coaching:** We partnered with the Irish Athletic Boxing Association (IABA) to organise a Level One Boxing Coaching course for 17 participants. This included 22 hours of learning delivered over two full in-person days and two 3-hour online workshops. The course covered good coaching practice; session planning; power, strength and endurance; communication and coaching skills; technical and tactical skills.

See Appendix 5 for a full list of our  
2024 Training & Education courses.

## GOAL 2: ACTIVE NETWORK

### Support and empower sports clubs and volunteers in developing their capacity to facilitate safe, enjoyable and sustainable participation in sport.

We provided a total of €19,840 in club grant funding to 33 clubs/organisations to help increase participation among our target groups within the clubs' local communities. This funding was dispersed through four separate grant schemes: West Waterford Club Development Grant, WSP Water Sports Grant, Healthy Ireland Walking Grant and WWETB Youth Integration Grant. **See Appendix 6 for details.**

### Support and enable a culture of shared and multipurpose quality facilities in the built and natural environment through engagement with relevant individuals and organisations.

Throughout 2024, we liaised with numerous partners and stakeholders to develop the sport and physical activity infrastructure within the six electoral districts of Waterford:

- ⇒ As part of our ongoing partnership with Waterford City & County Council (WCCC), we worked on planning for several infrastructure projects, including the improvement of amenities in Clonea Beach, Dungarvan, which involved consultations with several local organisations and stakeholders. We also worked with WCCC staff to secure funding under Participation Nation/Amuigh Faoin Spéir for BoxUp units and related biodiversity initiatives.
- ⇒ We continued our work with WCCC to ensure a Communication Board is present in all current and future playgrounds across Waterford city and county. The boards have symbols and words that non-verbal people can use to communicate what they want or need, which will make our playgrounds more inclusive and also raise awareness. There is now a Communication Board in all 27 playgrounds in Waterford city and county.
- ⇒ Along with WCCC Community Department, Sláintecare Healthy Communities Initiative, and the Cork Road–Kingsmeadow Residents' Association, Active Cities Waterford was a key player in the planning and consultation around infrastructure developments in Priorsknock/Kingsmeadow in Waterford. A comprehensive stakeholder engagement and needs analysis took place with Priorsknock/Kingsmeadow residents during the year, which will allow us focus development on the residents' needs in 2025.
- ⇒ Active Cities Waterford was also instrumental in the development of a 2km *FitSticks* trail, in partnership with SETU Arena and FitWalk Ireland. The looped trail, which was installed in SETU Arena in December, was designed to be accessible and safe. The well-lit pathway is perfect for those using activator poles – and it's free to use.
- ⇒ In partnership with Healthy Waterford, WCCC, Sláintecare Healthy Communities Programme, Waterford PPN, Waterford Libraries, Waterford Community Safety Partnership, Children and Young People's Services Committees (CYPSC), Ready Steady Play, and local communities, WSP and Active Cities Waterford helped develop the *Playful Streets* initiative in 2023. In 2024, to facilitate the rollout and long-term sustainability of this initiative, we offered Play Leader training to residents association members, delivered by Let's Play Cork, and helped coordinate 29 *Playful Streets* events across the six electoral districts. We plan to roll out a Play Pack Borrow Scheme in 2025 in partnership with Waterford Libraries.



## GOAL 2: ACTIVE NETWORK

### Increase and strengthen relationships with local, regional and national sporting organisations.

As part of our emphasis on ensuring sustainable pathways to activity for programme participants, where possible, we delivered activities in partnership with a local club or NGB. This helped to increase the opportunities for our programme participants to continue to be physically active after the programme finished.

Throughout the year, we coordinated 292 physical activity initiatives. These were delivered in partnership with 43 local sports clubs, 12 NGBs and 59 local, regional and national organisations. See pages 21-36 for details.

It is also important to note that in the course of our work, we regularly engage with many other organisations at various levels. During 2024, our team engaged with 15 additional local sports clubs, 8 additional NGBs, and 40 additional local, regional and national organisations. This engagement and relationship development is a key part of our work. In some cases, these engagements lead to programme delivery in time. In others, the focus is on raising awareness, changing behaviours and attitudes towards sport and physical activity, enhancing and expanding the built and natural infrastructure for sport, and improving accessibility.

The following are some examples of how we linked with various local, regional and national organisations in the course of our work in 2024:

**Waterford City & County Council (WCCC):** We are fortunate to enjoy a strong relationship with our local authority. We partnered with WCCC for a variety of events and projects throughout the year, including *Bike Week*, playground communication boards, various beach accessibility audits, Priorsknock/Kingsmeadow development and the development of an accessible playground in Tramore.

**Healthy Waterford:** We continued to build on our partnership with Healthy Waterford in the rollout of the *Playful Streets* initiative and the *Connecting Communities Roadshow*, which Healthy Waterford spearheads along with Waterford Public Participation Network (PPN).

**Active Travel & Climate Action Team:** We have built strong relationships with both the Active Travel Team and the Climate Action Team within WCCC. With Active Travel, we focused on increasing the opportunities for schools and the general public to travel sustainably. We collaborated with both agencies to run a City Cycling Initiative for WCCC in April and will work with them to activate the *Safe Routes to Schools* and *Walking Bus* initiatives following Active Travel's path and cycling infrastructure developments. We also worked alongside Active Travel for various behavioural change projects, including *Light Up Your Bike*, liaising with four local sports clubs to help keep their members who cycle to training safe by promoting the use of hi-vis vests.

**South East Technological University (SETU):** We continued our partnership with SETU and SETU Arena across a range of projects. These included hosting an accessible table tennis club, hosting equipment and delivering the rental system for the *Wheels for Hire* programme for people with a disability, and the development of the *FitSticks* walking trail. We are also supporting *Wellness and Independence via Strength Exercise (WISE)*, a SETU Ph.D. research project focused on community-based resistance training with older adults, exploring their transition from supervised to more independent exercise.

**Outdoors:** Our new Outdoor Recreation Officer (ORO), who commenced in the role in June 2024, is responsible for coordinating the development of the *Waterford City and County Outdoor Recreation Plan (CORP)*. This is a collaboration between various stakeholders including WSP, Waterford City & County Council, Waterford Leader Partnership, Fáilte Ireland, Coillte, National Parks & Wildlife Service, and Get Ireland Walking. It is being facilitated by Outscape. As part of the plan development, one-to-one meetings, workshops, public consultations and an online survey are planned.



## GOAL 2: ACTIVE NETWORK

**Walking:** We supported Get Ireland Walking and other stakeholders in the development of a *Get Waterford Walking* strategy. Meetings were held with a number of stakeholders during 2024 across the pillars of Active Societies, Active Environments, Active People and Active Systems. We will be heavily involved in the activation of walking for the Active People strand of the strategy. We have already engaged with six walking clubs/organisations in Waterford and Mountaineering Ireland to look at relevant training and programming opportunities for 2025.

**Cycling:** We partnered with Dungarvan Cycling Club for the delivery of several cycling initiatives for men and women throughout the year, including Bike Week and social cycles.

**Summer Camp Assistance Programme:** Once again, we partnered with Waterford Area Partnership, Bausch + Lomb, and UPMC Ireland to provide children with a disability with a qualified SNA to ensure they can participate in one of the mainstream summer camps run by the GAA, FAI, Kingfisher Club Waterford and SETU Arena. As a result, 30 children with a disability took part in a mainstream summer camp in 2024.

**SportsAbility Forum:** Established in 2016 to promote its six core values of inclusiveness, quality, relationships, empowerment, advocacy and respect, the forum consists of representatives from 20 disability organisations, voluntary and statutory organisations and NGBs. Following an evaluation in 2024, it was felt that the forum has been successful in all the objectives agreed when it was originally set up. The results of this evaluation will provide a focus for the key priorities for the forum in 2025.

**Schools Programmes:** We changed our delivery model for some of our schools programmes to focus on working with relevant NGBs and local sports clubs. Here are some examples:

- ⇒ We partnered with Munster Rugby and Dungarvan Rugby Club to deliver 18 *Play Rugby* programmes to 442 boys and girls in 10 national schools across West Waterford. The club reported an increase in its youth membership as a result.
- ⇒ In a new partnership with Badminton Ireland, and in partnership with Waterford County Badminton Association, Waterford Badminton Club and Kilmacthomas Badminton Club, we delivered six badminton programmes to 265 pupils of six national schools across the county.
- ⇒ We worked with Golf Ireland and Dungarvan Golf Club to offer *Golf Fore Schools* programme to 72 pupils of three national schools in the Dungarvan area.
- ⇒ We engaged in multiple partnerships with Cycling Ireland. The delivery of Cycle Right training in schools, introduced in 2023, increased to 12 courses in which 207 students/service users in mainstream and special schools and disability services took part.
- ⇒ We will continue to identify smaller NGBs for partnerships in our school-based programmes.



**Older Adults:** We have continued to work in partnership with Waterford Age Friendly Alliance, Waterford Older People's Council and Waterford Libraries to deliver a very successful free *Activator Pole Borrow Scheme* in seven local libraries – Ardkeen, Carrickphierish, Central, Dungarvan, Kilmacthomas, Lismore and Tramore – covering all six electoral districts. We also delivered Activator Pole programmes in each electoral area to educate people on how to use the poles. We also worked with Waterford Libraries for some of our chair yoga programmes, with four programmes for older adults run in three different libraries across the city and county. And working with tutors, we continued to develop the pathways for participants to continue their practice over the longer term, whereby we subsidised the first two programmes, with participants then progressing to join the tutors' classes independently.

**Women:** We continued to engage with partners to develop opportunities for women to participate in sport and physical activity. During *Women in Sport Week*, we delivered 10 events/programmes in partnership with 6 local sports clubs and local/regional partners, with 263 girls/women taking part. This helped ensure a pathway for women to continue their physical activity journey after the event/programme. We also coordinated and ran a wide range of programmes and activities as part of national *HER Outdoors Week*, in partnership with 8 local sports clubs, NGBs and local and regional partners, with 139 girls/women participated in the various sessions and events during the week.

## GOAL 2: ACTIVE NETWORK

**Physical Activity for Health:** In partnership with five other LSPs, we identified a need for greater education, training and awareness among fitness professionals and a need to increase their knowledge of ways to support people living with chronic health conditions. This collaboration involved a pilot training opportunity with the National Council for Exercise and Fitness (NCEF), which will be evaluated and hopefully rolled out further in 2025.

Ongoing collaborations with various stakeholders across the health, sports and academic sectors continued in 2024 through the Physical Activity for People with Chronic Conditions (PACC) project. Progress on the various pilots is outlined on page 53.

**Active Cities** – Our Active Cities Officer collaborates with a wide range of groups and organisations across the city. Here are just some examples:

- ⇒ We continued our collaboration with Healthy Waterford & WCCC in delivering *Playful Streets* to local communities and developing the process to make it more sustainable.
- ⇒ The installation of a BoxUp unit in People’s Park in partnership with WCCC has been a great success and we are working with WCCC to secure funding for further units.
- ⇒ We are also collaborating with WCCC on the development of the Priorsknock/Kingsmeadow and Carrickphierish infrastructure.
- ⇒ We engaged with the Waterford Community Safety Partnership for a *Come & Try It* day for youth at risk in the locality.
- ⇒ We also collaborated with Spraoi Festival to host an interactive *Creative Movement Workshop* for mixed abilities, which gave people of all abilities the chance to experience dance and creative movement.
- ⇒ And we also supported the *One Waterford, One People* event organised by Waterford Trades Council with support from WCCC.

**Healthy Ireland (formerly Operation Transformation) Walks** – We partnered with ten local clubs/organisations for a six-week walking initiative in January-February, with 685 people taking part. Many of the community groups and disability services used local parks and amenities such as the Kilbarry Eco Park, Walton Park and the Waterford Greenway for their walks, while the sports clubs involved used their pitch and/or clubhouses as their walking location. Some of the groups carried on with a weekly community walk after the six-week programme had finished.

**National Bike Week** – In collaboration with WCCC, An Taisce’s Green-Schools programme, and Cycling Ireland, a total of 47 events were organised for Bike Week 2024, with 3,212 people taking part. WSP took the lead on 34 of these, in which 1,138 people took part. We were also delighted that 23 schools in Waterford hosted their own cycling events for Bike Week, with 2,005 students participating in these.



## GOAL 2: ACTIVE NETWORK

### Networking, Advocacy and Awareness Raising

Building alliances and relationships with local and national partners is an important area of our work. We actively engage in committee work and networking activities at local and national level. Local networks and committees bring together community and sports organisations, statutory and non-statutory agencies, volunteers and other working partners and provide opportunities for partnerships that influence and resource sport and physical activity at county and national level.

These networking and awareness-raising activities result in an increase in our reach and awareness of our work. They are also a sounding board for recommendations and advice as to what we can do to assist others to promote physical activity opportunities.

As the table highlights, in 2024, we engaged in more local and national networks than in previous years.

TYPES OF ACTIONS WSP WAS INVOLVED IN	2024	2023	2022
Local Networks or Committees participated in	21	19	16
Regional and National Networks participated in	22	18	18
Research projects involved in	4	3	1
Conferences Attended	23	9	2
Policy/Strategy submissions made	3	1	1
<b>TOTAL</b>	<b>73</b>	<b>50</b>	<b>38</b>

### List of Committees & Boards with WSP Representation in 2024

WSP was represented on 43 committees, boards, networks, working and steering groups in 2024. 21 of these were at local level; the rest were at regional/national level.

LOCAL	REGIONAL/NATIONAL
Beach Accessibility Projects (Tramore, Clonea, Ardmore)*	European Sports and Wellbeing Alliance for Municipalities*
Comeragh Mountain Access Project Working Group*	Federation of Irish Sport Volunteer in Sport Award*
Comeragh Mountain Outdoor Recreation Strategy Subgroup*	Golf Ireland National Volunteer Award Panel*
Get Waterford Walking Stakeholder Group	Menopause Lifestyle Programme Working Group
PACC Pilot 3 Working Group	National Bike Week Committee
Positive Ageing Week Steering Group	National LSP Active Cities Network
Sláintecare Implementation Team*	National Sports Inclusion Disability Officer (SIDO) Network
Tramore Beach Accessibility Working Group	National Steering Group for Outdoor Recreation Pilot*
Visit Waterford*	National Walking Week Steering Group
Waterford Age Friendly Alliance Committee	Outdoor Recreation Officer Pilot Network*
Waterford Age Friendly Alliance – Health & Active Living Subgroup	PACC Comms Working Group
Waterford Bike Users Group*	PACC Core Stakeholder Group
Waterford Bike Week Steering Group	PACC Leads Working Group
Waterford Comhairle na nÓg	Sport Ireland CLG LSP Coordinator Network
Waterford Connecting Communities*	Sport Ireland Innovation Project Network
Waterford County Outdoor Recreation Project Team*	Sport Ireland National LSP Communications Network
Waterford New Communities Network*	Sport Ireland National LSP Coordinator Network
Waterford Playful Streets*	Sport Ireland National LSP Evaluation Working Group
Waterford SportsAbility Forum	Sport Ireland National LSP Programme Manager Network*
Well Waterford Implementation Committee	Sport Ireland Physical Activity for Health Officer (PAFHO) Network
Well Waterford Strategic Committee	Sport Ireland Physical Activity for Health Pilot Co-ordinator Working Group
<i>*New for 2024</i>	Sport Ireland Regional Development Officer Steering Group*

# Case Study 4: Chair Yoga



## OVERVIEW

We introduced Chair-Based Yoga as a taster activity for older adults during Positive Ageing Week in 2022. Due to the popularity of this activity, we began to offer full programmes. These were quickly met with high demand and had become oversubscribed over the last few years.

## AIMS

- To introduce a gentle activity for older adults that might attract people who may not typically engage in physical activity.
- To create a programme tailored for older adults experiencing mobility challenges.
- To develop a programme that serves as a pathway for participants to explore other activities offered by WSP.
- To establish an appropriate programme as a 'gateway/entry level' to physical activity for individuals living with chronic conditions.

## IMPLEMENTATION

- We held meetings with yoga facilitators to discuss their capacity to partner with WSP to deliver chair-based yoga programmes for older adults in Waterford.
- We partnered with Waterford City & County Council Libraries, who provided the venues for the programmes.
- We handled funding, venue booking, promotion, participant recruitment, and registration for the programmes.
- To address the high demand, in February, we piloted a pathway model with our tutors in Dungarvan. This was to free up spaces for beginners to try chair yoga. Participants were allowed to attend the following in order:
  - 1 x 6-week Beginners programme
  - 1 x 6-week Intermediate programme
  - 50% reduced rate for 1 x 6-week private tutor classes
  - Fully completed the WSP pathway to join tutor's private classes.



## OUTPUTS

2022

### Chair-Based Yoga for Older Adults

2 x taster sessions & 2 x programmes delivered.  
57 older adults attended (4 Male & 53 Female).

2023

### Chair-Based Yoga for Older Adults

11 x programmes delivered.  
169 older adults attended (8 Male & 161 Female).

2024

### Chair-Based Yoga for Older Adults

12 x programmes delivered.  
175 older adults attended (5 Male & 170 Female).

### Chair Yoga for People with Chronic Conditions

3 x taster sessions & 7 x programmes delivered.  
137 adults participated (26 Male & 111 Female).

## FEEDBACK

*'It gave me a reason to start exercising'*  
– Chair Yoga participant, Dungarvan Library

*'It's been a lifesaver for me. It has got me into exercise and now I know it's best to keep going as best I can. The sense of community offers me a social outlet too'*  
– Chair Yoga participant, Ardkeen Library



## NEXT STEPS...

- > Ongoing promotion of external Chair-Based Yoga opportunities in the community.
- > The Physical Activity for Health Officer plans to pilot a 10-week Chair-to-Floor Yoga programme in 2025 to empower participants to practise yoga both seated and on the mat.
- > Explore further partnership opportunities with Waterford City & County Libraries.

## Case Study 5: Playful Streets

### OVERVIEW

*Playful Streets* is an easy, low-cost way to turn streets and public spaces into play spaces where children and neighbours can safely be active and socialise outside. It encourages children to play outside, making exercise fun and easy, while at the same time building stronger communities.

### AIMS

- The aim of the initiative is to promote physical activity, social interaction, and neighbourhood connectivity while reclaiming public spaces for community use.
- To make the *Playful Streets* initiative sustainable by offering Play Leader training to active members in the community who would continue to host Play events throughout the year (May – September).



### IMPLEMENTATION

- Early in 2024, WSP, Waterford City & County Council and a number of other organisations came together to develop the *Playful Streets* Initiative and form a Play Committee for Waterford.
- In February, all communities in Waterford were invited to submit an Expression of Interest to apply to run a *Playful Street* in their area. It was evident from the start that there was huge interest among local communities – we received over 40 applications.
- The Play Committee decided to team up with Let's Play Cork to run a Community Play Leader training workshop to support volunteers in local communities in running these events.
- Ready Steady Play were contracted to run all *Playful Street* events alongside Waterford Sports Partnership and Waterford City & County Council.
- In some cases, local sports clubs and groups came on board to showcase their club in the area and increase participation.
- Most of the *Playful Street* events ran for 2-3 hours in social housing estates and green areas between the months of May-September. We found that the best time to run the events during the school calendar year was 5-7pm. During the summer holidays, we changed to the earlier start time of 3pm.



### LEAD PARTNERS



Healthy Waterford



### OUTCOMES

- 29 successful *Playful Street* events took place across the city and county from May to September, with over 2,000 people, young and old, getting involved.
- Each event had an even broader impact on the communities than expected. Neighbours got to know each other better and a sense of community was strengthened in some areas.
- Community members became more confident to run their own *Playful Street* events in the future.
- An increased awareness among drivers to slow down within housing estates to allow children to safely play outside was also reported.

### FEEDBACK

*'It was an excellent event and very well organised. Not only did the children of the wider area enjoy the event, but it gave adult neighbours the opportunity to meet and chat, which is normally hard to do nowadays as life is so busy'*  
– Playful Streets participant.

### NEXT STEPS

- > A similar roll out for 2025, with a focus on supporting disadvantaged areas and new communities that don't yet have experience of running an event.
- > Develop the *Play Pack Loan Scheme* in partnership with Waterford Libraries to enable more communities to run their own *Playful Street* events make the programme more sustainable.
- > The Play Committee will continue to build on their work to date and identify opportunities for future programmes.

# GOAL 3: ACTIVE ENGAGEMENT -

## Clear Messages, Effective Communication.

To communicate clear and consistent messages and positively promote sport and physical activity opportunities.



Here are some of the highlights for 2024...

### Review, Develop and Strengthen Effective Channels and Platforms for Communication of Clear Messages

**Social Media:** We continued to develop and manage WSP's presence on the following social media platforms:

- WSP Facebook, Instagram and Twitter
- Waterford SportsAbility Facebook Page.

**Event-Specific Promotional Plans:** We devised and activated targeted promotional plans for various WSP events, national trigger events, and national campaigns over the course of the year. The plans covered both traditional and social media. *Some of the stand-out initiatives were:*

- Connecting Communities Events
- Women in Sport Week
- National Bike Week
- HER Outdoors Week
- Volunteer in Sport Awards



**Booking Systems:** Online booking systems for the free hire of the trike and running buggy at SETU Arena were added to the website.

**WSP Website:** Our website was kept up to date with the latest news, details of upcoming programmes, grant schemes and job opportunities.

**Website Accessibility:** We engaged Vially to assess the accessibility of our website and are working through the suggested fixes and edits found in their report. Check out the detailed case study on [page 47](#).

**Resources:** 50+ resources were developed and promoted for a range of in-person and online programmes.

### Publications

**WSP Newsletter:** Three editions of our newsletter were produced and circulated (January, May & September).

**2023 Annual Report:** Our 2023 Annual Report was collated, designed, printed and distributed both online and in hard copy format. We entered it into Carmichael Ireland's Good Governance Awards and received a strong score of 73%.

**Local Press & Radio:** We published regular press releases in local press. WSP staff held a number of interviews with our local radio station WLRFM, including interviews about the Healthy Ireland Community Walks and the inclusive display at the Spraoi Festival.

### Engage with Current and New Partners and Funders to Improve Understanding and Strengthen Relationships

**Connection:** To keep connected with our participants and partners in the disability sector, personalised Christmas cards were designed and sent to all service users who engaged with us in 2024. We also designed and printed a WSP Calendar for 2025, which showcased our programmes and initiatives. The calendar was distributed to local GPs and health care professionals by our Physical Activity for Health Officer.

**Grant Scheme Framework:** We ran a range of grant schemes for clubs/organisations. Part of the criteria was that the recipient clubs/organisations would name check and tag WSP across their social media platforms. We got great traction from this across socials.

**Sport Ireland Communications Network:** We continued to engage with the new LSP Comms Officers Network, attending regular in-person and online networking meet-ups and training sessions.

## GOAL 3: ACTIVE ENGAGEMENT

*Here are some of the Sport Ireland and national initiatives we supported in 2024...*



### Healthy Ireland Community Walks

In December 2023, we launched our Healthy Ireland Community Walks Grant Scheme, which was open to clubs, services and community groups to run a Walking Programme in their community. A requirement of the grant was that the groups would promote their events across social media, tagging WSP. Ten clubs and groups delivered six-week walking programmes in January/February 2024 for people in their local communities across Waterford city and county. We got lots of traction from this initiative across social media and lots of new followers and engagements as a result.

### Women in Sport 2024

Sport Ireland facilitated a number of webinars and panel discussions on various topics relating to women in sport. The webinars were aimed at women and girls and those who support them in sport. We supported this initiative through promotion across our social media platforms and attendance by the team. We ran a series of programmes and events across the week that were all fully booked.

We reached out via social media to local clubs encouraging them to send us information so that we could do a spotlight on their club. We got a very good response and shone a light on five different clubs across the week. We also ran a social media campaign to highlight local women in sport from all walks of life. This campaign got very good engagement on Facebook and Instagram.



### HER Outdoors Week

Following the success of Sport Ireland's HER Outdoors Weeks in 2022 and 2023, HER Outdoors Week 2024 took place from 14-20 August. It was an opportunity for us to introduce or re-introduce females to the power of outdoor sports and encourage them to try something new.

We supported HER Outdoors Week by running a series of events across Waterford city and county, which were all fully booked. We also supported the national campaign run by Sport Ireland across our social media platforms.

### National Volunteer in Sport Awards

The Federation of Irish Sport (FIS) has run the Volunteer in Sport awards for a number of years. Since 2022, the network of 29 Local Sports Partnerships have been sponsoring the awards.

We worked with the FIS again in 2024 to promote the awards. Using our social media platforms, local press and mailshots to our database of clubs and volunteers, we encouraged local sports clubs to make nominations for the awards.



*WSP supported all of these national campaigns at local level through involvement in their development, promotion and/or building programmes of activity around them.*



## Case Study 6: Website Accessibility Project

### OVERVIEW

The aim of this project was to make our website more accessible, inclusive, and user-friendly for everyone – regardless of age, ability, or how they access it. As a community-focused sports organisation, we believe that sport, exercise, and information about getting involved should be easily available and accessible to *all*.

We also took action in response to the upcoming European Accessibility Act (EAA), which comes into effect in June 2025. This new legislation will require a wide range of products and services entering the EU market – including websites and digital content – to be accessible to people with disabilities. By carrying out a full accessibility audit and implementing the recommended improvements, we're future-proofing our website and ensuring we meet the requirements of this important law.

### Aim of the Website Accessibility Project

To ensure our website is accessible to all users – including people with disabilities – by carrying out an accessibility audit and implementing improvements in line with best practice and upcoming legislation such as the European Accessibility Act (EAA).

### OUR PARTNERS



### KEY FINDINGS

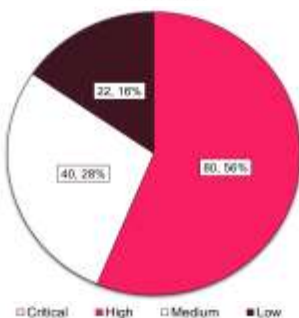
#### IN THE VIALLY REPORT

The detailed issue log provided showed **139 accessibility issues** across the web content audited.

The pie chart below shows the amount of critical, high, medium, and low severity bugs found on the website and their regularity.

No critical issues were found, which means there was no part of the website that was impossible to access if you have a disability. But the number of high-level issues found means there may be some areas of the website that were difficult to access.

Waterford Sports Website Accessibility Issue Severity



#### EXAMPLES OF ISSUES:

**High Level:** Images not having 'Alt' Text. Low Colour Contrast.

**Medium Level:** 'Read more' button needs more descriptive text.

**Low Level:** Phone numbers should be clickable.

### IMPLEMENTATION

- In March 2024, we partnered with Vially, a company that specialises in digital accessibility. We met with their team to explain our goals and make sure they understood how our website is used by people in our community.
- Vially carried out a full accessibility audit of our website. This involved testing how easy it is to use for people with different abilities, including those using assistive technologies like screen readers or keyboard navigation.
- In April 2024, Vially provided us with a detailed report of their findings, which highlighted areas where our site could be improved, from behind-the-scenes coding tweaks to design adjustments that will make it easier for everyone to navigate the site. The 139 issues raised were ranked in order of severity.
- As agreed with Vially, we initially carried out 20 or so fixes, which they retested to ensure we were on the right track. At the end of 2024, we have less than 20 fixes remaining, some of which will need input from our web developers.

### NEXT STEPS

*As we head into 2025, we are committed to finishing what we started and continuing to improve the accessibility of our website:*

- ⇒ **Complete the remaining fixes:** We will work closely with our web developers to implement the final outstanding improvements highlighted in the audit. These are more technical in nature, but important to ensure full compliance.
- ⇒ **Re-engage with Vially for a final review:** Once all fixes are in place, we will reconnect with Vially to carry out a final retest, giving us confidence that our site meets accessibility best practice and is ready for the upcoming European Accessibility Act, which comes into force in June 2025.
- ⇒ **Website Accessibility Statement:** Vially will then provide us with a Website Accessibility Statement, which will be available to view on our website.
- ⇒ **Ongoing monitoring:** Accessibility isn't a one-off job. We will continue to monitor our website to make sure any new content or updates meet accessibility standards.
- ⇒ **Apply accessibility best practice across all our communications:** The learnings from this project won't just sit on the website – we will use them to shape how we approach all our communications, from social media posts to online campaigns and digital resources. We want everything we share to be clear, welcoming and accessible to everyone in our community.



# GOAL 4: ACTIVE MANAGEMENT -

## Sufficient Resources, Good Governance.

To lead and influence a culture of participation, good governance and competent operations.



### **Strengthen the leadership and competency of the organisation through effective Board and staff support and development.**

#### **BOARD RECRUITMENT, DEVELOPMENT AND SUPPORT**

- There were four new Board director appointments, replacing four of the five directors who left the Board during 2024.
- The 40% gender diversity requirement set by Sport Ireland was reached in September. The Board gender diversity ratio sits at 50% at the end of 2024.
- Board inductions were completed and the Induction Pack was provided for new members.
- The WSP CEO attended Sport Ireland's National Governance Conference in November.
- Board & Committee Meetings: The Board met six times during 2024. The Finance, Audit & Risk Committee (FARC) met seven times. And the Safeguarding Committee (SGC) met on one occasion during 2024. **See Appendices 1, 2 & 3 for details of meeting dates and attendance.**
- Board Training: Board members were made aware of training opportunities via email, with a number of members availing of this training (both online and in person), including:
  - *Financial Oversight for Board Members*
  - *Audit & Risk Networking Event*
  - *Board Member Roles & Responsibilities*

#### **STAFF RECRUITMENT, DEVELOPMENT AND SUPPORT**

- Human Resources – Voltedge Management Limited consultants were retained again in 2024 to provide

ongoing support on all aspects of HR within WSP and a number of the limited company LSPs as a shared service. The main focus in 2024 was in providing advice and expertise in relation to HR issues. Voltedge also provided training on relevant and new statutory changes in the employment area.

- Staffing/Recruitment – The new fulltime Office Administrator started in January, based in the Civic Offices, Dungarvan. We had two staff departures during the year: a Community Sports Development Officer and the Youth Sports Development Officer. And we conducted three recruitment processes during the year for the following positions: an Outdoor Recreation Officer (commenced in June), a Finance & Governance Officer (Maternity Cover; commenced in September) and a Community Sports Development Officer (commenced in September). Inductions were completed with all new staff members.
- A review and reallocation of some of the Development Officer roles and responsibilities came into effect in September.
- Team staff meetings took place approximately monthly and there was a mid-year team planning session.
- Action plan, budget and PDP meetings were also held throughout the year.
- There continued to be a strong focus on staff training and development. **See Appendix 11 for a list of courses attended by WSP staff members in 2024.**



## GOAL 4: ACTIVE MANAGEMENT

### *Secure resources for effective operations consistent with WSP's role and responsibilities*

#### STAFF RESOURCING

- In September 2024, the WSP Chairperson and CEO met with Sport Ireland for a comprehensive discussion on a number of matters impacting on staffing, relating to governance, grades, structure, resourcing and administration. This was a very constructive meeting in terms of communicating WSP's needs and associated risks.
- During 2024, we recruited a new Outdoor Recreation Officer, having been selected in 2023 as one of six LSPs to host the new Outdoor Recreation Officer post as part of a national pilot.

#### HEALTH & SAFETY

- Desk Audits (office and home office) were conducted for all staff in Spring 2024 and any necessary office equipment was provided.
- First Aid kits were made up and distributed to all WSP offices and to development officers for programme use.

#### OFFICE ACCOMMODATION

During 2024, we secured new office space from Waterford City & County Council in the Civic Offices, Dungarvan to meet the needs of WSP's growing team. The office move was completed in December, accommodating six members of staff and one hot desk. We continue to occupy an office in the Courthouse (Dungarvan) and at the RSC.

#### FUNDING SECURED IN 2024

A total of €1,113,773 was secured by WSP during 2024 from multiple sources, including Sport Ireland, Dormant Accounts (via Sport Ireland), Waterford City & County Council, Waterford and Wexford Education and Training Board (on behalf of the Department of Children, Disability and Equality), the HSE, the Department of Rural and Community Development and the Gaeltacht (via Sport Ireland), Sláintecare and other relevant government departments.

*The table below provides a full breakdown of grants and income secured by WSP in 2024, along with the 2023 comparison.*

GRANTS & FUNDING SECURED BY WSP	2024	2023
Dormant Accounts - Active Cities	€105,000	€116,500
Dormant Accounts - Innovation Fund	–	€54,000
Dormant Accounts – Sports Inclusion Disability Programme Capital	€19,200	–
Dormant Accounts - Her Moves	€7,000	€8,500
Dormant Accounts - Equality, Diversity & Inclusion	€5,500	–
Go for Life	€500	€1,600
Health Service Executive - Programme Fund	€10,650	€8,650
Health Service Executive - PAFHO Seed Funding	€20,000	€20,000
Sport Ireland - Core Funding	€455,542	€404,787
Sport Ireland - Women in Sport Funding	€5,170	–
Sport Ireland – Healthy Ireland Outdoor Swimming Infrastructure	€26,000	–
Sport Ireland - Participation Nation/Amuigh Faoin Spéir	€84,000	–
Sláintecare (via Sport Ireland)	€113,333	€110,833
Department of Rural and Community Development and the Gaeltacht re Outdoor Recreation (via Sport Ireland)	€66,000	–
Sport Ireland - HER Outdoors	€2,500	€2,000
Sports Capital & Equipment Programme Funding	€12,950	–
Sláintecare (via Waterford City & County Council)	€25,000	–
Waterford City & County Council – Annual	€54,800	€54,800
Waterford City & County Council – Bike Week	€6,200	€6,500
Waterford City & County Council – Rural Hub	€8,000	€8,000
Waterford City & County Council – Disability	€16,000	€16,000
Waterford City & County Council – Youth at Risk	€10,000	€15,000
Waterford & Wexford ETB/DCYA UBU Funding	€55,428	€54,288
Waterford & Wexford ETB/DCYA - Grant Scheme	€4,000	€4,000
Summer Camp Assistance	€1,000	€4,000
<b>TOTAL</b>	<b>€1,113,773</b>	<b>€889,458</b>

# GOAL 4: ACTIVE MANAGEMENT

## SPORT IRELAND FUNDING



### CORE INVESTMENT

Sport Ireland supports the 29 Local Sports Partnerships to coordinate and promote the development of sport at local level and increase levels of participation in sport and physical activity. The core investment supports the core work of the LSP network, including the delivery of national programmes, education & training initiatives, strategic development, Community Sports Development Officers, the Sports Inclusion Disability programme, Women in Sport programmes and general participation programmes.

In 2024, WSP secured €455,542 (2023: €404,787) through Sport Ireland Core funding, which is approximately 91% Staff Salaries, 7.6% Non-Staff Administration and 1.3% Programmes, Club Development Grants and Training & Education.

### DORMANT ACCOUNTS INVESTMENT

Since 2015, Sport Ireland has worked with the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media on developing a series of measures under the Dormant Accounts Action Plan. Under Dormant Accounts funding, Sport Ireland delivers on a range of sport and physical activity programme opportunities for LSPs and NGBs, which align with the National Sports Policy and the National Physical Activity Plan (NPAP).



All projects funded by Sport Ireland through Dormant Accounts target:

1. The personal and social development of persons who are economically or socially disadvantaged;
2. The educational development of persons who are educationally disadvantaged;
3. Persons with a disability (within the meaning of the Equal Status Act 2000).

WSP secured a total of €136,700 in 2024 (2023: €179,000). While WSP received an allocation of €19,200 (2023: n/a) under Sports Inclusion Disability Programme Capital, the main reasons for the overall decrease in Dormant Accounts funding received in 2024 were the reduction in Active Cities Funding and the end of the Innovation Fund.



### Summary of Dormant Accounts Funding Secured by WSP

Dormant Accounts Funding	2024	2023
Active Cities	€105,000	€116,500
Innovation Fund	–	€54,000
Sports Inclusion Disability Programme (SIDP) - Capital	€19,200	–
Equality, Diversity & Inclusion	€5,500	–
HER Moves	€7,000	€8,500
<b>TOTAL</b>	<b>€136,700</b>	<b>€179,000</b>

### BENEFIT-IN-KIND INVESTMENT BY OUR PARTNERS

We continue to have a considerable and extremely important benefit-in-kind investment from many of our stakeholders. In particular, Waterford City & County Council has supported WSP since its inception with office space for all our staff, IT support and other key administration support. In addition to the significant financial and practical benefits this brings to WSP, of equal importance has been the development and strengthening of relationships and understanding between WSP and Waterford City & County Council over the years due to the proximity of our operations.

We also acknowledge the investment of time by all our Board members and their representative organisations, the various NGBs, and sports club partners, school and community partners we work with, and our many other stakeholders.

## GOAL 4: ACTIVE MANAGEMENT

*Strengthen and promote good governance and best practice and support meaningful oversight and direction.*

**GOVERNANCE CODE FOR SPORT:** In 2024, we continued to prioritise effective governance, procedures and policies. WSP achieved full compliance with the Governance Code for Sport in December 2021, and this remained in effect for three years. Throughout 2024, the Board monitored ongoing compliance with the code, with a review of policies and procedures undertaken where necessary. The Compliance Record was kept up to date and preparations were made in advance of the reinstatement of compliance with the Governance Code for Sport due in January 2025.

**GOOD GOVERNANCE AWARDS:** The Carmichael Good Governance Awards process was used again in 2024 to independently evaluate and benchmark the quality of WSP's 2023 Annual Report in terms of governance and accountability. While we achieved a strong score of 73%, it was down on the score of 87% for the 2022 Report.

**WSP STRATEGY REVIEW AND DEVELOPMENT:** In late 2024, the Board decided to move ahead with the development of WSP's next strategy. It had been decided previously to delay its development in order to align with the development of Waterford's Local Sports Plan by Waterford City & County Council. Sport Ireland launched the Local Sports Plan templates in November 2024. The tender process to appoint a consultant to work on the new WSP strategy will commence in January 2025.

**REVIEW OF POLICIES:** The following WSP policies and procedures were reviewed/updated by the Board in 2024:

- WSP Financial Policies and Procedures (April 2024)
- WSP Risk Appetite Statement (June 2024)
- WSP Risk Management Policy (June 2024)
- Complaints & Feedback Policy (September 2024)
- Board Code of Conduct (September 2024)
- Board Terms of Reference (September 2024)
- Board Schedule of Matters (September 2024)
- FARC Terms of Reference (September 2024)
- Appendix 1 of the Garda Vetting Policy on GV procedures (November 2024)
- Cash Procedures – amendment to WSP Financial Policy and Procedures (November 2024)
- Addition to Board Terms of Reference – with regards to the reappointment of a director beyond the recommended term limits (November 2024)

**RISK REVIEW:** Throughout the year, individual risks were monitored and discussed at Board level. FARC conducted a high-level risk review, which was brought to the Board in September. A detailed review of the Risk Register, circulated to Board in June, was also undertaken by FARC in the second half of the year.

**BOARD ASSESSMENT AND EFFECTIVENESS:** In March, a Board Member Self-Assessment survey was sent to all Board members. A summary of the competency levels, as notified by Board members, was reviewed by FARC and circulated to the WSP Board in advance of a discussion at the April meeting. In November, a Board Effectiveness survey was carried out to provide an opportunity for Board members and Committee members to reflect on performance and to consider areas of strength and areas in need of improvement. The summary and any potential recommendations will be discussed at the January 2025 Board meeting.

**TUTOR MANAGEMENT:** Following the comprehensive review of WSP's Safeguarding policies in 2023, a staff working group was set up to review the implementation of procedures for the recruitment and management of WSP tutors under the revised Safe Recruitment policies. The group met several times and relevant tutor recruitment and management processes and documents were updated as required.

**DATA MANAGEMENT:** An internal/staff working group was set up to review current data management policies and practices. A cleanse of the current data has commenced.

**NATIONAL VETTING BUREAU COMPLIANCE AUDIT:**

In September, WSP's first National Vetting Bureau compliance audit took place. The auditor was satisfied with WSP's processes and procedures overall, with only a few minor recommendations received, which have since been implemented.

Appendix 4 provides a Summary of Governance, Oversight and Key Decision Areas addressed by the WSP Board in 2024, which outlines many of the actions under Goal 4: Active Management.

## GOAL 4: ACTIVE MANAGEMENT

*Influence the culture and attitude to participation in sport and physical activity for all through strong leadership.*



### SPORT IRELAND INNOVATION PROJECT – PACC

The Sport Ireland Innovation project, Physical Activity for People with Chronic Conditions (PACC), continued to make good progress in 2024, with the following updates:

**Pilot Project 2: Quality-assured education and training for exercise professionals working with people with chronic conditions.** The research team from the South East Technological University (SETU), commissioned by PACC in 2023 to lead this project, led an extensive research, consultation and planning process that resulted in the development and production of the *Competency, Qualification and Accreditation Framework for Long Term Conditions Exercise Instructors*. This process included a Symposium held in Dublin in May, which was attended by 100 stakeholders across the health, sport and academic sectors. The framework document sets out the occupational competencies, qualification standards and accreditation processes to guide standardisation of the upskilling and certification of exercise professionals seeking to specialise in working with people living with chronic conditions. This framework, and an additional awareness training package, will be launched in early 2025.

**Pilot Project 3: Waterford community-based information and signposting pilot project.** Signposting of people with chronic conditions to WSP programmes by healthcare professionals continued in 2024, supported by WSP's Physical Activity for Health Officer. Following a tender process, consultants were appointed for a *Learning and Development Consultancy in Support of Waterford Community-based Information and Signposting Pilot Initiative*. This consultancy commenced in May and consultations, including two workshops, were held with key stakeholders during the year. The consultancy was under review at year end.

**Pilot Project 4: Exploring avenues for collaboration among non-acute, community-based providers of physical activity.** A workshop was held in Dublin in September to explore obstacles to and appetite for cross-sectoral collaboration between organisations working in the Chronic Conditions sector. Representatives were invited from Local Sports Partnerships, the fitness and leisure sector, national organisations involved in structured and clinically supervised exercise provision, patient advocacy groups and HSE community-based healthcare practitioners. This was a very positive event, which evidenced the need and opportunity for greater sharing of information and collaboration between all sectors.



*Develop and support a robust process to evaluate activities and gather evidence and research to support and guide our work.*

### EVALUATION & RESEARCH

During 2024, WSP actively contributed to the Sport Ireland Active Cities and the Physical Activity for Health Officer Pilot Evaluation processes. The 'Experience of the menopause transition in Irish women and how it impacts motivators, facilitators, and barriers to physical activity engagement' research report was published by BMC Women's Health in December 2024. This was compiled by the Technological University of the Shannon (TUS) Postdoc Menopause Lifestyle Programme Working Group, funded by Sport Ireland via WSP.



# SECTION 4

## Reflecting on 2024 & Priorities for 2025



## SECTION 4: REFLECTING ON 2024

### Looking back at our priorities for 2024... How did we do?

The following are the organisational priorities we set at the start of 2024 under our four goals and an assessment of the outcomes at the end the year:

#### Goal 1: Active People – Many Opportunities, Many Places

To support the provision of a wide range of opportunities for people to participate in sport and physical activity in a variety of places.

<b>PRIORITY</b>	<b>Partner With Sports Clubs and NGBs</b> We will continue to develop partnerships with sports clubs and NGBs to create pathways and support sustainability.
<b>STATUS/ PROGRESS</b>	<b>ACHIEVED</b> We worked with 43 local sports clubs and 12 NGBs to support sustainable programme delivery across the county.
<b>PRIORITY</b>	<b>Promote Sport and Physical Activity in the Outdoors</b> We will continue to focus on opportunities to promote and develop sport and physical activity in the outdoors, with a particular focus on water-based activities, by working with clubs and stakeholders to develop partnerships and build capacity.
<b>STATUS/ PROGRESS</b>	<b>ACHIEVED</b> There was a significant focus on strategic development in outdoor recreation in 2024, with our involvement in the Comeragh Mountains Outdoor Recreation Plan development and WSP's co-ordination of the Waterford Outdoor Recreation Plan development process. On the operational side, we secured funding for Outdoor Swimming Infrastructure development at Clonea Beach and consulted with local groups and clubs on related plans.  The WSP Water Sports Grant was used as an opportunity to strengthen relationships and build capacity with the nine clubs who were allocated funding. During <i>HER Outdoors Week</i> , we worked with 8 local sports clubs, NGBs and local and regional partners to provide 10 activities. We also engaged with Waterford walking clubs and other relevant organisations to ascertain needs and identify potential opportunities.
<b>PRIORITY</b>	<b>Increase Participation of People With Chronic Conditions in Physical Activity</b> We will build a strong framework internally and externally to support engagement with and the participation of people with chronic conditions in physical activity.
<b>STATUS/ PROGRESS</b>	<b>ACHIEVED</b> Our Physical Activity for Health Officer focused on researching, collaborating, strengthening relationships and developing programmes with partners to support participation of people with chronic conditions. Overall, we ran 23 programmes specifically for people with chronic conditions during the first year of delivery of this pilot programme, with 272 people taking part.
<b>PRIORITY</b>	<b>Community Sports Hub Evaluation</b> In consultation with the relevant clubs, partners and stakeholders, we will evaluate the Cappoquin, Lismore, Villierstown Community Sports Hub and capture the related impacts, outcomes and learnings, with a view to agreeing final priority actions and informing any future hub development.
<b>STATUS/ PROGRESS</b>	<b>LIMITED PROGRESS</b> Limited progress was made on this in 2024. We met with Sport Ireland to discuss the best approach to this evaluation and to align with their plans for hub evaluations. We expect further progress in 2025 when guidance is made available on Sport Ireland's overall evaluation plans.
<b>PRIORITY</b>	<b>Evaluation</b> Review and improve our participant feedback and programme evaluation processes.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS</b> There has been some progress on standardising our approach to evaluating programmes. And there has been greater implementation of the M1 evaluation across the team in 2024.

## SECTION 4: REFLECTING ON 2024

### Goal 2: Active Network – Strengthening the Network, Connecting People

To support and strengthen the capacity of the network of people and organisations who facilitate sport and physical activity in Waterford.

<b>PRIORITY</b>	<p><b>Achieve Active Disability Ireland’s Xcessible Bronze Award</b> We are committed to achieving Active Disability Ireland’s Xcessible Bronze Award in 2024. We will continue to encourage and facilitate more people with disabilities and provide them with positive and meaningful opportunities to participate in sport and physical activity.</p>
<b>STATUS/ PROGRESS</b>	<p><b>ACHIEVED</b> We were awarded the <i>Xcessible Bronze Award</i> by Active Disability Ireland in April 2024.</p>
<b>PRIORITY</b>	<p><b>Sports Club Training and Education Needs</b> We will assess the training and education needs of sports clubs and agree an implementation plan.</p>
<b>STATUS/ PROGRESS</b>	<p><b>NOT STARTED</b> While we delivered 71 training opportunities across 26 different course types to almost 1,200 participants – including safeguarding, outdoor safety, bike maintenance, and disability awareness – we did not complete a comprehensive sports club training needs assessment. We will review this priority as part of the next WSP Strategy development.</p>
<b>PRIORITY</b>	<p><b>Strengthen Relationships</b> We will identify key partners and stakeholders to strengthen relationships with and create measurable outcomes with positive mutual benefits.</p>
<b>STATUS/ PROGRESS</b>	<p><b>ACHIEVED</b> The new Outdoor Recreation pilot, which commenced in 2024, along with our work in planning in the Outdoor Recreation space resulted in the identification, building and strengthening of relationships in this area. Similarly, the Physical Activity for Health pilot, which commenced in 2023, continued to direct significant energy to stakeholder relationships in the health space.</p> <p>We continued to build and strengthen relationships with Waterford City &amp; County Council across a number of work areas, including the Active Cities project, Healthy City &amp; County, Healthy Communities, Active Travel and linking with key personnel on opportunities for infrastructural development/activation.</p>
<b>PRIORITY</b>	<p><b>Strengthen WSP’s Tutor Team and Delivery Partners and Related Procedures</b> We will continue to strengthen and build the WSP Tutor and Delivery Partner team. We will complete a comprehensive review of our tutor recruitment, training and management processes and ensure that procedures are standardised across the organisation.</p>
<b>STATUS/ PROGRESS</b>	<p><b>IN PROGRESS (ADVANCED STAGE)</b> A comprehensive review and standardisation of our procedures for tutor recruitment and management was completed in 2024. We also strengthened our tutor team, particularly in the area of delivery for people with chronic conditions.</p> <p>We plan to focus on a similar review of delivery partners in 2025.</p>

## SECTION 4: REFLECTING ON 2024

### Goal 3: Active Engagement – Clear Messages, Effective Communication

To communicate clear and consistent messages and positively promote sport and physical activity opportunities.

<b>PRIORITY</b>	<b>Stakeholder Analysis</b> We will complete a broad, organisation-wide stakeholder analysis to inform the development of our Communications Strategy.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS</b> A detailed stakeholder analysis was completed for the Physical Activity for Health and Outdoor Recreation pilot projects. This involved significant investment in stakeholder engagement and strengthening of relationships. A wider plan for stakeholder analysis will take place in 2025 in line with the development of our Communications Plan.
<b>PRIORITY</b>	<b>WSP's Communications Strategy</b> We will review and update WSP's Communications Strategy. This strategy will consider the evolution of various communication methods, platforms and approaches in recent years, the increased communication demands on the WSP team, and best practice approaches.
<b>STATUS/ PROGRESS</b>	<b>DEFERRED TO 2025</b> While communication plans were put in place for all project areas throughout the year, the development of a company Communications Strategy was postponed in order to align with the WSP Strategy development process. This will be a key priority in 2025.
<b>PRIORITY</b>	<b>Strengthen Collaboration</b> We will target current and identify new potential key stakeholders, including local and national networks, for enhanced collaboration and mutual benefit.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS</b> We targeted our collaboration efforts on stakeholders in the Health (Chronic Conditions) and Outdoor Recreation spaces to support WSP's involvement in the PACC project, the Physical Activity for Health pilot, the Outdoor Recreation pilot and the Comeragh and Waterford Outdoor Recreation planning processes. And we continued to strengthen the network of Active Cities Waterford stakeholders for the promotion of sport and physical activity in Waterford City. We made significant progress in identifying key stakeholders and initiating and building relationships in all these areas.
<b>PRIORITY</b>	<b>Website Accessibility Audit</b> We will complete a website accessibility audit.
<b>STATUS/ PROGRESS</b>	<b>ACHIEVED</b> The website accessibility audit was completed in the second quarter and the implementation of recommendations is well underway. The website retest will be carried out in 2025.
<b>PRIORITY</b>	<b>Get Ireland Active Website</b> We will support, enhance and promote the use and value of the new Get Ireland Active (GIA) website internally and with our stakeholders.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS</b> We have consciously promoted the GIA website whenever relevant, including during the Comeragh Mountains and Waterford Outdoor Recreation Plan development processes. We continue to work in partnership with Waterford City & County Council to update the GIA database with accurate and complete information.
<b>PRIORITY</b>	<b>Data Management Compliance</b> We will review WSP's data management compliance and processes to support best practice and maximise the efficiency and functionality of our systems.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS (EARLY STAGES)</b> A significant review of Salesforce functionality, staff training and process improvement took place. A data cleansing exercise was commenced in the fourth quarter in line with GDPR best practice.

## SECTION 4: REFLECTING ON 2024

### Goal 4: Active Management – Sufficient Resources, Good Governance

To lead and influence a culture of participation, good governance and competent operations.

<b>PRIORITY</b>	<b>Waterford’s Local Sports Plan Development</b> We will support Waterford City & County Council (WCCC) in its development of Waterford’s first Local Sports Plan. We will take this opportunity to strengthen our working relationship with the Local Authority and further embed provision for sport and physical activity in policy and strategy.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS (EARLY STAGES)</b> We coordinated a meeting in September 2024 between Sport Ireland, (WCCC) and WSP to discuss the Local Sports Plan development process. Sport Ireland launched the Local Sports Plan templates in November. WCCC will commence planning for the development of Waterford’s Local Sports Plan in early 2025 and WSP will work closely with them throughout this process.
<b>PRIORITY</b>	<b>WSP Strategy Development</b> We will align the development of WSP’s next strategy with the Local Sports Plan development process and with the development of Waterford’s Outdoor Recreation Plan.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS (EARLY STAGES)</b> Waterford’s Outdoor Recreation Plan development process commenced in September, following the establishment of the project team in May. In September, following discussion with Sport Ireland, the WSP Board approved the commencement of WSP’s Strategy development process ahead of the Local Sports Plan development. The strategy development process will commence in early 2025. WSP and WCCC have committed to working together in 2025 to minimise duplication of effort and local consultation with respect to Local Sports Plan and WSP Strategy development.
<b>PRIORITY</b>	<b>Funding Review</b> We will complete a comprehensive review of WSP’s approach to sourcing, managing and reporting on funding secured and held by WSP and implement any process improvements identified.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS (EARLY STAGES)</b> Progress was made at individual programme or funding scheme level to review and manage funds held to accelerate spend or agree change of use, where necessary. A broader organisation-wide review will be required in 2025.
<b>PRIORITY</b>	<b>Gender Diversity on WSP Board and Sub-Committees</b> We will bring gender diversity on the WSP Board and sub-committees to 40%, in line with Sport Ireland requirements, as early as possible in 2024.
<b>STATUS/ PROGRESS</b>	<b>ACHIEVED</b> At the end of 2024, there were twelve Board members, six male and six female. There are three vacant positions on the Board.
<b>PRIORITY</b>	<b>Ongoing Compliance With the Governance Code for Sport</b> Full compliance with the Governance Code for Sport was achieved by WSP in 2021. We will continue to ensure ongoing compliance with the code and assurances regarding this will be monitored on an ongoing basis.
<b>STATUS/ PROGRESS</b>	<b>ACHIEVED</b> During 2024, the WSP Board continued to review governance compliance on an ongoing basis. A thorough review of the Compliance Record took place in December 2024 in preparation for the Compliance Restatement in January 2025.
<b>PRIORITY</b>	<b>Sustainability</b> We will explore how we can play our part in operating in a manner, both internally and externally, that promotes environmental sustainability and how we can support others in the sport and physical activity sector to do the same.
<b>STATUS/ PROGRESS</b>	<b>IN PROGRESS (EARLY STAGES)</b> We engaged with WCCC’s Biodiversity Officer to develop the biodiversity element of the Participation Nation funding application. This partnership will develop WSP’s awareness and understanding of our role in environmental sustainability. The Waterford Outdoor Recreation Plan and Comeragh Mountains Outdoor Recreation Plan development processes had a significant emphasis on environmental sustainability, which will follow through to the implementation of both plans.

## SECTION 4: PRIORITIES FOR 2025

### STRATEGIC

#### *Our top strategic priorities for 2025 are as follows:*

- > Develop WSP's next Strategic Plan, confirming our direction of travel for the coming years.
- > Co-ordinate the development of Waterford's first County Outdoor Recreation Plan.
- > Support Waterford City & County Council in its development of Waterford's first Local Sports Plan.

### OPERATIONAL

#### *Our top operational priorities for 2025 are as follows:*

- > Continue to establish the needs of and support the target groups with the lowest participation rates in sport and physical activity.
- > Develop and strengthen our stakeholder relationships and outcomes in the three project areas of Waterford Active Cities, People with Chronic Conditions and Outdoor Recreation in Waterford.
- > Recruit an ESF+ Social Innovation in Sport Officer and develop Sport Ireland's *Sport 4 Empowerment* programme in Waterford, with the objective of engaging low-participation groups, including youth at risk and ethnic minorities, in sport and physical activity.
- > Continue to strengthen relationships with key delivery partners and stakeholders, such as sports clubs and NGBs, to create pathways and support sustainability.
- > Following the strategic planning process, review and update WSP's Communications Plan, taking into account the evolution of communication and data management practices, and changes in WSP's needs and resources in recent years.
- > Continue to monitor implementation and compliance with the Governance Code for Sport.



# SECTION 5

Waterford Sports Partnership  
Company Limited by Guarantee

## Financial Statements

for the financial year ended 31 December 2024

### Key comments on the 2024 Financial Statements:

- > **Income** has increased from €913,178 in 2023 to €1,021,145 in 2024, an increase of €107,967 or 12%. WSP is mainly funded through a number of grants and funding schemes, with only 3.6% (2023: 2.7%) of income generated from programme fee income. Grant and Funded Income in the P&L represents 2024 and/or prior years' funding allocations matched to the expenditure relating to 2024 activities.
- > In addition to grant and fee income, **bank interest** (net of DIRT) increased to €4,891 from €11 in 2023 due to opening a new account with a more favourable deposit interest rate.
- > While **generated income** (programme and other fees and bank interest) increased to €41,784 from €24,431 in 2023, the surplus for the financial year was €2,205 (2023: €24,009) due to exceptional HR consultancy costs of €34,500 in relation to an ongoing HR disciplinary process and also the need to meet shortfalls arising from a reduced 2024 operating cost budget allocation from Sport Ireland.
- > **Direct Costs** reduced from €201,102 in 2023 to €191,666 in 2024. This was mainly due to a reduction in the level of grants allocated this year.
- > **Other Expenditure** has increased by €144,087 to €832,165 from €688,078 in 2023. This related mainly to the HR consultancy costs mentioned above and €119,841 related to increased salary costs due to new posts, a position moving from part time to full time, and public sector pay rises and increments. There were decreases in promotional costs and travel costs.
- > The **Reserves Policy** remains the same as 2023 (being equivalent to three months' operating overheads and contingencies for payroll and wind-up costs) and calculates at a reserve of €157k. The unrestricted reserves held by the company at 31<sup>st</sup> December 2024 were €184,431 (2023: €182,226).
- > While there were additions of €34,428, **Fixed Assets NBV** decreased slightly to €103,707 from €104,742 in 2023. Additions were made up of IT equipment, sports equipment and small infrastructure expenditure.
- > **Debtors** increased significantly from €21,510 in 2023 to €356,458 in 2024. There was €311,521 receivable from Sport Ireland at the end of the year, of which €227,521 related to 50% of the 2024 Core funding allocation, which was initially withheld until the WSP Board reached the 40% gender diversity requirement. While this target was reached in September 2024, there were delays in the payments being processed until 2025. The Sport Ireland receivable also included new Participation Nation/Amuigh Faoin Spéir funding of €84,000 allocated in October 2024.
- > **Bank** – During 2024, a number of accounts were closed/consolidated and a new deposit account opened to maximise the benefit from higher interest rates. Bank balances were €989,957 at the end of 2024 versus €1,185,264 at the end of 2023, partly due to increased debtors at year end.
- > **Creditors** increased by €137,169 to €1,161,621 versus €1,024,452 in 2023. The increase is mainly due to an increase in deferred income of €130,879 from €916,702 in 2023 to €1,047,581 in 2024.

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## DIRECTORS AND OTHER INFORMATION

### Board of Directors

Frank Quinlan (Appointed 20 September 2024)  
Deirdre Barry (Appointed 20 September 2024)  
William Quinn (Appointed 22 November 2024)  
Niamh O'Donovan (Appointed 20 September 2024)  
Sinéad Breathnach  
Neil O'Sullivan  
Terry Hayes  
Joe Kelly (Resigned 14 June 2024)  
Austin Flavin  
Mark Fitzgerald  
Patricia McCarthy  
Patricia Holton  
Stephen Whelan (Resigned 14 October 2024)  
Michael O'Brien (Resigned 20 September 2024)  
Patricia Sheehan (Resigned 16 April 2024)  
Pat Nugent (Resigned 14 June 2024)  
Anne Hennessy

### Secretary

Mark Fitzgerald

### Company Number

378713

### GS Number

1674

### Registered Office and Business Address

Civic Offices  
Davitt's Quay  
Dungarvan  
Co. Waterford

### Statutory Auditors

M.K. Brazil  
Chartered Accountants and Statutory Audit Firm  
Unit 1A,  
Cleaboy Business Park,  
Waterford

### Bankers

Bank of Ireland  
19, Grattan Square,  
Dungarvan,  
Co. Waterford.

### Solicitors

Lanigan & Curran  
Cross Bridge Street,  
Dungarvan,  
Co. Waterford.

## DIRECTORS' REPORT for the financial year ended 31 December 2024

The directors present their report and the audited financial statements for the financial year ended 31 December 2024.

### Principal Activity and Review of the Business

The company was established to enhance opportunities to participate in sport and physical activity. The company provides a leadership role for the co-ordination, development and delivery of sport and physical activity opportunities in Waterford City and County within the framework of our strategic plan and the resources available. Our work includes the provision of information on sport and physical activity, the facilitation of education and training opportunities and supporting the development and implementation of programmes and events that encourage greater participation by all of society.

The main sources of financial assistance received by the company to assist in delivering services to support these objectives are from:-

- Sport Ireland, Sponsoring body – Dept. of Tourism, Culture, Arts, Gaeltacht, Sports and Media (DTCAGSM)
- Dormant Accounts via Sport Ireland
- Health Service Executive (HSE)
- Sláintecare via Sport Ireland
- Dept. of Children, Equality, Disability, Integration & Youth (DCEDIY) Via WWETB
- Go For Life
- Waterford City & County Council
- Dept. of Tourism, Culture, Arts, Gaeltacht, Sports and Media (DTCAGSM)

The Company is limited by guarantee not having a share capital.

The Directors acknowledge the result for the year and consider it to be in line with expectations. The company will continue to promote, encourage and support participation in sport and physical activity in Waterford City and County. We will continue to work in collaboration with local agencies, partners and stakeholders in achieving our strategic objectives. We will continue to engage with those already working in harder to reach areas of our community to ensure that structures are in place to enable participation for all community members in a wide range of activities. The Directors are confident that the company will match its expenditure costs with appropriate income streams in the next financial year and that the company can continue to operate successfully for the foreseeable future.

### Financial Results

The surplus for the financial year after providing for depreciation amounted to €2,205 (2023 - €24,009).

At the end of the financial year, the company has assets of €1,450,122 (2023 - €1,311,516) and liabilities of €1,265,691 (2023 - €1,129,290). The net assets of the company have increased by €2,205.

### Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Frank Quinlan (Appointed 20 September 2024)  
 Deirdre Barry (Appointed 20 September 2024)  
 William Quinn (Appointed 22 November 2024)  
 Niamh O'Donovan (Appointed 20 September 2024)  
 Sinéad Breathnach  
 Neil O'Sullivan  
 Terry Hayes  
 Joe Kelly (Resigned 14 June 2024)  
 Austin Flavin  
 Mark Fitzgerald  
 Patricia McCarthy  
 Patricia Holton  
 Stephen Whelan (Resigned 14 October 2024)  
 Michael O'Brien (Resigned 20 September 2024)  
 Patricia Sheehan (Resigned 16 April 2024)  
 Pat Nugent (Resigned 14 June 2024)  
 Anne Hennessy

The secretary who served throughout the financial year was Mark Fitzgerald.

**DIRECTORS' REPORT** for the financial year ended 31 December 2024

The directors are appointed to the board as nominees of representative organisations and public bodies as laid down in the Constitution and remain as directors until that nomination is rescinded. The board may also co-opt up to three other directors whose term of office is one year, which may be renewed on a year-by-year basis thereafter by the board.

The company has granted an indemnity to one or more of its directors against liability in respect of proceedings brought by third parties, subject to the conditions set out in the Companies Act, 2014. Such qualifying third-party indemnity provision remains in force as at the date of approving the directors' report. No claims have been made under this indemnity during the year.

**Post Balance Sheet Events**

No events have occurred subsequent to the Balance Sheet date, which require disclosure in the financial statements.

**Political Contributions**

The company did not make any disclosable political donations in the current financial year.

**Auditors**

The auditors, M.K. Brazil, (Chartered Accountants and Statutory Audit Firm) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

**Governance**

The company was incorporated, under Irish Company Law, as a company limited by guarantee and not having a share capital, on 27th November 2003. The liability of the members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up, such amounts as may be required, not exceeding €1 each. The company was established under a Memorandum of Association (amended under Special Resolution dated 28th November 2014) which established the objects and powers of the company and is governed under the Articles of Association and managed by a board of directors.

The Company has a staff team based in Dungarvan and Waterford and is headed by a manager who reports directly to the board through the Chairperson. Decisions reserved for the board to make include:

- The Company's strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Litigation;
- Appointment / Removal of Auditors;
- Approval of Borrowing / Finance Facilities;
- Approval of Contracts with term exceeding one year or any financial liability on the Company;
- Annual Review of Risk and Internal Controls; and
- Approval of new staff positions.

Although the board of directors is ultimately responsible for the Company and for the above list, certain duties and responsibilities are delegated from the Board of Directors to the manager and through her to the staff team. This includes leading and managing the Company's staff members, programmes, projects, and all other administrative aspects, so that the Company's ongoing mission, vision, and strategies are fulfilled within the context of the Company's values as approved by the Board of Directors. The manager and the Chairman are responsible for preparing materials for Board consideration and for preparing materials for any strategic planning process. WSP's Governance Framework is aligned with the Governance Code for Sport, which is overseen by Sport Ireland. Full compliance with the Code was achieved in December 2021. In accordance with Sport Ireland guidelines, the WSP Board self-assesses our practices against those recommended in the Code, to ensure that WSP remains compliant. This is approved annually by the Board.

**Reserves Policy**

The Board of the Company has set a reserves policy which requires:

- Reserves be maintained at a level which ensures that the Company's core activities could continue during a period of unforeseen difficulty.
- A proportion of reserves be maintained in a readily realisable form.

**DIRECTORS' REPORT** for the financial year ended 31 December 2024

This takes into account:

- Risks associated with income and expenditure being different from that budgeted
- Planned activity level and potential opportunities
- The organisation's contractual commitments
- The cost associated with potentially having to make staff redundant in an emergency situation

The calculation of the required level of reserves is an integral part of the organisation's annual planning, budget and forecast cycle. The level of reserves is kept under constant review through ongoing financial reporting and production of annual audited accounts. As of the most recent review in 2024, the directors have determined that, based on the above analysis, the total sum of reserves that the organisation should carry on an ongoing basis should be of the order of €156,611 – being equivalent to three months operating overheads and contingencies for payroll and wind up costs. The unrestricted reserves held by the company at 31st December 2024 were €184,431 (2023: €182,226).

The directors have examined the company's requirement to maintain an appropriate level of reserves in light of the main risks to the organisation and have reviewed its policy to generate unrestricted funds not committed or invested in specific programmes/initiatives, chiefly by way of maximising other income. The company has received unrestricted income from participant course fees during the year. The directors continue to consider other activities / programmes that may contribute to the company's reserve.

### Principal Risks and Uncertainties

The directors confirm that there is an ongoing process for identifying, evaluating and managing the significant risks faced by the company and that there has been in place for the year under review and up to the date of approval of these financial statements. The principal risks and uncertainties identified by the Board are as follows:

#### *Programme Funding Risks*

Waterford Sports Partnership CLG is reliant on funding from the socio-economic schemes and would find it difficult to continue in existence in the event of this funding being withdrawn. The contracts under which the company secures the principal sources of funding are renewed as follows: -

SOURCE	SCHEME	FREQUENCY
Sport Ireland – Sponsoring body: Dept. of Tourism, Culture, Arts, Gaeltacht, Sport & Media	Local Sports Partnership	Annual
Sport Ireland	Dormant Accounts	Annual
Health Service Executive	National Lottery / South East Grant	Annual
Dept. of Children, Equality, Disability, Integration & Youth via WWETB	UBU Your Place Your Space Scheme	Annual
Age & Opportunity	Go For Life National Grant Scheme	Annual
Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media	Sports Capital Programme	2021/2024
Waterford City & County Council	Various	Annual

On the basis of existing contracts in place with the respective bodies, the directors are hopeful of securing funding in the coming years. However, there is no certainty regarding how government policy will impact on the future administration of some schemes detailed above. A change in government policy may adversely affect the ability of the company to plan and resource its work. In particular reduced Programme Funding or match funding from Partner organisations would negatively impact on the Board's strategic plan. The board of directors are aware of these issues and continue to monitor and assess the impact of any changes. The ongoing scale of operations of the company is dependent on existing contracts being renewed at similar funding levels.

#### *Asset Management Risks*

The board is aware of the need to safeguard the assets of the company and to put in place a robust internal control environment over assets and sports equipment owned by the company. The company maintains an up-to-date fixed asset register and undertakes an audit of same on an annual basis. The company is in the process of implementing an asset tagging system to further enhance the control measures in place.

## **DIRECTORS' REPORT** for the financial year ended 31 December 2024

### *Staff Skills & Safeguarding Risks*

The company operates in an environment that requires skilled staff. There is an ongoing need to monitor staff performance and to put appropriate training plans in place. The protection of children and vulnerable persons is a key matter for the company. Sourcing skilled staff is becoming more challenging as staff mobility increases. Management continues to monitor the skills needs of the company and has in place the appropriate safeguarding and health & safety policies to mitigate any risks arising.

### *Cyber Security & Data Protection Risks*

The company is dependent on robust information technology systems and infrastructure for most of its data recording and management reporting and partially in its delivery of services. An adverse event could result in significant reputational damage and a potential resultant loss in funding. Policies are in place for the protection of both business and personal data, as well as in the use of IT systems and applications by company staff. Regular monitoring of compliance and appropriate contracts with IT service providers are in place to mitigate these risks.

### **Going Concern**

In the opinion of the directors, the company has sufficient financial resources together with medium-term contracts with a number of grant bodies across different activities, and as a consequence, they believe that the company is well placed to manage its business risks successfully despite the current economic uncertainties. After making enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. In reaching this conclusion the directors have had due regard to the available cash reserves and cash generation from operations which taken together provide confidence that the company will be able to meet its obligations as they fall due.

### **Statement on Relevant Audit Information**

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

### **Accounting Records**

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Civic Offices, Dungarvan, Co. Waterford.

### **Signed on behalf of the board**

**Terry Hayes**  
Chairperson / Director

**Mark Fitzgerald**  
Secretary / Director

**Date: 6<sup>th</sup> June 2025**

## STATEMENT OF DIRECTORS' RESPONSIBILITIES

for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### Disclosure of Information to Auditor

Each persons who are directors at the date of approval of this report confirms that:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

### Signed on behalf of the board

**Terry Hayes**  
Chairperson / Director

**Mark Fitzgerald**  
Secretary / Director

**Date:** 6<sup>th</sup> June 2025

## INDEPENDENT AUDITOR'S REPORT

to the members of Waterford Sports Partnership Company Limited by Guarantee

### Report on the audit of the financial statements

#### Opinion

We have audited the financial statements of Waterford Sports Partnership Company Limited by Guarantee ('the company') for the financial year ended 31 December 2024 which comprise the Income and Expenditure Account, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2024 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

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

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

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

#### Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

## INDEPENDENT AUDITOR'S REPORT

to the members of Waterford Sports Partnership Company Limited by Guarantee

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

### **Matters on which we are required to report by exception**

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

### **Respective responsibilities**

#### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement set out on page 68, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 71, which is to be read as an integral part of our report.

#### **The purpose of our audit work and to whom we owe our responsibilities**

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

**John Foley**

**for and on behalf of**

**M.K. BRAZIL**

Chartered Accountants and Statutory Audit Firm

Unit 1A,

Cleaboy Business Park,

Waterford

**Date: 6<sup>th</sup> June 2025**

## APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

to the members of Waterford Sports Partnership Company Limited by Guarantee

### Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors'.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

**INCOME & EXPENDITURE ACCOUNT** for the financial year ended 31 December 2024

		<b>2024</b>	<b>2023</b>
	<b>Notes</b>	<b>€</b>	<b>€</b>
<b>Income</b>	<b>6</b>	<b>1,021,145</b>	913,178
<b>Expenditure</b>		<b>(1,023,831)</b>	(889,180)
<b>(Deficit)/surplus before interest</b>		<b>(2,686)</b>	23,998
Interest receivable and similar income	<b>8</b>	<b>4,891</b>	11
<b>Surplus before tax</b>		<b>2,205</b>	24,009
Tax on surplus	<b>11</b>	-	-
<b>Surplus for the financial year</b>	<b>20</b>	<b>2,205</b>	24,009
<b>Total comprehensive income</b>		<b>2,205</b>	24,009

The notes on pages 76 to 83 form part of these Financial Statements

**BALANCE SHEET** as at 31 December 2024

	Notes	2024 €	2023 €
<b>Fixed Assets</b>			
Tangible assets	12	<u>103,707</u>	<u>104,742</u>
<b>Current Assets</b>			
Debtors	13	356,458	21,510
Cash and cash equivalents		<u>989,957</u>	<u>1,185,264</u>
		<u>1,346,415</u>	<u>1,206,774</u>
<b>Creditors: amounts falling due within one year</b>	15	<u>(1,161,621)</u>	<u>(1,024,452)</u>
<b>Net Current Assets</b>		<u>184,794</u>	<u>182,322</u>
<b>Total Assets less Current Liabilities</b>		<u>288,501</u>	<u>287,064</u>
<b>Government grants</b>	18	<u>(104,070)</u>	<u>(104,838)</u>
<b>Net Assets</b>		<u>184,431</u>	<u>182,226</u>
<b>Reserves</b>			
Capital reserves and funds	20	203,117	203,117
Income and expenditure account	20	<u>(18,686)</u>	<u>(20,891)</u>
<b>Members' Funds</b>		<u>184,431</u>	<u>182,226</u>

Approved by the Board on 6th June 2025 and signed on its behalf by:

Terry Hayes  
Chairperson / Director

Mark Fitzgerald  
Secretary / Director

The notes on pages 76 to 83 form part of these Financial Statements

**STATEMENT OF CHANGES IN EQUITY** as at 31 December 2024

	<b>Retained deficit</b>	<b>Capital Reserve</b>	<b>Total</b>
	€	€	€
<b>At 1 January 2023</b>	(44,900)	203,117	158,217
Surplus for the financial year	<u>24,009</u>	<u>-</u>	<u>24,009</u>
<b>At 31 December 2023</b>	(20,891)	203,117	182,226
Surplus for the financial year	<u>2,205</u>	<u>-</u>	<u>2,205</u>
<b>At 31 December 2024</b>	<u><b>(18,686)</b></u>	<u><b>203,117</b></u>	<u><b>184,431</b></u>

The notes on pages 76 to 83 form part of these Financial Statements

**STATEMENT OF CASH FLOWS** for the financial year ended 31 December 2024

	2024	2023
Notes	€	€
<b>Cash flows from operating activities</b>		
Surplus for the financial year	2,205	24,009
Adjustments for:		
Interest receivable and similar income	(4,891)	(11)
Depreciation	35,329	29,258
Surplus/deficit on disposal of tangible assets	133	2,927
Amortisation of government grants	(35,196)	(32,185)
	<u>(2,420)</u>	<u>23,998</u>
Movements in working capital:		
Movement in debtors	(334,947)	144,656
Movement in creditors	138,384	(14,115)
Cash (used in)/generated from operations	<u>(198,983)</u>	<u>154,539</u>
<b>Cash flows from investing activities</b>		
Interest received	4,891	11
Payments to acquire tangible assets	(34,428)	(58,647)
Net cash used in investment activities	<u>(29,537)</u>	<u>(58,636)</u>
<b>Cash flows from financing activities</b>		
Government grants	<u>34,428</u>	<u>58,646</u>
<b>Net (decrease)/increase in cash and cash equivalents</b>	<b>(194,092)</b>	<b>154,549</b>
<b>Cash and cash equivalents at beginning of financial year</b>	<b><u>1,183,584</u></b>	<b><u>1,029,035</u></b>
<b>Cash and cash equivalents at end of financial year</b>	<b>14 <u>989,492</u></b>	<b><u>1,183,584</u></b>

The notes on pages 76 to 83 form part of these Financial Statements

# NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

## 1. General Information

Waterford Sports Partnership Company Limited by Guarantee is a company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 378713. The registered office of the company is Civic Offices, Dungarvan, Co. Waterford which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

## 2. Summary of Significant Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

### Statement of compliance

The financial statements of the company for the financial year ended 31 December 2024 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

### Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

### Income

#### *Funding Received – Restricted*

Funds received from various funding agencies are credited to the Funding – Restricted Account in the year of receipt. Where funds received have not been distributed to Projects or allocated to administrative expenses they are included under creditors in the balance sheet as deferred income.

#### *Funding Received – Unrestricted*

Unrestricted funds represent amounts which are expendable at the discretion of the directors in furtherance of the objectives of the company and which have not been designated for other purposes. Such funds may be held in order to finance working capital, capital expenditure or creation of Reserves under its Reserves Policy.

#### *Interest income*

Revenue is recognised as interest accrues using the effective interest method.

#### *Dividends*

Revenue is recognised when the company's right to receive payment is established.

### Related parties

For the purposes of these financial statements a party is considered to be related to the company if:

- the party has the ability, directly or indirectly, through one or more intermediaries to control the company or exercise significant influence over the company in making financial and operating policy decisions or has joint control over the company;
- the company and the party are subject to common control;
- the party is an associate of the company or forms part of a joint venture with the company;
- the party is a member of key management personnel of the company or the company's parent, or a close family member of such as an individual, or is an entity under the control, joint control or significant influence of such individuals;
- the party is a close family member of a party referred to above or is an entity under the control or significant influence of such individuals; or
- the party is a post-employment benefit plan which is for the benefit of employees of the company or of any entity that is a related party of the company.

# NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Close family members of an individual are those family members who may be expected to influence, or be influenced by, that individual in their dealings with the company.

## Provisions

Provisions are recognised when the company has a present legal or constructive obligation arising as a result of a past event and it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the same value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as an interest expense.

## Tangible assets and depreciation

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Computers	-	33% Straight line
Fixtures, fittings and equipment	-	15% Straight line
Sports Equipment	-	20% Straight line

Assets not carried at fair value are also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Value in use is defined as the present value of the future pre-tax and interest cash flows obtainable as a result of the asset's continued use. The pre-tax and interest cash flows are discounted using a pre-tax discount rate that represents the current market risk free rate and the risks inherent in the asset. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units).

If the recoverable amount of the asset (or asset's cash generating unit) is estimated to be lower than the carrying amount, the carrying amount is reduced to its recoverable amount. An impairment loss is recognised in the profit and loss account, unless the asset has been revalued when the amount is recognised in other comprehensive income to the extent of any previously recognised revaluation. Thereafter any excess is recognised in profit or loss.

If an impairment loss is subsequently reversed, the carrying amount of the asset (or asset's cash generating unit) is increased to the revised estimate of its recoverable amount, but only to the extent that the revised carrying amount does not exceed the carrying amount that would have been determined (net of depreciation) had no impairment loss been recognised in prior periods. A reversal of an impairment loss is recognised in the profit and loss account.

## Trade and other debtors

Trade and other debtors are recognised initially at transaction price (including transaction costs) unless a financing arrangement exists in which case they are measured at the present value of future receipts discounted at a market rate. Subsequently these are measured at amortised cost less any provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. All movements in the level of provision required are recognised in the profit and loss.

## Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the Balance Sheet bank overdrafts are shown within Creditors.

# NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

## Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

## Taxation and deferred taxation

The company has exemption under Section 235 TCA '97 from corporation tax on operating income.

## Government grants

Government grants are recognised when it is reasonable to expect that the grants will be received and that all related conditions will be met, usually on submission of a valid claim for payment. Government grants in respect of capital expenditure are credited to a deferred income account and are released to profit over the expected useful lives of the relevant assets by equal annual instalments. Grants of a revenue nature are credited to income so as to match them with the expenditure to which they relate.

## Foreign currencies

The accounts are expressed in Euro (€).

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income and Expenditure Account.

## Pensions

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the Income and Expenditure Account in the period to which they relate.

### 3. Departure from Companies Act 2014 Presentation

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

### 4. Provisions Available for Audits of Small Entities

In common with many other businesses of our size and nature, we use our auditors to prepare and submit tax returns to the Revenue and to assist with the preparation of the financial statements.

### 5. Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The estimates and assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or the period of the revision and future periods if the revision affects both current and future periods.

The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements:-

#### Accruals

Accrual for costs incurred at the year-end date for which invoices had not been received at the time of approval of these financial statements are provided based on management's best estimate of the cost arising.

#### Long-lived assets useful lives

The annual depreciation charge depends primarily on the estimated lives of each type of asset class and their estimated residual values. The directors review these assumptions in light of prospective economic utilisation and physical condition for each asset. Changes in the assumptions can have a significant impact on depreciation and amortisation charges for a period.

**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

**6. Income**

The income for the financial year is analysed as follows:

	2024	2023
	€	€
<b>By Category:</b>		
Sport Ireland LSP Grants	639,611	533,414
Sport Ireland Dormant Accounts Funding	148,988	171,519
WCCC Funding	62,555	71,086
HSE	30,829	14,452
WWETB Funding	58,922	58,346
Other Receipts	45,044	32,176
Amortisation of government grants	35,196	32,185
	<u>1,021,145</u>	<u>913,178</u>

**7. Operating (deficit)/surplus**

	2024	2023
	€	€
<b>Operating (deficit)/surplus is stated after charging/(crediting):</b>		
Depreciation of tangible assets	35,329	29,258
Deficit on disposal of tangible assets	133	2,927
Amortisation of Government grants	<u>(35,196)</u>	<u>(32,185)</u>

**8. Interest receivable and similar income**

	2024	2023
	€	€
Bank interest (Net of DIRT)	<u>4,891</u>	<u>11</u>

**9. Employees and remuneration****Number of employees**

The average number of persons employed (including executive directors) during the financial year was as follows:

	2024	2023
	Number	Number
Administration / Sports Development Officers	10	9
Management	2	2
	<u>12</u>	<u>11</u>

	2024	2023
	€	€
The staff costs comprise:		
Wages and salaries	587,622	485,841
Social welfare costs	66,228	53,379
Pension costs	35,439	30,228
	<u>689,289</u>	<u>569,448</u>

**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

**10. Salaries Paid**

Salary Band (excluding employer pension costs)	Number of	Number of
	Employees	Employees
	2024	2023
€60,000 - €70,000	1	1
€70,001 - €80,000	-	1
€80,001 - €90,000	1	-
€90,001 - €100,000	-	-

**11. Tax on surplus**

	2024	2023
	€	€

**Analysis of charge in the financial year****Current tax:**

Corporation tax

-

-

Under Section 235 of the Taxes Consolidation Act 1997, the income of the company is exempt from corporation tax.

The company is not exempt from DIRT taxes.

**12. Tangible assets**

	Computers	Fixtures, fittings and equipment	Sports Equipment	Total
	€	€	€	€
<b>Cost</b>				
At 1 January 2024	15,572	56,326	149,367	221,265
Additions	2,983	10,025	21,420	34,428
Disposals	(929)	-	-	(929)
At 31 December 2024	<u>17,626</u>	<u>66,351</u>	<u>170,787</u>	<u>254,764</u>
<b>Depreciation</b>				
At 1 January 2024	11,798	33,070	71,655	116,523
Charge for the financial year	3,108	8,175	24,047	35,330
On disposals	(796)	-	-	(796)
At 31 December 2024	<u>14,110</u>	<u>41,245</u>	<u>95,702</u>	<u>151,057</u>
<b>Net book value</b>				
At 31 December 2024	<u>3,516</u>	<u>25,106</u>	<u>75,085</u>	<u>103,707</u>
At 31 December 2023	<u>3,774</u>	<u>23,256</u>	<u>77,712</u>	<u>104,742</u>

**13. Debtors**

	2024	2023
	€	€
Trade debtors	2,829	1,697
Other debtors & Grants receivable	347,954	19,813
Prepayments	1,094	-
Accrued income	4,581	-
	<u>356,458</u>	<u>21,510</u>

**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

<b>14. Cash and cash equivalents</b>	<b>2024</b>	<b>2023</b>
	€	€
Cash and bank balances	<b>336,332</b>	1,007,781
Credit card balance	<b>(465)</b>	(1,680)
Cash equivalents	<b>653,625</b>	177,483
	<u><b>989,492</b></u>	<u>1,183,584</u>
<b>15. Creditors</b>	<b>2024</b>	<b>2023</b>
	€	€
<b>Amounts falling due within one year</b>		
Amounts owed to credit institutions	<b>465</b>	1,680
Trade creditors	<b>28,900</b>	12,449
Taxation (Note 16)	<b>41,814</b>	24,086
Waterford City & County Council	<b>7,023</b>	26,365
Pension accrual	<b>3,310</b>	1,794
Accruals	<b>32,528</b>	41,376
Deferred Income	<b>1,047,581</b>	916,702
	<u><b>1,161,621</b></u>	<u>1,024,452</u>
<b>16. Taxation</b>	<b>2024</b>	<b>2023</b>
	€	€
<b>Creditors:</b>		
PAYE	<b>41,814</b>	24,086
	<u><b>41,814</b></u>	<u>24,086</u>
<b>17. Pension costs - defined contribution</b>		
When one year's service is completed, Waterford Sports Partnership CLG make pension contributions to a defined contribution scheme at the rate of 7.5% of gross salary on behalf of each employee for the full term of employment, should funding resources allow. The assets of the scheme are held separately from those of the company in an independently administered fund. Pension costs amounted to €35,439 (2023 - €30,228).		
<b>18. Government Grants Deferred</b>	<b>2024</b>	<b>2023</b>
	€	€
At 1 January 2024	<b>255,478</b>	196,832
Increase in financial year	<b>34,428</b>	58,646
	<u><b>289,906</b></u>	<u>255,478</u>
At 31 December 2024	<b>289,906</b>	255,478
<b>Amortisation</b>		
At 1 January 2024	<b>(150,640)</b>	(118,455)
Amortised in financial year	<b>(35,196)</b>	(29,258)
Written off	<b>-</b>	(2,927)
	<u><b>(185,836)</b></u>	<u>(150,640)</u>
At 31 December 2024	<b>(185,836)</b>	(150,640)
<b>Net book value</b>		
At 31 December 2024	<b>104,070</b>	104,838
At 1 January 2024	<b>104,838</b>	78,377

**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

**19. Status**

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1.

**20. Reserves**

	Income and expenditure account	Capital Reserve	Total
	€	€	€
At 1 January 2024	(20,891)	203,117	182,226
Surplus for the financial year	2,205	-	2,205
At 31 December 2024	<u>(18,686)</u>	<u>203,117</u>	<u>184,431</u>

**21. Capital commitments**

The company had no material capital commitments at the financial year ended 31 December 2024.

**22. Contingent liabilities**

Funds received or receivable from funding agencies could be repayable if certain circumstances set out in the grant agreements occur. Under agreements between the Company and government funding agencies, various restrictions have been placed on the distribution of funds and non-compliance with the terms of agreements may result in the reimbursement to or withholding of funds by the various agencies.

In addition the company is the subject of an Unfair Dismissals complaint submitted to the WRC in April 2025. No provisions have been made in these financial statements as an estimate of reasonable possible loss cannot be made at this time.

**23. Post-Balance Sheet Events**

No events have occurred subsequent to the Balance Sheet date, which require disclosure in the financial statements.

**24. Capital Grants**

	2024	2023
	€	€
Opening Balance	104,838	78,377
Received during the year – Sport Ireland, Dormant Accounts	34,428	42,923
Received during the year – Sport Ireland, LSP	-	15,037
Go for Life	-	686
Amortised to the Profit & Loss Account	<u>(35,196)</u>	<u>(32,185)</u>
	<u>104,070</u>	<u>104,838</u>

The sponsoring body for Sport Ireland funding is the Dept. of Tourism, Culture, Arts, Gaeltacht, Sports & Media and Dormant Account funding.

Grants are recognised at their fair value where there is a reasonable assurance that the grant will be received and the company will comply with all attached conditions. Capital grants are treated as deferred credits and are credited to the profit and loss account on the same basis as the related tangible assets are depreciated. The directors confirm that all grants receivable were expended for the purposes for which they were intended.

**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

<b>25. Deferred Income</b>	<b>2024</b>	<b>2023</b>
	€	€
SI Programme Funding	<b>12,561</b>	35,465
SI HER Outdoors	<b>255</b>	-
SI Women in Sport	<b>6,429</b>	5,819
SI Core Funding	<b>41,646</b>	66,629
SI Covid Supports	<b>26,032</b>	61,134
SI Research	<b>1,332</b>	4,339
SI Beat the Street	<b>413</b>	413
SI Outdoor Swimming Infrastructure	<b>26,000</b>	-
SI Participation Nation	<b>63,750</b>	-
SI Amuigh Faoin Spéir	<b>20,250</b>	-
Slaintecare via SI	<b>136,894</b>	84,749
Dept. Rural & Community Development Outdoor Recreation via SI	<b>30,016</b>	-
SI Dormant Accounts – Community Hub	<b>27,937</b>	28,364
SI Dormant Accounts – Sport/Youth Leader	<b>10,996</b>	12,407
SI Dormant Accounts – Urban Adventure	<b>27,083</b>	35,841
SI Dormant Accounts – Rural Hub	<b>14,886</b>	40,695
SI Dormant Accounts – Volunteering Training & Support	<b>18,213</b>	22,582
SI Dormant Accounts – SIDP Capital Supports	<b>32,494</b>	24,523
SI Dormant Accounts – Other	-	3,161
SI Dormant Accounts – Innovation	<b>133,322</b>	172,777
SI Dormant Accounts – Her Moves	<b>12,445</b>	8,016
SI Dormant Accounts – Active Cities	<b>187,156</b>	168,558
SI Dormant Accounts – Equality, Diversity & Inclusion	<b>5,500</b>	-
Partner Funding	<b>207,590</b>	133,415
Go For Life	<b>140</b>	1,032
DCEDIY – ICT Grant	-	348
DCEDIY (UBU Y.P.Y.S.)	<b>3,993</b>	6,435
DCEDIY – Minor Grant Scheme	<b>249</b>	-
	<b>1,047,581</b>	916,702

**26. Tax Clearance Compliance**

The company is compliant with Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments" as at the date of these financial statements having obtained tax clearance status from Revenue Commissioners.

**27. Approval of financial statements**

The financial statements were approved and authorised for issue by the board of directors on 6<sup>th</sup> June 2025.

# APPENDICES

# APPENDIX 1 - Board Meeting Attendance

## Board Meeting Attendance

Organisation	Name	No. of Years on Board at 31/12/2024	26-Jan	25-Mar (Online)	19-Apr (incl. AGM)	07-Jun	20-Sept	22-Nov	TOTAL attended	Specific Role/Committee Membership/Notes				
South East Technological University	Deirdre Barry	0.28					Yes	Yes	2					
Waterford City & County Council	Sinéad Breathnach	2.74	No	Yes	Yes	Yes	Yes	Yes	5	Member of Finance, Audit & Risk Committee				
Co-opted Member	Mark Fitzgerald	8.10	Yes	No#	No	Yes	Yes	Yes	4	Company Secretary   Member of Finance, Audit & Risk Committee				
Waterford Leader Partnership	Austin Flavin	4.27	No	No	No	Yes	Yes	Yes	3	Chairperson of Finance, Audit & Risk Committee				
PPN – Community	Terry Hayes	5.09	Yes	Yes	Yes	Yes	Yes	Yes	6	WSP Chairperson   Member of Finance, Audit & Risk Committee   Member of Safeguarding Committee				
Health Service Executive	Anne Hennessy	2.74	Yes	No	No	Yes	Yes	Yes	4					
PPN – Disability	Tish Holton	1.26	Yes	No	No	No	No	Yes	2					
Waterford City & County Council	Cllr. Joe Kelly	3.72	Yes	Yes	No	Yes			3	Term ended 14/06/2024				
PPN – Sports Club	Tricia McCarthy	1.56	Yes	No	Yes	No	No	Yes	3	Member of Safeguarding Committee (19/04/24) Elected Safeguarding Committee Chairperson (20/11/24)				
Waterford City & County Council	Cllr. Pat Nugent	4.72	Yes	No	Yes	No			2	Term ended 14/06/2024				
Waterford & Wexford Education and Training Board	Michael O'Brien	4.30	Yes*	No	Yes	No	Yes		3	Resigned from WSP Board 20/09/2024				
Waterford City & County Council	Cllr. Niamh 'Donovan	0.28					Yes	Yes	2					
Co-opted Member	Neil O'Sullivan	8.91	Yes	Yes	No	No	No	Yes	3	Company Treasurer   Member of Finance, Audit & Risk Committee				
Waterford City & County Council	Cllr. Frank Quinlan	0.28					Yes	No	1					
Waterford Area Partnership >	Liam Quinn	0.11						Yes	1					
South East Technological University	Patricia Sheehan	2.03	No	No	No				0	Chairperson Safeguarding Committee (to 19/04/24) Resigned from WSP Board 16/04/2024				
Waterford Area Partnership	Stephen Whelan	5.05	Yes	Yes	Yes	Yes	Yes		5	Member of Safeguarding Committee (to 14/10/24) Resigned from WSP Board 14/10/2024				
<b>Total Attendees</b>									<b>10</b>	<b>5#</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>11</b>

Most 2024 Board meetings were held in person. The Board meeting on 25/03/24 to approve DA funding submission was held online.

\* Attended via Zoom.

# Mark Fitzgerald emailed his approval shortly after the meeting.

> Waterford Area Partnership nominated Liam Quinn to replace Stephen Whelan.

## Finance, Audit & Risk Committee Attendance

Organisation	Name	Date Appointed to Committee	No. of Years on Committee at 31/12/2024	22-Jan	15-Apr	30-May	25-Jul	12-Sept	17-Sept	14-Nov	TOTAL attended
Waterford City & County Council	Sinéad Breathnach	07/04/2022	2.74	No	Yes	Yes	Yes	No	Yes	No	4
Co-opted Board Member	Mark Fitzgerald	28/04/2017	7.68	Yes	No	Yes	Yes	Yes	Yes	Yes	6
Waterford Leader Partnership	Austin Flavin*	07/04/2022	2.74	Yes	Yes	Yes	Yes	Yes	Yes	Yes	7
PPN – Community	Terry Hayes	25/09/2020	4.27	Yes	Yes	Yes	Yes	No	No	Yes	5
Co-opted Board Member	Neil O'Sullivan	15/04/2016	8.72	Yes	Yes	Yes	Yes	Yes	No	Yes	6
Co-opted FARC Member	Ann-Marie Casey	21/11/2023	1.11	Yes	No	Yes	Yes	No	Yes	Yes	5
<b>Total Attendees</b>				<b>5</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>5</b>	

\*Finance, Audit and Risk Committee (FARC) Chairperson.  
 Finance, Audit and Risk Committee meetings are generally held on Zoom. The meeting on 25/07/24 was held in person in SETU.

**Safeguarding Committee Attendance**

Organisation	Name	Date Appointed to Committee	Resigned	No. of Years on Committee at 31/12/2024	20-Nov	TOTAL attended	Specific Role/Committee Membership
PPN – Community	Terry Hayes	09/12/2022		2.06	Yes	1	
Waterford Sports Partnership	Rosarie Kealy	01/12/2016		8.09	Yes	1	
PPN Sports Club	Tricia McCarthy	19/04/2024		0.70	Yes	1	Chairperson (from 20/11/24)
South East Technological University	Patricia Sheehan	04/04/2022	16/04/2024	2.04	N/A	0	Chairperson (to 16/04/24)
Waterford Area Partnership	Stephen Whelan	25/09/2020	14/10/2024	4.05	N/A	0	
<b>Total Attendees</b>						<b>3</b>	

Safeguarding Committee meetings are generally held on Zoom.  
 Patricia Sheehan served as SGC Chairperson until she resigned on 16/04/24. Tricia McCarthy was nominated as Chairperson on 20/11/24.

### The following is a summary of the governance, oversight and key decision areas addressed by the WSP Board in 2024:

- > Provided leadership and oversight of WSP operations across a diverse range of sport and physical activity opportunities, including oversight of the implementation of WSP's Strategy under the various strategic goal areas.
- > Approved key funding applications to Sport Ireland for Core Funding and Dormant Accounts Funding as well as new funding opportunities, including Open Water Swim Infrastructure (Healthy Ireland) and Participation Nation (Healthy Ireland) funding projects, while also overseeing the Physical Activity for Health (Sláintecare) and the Outdoor Recreation Officer (Department of Rural and Community Development) funding applications, in addition to the submission of applications to various agencies including the Health Service Executive (HSE), Waterford City & County Council (WCCC) and the Waterford and Wexford Education and Training Board (WWETB).
- > Approved and monitored the 2024 WSP Budget and Operational Plan.
- > Following a tender process and in line with best practice, a new auditor was appointed in early 2024.
- > Following a strategic discussion and a 2023 decision to extend the current WSP strategic period to align with the development of Waterford's Local Sports Plan, the WSP Board decided to proceed with WSP's next strategy development despite delays in the process for the development of the Local Sports Plan.
- > Governance continued to be an agenda item at all Board meetings.
- > Monitored, on an ongoing basis, compliance with the Governance Code for Sport. The Compliance Record was kept up to date and preparations were made in advance of the reinstatement of compliance with the Governance Code for Sport, which is due in January 2025.
- > Policies reviewed in 2024:
  - WSP Financial Policies and Procedure
  - WSP Risk Appetite Statement
  - WSP Risk Management Policy
  - Complaints & Feedback Policy
  - Board Code of Conduct
  - Board Terms of Reference
  - Board Schedule of Matters
  - FARC Terms of Reference
  - Appendix 1 of the Garda Vetting Policy on GV procedures
- > Oversaw human resource matters including, where relevant, discussion and/or approval of appointments, and other HR issues.
- > In light of key staff resourcing risks identified during strategic Risk Management discussions, the WSP Board sought and held a meeting with Sport Ireland to outline areas of concern and risk relating to staff governance, grades, structure, resourcing and administration.
- > Conducted ongoing discussions on Board and Board committee membership and vacancies and actions to be taken to meet gender diversity targets for Board membership. Achieved the 40% gender diversity requirement in September 2024.

## APPENDIX 5 - WSP Training and Education Courses

TARGET GROUP	COURSE/TRAINING NAME	2024		2023		2022	
		No. of Attendees	No. of Courses	No. of Attendees	No. of Courses	No. of Attendees	No. of Courses
*NEW IN 2024							
Sports Clubs	Safeguarding 1	255	21	193	17	220	20
	Safeguarding 2	26	2	29	2	32	3
	Safeguarding 3	20	2	17	2	10	1
Disability	Sports Inclusion Disability Awareness	14	2	42	4	-	-
	Learn to Cycle for People with a Disability (disability groups)	-	-	40	6	14	1
	Autism in Sport Training	-	-	-	-	38	2
	Cycle Right – Disability Services / Schools *	105	8	-	-	-	-
Pre-Schools/ Schools	Junior Sport Leader/Youth Leadership	33	3	3	1	26	2
	Ready to Go Orienteering Teacher Training	-	-	-	-	12	1
	StartBox Teacher Training	-	-	-	-	7	1
	Cycle Right Training for Schools	102	4	97	4	-	-
Club/ Community Training	Sports First Aid	34	3	40	4	69	6
	First Aid – REC 1 *	5	1	-	-	-	-
	First Aid – REC 3	12	1	11	1	-	-
	Activator Pole Training	10	1	-	-	-	-
	Kayak Training (Level 2)	-	-	-	-	8	1
	Ride Leader Training	-	-	-	-	12	1
	Trishaw Pilot Training	-	-	1	1	13	2
	Athletics Ireland Leader (Level 1)	-	-	-	-	4	1
	Club Development Series - Sports Capital Grant Info	-	-	38	1	-	-
	Understanding the Female Athlete	-	-	-	-	30	2
	Menopause Workshop	15	1	67	3	24	1
	Benefits of Exercise in Menopause	-	-	-	-	81	1
	Bike Maintenance (for primary school children)	359	8	281	3	81	4
	Bike Maintenance (for youth at risk) *	32	1	-	-	-	-
	Bike Maintenance (for female cyclists)	16	1	26	1	-	-
	Bike Maintenance (for adults)	-	-	-	-	70	1
	Corner Care for Boxing Coaches	-	-	-	-	13	1
	iCoach Kids Conference	-	-	-	-	88	1
	Learn to Cycle in Traffic	-	-	-	-	7	1
	Coaching Teenage Girls in Sport	7	1	36	2	-	-
	Club Development – Introduction to Coaching & Considerations When Working with Young Athletes	-	-	18	2	-	-
	Gaisce Award for Youth at Risk (Boxing)	-	-	11	1	-	-
	Women Beginners to Triathlon (online info session)	-	-	9	1	-	-
	Athletics Leadership for TYs	-	-	15	1	-	-
	Youth Mentoring Programme - Dungarvan CYP (Horse Riding)	-	-	1	1	-	-
	Youth Mentoring Programme (Boxing)	-	-	2	1	-	-
	Mentoring Through Sport *	1	1	-	-	-	-
	SAFetalk *	23	1	-	-	-	-
	Men's Health Nutrition Workshop *	29	2	-	-	-	-
	Staying Fit for the Future (Tutor Training) *	4	1	-	-	-	-
	Mastering Midlife Workshop *	16	1	-	-	-	-
	IABA Level 1 Coaching *	17	1	-	-	-	-
	Introduction to Outdoor Gym *	7	1	-	-	-	-
Introduction to Safety When Swimming *	14	1	-	-	-	-	
Community Play Leader Training *	6	1	-	-	-	-	
Beyond The Trails Training*	23	1	-	-	-	-	
<b>TOTAL</b>		<b>1,185</b>	<b>71</b>	<b>977</b>	<b>59</b>	<b>859</b>	<b>54</b>

## APPENDIX 6 - WSP Grant Scheme Allocations

YEAR	NUMBER OF GRANT SCHEMES	NUMBER OF RECIPIENTS	TOTAL FUNDING
2024	4	33	€19,840
2023	4	47	€20,917
2022	7	103	€41,280

### West Waterford Club Development Grant 2024

GRANT RECIPIENTS	AMOUNT
Ballyduff Upper Gaelic 4 Mothers and Others	€1,000
Ballyduff Upper Juvenile GAA	€500
Ballysaggart Ladies Football Club	€1,000
Finnisk Valley Athletics Club	€500
Lismore AFC	€1,000
Lismore Bowls Club	€1,000
Lismore Golf Club	€1,000
St. Olivers LGFA	€500
Ballyduff Upper Camogie Club	€340
<b>TOTAL</b>	<b>€6,840</b>

### WSP Water Sports Grant 2024

GRANT RECIPIENTS	AMOUNT
Cappoquin Rowing Club	€500
Dungarvan Barracudas	€500
Dungarvan Harbour Sailing Club	€800
Dunmore East Swim Club	€1,000
Metalman Paddlesports	€1,000
The Waterford Viking Halliwick Swim Club	€1,000
Waterford Boat Club	€1,000
Waterford Dragon Boat Club	€500
Waterford Harbour Sub Aqua Club	€750
<b>TOTAL</b>	<b>€7,050</b>

### Healthy Ireland Walking Grant

GRANT RECIPIENTS	AMOUNT
Ballygunner Hurling Club	€250
Brothers of Charity Services Ireland	€150
Carbally Community Development Project	€300
Erin's Own GAA Club	€300
Tallow GAA	€300
The CAPE-Ability Club	€300
The Carbally Active Retirement Group	€300
Waterford Disability Network/Pathfinders	€150
Waterford Dragon Boat Club	€300
Waterford Greenway Joggers AC	€300
<b>TOTAL</b>	<b>€2,650</b>

### WWETB Youth Integration Grant

GRANT RECIPIENTS	AMOUNT
WAP, Kingfisher, Villa FC, Tramore FC, SETU	€3,300
<b>TOTAL</b>	<b>€3,300</b>

# APPENDIX 7 - WSP Programmes by Electoral Area

	DUNGARVAN		LISMORE		PORTLAW - KILMACTHOMAS		TRAMORE - WATERFORD CITY WEST		WATERFORD CITY EAST		WATERFORD CITY SOUTH		OTHER		TOTAL	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Pre-schools/Non-DEIS Primary Schools	17	21	6	9	14	12	7	7	1	1	3	4	0	0	48	54
DEIS Primary Schools	3	4	0	2	6	1	8	4	0	0	15	12	0	0	32	23
Youth at Risk	2	0	1	0	2	0	10	1	1	0	15	7	0	1	31	9
Young People (0-17)*	*	4	*	6	*	6	*	5	*	3	*	10	*	0	*	34
Teenage Girls**	**	0	**	1	**	2	**	1	**	1	**	1	**	0	**	6
Women	11	8	3	0	2	1	9	5	0	2	7	1	3	0	35	17
Men	6	7	0	0	0	0	3	3	4	3	1	4	1	0	15	17
Older Adults	13	11	8	13	6	3	3	9	9	5	3	5	0	0	42	46
People With Chronic Conditions***	***	7	***	1	***	0	***	3	***	2	***	10	***	0	***	23
People with a Disability	9	8	1	1	4	3	7	5	4	2	15	16	6	0	46	35
Mixed Target Groups	5	6	0	6	2	2	0	3	2	5	1	3	0	1	10	26
Minority Groups	0	0	0	1	0	0	1	0	1	0	0	1	0	0	2	2
<b>Total</b>	<b>66</b>	<b>76</b>	<b>19</b>	<b>40</b>	<b>36</b>	<b>30</b>	<b>48</b>	<b>46</b>	<b>22</b>	<b>24</b>	<b>60</b>	<b>74</b>	<b>10</b>	<b>2</b>	<b>261</b>	<b>292</b>
<b>% of delivery</b>	<b>25.3</b>	<b>26</b>	<b>7.3</b>	<b>13.7</b>	<b>13.8</b>	<b>10.3</b>	<b>18.4</b>	<b>15.8</b>	<b>8.4</b>	<b>8.2</b>	<b>23</b>	<b>25.3</b>	<b>3.42</b>	<b>0.7</b>		

\*Young People were previously included in Schools or Youth at Risk.

\*\* Teenage Girls were previously included in "Women." Also, programmes/activities organised specifically/primarily for "Young People (0-17)" and "Youth at Risk" categories may also include teenage girls. To avoid double-counting, 2024 figures provided are for programmes/activities organised specifically/primarily for Teenage Girls.

\*\*\*In 2023, WSP was selected as one of six counties to pilot the Physical Activity for Health Programme, supported by funding from SláinteCare through Sport Ireland. The first programmes/activities were rolled out in 2024 by WSP's newly appointed Physical Activity for Health Officer.

## APPENDIX 8 - WSP Programmes by Target Group

	2024		2023		2022	
	Number of Participants	Number of Initiatives	Number of Participants	Number of Initiatives	Number of Participants	Number of Initiatives
Pre-Schools/ Non-DEIS Primary Schools	1,950	54	2,181	48	5,747	86
DEIS Primary Schools*	1,932	23	2,682	32	*	*
Youth at Risk	116	9	890	31	502	18
Young People (0-17)**	3,165	34	**	**	**	**
Teenage Girls***	52	6	***	***	***	***
Women	348	17	633	35	790	41
Men	214	17	162	15	256	17
Older Adults	561	46	494	42	563	42
People With Chronic Conditions****	272	23	***	***	***	***
People with a Disability	674	35	828	46	616	40
Mixed Target Groups	2,170	26	824	10	474	11
Minority Groups	24	2	33	2	45	5
<b>TOTAL</b>	<b>11,478</b>	<b>292</b>	<b>8,727</b>	<b>261</b>	<b>8,993</b>	<b>260</b>
<b>% Increase on Previous Year</b>	<b>32%</b>	<b>12%</b>	<b>-3%</b>	<b>+0.3%</b>	<b>116%</b>	<b>16%</b>

\*DEIS Primary Schools were previously included in Pre-Schools/Schools.

\*\*Young People were previously included in Schools or Youth at Risk.

\*\*\*Teenage Girls were previously included in "Women." Also, activities organised specifically/primarily for "Young People (0-17)" and "Youth at Risk" categories may also include teenage girls. To avoid double-counting, figures provided are for programmes organised specifically/primarily for Teenage Girls.

\*\*\*\*In 2023, WSP was selected as one of six counties to pilot the Physical Activity for Health Programme, supported by funding from Sláintecare through Sport Ireland. The first programmes were rolled out in 2024 by WSP's newly appointed Physical Activity for Health Officer.

## APPENDIX 9 - WSP Training & Programmes | Year-on-Year Analysis

Year	Number of Training Courses	Number of Training Participants	Number of Programmes	Number of Programme Participants	Total Number of Initiatives	Total Number of Participants
2024	71	1,185	292	11,478	363	12,663
2023	59	977	261	8,727	320	9,704
2022	59	859	260	8,993	319	9,852

## APPENDIX 10 - Who We Worked With in 2024

*During the course of our work, we regularly engage and work with various local sports clubs, National Governing Bodies of Sport (NGBs) and a broad range of local, regional and national organisations.*

*Here is an overview of these engagements, which form a vital part of our work . . .*

### Programme Delivery

ORGANISATION TYPE	NO. ENGAGED WITH
Local sports clubs	43
National Governing Bodies of Sport	12
Local, regional and national organisations	59

**Other Engagements (building relationships, raising awareness, changing behaviours and attitudes towards sport and physical activity, enhancing and expanding the built and natural infrastructure for sport, and improving accessibility).**

ORGANISATION TYPE	NO. ENGAGED WITH
Local sports clubs	15
National Governing Bodies of Sport	8
Local, regional and national organisations	40

## APPENDIX 11 - Staff Training

### TRAINING COURSES ATTENDED BY WSP STAFF IN 2024

Artificial Intelligence (AI) - Masterclass
ASIST (Applied Suicide Intervention Skills Training)
Auto Enrolment (Pension) Legislation
Basic First Aid & Cardiac First Response
Best Practice in Data for your Charity
Coaching Teenage Girls in Sport Workshop (Refresher)
Company Secretary
Data Protection & GDPR
Delivering Evidence-Based Physical Activity Behaviour Change in Primary Care and Community Services
Dementia Awareness
Digital Marketing - Mobile Content Video
Digital Marketing - Video Editing
Disability Awareness in Sport
Effective Communication in the Workplace
Enabling Health Literacy Approaches in Communities Workshop
Equine Leadership
Get Ireland Active
Guidance for Transgender & Non-Binary Inclusion in Sport (Sport Ireland)
Making Reels Like a Pro
Manual Handling
Microsoft Office/Microsoft 365 – Productivity Tools'
NALA Plain English - Leading a Culture of Plain English in Your Organisation
NALA Plain English - Creating and Designing Forms
NALA Plain English - for Leaflets and Print Materials
Prime Time of Life Pilot Training
Safeguarding 1
SafeTALK - Suicide Awareness
Social Media Mashup
Sport Ireland Digital Certificates (Sport80)
Sport Ireland Governance webinar
Staying Fit for the Future Better Balance Tutor Training

## ABBREVIATIONS

<b>ACO</b>	Active Cities Officer	<b>NGB</b>	National Governing Body
<b>CEO</b>	Chief Executive Officer	<b>NCEF</b>	National Council for Exercise and Fitness
<b>CLG</b>	Company Limited by Guarantee	<b>NPAP</b>	National Physical Activity Plan
<b>CLV</b>	Cappoquin, Lismore, Villierstown	<b>ORO</b>	Outdoor Recreation Officer
<b>CSDO</b>	Community Sports Development Officer	<b>PACC</b>	Physical Activity for People with Chronic Conditions
<b>DCYA</b>	Department of Children and Youth Affairs	<b>PAFHO</b>	Physical Activity for Health Officer
<b>DCEDIY</b>	Department of Children, Equality, Disability, Integration and Youth	<b>PM</b>	Programme Manager
<b>DTCAGSM</b>	Department of Tourism, Culture, Arts, Gaeltacht, Sports and Media	<b>PPN</b>	Public Participation Network
<b>DA</b>	Dormant Accounts	<b>SETU</b>	South East Technological University
<b>FGO</b>	Finance & Governance Officer	<b>SDO</b>	Sports Development Officer
<b>FIS</b>	Federation of Irish Sport	<b>SIDO</b>	Sports Inclusion Disability Officer
<b>FARC</b>	Finance, Audit & Risk Committee	<b>SI</b>	Sport Ireland
<b>GDPR</b>	General Data Protection Regulation	<b>WAP</b>	Waterford Area Partnership
<b>HI</b>	Healthy Ireland	<b>WCCC</b>	Waterford City & County Council
<b>HW</b>	Healthy Waterford	<b>WLP</b>	Waterford Leader Partnership
<b>HSE</b>	Health Service Executive	<b>WSP</b>	Waterford Sports Partnership
<b>HR</b>	Human Resources	<b>WWETB</b>	Waterford and Wexford Education & Training Board
<b>IPA</b>	Institute of Public Administration	<b>YSDO</b>	Youth Sports Development Officer
<b>LSP</b>	Local Sports Partnership		





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