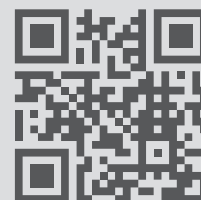


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SWIM WALES

NOFIO CYMRU

ANNUAL REPORT & ACCOUNTS
2021 – 2022

www.swimwales.org

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

OUR VISION

Aquatics for everyone for life.

OUR MISSION

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

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CHAIRMAN'S REPORT

CHAIRMAN'S REPORT
SWIM WALES
ANNUAL REPORT
2021-2022



At the time I wrote my last year's Annual Report the pandemic was still in full swing, and at best, we could only second guess the consequences arising from the COVID-19 lockdown, its likely duration, its severity, and its overall effect on society. The expectations at that particular moment still looked bleak for aquatics, not just in Wales, but everywhere around the world.

Of course, Swim Wales was not immune to the unprecedented challenges it faced, but the response during the year and the way in which everyone connected to the Swim Wales world stepped up to the mark and helped us to navigate our way through one of the most testing 12 months in our 125-year history, has been outstanding.

The Government's newly implemented vaccination programme started to prove effective, and society then began to take very slow, measured and carefully monitored steps along the pathway towards pre-COVID normality.

Offices and shops started to reopen, swimming pools began to unlock their doors, face-to-face teaching, coaching, training, competitions, and events, all previously forbidden, slowly restarted. This included the delivery of the delayed 2020 Tokyo Olympic Games, which then took place between 23rd of July and the 8th of August 2021.

A record six Welsh swimmers represented Team GB in Tokyo - Alys Thomas, Harriet Jones, Daniel Jervis, Matt Richards, Kieran Bird, and Calum Jarvis. Matt Richards and Calum Jarvis both won gold medals in the men's 4x200m freestyle relay (the last time an Olympic gold medal was won by a Welsh swimmer was way back in 1912).

Of course, whilst it is very important to achieve world class results, we must do so in a fair, transparent, and inclusive way. Our clubs and members are not only the beating heart of their own local communities they also remain at the very centre of why we do what we do.

As the responsible NGB we are committed to absolute inclusivity and flexibility in our approach to the advancement of aquatics for everyone. We will further develop our strategy to deliver enhanced value to all our stakeholders, partners, donors, and investors within a governance framework that provides stability, prudence and effective oversight.

My special thanks on behalf of the Board to everybody involved, at every level in every Club across the whole of Wales, as well as, to our Senior Management Team and all our staff for their hard work and the sacrifices they have made to finish the year positively and strongly

Allen Bewley
Chairman, Swim Wales



CHIEF EXECUTIVE'S REPORT

CEO REPORT
SWIM WALES
ANNUAL REPORT
2021-2022

On behalf of the Swim Wales senior management team, our wider team of staff and everyone involved with the National Governing Body I would like to welcome you to our 2021/22 annual report.

This year we celebrate 125 years of existence as the recognised National Governing Body for aquatics in Wales, and I have really enjoyed reflecting on our long and shared history. It is humbling to look back on the extraordinary feats of people like Paulo Francesco Radmilovic the Welsh Olympic water polo player and swimmer, and Irene Steer the Welsh freestyle swimmer (one of only 3 Welsh women to have won Olympic gold medals!). What we have achieved as a sport through the years since is nothing short of inspirational. As I write, we are officially one of the principal activities/sports in Wales with nearly 500,000 adults and children involved in some way at least once a week. Many of you reading this have contributed in some shape or form to this achievement, and together we continue to make history.

This time last year, I described the previous 12 months as a 'year like no other' and indeed 'a once in a generation moment'. Since then, we have worked tirelessly to support everyone involved in aquatics across Wales to continue to operate despite challenges and obstacles that COVID-19 presented us with. Over the course of the last two years we have reached thousands of people across the sector, from aquatic clubs to swim schools and recreational swimmers to facility operators during their time of need. I don't think it is an exaggeration to say that without the National Governing Body taking the steps it did to advocate for our partners and provide advice, aquatics would not have been able to galvanise, and our clubs and partners may not have been able to access the crucial financial support they needed to come through the pandemic.

Together, we created a strong collective voice so that our activities and sports could be heard at government level. Without that, many clubs and facilities would not have re-opened and our events and competitions would not have returned in Wales as quickly as they did. I have no doubt that the aquatic world which we have all worked very hard to create over the last 125 years would have been set back decades.

Challenges aside, as an organisation we worked closely with Sport Wales and Team Wales to maintain our high performance environments and protect our senior athletes. This resulted in six swimmers being selected to represent Team GB at the Tokyo 2020 Olympic Games, and our first Olympic Gold Medals (2) in over 100 years contributed to a record games for British Swimming.

We created clear and 'safe return to operations' guidance for our 11 different user groups which was deemed 'best in class' by the Welsh Sports Association and other external bodies, and I would like to thank all of our clubs and facility partners for working so well together on this guidance so that swimming and other aquatic activity contributed positively to the public health objectives. After 18 months of the virtual SUPER SERIES I was delighted to see the return of our full events schedule. Under COVID protocols, we welcomed back the very best swimmers from across the age groups to prove themselves on the national stage, and helped reunite the aquatics community as spectators made a welcome return to Wales National Pool.

Over the last 12 months we used the opportunity of 'reduced operations' to drive on with our technology evolution with the introduction of several systems to enhance our operations. We introduced SAGE business solutions to make financial reporting and invoicing more efficient, we brought in MyConcern to support our clubs and swim school safeguarding activities, JustGo replaced the legacy system Integra (previously managed by Swim England) and Canva and Asana were adopted to improve our to enhance our design and communications.

We have maintained our trajectory on equality and inclusion, using the time online to reach out to new partners and community groups across underserved areas of our community and minority groups. We developed close working relationships with Immigrants UK, Diverse Cymru, The Black Swimming Association as well as different Muslim and African Groups in South Wales. I am extremely positive about the impact we can make in this area as we truly live out our vision 'Aquatics for everyone for life' and make aquatics a safe and welcoming place for whoever you are, and wherever you're from.

There is no doubt that the pandemic hit our aquatic workforce hard, and we are still seeing the effects of that today. 'The system' lost good swim teachers, lifeguards and coaches as the working landscaped shifted while pools were closed. After welcoming our staff back from furlough, the Swim Wales training & development team began to work with our local authority partners to train new staff and re train the lapsed qualified in what has arguably been the biggest recruitment drive our sector has ever seen.

Our aquatic clubs continue to develop great talent and attract great people in volunteer roles, however, we have seen reduced numbers here too. Membership figures overall are down approximately 30% on pre COVID levels and it has become increasingly hard for our clubs to attract the volunteers and officials needed to support club operations and events. This fact has not been missed by the team and I, and it is something we will champion throughout this next year.

So, as we 'build back better' and tackle the new challenges like cost of living and the current energy crises, the one thing that motivates me time and time again is the collective strength and reputation of the aquatic community and people we work with. Most of you already know of our greatest strength is the passion and love for our sport, and the power we have when our staff, volunteers and key partners take on opportunities or threats TOGETHER.

I want to say a huge thank you to the board, staff, our great athletes, clubs, volunteers, participants and partners for supporting Swim Wales over the last year and I look forward to working with you all closely in the months ahead.

Fergus Feeney
CEO, Swim Wales



DIVING ARTISTIC MASTERS WATER POLO OPEN WATER

AQUATIC DEVELOPMENT

The last 18 months have been difficult for us all, but Swim Wales, clubs, and partners have come together to fight back, and emerge from a world where pools were closed and being aquatically active was put on hold. Now we can look ahead to a future with more aquatic opportunities than ever before.

Swim Wales was successful in securing Welsh Government Winter of Wellbeing funding for an 'Early Years Swim Start' project. The Swim Start initiative will focus on creating opportunities for the children of lower-income families and harder-to-engage groups to access the aquatic environment. 23 operators, with 63 pools, across 15 Local Authorities engaged in the Swim Start project that was split into 4 key elements: workforce development, equipment, taster sessions, and reduced cost to block lessons, aiming to establish ongoing aquatic participation.

Although the COVID-19 restrictions paused aquatic activity for most of us, it also sparked huge appetite for open-water swimming. As a result, Swim Wales created the S.A.F.E Cymru Accreditation. S.A.F.E Cymru is designed to support open water facilities in Wales and further promote and progress open water swimming safely. Our world-class accreditation provides the necessary resources and standards which facilities need to meet to ensure safe participation in Wales.

This accreditation has been developed by Swim Wales in partnership with Welsh Triathlon and is recognised by Welsh Government, Sport Wales and Water Safety Wales as the pinnacle of safe aquatic facility standards in Wales. In 2021 we on-boarded our first partners and accredited a number of sites. The future for S.A.F.E Cymru is very bright as we look forward to unlocking further features and continuing to roll out the benefits of this accreditation across Wales over the next few years.



School Curriculum activity has resumed across Wales with the majority of providers reporting that schools are keen and motivated to return to the water. Local Authorities has responded well to our surveys to help us further understand the workforce required to support the National Curriculum. Work continues to prepare Swim Wales' response to the new Curriculum for Wales which will be implemented from September 2022.

In the last year Swim Wales have launched the Adult Learn to Swim Wales framework, which is about improving confidence, technique and safety in the water, with no age limit. Around 30% of adults in the UK can't swim a length. Yet, one quarter of adult non-swimmers would like to learn how.

We are delighted to report that Learn to Swim operators continue to report increasing numbers in their programmes, many reporting full programmes with waiting lists and participant numbers exceeding March 2020 statistics. The on-going challenge is for sufficient workforce to deliver the demand for provision.

Swim Wales have developed a first of its kind Accreditation for Swim Schools. Our quality mark for swim schools and operators delivering Learn to Swim Programmes in Wales will recognise excellence in governance, sustainability and effectiveness and raises the profile of Learn to Swim Programme all over Wales.

This year Swim Wales in partnership with BHF'S Cymru launched the #GetintoWater Swim 60 Challenge. We were delighted to be able to launch this challenge to celebrate BHF's 60th year as a charity and raise vital funds to power the charity's life-saving research into heart and circulatory disease. It has been brilliant to receive support from clubs, swim operators, athletes and individuals support this campaign. The challenge will be extended until December 2022 – it's not too late to take part!

The end of 2021 saw the return of our national events for the first time in 18 months, however, under COVID protocols. It's been fantastic to be able to welcome back the very best swimmers from across the various age groups to compete to become Welsh champions, we look to bringing back spectators for the first time since the beginning of the pandemic at the Swim Wales National Championships.



In 2020 Swim Wales launched MYCONCERN a safeguarding software for our clubs. The software has been created and developed by child protection experts, with backgrounds in social care, education, and policing.

Swim Wales implemented the software to allow club safeguarding officers responsible for the protection of children, young people, and adults at risk to easily manage and record all safeguarding and wellbeing concerns. Swim Wales wants to be recognised as sector leader in the space. The implementation of MYCONCERN is just one part of the jigsaw to ensure Aquatics is recognised as the safest sport.

Swim Wales is proud to announce that our new membership system Just Go is now live. The design, configuration, testing and launch were completed by the 1st April deadline. Clubs completed an on boarding process throughout April, which was an incredibly busy time and of the 78 Clubs, 75 are now fully affiliated. Swim Wales would like to take this opportunity to thank all clubs and members for their cooperation and patience through this transition process.

As we emerge from the pandemic, the Aquatics team are ready to explore new ways of ensuring the people of Wales have the opportunity to become aquatically active. Over the next few months you will see some changes within our staffing structure which will bring ambitions and innovative ideas to the organisation, generate new partnerships through collaboration, and fuel our passion to fulfil our vision – Aquatics for Everyone for Life.

Sioned Williams
Head of Aquatics & Inclusion



BUSINESS DEVELOPMENT

We predicted another year of recovery in 2021/22 due to the uncertain commercial climate post COVID, however there were opportunities with the reopening of leisure facilities, the return of events, swimming lessons and workforce training.

Businesses and facilities fully reopened without restrictions early into the financial year and this reopening allowed many of our revenue streams to come back on line and build slowly throughout the year.

However, areas such as sponsorship and event merchandise were impacted due to the cancellation of two of our National events in the spring and summer of 2021.

Business Development returned encouraging results during the financial year exceeding a cautious but realistic plan. Compared to the 2021/22 plan, Swim Wales improved commercial revenues by 47% and improved contribution by 80%. Business Development revenue exceeded £500,000 through the four core revenue streams of Training & Development, Learn to Swim Wales Awards, Sponsorship and Merchandise.

Comparing 2021/22 to 2018/19 which was our last pre pandemic year, revenue improved by 5% and contribution 32%.

A National shortage of swimming teachers and long waiting lists for swimmers presented us with a significant fulfilment challenge. The training and development team including our network of tutors worked tirelessly to support the needs and requirements of our customers. Collaboration with our partners, working to complete courses and certifying a large volume of delegates was a major success during the year.

“

BUSINESSES AND FACILITIES FULLY REOPENED WITHOUT RESTRICTIONS EARLY INTO THE FINANCIAL YEAR AND THIS REOPENING ALLOWED MANY OF OUR REVENUE STREAMS TO COME BACK ON LINE AND BUILD SLOWLY THROUGHOUT THE YEAR.

”

We continued to offer flexibility and alternative methods to our training portfolio, with face to face courses returning, to compliment the very popular blended learning option of face to face and online teaching. Research and development analysis carried out within the Training & Development arm of the business resulted in new courses being added to the existing portfolio including Pre and Post Natal, Long Term Health along with a host of other workshops and masterclasses. Our Training & Development offering continues to be reviewed in order to improve our portfolio and stay relevant, taking into account partner and learner needs.

With the nationwide return of swimming lessons delivering Learn to Swim Wales, our awards have also recovered to a healthy position. New designs were circulated and met with approval from our customers, due to a supplier cost increase we had to increase the sale price for the first time since 2013.

Despite the cancellation of key events, the Swim Wales Challenge Series (Open Water) and the Swim Wales Winter Championships took place, albeit with no spectators. As a result the merchandise revenue stream restarted. We pursued a new delivery method for both competitions, pre-selling hoodies, tee-shirts and hats prior to the event online. This proved very successful and will be our chosen route to market going forward.

Our sponsorship focus increased during the latter part of the financial year, as we engaged with an external agency, Think!Sponsorship. Together we will re-package our assets to create attractive partnership opportunities for both large and small companies to invest in. We will focus on a Performance Package and also a Corporate Membership offer to market in the next financial year. 2022/23 is filled with promise as we continue to move forward with our customers and partners with exciting new projects including a new website with improved e-commerce, we thank you all for your ongoing support.

Jon Fletcher
Head of Business Development



ELITE & PERFORMANCE

Following on from a highly challenging year for performance sport in 2020/21 due to the Covid-19 pandemic, and a second major lockdown period between December and March, the 2021/22 financial year started optimistically with the successful delivery of the British Para Swimming International Meet in Sheffield and the British Swimming Selection Meet in London. These events served as the trial events for the re-scheduled 2020 Tokyo Olympic and Paralympic Games and were operated as 'elite' only events under DCMS rules, with limited competitors, no spectators and strict Covid-19 safe protocols.

This period of competition proved highly successful for Swim Wales athletes with a record 6 Welsh swimmers gaining selection to represent Team GB at the Olympic Games in Tokyo. This equated to 20% of the total GB swimming team size and 24% of the total number of Welsh athletes selected for the Olympic Games across all sports. The Welsh swimmers selected to compete in Tokyo were Alys Thomas, Harriet Jones, Daniel Jervis, Matt Richards, Kieran Bird and Calum Jarvis.

The Tokyo 2020 Olympic Games finally opened on the 23rd July 2021, and although operated behind closed doors and with strict Covid-19 protocols, would prove to be a great success and a highly fruitful Games for Great Britain, and Wales, in the swimming pool. In total GB won 8 medals (4 gold, 3 silver, 1 bronze) to finish 3rd in the overall swimming table behind USA and Australia and record their best performance since 1908. From a Welsh perspective, Gold medals were won by Welsh Swimmers Matt Richards and Calum Jarvis in the men's 4x200m freestyle relay. These were the first gold medals won by a Welsh swimmer at an Olympic Games since Irene Steer back in 1912. Additionally, individual finals were achieved by Daniel Jervis (5th - 1500m freestyle) and Alys Thomas (7th - 200m butterfly). On behalf of everyone at Swim Wales I would like to say massive congratulations to our six Tokyo Olympians. We are all incredibly proud of their achievements in 2021.

In May 2021, Covid-19 restrictions were eased by Welsh Government to start to allow the controlled resumption of aquatic activity and the return to training for clubs across Wales. Supported by guidance provided by Swim Wales, aquatic clubs in Wales did a truly outstanding job in organising and managing the resumption of training for their members, engaging with athletes and being pro-active and adaptable in their approach.

From a non-elite return to competition perspective, Swim Wales led the way with the Swim Wales Open Water Meet, which incorporated the British Swimming Junior Team selection race, and took place in June at Llandegfedd reservoir. This proved to be highly successful competition featuring approximately 140 swimmers from across the UK, and provided a very welcome return to competition for many athletes who had been unable to compete throughout the pandemic.

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In addition to this, in June 2021 Swim Wales launched the second instalment of 'Super Series', a three stage virtual competition operated in home programmes, and this provided a great platform for performance swimmers across Wales ahead of the return of major pool based competition in August 2021 at the 'Festival of Swimming' – a joint British Swimming and Home Nations initiative to 'restart' competition. In collaboration with host clubs Swansea Aquatics and City of Cardiff, Swim Wales delivered two indoor swimming competitions (one at Wales National Pool Swansea and one at Cardiff International Pool) and these provided a very welcome return to competition for many hundreds of competitive swimmers in Wales.

As the dust settled on an extremely positive summer of competition across the performance pathway, attention turned quickly to the new season, the commencement of face to face National Squad programme activity and in particular supporting swimmers, para-swimmers and divers with ambitions for nomination / selection to Team Wales for the 2022 Commonwealth Games in Birmingham. Throughout this last year, a total of 122 athletes have received support and/or accessed National Programme activity ranging from domestic training, skill development and holistic education, through to international training and competition opportunities.

The last 12 months has also seen the Swim Wales Performance Team launch a number of new initiatives, including 'evolved' National Squad Programme and Coach Development structures, while also continuing to drive forward key initiatives launched in 2020 including #Get into Para Swimming, a focused drive to better promote and develop Para Swimming in Wales.

As we look forward towards the 2022/23 financial year, the competition calendar will present many opportunities for aquatic athletes. At the elite level, rescheduling of events will result in the running of a World Aquatic Championships, World Para Swimming Championships, Commonwealth Games, and European Championships in a congested summer of international competition. It will also see the welcome return of international junior competition at the European Junior Championships along with a greater level of domestic competition across the pathway.

The final trial events completed at the start of this financial year in April 2022 have provided some extremely positive performances ahead of the summer international competitions, with 4 athletes gaining selection to the GB World Championship team, 23 athletes (16 swimmers, 4 para-swimmers, and 3 divers) gaining selection to Team Wales for the Commonwealth Games, and 5 athletes gaining selection for the European Junior Championships.

I would like to take this opportunity to personally thank all of our key partners – British swimming, Swim England, Scottish Swimming, Sport Wales, Team Wales and our facility providers for their support and collaboration, and all of the athletes, coaches, sports science practitioners, and club volunteers across Wales who have given so much to make this last year such a success.

Ross Nicholas
National Performance Director



09

Number of Swim Wales athletes on the British Swimming / British Para Swimming World Class Programme for 2021/22

06

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

23

Number of athletes gaining Birmingham 2022 Commonwealth Games nomination / qualification standards

122

Number of athletes supported by the Swim Wales National Pathway 2021/22





COMMUNICATIONS

It has been an extremely exciting and yet challenging year for the newly formed Communications department at Swim Wales. I was appointed Communications Manager in October and have been eager to lend my experience and expertise from the world of sports journalism and public relations for major sporting events to the world of aquatics.

The organisation and wider aquatics community in Wales spent large periods of the last financial year battling back from the COVID-19 pandemic, but their tireless work has achieved excellence in a number of areas across the business.

Two of our performance athletes inspired the nation as they ended a 100+ year wait for a Welsh Olympic gold medal in the Tokyo, while departments across the organisation have launched projects and surpassed key milestones to bring us closer to our vision of 'Aquatics for Everyone for Life'.

From a communications perspective, these achievements have allowed us to engage with a wide ranging audience and grow the following and reputation of the brand. While there has been plenty of positive news stories to celebrate, COVID-19 and its lingering impact meant that we have had to be proactive in our approach to keep our members and partners informed of the latest developments against the backdrop of an ever-changing aquatic landscape.

Following a desperate period for sport and society at large, the delayed Tokyo Olympic Games gave us all an opportunity to celebrate our elite athletes at the summit of our sport. Swim Wales used this fantastic platform to elevate the profile of the Welsh athletes who headed to Far East, the business, and our sport in order to inspire the nation to get back into water.

After announcing the 'Super Six' Welsh athletes selected for the Games, we facilitated interviews and social media content in an attempt to bring the swimming stars closer to our core and wider audiences. The announcement

proved to be only the beginning of the good news stories as Daniel Jervis reached his maiden Olympic final and Calum Jarvis and Matt Richards became the first Welsh swimmers for more than a century to clinch Olympic gold in the 4x200m Freestyle Relay.

Their performances launched swimming into the spotlight, with the social media reach extending to around 11,000 impressions per day during the Games on Twitter. These performances inspired our current communications strategy to inspire people across Wales to engage with aquatics.

While our fastest swimmers were etching their names in history on the global stage, events began to return with the Swim Wales Super Series and Festival of Swimming competitions. Communications was key as events returned across Wales with strict protocols to reduce the risk of spreading the virus.

Underpinning the return to water were regular engagement sessions with our partners and member clubs. These were crucial as we helped the aquatics community come together through adversity and remain informed to ease the transition back to our new reality post-pandemic.

We also collaborated closely with health partners including the British Heart Foundation to get thousands of people back into water following the reopening of pools with the Swim 60 Challenge. Further key projects including Adult Learn to Swim and the S.A.F.E Cymru Open Water Accreditation project were also launched in 2021.

There were a number of critical projects to be included in the new Communications strategy, including the celebration of the organisation's 125th year, the construction of the new Swim Wales website and the transition to the new whilst reacting to emerging issues such as Georgia Davies' retirement and the rise of the equality in sport agenda.

“

WHILE OUR FASTEST SWIMMERS WERE ETCHING THEIR NAMES IN HISTORY ON THE GLOBAL STAGE, EVENTS BEGAN TO RETURN WITH THE SWIM WALES SUPER SERIES AND FESTIVAL OF SWIMMING COMPETITIONS.

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The organisation was also invited to communicate the challenges facing our sector to Welsh Parliament at the Senedd on two separate occasions. These conversations have already influenced decision making at parliamentary level in Wales, and we hope to capitalise on their positive impact.

The future is bright for the brand from a Communications point of view with the Commonwealth Games and exciting new partnerships giving fresh impetus to grow the reputation and reach of the company in the new financial year. There will also be challenges facing our sport and partners amidst an energy crisis as the world continues to build back post pandemic, but we will continue to front up, to engage with our audiences, and attempt to inspire a nation to get into water.

James Candy
Communications Manager



EQUALITY, DIVERSITY & INCLUSION

I am proud to say that as an organisation we are progressing well with our improvements in diversity within the Aquatic sector, in particular creating opportunities for underrepresented communities to join our Aquatic family.

Our research over the past 12 months has provided further insight about the desire to swim and become more aquatically active within minority groups and diverse communities, and it has prompted initiatives to build water confidence and learn to swim sessions in several local authorities. As an organisation we are taking positive steps to improve diversity within our own staff and board, so that we build in the views and thoughts of all parts of our society in Wales in order to develop trusting sustainable relationships.

This year we have continued to build partnerships with organisations such as Diverse Cymru, Street Games, Immigrants UK and African Refugees so that we can benefit from the input from community leaders to support our conversations on aquatics and the suitable avenues for accessibility.

We will continue to focus heavily on building a strong network of partners in this area and work collaboratively with these partners to design engagement sessions for communities who want to swim. Over the coming months we will develop a plan for training so that we can understand the barriers first hand from partners and communities, and inform our next steps to live our vision 'Aquatics for everyone for life'.

As a tier 1 participation sport we remain committed to being a person centred sport understanding the needs and motivations of all our communities in Wales and aligned closely to the 'Wellbeing and Future Generations Act (Wales) 2015'.

I am confident, that together, we can lay the foundations to shape the future for a more equal Wales.



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

GOVERNANCE

Swim Wales aligns itself to the GLFW (Governance & Leadership Framework for Wales) a framework which provides a set of principles to support management and help us run the organisation with both integrity and transparency.

The GLFW also relates to the organisation's culture, it's leadership, values and integrity.

Over the past 12 months+ we have made all of our affiliated member clubs aware of the framework, and we would urge our clubs and other associated partners to adopt the framework and benchmark themselves against it. Once this is done we can work with our clubs to monitor continuous improvement and help them excel.

Swim Wales want to help clubs to establish the systems and controls to run effective and sustainable organisations. This framework can also support club leadership in establishing a healthy culture and a duty of care towards others alongside the legal and moral responsibility that exists to safeguard members and anyone in or around the club environment.

Both English and Welsh versions of GLFW are available on Swim Wales website.

As an organisation, Swim Wales reviews its policies and procedures annually through both internal and external assessment, I am pleased to say that for another year we have excelled in this area, but as always there is room for advancement and improvement. We have embarked on a review of our organisational policies ensuring they are fit for purpose and aligned to appropriate legislation. Swim Wales rules have been revised this year alongside the codes of conduct.

Looking at the next 12 months we will be planning a collaborative review of the club constitution to ensure it meets the needs of our members, and create a fit for purpose document that supports good governance and club development.

“
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SAFEGUARDING

Safeguarding is 'the action we take to promote the welfare of children and adults at risk and to protect them from harm'.

It is important that clubs and organisations provide a safe and positive experience and that means that our clubs and partners need to have certain procedures in place. This not only creates a safe environment for all but it ensures a visible measure of a healthy culture in your club.

As we started to come out of lockdown last year, I reported that some young people described themselves as feeling 'trapped' by the restrictions and the lack of social activities/school and all of this affected young people's mental health. I am pleased to say that as normality has resumed young people have been grateful for a return to the social elements that being a member of a club provides, many are happy to be back and enjoying our competition and events and the sport they love.

It is absolutely critical that every club or organisation has a Welfare Officer, it is a very important role. The role is to assist with the safeguarding and protecting of children, young people and adults at risk, at the time of writing 92% of our affiliated clubs have Welfare Officers and the remainder are being supported by Swim Wales in safe recruitment.

“
YOUNG PEOPLE HAVE BEEN GRATEFUL FOR A RETURN TO THE SOCIAL ELEMENTS THAT BEING A MEMBER OF A CLUB PROVIDES, MANY ARE HAPPY TO BE BACK AND ENJOYING OUR COMPETITION AND EVENTS AND THE SPORT THEY LOVE.
”

“

FINALLY, IT GIVES ME GREAT PLEASURE TO SAY THAT SWIM WALES MAINTAINED ITS L3 SAFEGUARDING CHILDREN IN SPORT FOR ANOTHER YEAR. L3 WAS FIRST ACHIEVED IN 2013 AND OUR CONTINUOUS WORK REFLECTS OUR COMMITMENT TO ENSURE ALL CHILDREN PARTICIPATING IN AQUATICS ARE SAFE AND FREE FROM HARM.

”

Swim Wales has introduced an induction for every Welfare Officer new to post regardless of their professional background. It is the responsibility of the chairperson to ensure the Welfare Officer arranges this with the Head of Governance at Swim Wales, the Welfare Officer reports to the chairperson when the induction is completed.

As readers will know from my report last year MyConcern software was launched by Swim Wales in 2020, MyConcern is an online platform GDPR compliant for recording all affiliated clubs and organisations safeguarding concerns. We have seen an increase in clubs using this secure method for documenting concerns, and we hope to see it used more widely across the club network in the months ahead.

I am delighted to say that several Welfare Officer Forums have taken place this year, these forums provide further training opportunities plus engaging with other Welfare Officers and sharing best practices. Already this year we have run forums on Mental Health Awareness and Female Health, the latter providing a great insight into young women managing their periods in sport.

The child safeguarding policy was revised in February 2021 and is available on the Swim Wales website and will be available on JustGo (our new membership platform) for the next membership year. We plan to revise the adults at risk policy in early 2022 ensuring it aligns to legislation.

Finally, it gives me great pleasure to say that Swim Wales maintained its L3 Safeguarding Children in Sport for another year. L3 was first achieved in 2013 and our continuous work reflects our commitment to ensure all children participating in Aquatics are safe and free from harm.

Zita Cameron
Head of Governance (Swim Wales Safeguarding & Welfare Lead)



ACCOUNTS FINANCE REPORT

Financial year ending 31st March 2022 (2021/22) continued to be impacted by the coronavirus pandemic. The financial year started in April 2021 when the second lockdown was still in place. Facilities started to reopen in May 2021 with restrictions.

Swim Wales continued to focus on revenue streams that could be serviced online including training and development, merchandise and badges and certificates.

Events continued to be impacted. The open water Challenge Series in June 2021 was well attended and we also continued with our virtual Super Series. The first National indoor event to return was the Winter Championships in December 2021 which had no spectators. Merchandise and sponsorship opportunities were affected as a knock on effect to the reduced events schedule.

Membership fees received for 2021/22 were 30% lower than pre pandemic 2019/20. Affiliation fees were subsidised for all clubs and an extended membership renewals window to 31st May was introduced to help our members. Swim Wales also created the Swim Wales Aquatic Recovery Fund (SWARF) and distributed £78.6k to support clubs in the year.

Although core funding remained unchanged Swim Wales were able to use the Sports Recovery Fund to invest in projects to help build back stronger. Some of the projects included a new membership system which went live in April 2022, an updated website and investment to support equality, diversity and inclusion in aquatics.

Swim Wales were also delighted after 2 years to have a successful claim against the business interruption insurance which compensated for some of the lost revenues from 2020. This is shown as an exceptional item in the income statement.

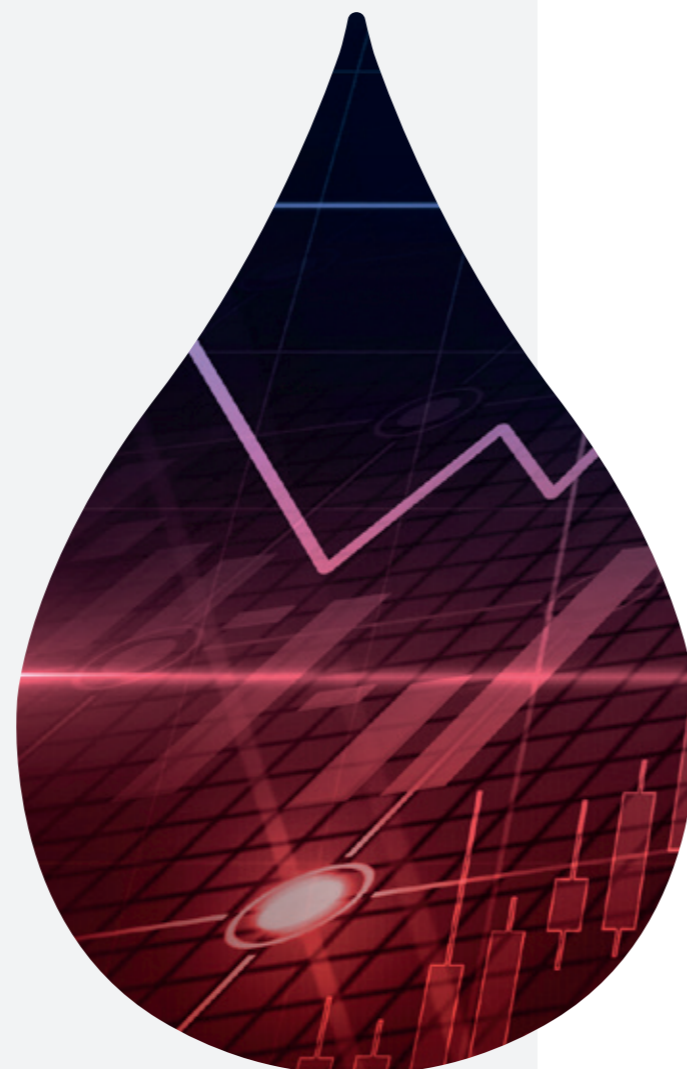
2021/22 was an unusual year of rebuilding and trying to strengthen for future. The organisation has not yet returned to its pre pandemic position and work will need to continue over the coming years to get to that point.

The insurance claim and property valuation has helped to strengthen reserves, the surplus for the year excluding these items was £26k. 2022/23 is expected to be a year of change and adaptation to future proof the 125 year old organisation.

Emma Powell
Head of Finance & Administration

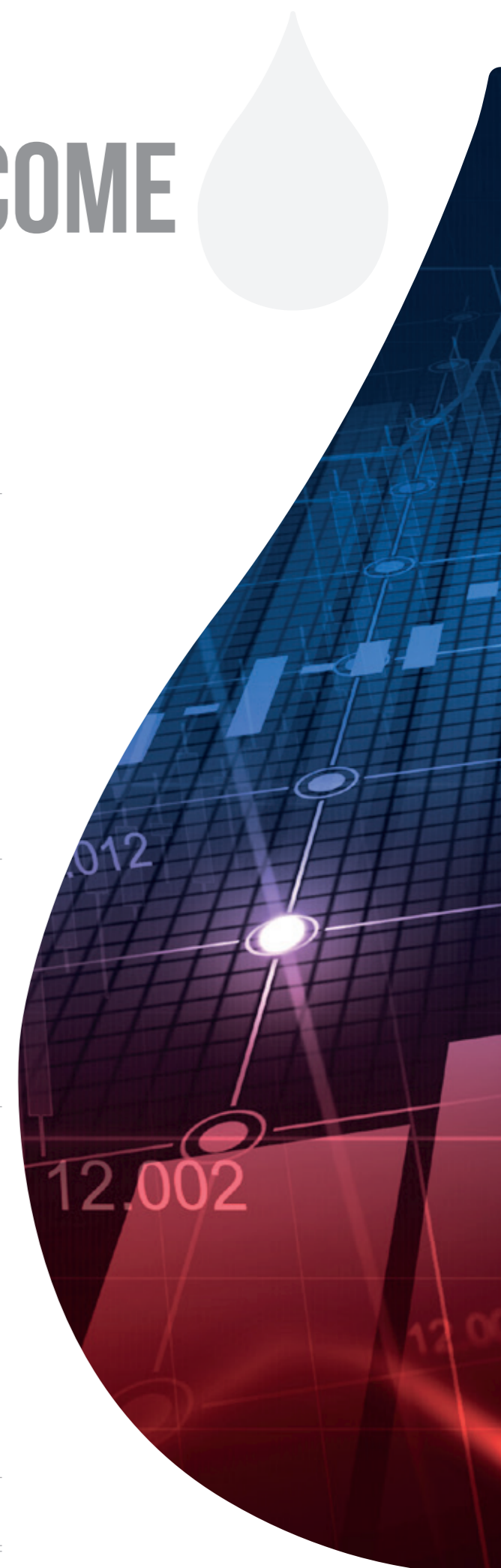
STATISTICS

INCOME	▲ 2,254,946
COSTS	▲ 2,228,398
SURPLUS	▲ 135,019
HEAD COUNT	▲ 26 EMPLOYEES



ACCOUNTS INCOME

	31/03/2022	31/03/2021
	£	£
GRANTS		
Sport Wales	1,260,823	1,119,700
Other funding	126,979	90,948
	1,387,802	1,210,648
AQUATIC DEVELOPMENT		
Membership	212,515	205,639
Events	117,016	(3,740)
Regional	27,741	-
Diving	13,296	1,738
Water Polo	42,190	7,520
Open Water	2,960	-
Artistic Swimming	-	45
Masters	-	120
	415,718	211,592
BUSINESS DEVELOPMENT		
Merchandise	10,001	1,761
Sponsorship	5,417	-
Badges and certificates	50,503	4,169
Education	347,650	62,084
	413,571	68,014
NATIONAL PERFORMANCE	24,667	5,346
BUSINESS INTERRUPTION INSURANCE CLAIM	53,390	-
GAIN ON REVALUATION OF INVESTMENT PROPERTY	55,000	-
OTHER INCOME	13,269	12,742
	2,363,417	1,508,342



ACCOUNTS EXPENDITURE

	31/03/2022	31/03/2021
	£	£
AQUATIC DEVELOPMENT		
Staffing	143,845	144,989
Membership	48,050	10,249
Events	136,811	74,945
Regional	109,737	6,975
Diving	26,154	30,951
Water Polo	42,084	3,310
Artistic Swimming	-	1,071
Pathway	129,458	19,837
Masters	-	124
Open Water	14,225	3,774
	650,364	296,225
BUSINESS DEVELOPMENT		
Staffing	38,028	65,488
Merchandise	17,005	2,517
Sponsorship	1,575	-
Badges and certificates	12,226	1,023
Education	213,515	90,799
	282,349	159,827
NATIONAL PERFORMANCE		
Elite Programme	307,391	202,410
Elite Staffing	401,813	399,746
Elite Athlete	83,582	-
	792,786	602,156
OVERHEADS	502,899	416,735
	2,228,398	1,474,943
NET	135,019	33,399
(Deficit)/surplus for the year before taxation)		

ACCOUNTS BALANCE SHEET

	31/03/2022	31/03/2021
	£	£
FIXED ASSETS		
Tangible assets	23,810	6,751
Investments	1	1
Investment property	410,000	355,000
	433,811	361,752
CURRENT ASSETS		
Stocks	8,804	9,782
Debtors	330,338	230,541
Cash at bank and in hand	650,843	789,881
	989,985	1,030,204
CREDITORS		
Amounts falling due within one year	653,915	746,008
NET CURRENT ASSETS	336,070	284,196
TOTAL ASSETS LESS CURRENT LIABILITIES	769,881	645,948
CREDITORS	(35,000)	(45,000)
Amounts falling due after more than one year		
PROVISIONS FOR LIABILITIES	(4,994)	-
NET ASSETS	729,887	600,948
RESERVES		
Revaluation reserve	107,207	107,207
Fair value reserve	55,000	-
Income & expenditure account	567,680	493,741
	729,887	600,948



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

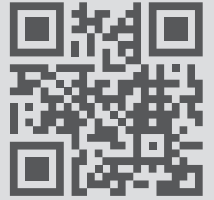
**Thank You!
Diolch!**



SWIM WALES
NOFIO CYMRU

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

@SwimWales



SWIM WALES

NOFIO CYMRU

ADRODDIAD BLYNYDDOL A CHYFRIFON
2021 – 2022

www.swimwales.org

DYSGU
I BAWB
MWYNHAU
CYSTADLU
AM OES
CYFLAWNI
RHAGORIAETH
BLAENLLAW
CAMPAU DŴR PAWB
CYFRANOGI
GWEITHGAREDDAU
AM OES
CENEDL

EIN GWELEDIGAETH

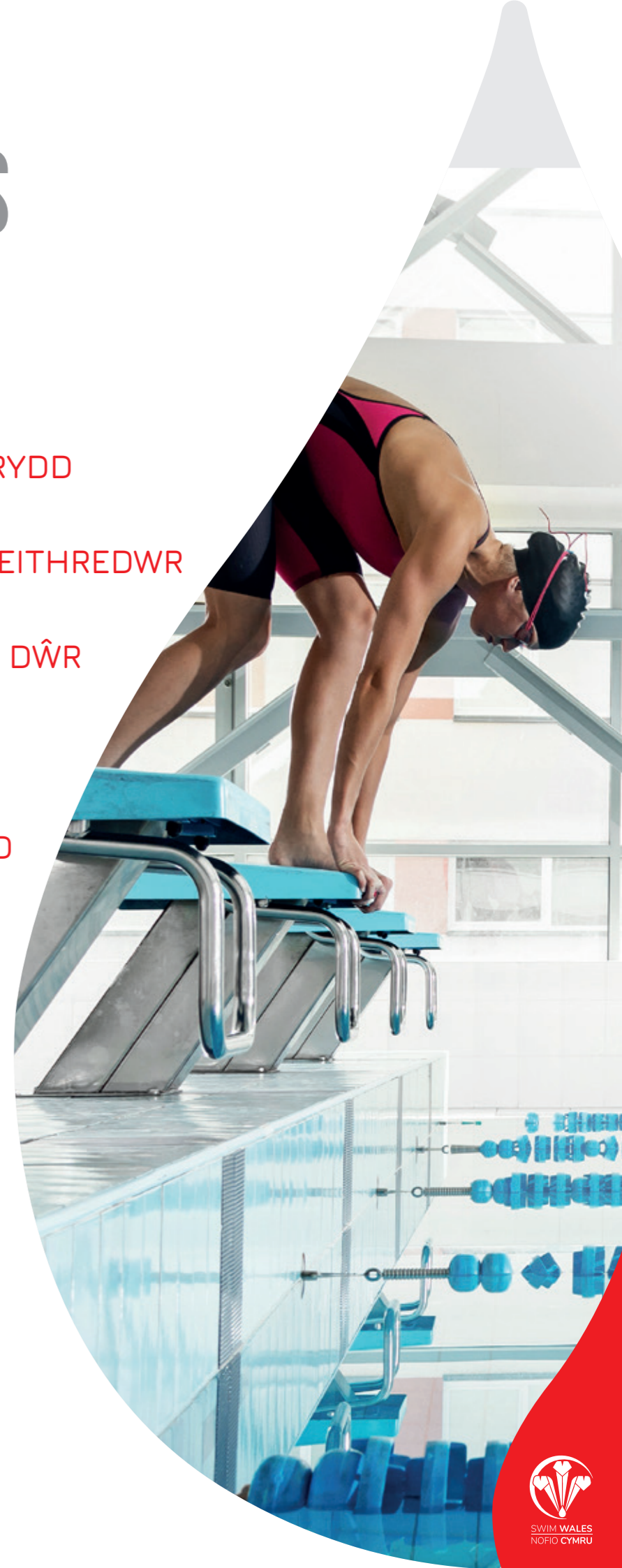
Campau Dŵr i bawb am oes.

EIN CENHADAETH

Corff Llywodraethu Cenedlaethol yn cyflawni rhagoriaeth, gan ysbrydoli ein cenedl i fwynhau, cymryd rhan a chystadlu mewn Campau Dŵr yng Nghymru.



- 4 ADRODDIAD Y CADEIRYDD
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- 6 DATBLYGIAD CAMPAU DŴR
- 8 DATBLYGU BUSNES
- 10 ELÎT A PHERFFORMIAD
- 12 CYFATHREBU
- 14 CYDRADDOLDEB
- 15 LLYWODRAETHIANT
- 16 DIOGELU
- 18 CYFRIFON



ADRODDIAD Y CADEIRYDD

ADRODDIAD Y CADEIRYDD
ADRODDIAD BLYNYDDOL
NOFIO CYMRU 2021-2022



Pan ysgrifennais fy Adroddiad Blynyddol y llynedd, roedd y pandemig yn dal yn ei anterth, ac ar y gorau, ni allem ond ddyfalu'r canlyniadau a fyddai'n deillio o gyfnod clo COVID-19, ei hyd tebygol, ei ddifrifoldeb, a'i effaith gyffredinol ar gymdeithas. Roedd y disgwyliadau ar y foment benodol honno yn dal i edrych yn llwm ar gyfer campau dŵr, nid yn unig yng Nghymru, ond ym mhob rhan o'r byd.

Wrth gwrs, nid oedd Nofio Cymru yn imiwn i'r heriau digynsail a wynebodd, ond roedd yr ymateb yn ystod y flwyddyn a'r ffordd y camodd pawb sy'n gysylltiedig â byd Nofio Cymru i'r adwy a'n helpu i lywio ein ffordd drwy un o'r cyfnodau o 12 mis mwyaf heriol yn ein hanes o 125 mlynedd, yn rhagorol.

Dechreuodd rhaglen frechu newydd y Llywodraeth fod yn effeithiol, ac yna dechreuodd cymdeithas gymryd camau araf iawn, pwylllog wedi'u monitro'n ofalus ar hyd y llwybr tuag at normalrwydd cyn-COVID.

Dechreuodd swyddfeydd a siopau ailagor, dechreuodd pyllau nofio agor eu drysau, aildechreuodd dysgu, hyfforddi, cystadlaethau a digwyddiadau wyneb yn wyneb, popeth a oedd wedi'u gwahardd yn flaenorol, yn araf. Roedd hyn yn cynnwys Gemau Olympaidd Tokyo 2020 a oedd wedi'u hoedi, a gynhaliwyd wedyn rhwng 23 Gorffennaf a 8 Awst 2021.

Cynrychiolodd chwech o nofwyr Cymru, sef y nifer mwyaf erioed, Tîm Prydain Fawr yn Tokyo – Alys Thomas, Harriet Jones, Daniel Jervis, Matt Richards, Kieran Bird, a Calum Jarvis. Enillodd Matt Richards a Calum Jarvis fedalau aur yn ras gyfnewid dull rhydd 4x200m y dynion (y tro diwethaf i nofiwr o Gymru ennill medal aur Olympaidd oedd ymhell bell yn ôl yn 1912).

Wrth gwrs, er ei bod yn bwysig iawn sicrhau canlyniadau o safon fyd-eang, rhaid i ni wneud hynny mewn ffordd deg, dryloyw a chynhwysol. Mae ein clybiau a'n haelodau nid yn unig wrth galon eu cymunedau lleol eu hunain ond maent hefyd yn parhau i fod yn ganolog i'r gwaith a wnawn.

Fel y Corff Llywodraethu Cenedlaethol cyfrifol rydym wedi ymrwymo i gynwysoldeb a hyblygrwydd absoliwt yn ein hymagwedd at hyrwyddo campau dŵr i bawb. Byddwn yn datblygu ein strategaeth ymhellach i ddarparu gwell gwerth i'n holl randdeiliaid, partneriaid, rhoddwyr a buddsoddwyr o fewn fframwaith llywodraethu sy'n cynnig sefydlogrwydd, darbodusrwydd a throsolwg effeithiol.

Hoffwn ddiolch yn arbennig ar ran y Bwrdd i bawb a gymerodd ran, ar bob lefel ym mhob Clwb ar draws Cymru gyfan, yn ogystal ag i'n Uwch Dîm Rheoli a'n holl staff am eu gwaith caled a'r aberth y maent wedi'i wneud i ddod â'r flwyddyn i ben yn gadarnhaol ac yn gryf.

Allen Bewley
Cadeirydd, Nofio Cymru



ADRODDIAD Y PRIF WEITHREDWR

ADRODDIAD Y PRIF
WEITHREDWR
ADRODDIAD BLYNYDDOL
NOFIO CYMRU 2020-2021

Ar ran uwch dîm rheoli Nofio Cymru, ein tîm ehangach o staff a phawb sy'n ymwneud â'r Corff Llywodraethu Cenedlaethol hoffwn eich croesawu i'n hadroddiad blynyddol ar gyfer 2021/22.

Eleni rydym yn dathlu 125 mlynedd o fodolaeth fel Corff Llywodraethu Cenedlaethol cydnabyddedig ar gyfer campau dŵr yng Nghymru, ac rwyf wedi mwynhau myfyrio ar ein hanes hir ar y cyd. Mae'n braf edrych yn ôl ar gampau rhyfeddol pobl fel Paulo Francesco Radmilovic y chwaraewr polo dŵr Olympaidd a'r nofiwr o Gymru, ac Irene Steer y nofiwr dull rhydd o Gymru (un o ddim ond 3 o ferched Cymru sydd wedi ennill medalau aur Olympaidd!). Nid yw'r hyn rydym wedi'i gyflawni fel camp dros y blynyddoedd ers hynny yn ddim llai nag ysbrydoledig. Wrth i mi ysgrifennu, rydym yn swyddogol yn un o brif weithgareddau/chwaraeon Cymru gyda bron i 500,000 o oedolion a phlant yn cymryd rhan mewn rhyw ffordd o leiaf unwaith yr wythnos. Mae llawer ohonoch sy'n darllen hwn wedi cyfrannu mewn rhyw ffurf neu'i gilydd at y llwyddiant hwn, a gyda'n gilydd rydym yn parhau i greu hanes.

Yr adeg hon y llynedd, disgrifiais y 12 mis blaenorol fel 'blwyddyn heb ei thebyg' ac yn wir 'moment unwaith mewn cenedlaeth'. Ers hynny, rydym wedi gweithio'n ddiflino i gefnogi pawb sy'n ymwneud â campau dŵr ledled Cymru i barhau i weithredu er gwaethaf heriau a rhwystrau a ddaeth yn sgil COVID-19. Yn ystod y ddwy flynedd ddiwethaf rydym wedi cyrraedd miloedd o bobl ar draws y sector, o glybiau dŵr i ysgolion nofio a nofwyr hamdden i weithredwyr cyfleusterau yn ystod eu cyfnod o angen. Dydwy i ddim yn meddwl ei fod yn or-ddweud nodi, heb i'r Corff Llywodraethu Cenedlaethol gymryd y camau a wnaeth i eiriol dros ein partneriaid a darparu cyngor, ni fyddai campau dŵr wedi gallu ysgogi, ac efallai na fyddai ein clybiau a'n partneriaid wedi gallu cael mynediad at y cymorth ariannol hanfodol yr oedd ei angen arnynt i oroesi'r pandemig.

Gyda'n gilydd, fe wnaethon ni greu llais cyfunol cryf fel bod ein weithgareddau a'n chwaraeon yn gallu cael eu clywed ar lefel y llywodraeth. Heb hynny, ni fyddai llawer o glybiau a chyfleusterau wedi ail-agor ac ni fyddai ein digwyddiadau a'n cystadlaethau wedi dychwelyd yng Nghymru mor gyflym ag y gwnaethant. Heb os byddai'r byd dyfrol yr ydym i gyd wedi gweithio'n galed iawn i'w greu dros y 125 mlynedd diwethaf wedi camu yn ôl ddegawdau.

Ar wahân i heriau, fel sefydliad buom yn gweithio'n agos gyda Chwaraeon Cymru a Tîm Cymru i gynnal ein hamgylcheddau perfformiad uchel ac amddiffyn ein hathletwyr hŷn. Arweiniodd hyn at ddewis chwe nofiwr i gynrychioli Tîm Prydain Fawr yng Ngemau Olympaidd Tokyo 2020, a chyfrannodd ein Medalau Aur Olympaidd cyntaf (2) ers dros 100 mlynedd at y nifer uchaf erioed mewn gemau ar gyfer British Swimming.

Fe wnaethom greu canllawiau clir 'dychwelyd i weithrediadau'n ddiogel' ar gyfer ein 11 grŵp defnyddwyr gwahanol a ystyriwyd y rhai 'gorau yn y dosbarth' gan Gymdeithas Chwaraeon Cymru a chyrrff allanol eraill, a hoffwn ddiolch i bob un o'n clybiau a phartneriaid cyfleuster am weithio mor dda â'i gilydd ar y canllawiau hyn fel bod nofio a campau dŵr eraill wedi cyfrannu'n gadarnhaol at yr amcanion iechyd cyhoeddus.

Ar ôl 18 mis o'r 'SUPER SERIES' rhithiol roeddwn wrth fy modd i weld ein hamserlen digwyddiadau llawn yn dychwelyd. O dan brotocolau COVID, fe wnaethom groesawu'n ôl y nofwyr gorau o bob grŵp oedran i brofi eu hunain ar y llwyfan cenedlaethol, a helpu i aduno'r gymuned ddŵr wrth i wylwyr ddychwelyd i Bwll Cenedlaethol Cymru i'w croesawu.

Dros y 12 mis diwethaf fe wnaethom ddefnyddio'r cyfle i gael 'llai o weithrediadau' i frwr ymlaen ag esblygiad ein technoleg gan gyflwyno

nifer o systemau i wella ein gweithrediadau. Cyflwynwyd datrysiadau busnes SAGE i wneud adroddiadau ariannol ac anfonebu yn fwy effeithlon, fe wnaethom gyflwyno MyConcern i gefnogi ein clybiau a gweithgareddau diogelu ysgolion nofio, disodlodd JustGo yr hen system Integra (a reolwyd yn flaenorol gan Swim England) a mabwysiadwyd Canva ac Asana i wella ein dylunio a'n cyfathrebu.

Rydym wedi cynnal ein llwybr ar gydraddoldeb a chynhwysiant, gan ddefnyddio'r amser ar-lein i estyn allan at bartneriaid newydd a grwpiau cymunedol ar draws meysydd o'n cymunedau a grwpiau lleiafrifol nad ydynt yn cael eu gwasanaethu'n ddigonol. Fe wnaethom ddatblygu perthynas waith agos ag Immigrants UK, Diverse Cymru, y Black Swimming Association yn ogystal â gwahanol Grwpiau Mwslimaidd ac Affricanaidd yn Ne Cymru. Rwy'n hynod gadarnhaol am yr effaith y gallwn ei chael yn y maes hwn wrth i ni fynd ati i wireddu ein gweledigaeth 'Campau Dŵr i bawb am oes' go iawn a gwneud gweithgareddau dŵr yn lle diogel a chroesawgar i bwy bynnag ydych chi, ac o ble bynnag yr ydych chi'n dod.

Nid oes amheuaeth bod y pandemig wedi taro ein gweithlu dyfrol yn galed, ac rydym yn dal i weld effeithiau hynny heddiw. Collodd 'y system' athrawon nofio, achubwyr bywyd a hyfforddwyr da wrth i'r tirlun gweithio symud tra bod pyllau ar gau. Ar ôl croesawu ein staff yn ôl o'r ffyrlo, dechreuodd tîm hyfforddi a datblygu Nofio Cymru weithio gyda'n partneriaid awdurdod lleol i hyfforddi staff newydd ac ailhyfforddi'r rhai sydd wedi colli eu cymwysterau yn yr hyn y gellir dadlau yw'r ymgyrch recriwtio fwyaf a welodd ein sector erioed.

Mae ein clybiau dŵr yn parhau i ddatblygu talent wych a denu pobl wych mewn rolau gwirfoddol, fodd bynnag, rydym wedi gweld niiferoedd llai yma hefyd. Mae ffigurau aelodaeth yn gyffredinol i lawr tua 30% ar lefelau cyn COVID ac mae wedi dod yn fwyfwy anodd i'n clybiau ddenu'r gwirfoddolwyr a'r swyddogion sydd eu hangen i gefnogi gweithrediadau a digwyddiadau clwb. Mae'r tîm a minnau yn gwbl ymwybodol o hyn, ac mae'n rhywbeth y byddwn yn ei hyrwyddo drwy gydol y flwyddyn nesaf.

Felly, wrth inni 'ailgodi'r gryfach' a mynd i'r afael â'r heriau newydd fel costau byw a'r argyfyngau ynni presennol, yr un peth sy'n fy ysgogi dro ar ôl tro yw cryfder ac enw da cynyddol y gymuned ddŵr a'r bobl rydym yn gweithio gyda nhw. Mae'r rhan fwyaf ohonoch eisoes yn gwybod mai ein cryfder mwyaf yw'r angerdd a chariad at ein camp, a'r pŵer sydd gennym pan fydd ein staff, gwirfoddolwyr a phartneriaid allweddol yn cymryd cyfleoedd neu fygythiadau GYDA'I GILYDD.

Hoffwn ddiolch yn fawr iawn i'r bwrdd, staff, ein hathletwyr gwych, clybiau, gwirfoddolwyr, cyfranogwyr a phartneriaid am gefnogi Nofio Cymru dros y flwyddyn ddiwethaf ac edrychaf ymlaen at weithio'n agos gyda chi i gyd yn y misoedd i ddod.

Fergus Feeny
Prif Swyddog Gweithredol
Nofio Cymru



DEIFIO NOFIO ARTISTIG MEISTRI POLO DŴR DŴR AGORED

DATBLYGIAD CAMPAU DŴR

Mae'r 18 mis diwethaf wedi bod yn anodd i ni i gyd, ond mae Nofio Cymru, clybiau, a phartneriaid wedi dod at ei gilydd i frwydro'n ôl, a goroesi byd lle caewyd pyllau a lle rhoddwyd stop ar fod yn actif yn y dŵr. Nawr gallwn edrych ymlaen at ddyfodol gyda mwy o gyfleoedd dŵr nag erioed o'r blaen.

Llwyddodd Nofio Cymru i sicrhau cyllid Gaeaf o Les Llywodraeth Cymru ar gyfer prosiect 'Cychwyn Nofio yn y Blynnyddoedd Cynnar'. Bydd menter Cychwyn Nofio yn canolbwyntio ar greu cyfleoedd i blant teuluoedd incwm is a grwpiau anos ymgysylltu â nhw gael mynediad i'r amgylchedd dŵr. Roedd 23 o weithredwyr, gyda 63 o byllau, ar draws 15 Awdurdod Lleol yn cymryd rhan yn y prosiect Cychwyn Nofio a rannwyd yn 4 elfen allweddol: datblygu'r gweithlu, offer, sesiynau blasu, a chost ostyngol i wersi bloc, gyda'r nod o sefydlu cyfranogiad dŵr parhaus.

Er i gyfyngiadau COVID-19 oedi campau dŵr i'r rhan fwyaf ohonom, roedd hefyd yn tanio archwaeth enfawr ar gyfer nofio dŵr agored. O ganlyniad, creodd Nofio Cymru Achrediad S.A.F.E Cymru. Mae S.A.F.E Cymru wedi'i gynllunio i gefnogi cyfleusterau dŵr agored yng Nghymru a hyrwyddo a datblygu nofio dŵr agored ymhellach yn ddiogel. Mae ein hachrediad o safon fyd-eang yn darparu'r adnoddau a'r safonau angenrheidiol y mae angen i gyfleusterau eu bodloni i sicrhau cyfranogiad diogel yng Nghymru.

Mae'r achrediad hwn wedi'i ddatblygu gan Nofio Cymru mewn partneriaeth â Thriathlon Cymru ac mae'n cael ei gydnabod gan Lywodraeth Cymru, Chwaraeon Cymru a Diogelwch Dŵr Cymru fel uchafbwynt safonau cyfleusterau dŵr diogel yng Nghymru. Yn 2021 fe wnaethom ymuno â'n partneriaid cyntaf ac achredu nifer o safleoedd. Mae dyfodol S.A.F.E Cymru yn ddisglair iawn wrth i ni edrych ymlaen at ddatgloi nodweddion pellach a pharhau i gyflwyno manteision yr achrediad hwn ledled Cymru dros yr ychydig flynyddoedd nesaf.



Mae gweithgaredd Cwricwlwm Ysgol wedi aildechrau ledled Cymru gyda mwyafrif y darparwyr yn adrodd bod ysgolion yn awyddus ac yn llawn cymhelliad i ddychwelyd i'r dŵr. Mae Awdurdodau Lleol wedi ymateb yn dda i'n harolygon i'n helpu i ddeall ymhellach y gweithlu sydd ei angen i gefnogi'r Cwricwlwm Cenedlaethol. Mae gwaith yn parhau i baratoi ymateb Nofio Cymru i'r Cwricwlwm newydd i Gymru a fydd yn cael ei roi ar waith o fis Medi 2022.

Yn ystod y flwyddyn ddiwethaf mae Nofio Cymru wedi lansio fframwaith Dysgu Nofio i Oedolion Cymru, sy'n ymwneud â gwella hyder, techneg a diogelwch yn y dŵr, heb unrhyw derfyn oedran. Ni all tua 30% o oedolion yn y DU nofio hyd. Ac eto, hoffai chwarter yr oedolion nad ydynt yn nofio fynd ati i ddysgu.

Mae'n bleser gennym adrodd bod gweithredwyr Dysgu Nofio yn parhau i adrodd am niferoedd cynyddol yn eu rhaglenni, gyda llawer yn adrodd am raglenni llawn gyda rhestrau aros a nifer y cyfranogwyr yn fwy nag ystadegau Mawrth 2020. Yr her barhaus yw cael gweithlu digonol i gyflawni'r galw am ddarpariaeth.

Mae Nofio Cymru wedi datblygu Achrediad cyntaf o'i fath ar gyfer Ysgolion Nofio. Bydd ein nod ansawdd ar gyfer ysgolion nofio a gweithredwyr sy'n darparu Rhaglenni Dysgu Nofio yng Nghymru yn cydnabod rhagoriaeth o ran llywodraethu, cynaliadwyedd ac effeithiolrwydd ac yn codi proffil y Rhaglen Dysgu Nofio ledled Cymru.

Eleni lansiodd Nofio Cymru mewn partneriaeth â BHF Cymru Her Nofio 60 #Ewchirdwr. Roeddem yn falch iawn o allu lansio'r her hon i ddathlu 60fed blwyddyn BHF fel elusen a chodi arian hanfodol i bweru ymchwil achub bywyd yr elusen i glefyd y galon a chylchrediad y gwaed. Mae wedi bod yn wych derbyn cefnogaeth gan glybiau, gweithredwyr nofio, athletwyr ac unigolion yn cefnogi'r ymgyrch hon. Bydd yr her yn cael ei hymestyn tan fis Rhagfyr 2022 – nid yw'n rhy hwy'r i gymryd rhan!

Ar ddiwedd 2021, dychwelodd ein digwyddiadau cenedlaethol am y tro cyntaf ers 18 mis, er dan brotocolau COVID. Mae wedi bod yn wych gallu croesawu'n ôl y nofwyr gorau o'r gwahanol grwpiau oedran i gystadlu i fod yn bencampwyr Cymru, rydym yn edrych i ddod â gwylwyr yn ôl am y tro cyntaf ers dechrau'r pandemig ym Mhencampwriaethau Cenedlaethol Nofio Cymru.



Yn 2020 lansiodd Nofio Cymru MYCONCERN, meddalwedd diogelu ar gyfer ein clybiau. Mae'r feddalwedd wedi'i chreu a'i datblygu gan arbenigwyr amddiffyn plant, gyda chefnidir mewn gofal cymdeithasol, addysg a phlisma.

Rhoddodd Nofio Cymru y feddalwedd ar waith i alluogi swyddogion diogelu clybiau sy'n gyfrifol am amddiffyn plant, pobl ifanc ac oedolion sy'n wynebu risg i reoli a chofnodi'r holl bryderon diogelu a lles yn hawdd. Mae Nofio Cymru am gael ei gydnabod fel arweinydd sector yn y maes. Dim ond un rhan o'r jig-so yw gweithredu MYCONCERN i sicrhau bod Campau Dŵr yn cael ei gydnabod fel y gamp fwyaf diogel.

Mae Nofio Cymru yn falch o gyhoeddi bod ein system aelodaeth newydd Just Go bellach yn fyw. Cwblhawyd y dyluniad, y ffurfweddu, y profi a'r lansiad erbyn y dyddiad cau ar 1 Ebrill. Cwblhaodd y clybiau broses ymuno trwy gydol mis Ebrill, a oedd yn gyfnod hynod o brysur ac o'r 78 Clwb, mae 75 bellach yn gwbl gysylltiedig. Hoffai Nofio Cymru achub ar y cyfle hwn i ddiolch i'r holl glybiau ac aelodau am eu cydweithrediad a'u hamynedd drwy'r broses bontio hon.

Wrth inni ddod allan o'r pandemig, mae'r tîm Campau Dŵr yn barod i archwilio ffyrdd newydd o sicrhau bod pobl Cymru yn cael y cyfle i ddod yn actif yn y dŵr. Dros yr ychydig fisoedd nesaf fe welwch rai newidiadau o fewn ein strwythur staffio a fydd yn dod ag uchelgeisiau a syniadau arloesol i'r sefydliad, yn creu partneriaethau newydd trwy gydweithio, ac yn tanio ein hangerdd i gyflawni ein gwledigaeth – Camau Dŵr i Bawb am Oes.

Sioned Williams
Pennaeth Campau Dŵr a Chynhwysiant



DATBLYGU BUSNES

Fe wnaethom ragweld blwyddyn arall o adferiad yn 2021/22 oherwydd hinsawdd masnachol ansicr ar ôl COVID, ond fodd bynnag, roedd cyfleoedd gydag ailagor cyfleusterau hamdden, digwyddiadau yn dychwelyd, gwersi nofio a hyfforddi gweithlu.

Ail-agorodd busnesau a chyfleusterau yn llawn heb gyfyngiadau yn gynnar yn y flwyddyn ariannol ac fe wnaeth yr ailagor hyn ganiatáu i lawer o'n ffrydiau refeniw ailgychwyn ac adeiladu yn araf trwy gydol y flwyddyn.

Serch hynny, effeithiwyd ar feysydd fel nawdd a nwyddau digwyddiadau oherwydd canslo dau o'n digwyddiadau Cenedlaethol yn y gwanwyn a haf 2021.

Dychwelodd Datblygu Busnes ganlyniadau calonogol yn ystod y flwyddyn ariannol gan ragori ar gynllun gofalus ond realistig. O'i gymharu â chynllun 2021/22, mae Nofio Cymru wedi gwella refeniwiau masnachol o 47% a gwella cyfraniad o 80%. Roedd refeniw Datblygu Busnes dros £500,000 trwy'r pedair ffrwd refeniw craidd o Hyfforddi a Datblygu, Dyfarniadau Dysgu Nofio, Nawdd a Nwyddau.

O gymharu 2021/22 â 2018/19 sef ei blwyddyn cyn bandedig ddiwethaf, gwelodd refeniw o 5% a chyfraniad o 32%.

Cyflwynodd prinder cenedlaethol o athrawon nofio a rhestrau aros hir ar gyfer nofwyr her cyflawniad sylweddol inni. Gweithiodd y tîm hyfforddi a datblygu gan gynnwys ein rhwydwaith o diwtoriaid yn ddiflino i gefnogi anghenion a gofynion ein cwsmeriaid. Roedd cydweithio gyda'n partneriaid, gweithio i gwblhau cysiau ac ardystio swm sylweddol o gynrychiolwyr yn llwyddiant o bwys yn ystod y flwyddyn.

“

AIL-AGORODD BUSNESAU A CHYFLEUSTERAU YN LLAWN HEB GYFYNGIADAU YN GYNNAR YN Y FLWYDDYN ARIANNOL AC FE WNAETH YR AILAGOR HYN GANIATÁU I LAWER O'N FFYRDIAU REFENIW AILGYCHWYN AC ADEILADU YN ARAF TRWY GYDOL Y FLWYDDYN.

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Fe wnaethom barhau i gynnig hyblygrwydd a dulliau amgen i'n portffolio hyfforddi, gyda chysiau wyneb yn wyneb yn dychwelyd, i ategu at yr opsiwn dysgu cyfunol poblogaidd iawn o addysgu wyneb yn wyneb ac ar-lein. Arweiniodd dadansoddiad ymchwil a datblygu a gynhaliwyd trwy adain Hyfforddi a Datblygu'r busnes at gyrsiau newydd yn cael eu hychwanegu at y portffolio cyfredol gan gynnwys Cyn-eni ac Ôl-eni, lechyd Hir Dymor ynghyd â llu o weithdai a dosbarthiadau meistr eraill. Mae ein darpariaeth Hyfforddi a Datblygu yn parhau i gael ei adolygu er mwyn gwella ein portffolio a pharhau'n berthnasol, gan ystyried anghenion partner a dysgwyr.

Gyda gwersi nofio yn dychwelyd yn genedlaethol gan gyflwyno Dysgu Nofio Cymru, mae ein dyfarniadau hefyd wedi dychwelyd i sefyllfa iach. Dosbarthwyd dyluniadau newydd a chafwyd croeso cynnes iddynt gan ein cwsmeriaid, oherwydd cynnydd mewn cost gan ein cyflenwyr bu'n rhaid inni gynyddu pris gwerthu am y tro cyntaf ers 2013.

Er gwaethaf canslo digwyddiadau allweddol, cynhaliwyd Cyfres Her (Dŵr Agored) Nofio Cymru a Phencampwriaethau Gaeaf Nofio Cymru, er heb unrhyw wylwyr. O ganlyniad, ailgychwynwyd y ffrwd refeniw nwyddau. Aethom ar drywydd dull cyflawni newydd ar gyfer cystadlaethau, gwerthu hwdis, crysau-t a hetiau o flaen llaw cyn y digwyddiad ar-lein. Profodd hyn yn hynod lwyddiannus a dyna fydd ein llwybr dewisol i'r farchnad wrth symud ymlaen.

Cynyddodd ein ffocws nawdd yn ystod ail hanner y flwyddyn ariannol, wrth i ni ymgysylltu â'n hasiantaeth allanol, Think! Sponsorship. Gyda'n gilydd byddwn yn ail-becynnu ein hasedau i greu cyfleoedd partneriaeth deniadol i gwmnïau mawr a bach fuddsoddi ynddynt. Byddwn ni'n canolbwyntio ar Becyn Perfformiad a hefyd cynnig Aelodaeth Gorfforaethol i'r farchnad yn y flwyddyn ariannol nesaf. Mae 2022/23 yn llawn addewid wrth i ni barhau i symud ymlaen gyda'n cwsmeriaid a'n partneriaid gyda phrosiectau newydd cyffrous gan gynnwys gwefan newydd gyda gwell e-fasnach, rydym yn diolch i chi i gyd am eich cefnogaeth barhaus.

Jon Fletcher
Pennaeth Datblygu Busnes



ELÏT A PHERFFORMIAD

Yn dilyn blwyddyn heriol iawn ar gyfer chwaraeon perfformiad yn 2020/21 oherwydd pandemig Covid-19, ac ail gyfnod clo mawr rhwng mis Rhagfyr a mis Mawrth, dechreuodd blwyddyn ariannol 2021/22 yn optimistaidd gyda chyflwyniad llwyddiannus Cyfarfod Rhyngwladol Para British Swimming yn Sheffield a Chyfarfod Dethol British Swimming yn Llundain. Gwasanaethodd y digwyddiadau hyn fel y digwyddiadau prawf ar gyfer ail-drefnu Gemau Olympaidd a Pharalympaidd Tokyo 2020 ac fe'u gweithredwyd fel digwyddiadau 'elït' yn unig o dan reolau DCMS, gyda chystadleuwyr cyfyngedig, dim gwylwyr a phrotocolau Covid-19 diogel llym.

Bu'r cyfnod hwn o gystadlu yn hynod lwyddiannus i athletwyr Nofio Cymru gyda 6 nofiwr o Gymru cael eu dewis i gynrychioli Tîm Prydain Fawr yn y Gemau Olympaidd yn Tokyo. Roedd hyn yn cyfateb i 20% o gyfanswm maint tîm nofio Prydain Fawr a 24% o'r gyfanswm o athletwyr o Gymru a ddewiswyd ar gyfer y Gemau Olympaidd ar draws yr holl gampau. Y nofwyr o Gymru a ddewiswyd i gystadlu yn Tokyo oedd Alys Thomas, Harriet Jones, Daniel Jervis, Matt Richards, Kieran Bird a Calum Jarvis.

O'r diwedd agorwyd Gemau Olympaidd Tokyo 2020 ar y 23ain Gorffennaf 2021, ac er yn cael eu gweithredu y tu ôl i ddrysau caeedig a chyda phrotocolau Covid-19 llym, byddai'n llwyddiant mawr ac yn Gemau ffrwythlon iawn i Brydain Fawr, a Chymru, yn y pwll nofio. Enillodd Prydain gyfanswm o 8 medal (4 aur, 3 arian, 1 efydd) i orffen yn 3ydd yn y tabl nofio cyffredinol y tu ôl i UDA ac Awstralia a chofnodi eu perfformiad gorau ers 1908. O safbwynt Cymru, enillwyd medalau aur gan y nofwyr o Gymru Matt Richards a Calum Jarvis yn y ras gyfnewid dull rhydd 4x200m y dynion. Dyma'r medalau aur cyntaf i'w hennill gan nofiwr o Gymru mewn Gemau Olympaidd ers Irene Steer nôl yn 1912. Yn ogystal, cyflawnwyd rowndiau terfynol unigol gan Daniel Jervis (5ed - 1500m dull rhydd) ac Alys Thomas (7fed - 200m pili pala). Ar ran pawb yn Nofio Cymru hoffwn ddweud llongyfarchiadau enfawr i'n chwe Olympiad Tokyo. Rydym i gyd yn hynod falch o'u llwyddiannau yn 2021.

Ym mis Mai 2021, cafodd cyfyngiadau Covid-19 eu llacio gan Lywodraeth Cymru er mwyn dechrau caniatáu aildechrau gweithgarwch dyfrol dan reolaeth a'r dychweliad yn ôl at hyfforddiant i glybiau ledled Cymru. Gyda chymorth canllawiau a ddarparwyd gan Nofio Cymru, gwnaeth clybiau dŵr yng Nghymru waith gwirioneddol eithriadol o ran trefnu a rheoli aildechrau hyfforddiant i'w haelodau, ymgysylltu ag athletwyr a bod yn rhagweithiol ac addasadwy yn eu dull o weithredu.

O safbwynt y rhai nad ydynt yn elït yn dychwelyd i gystadlu, arweiniodd Nofio Cymru y ffordd gyda Chyfarfod Dŵr Agored Nofio Cymru, a oedd yn cynnwys ras dethol Tîm Iau British Swimming, ac a gynhaliwyd ym mis Mehefin yng nghronfa ddŵr Llandegfedd. Profodd hon yn gystadleuaeth hynod lwyddiannus yn cynnwys tua 140 o nofwyr o bob rhan o'r DU, ac roedd ffordd dderbyniol iawn o ddychwelyd at gystadlu i lawer o athletwyr nad oedd wedi gallu cystadlu trwy gydol y pandemig.

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O'R DIWEDD AGORWYD GEMAU OLYMPAIDD TOKYO 2020 AR Y 23AIN GORFFENNAF 2021, AC ER YN CAEL EU GWEITHREDU Y TU ÔL I DDRYSAU CAEEDIG A CHYDA PHROTocolAU COVID-19 LLYM, BYDDAI'N LLWYDDIANT MAWR AC YN GEMAU FFRWYTHLON IAWN I BRYDAIN FAWR, A CHYMRU, YN Y PWLL NOFIO
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Yn ogystal â hyn, ym mis Mehefin 2021 lansiodd Nofio Cymru ail ran y 'Super Series', sef cystadleuaeth rithiol dri cham a weithredwyd mewn rhaglenni cartref, ac roedd hyn yn rhoi llwyfan gwych i nofwyr perfformiad ledled Cymru cyn y gystadleuaeth fawr a'r gystadleuaeth pwll ym mis Awst 2021 yn yr 'Ŵyl Nofio' - menter ar y cyd rhwng British Swimming a'r Gwledydd Cartref i 'ailgychwyn' gystadleuaeth. Mewn cydweithrediad â chlybiau cynnal Swansea Aquatics a Dinas Caerdydd, roedd Nofio Cymru wedi darparu dwy gystadleuaeth nofio dan do (un ym Mhwll Cenedlaethol Cymru Abertawe ac un ym Mhwll Rhyngwladol Caerdydd), ac roedd y rhain yn cynnig cystadleuaeth i gannoedd o nofwyr cystadleuol yng Nghymru.

Wrth i'r llwch setlo ar haf hynod gadarnhaol o gystadlu ar draws y llwybr perfformio, trodd y sylw'n gyflym at y tymor newydd, cychwyn gweithgaredd rhaglen Carfan Genedlaethol wyneb yn wyneb ac yn arbennig cefnogi nofwyr, para-nofwyr a deifwyr gydag uchelgeisiau i gael eu henwebu / dewis i Dîm Cymru ar gyfer Gemau'r Gymanwlad 2022 ym Birmingham. Drwy gydol y flwyddyn ddiwethaf, mae cyfanswm o 122 o athletwyr wedi derbyn cefnogaeth a/ neu wedi cyrchu gweithgarwch y Rhaglen Genedlaethol yn amrywio o hyfforddiant domestig, datblygu sgiliau ac addysg gyfannol, hyd at hyfforddiant rhyngwladol a chyfleoedd cystadlu.

Dros y 12 mis diwethaf mae Tîm Perfformiad Nofio Cymru hefyd wedi lansio nifer o fentrau newydd, gan gynnwys strwythurau 'esblygu' Rhaglen Carfan Genedlaethol a Datblygu Hyfforddwyr, tra hefyd yn parhau i hyrwyddo a datblygu mentrau allweddol a lansiwyd yn 2020 gan gynnwys #GetintoParaSwimming, ymgyrch â ffocws i hyrwyddo a datblygu Nofio Para yng Nghymru yn well.

Wrth i ni edrych ymlaen tuag at flwyddyn ariannol 2022/23, bydd calendr y gystadleuaeth yn cyflwyno llawer o gyfleoedd i athletwyr dŵr. Ar lefel elït, bydd aildrefnu digwyddiadau yn arwain at gynnal Pencampwriaethau Campau Dŵr y Byd, Pencampwriaethau Para Nofio'r Byd, Gemau'r Gymanwlad, a Phencampwriaethau Ewrop mewn haf prysur o gystadlu rhyngwladol. Bydd hefyd yn gweld croeso i gystadleuaeth iau rhyngwladol ddychwelyd ym Mhencampwriaethau Iau Ewrop ynghyd â lefel uwch o gystadleuaeth ddomestig ar draws y llwybr.

Mae'r digwyddiadau treial terfynol a gwblhawyd ar ddechrau'r flwyddyn ariannol hon ym mis Ebrill 2022 wedi rhoi perfformiadau hynod gadarnhaol cyn cystadlaethau rhyngwladol yr haf, gyda 4 athletwr yn cael eu dewis i dîm Pencampwriaeth y Byd Prydain, 23 o athletwyr (16 nofiwr, 4 para-nofiwr, a 3 deifiwr) yn cael eu dewis i Dîm Cymru ar gyfer Gemau'r Gymanwlad, a 5 athletwr yn cael eu dewis ar gyfer Pencampwriaethau Iau Ewrop.

Hoffwn fanteisio ar y cyfle hwn i ddiolch yn bersonol i bawb o'n partneriaid allweddol – British Swimming, Swim England, Scottish Swimming, Chwaraeon Cymru, Tîm Cymru a'n darparwyr cyfleusterau am eu cefnogaeth a'u cydweithrediad, a'r holl athletwyr, hyfforddwyr, ymarferwyr gwyddor chwaraeon, a gwirfoddolwyr clybiau ar draws Cymru sydd wedi rhoi cymaint i wneud eleni'n gymaint o lwyddiant.

Ross Nicholas
Cyfarwyddwr Perfformiad Cenedlaethol



09
Nifer athletwyr Nofio Cymru ar raglen Safon Fyd-eang British Swimming / British Para ar gyfer 2021/22

06
Nifer yr athletwyr nofio Cymru wedi'u dewis i gynrychioli Tîm Prydain Fawr yng Ngemau Olympaidd Tokyo wedi'u haildrefnu

23
Nifer yr athletwyr a enillodd safonau enwebiad / cymhwyster Gemau'r Gymanwlad Birmingham 2022

122
Nifer yr athletwyr a gafodd eu cefnogi gan Lwybr Cenedlaethol Nofio Cymru 2021/22





CYFATHREBU

Mae wedi bod yn flwyddyn hynod gyffrous ac eto heriol i'r adran Gyfathrebu sydd newydd ei ffurfio yn Nofio Cymru. Cefais fy mhenodi'n Rheolwr Cyfathrebu ym mis Hydref ac rwyf wedi bod yn awyddus i ddefnyddio fy mhrofiad a'm harbenigedd o fyd newyddiaduraeth chwaraeon a chysylltiadau cyhoeddus ar gyfer digwyddiadau chwaraeon mawr ym myd campau dŵr.

Treuliodd y sefydliad a'r gymuned ddŵr ehangach yng Nghymru gyfnodau mawr yn y flwyddyn ariannol ddiwethaf yn brwydro yn ôl o bandemig COVID-19, ond mae eu gwaith diflino wedi cyflawni rhagoriaeth mewn nifer o feysydd ledled y busnes.

Ysbrydolodd dau o'n hathletwyr perfformiad y genedl wrth iddynt ddod â chyfnod o 100+ o flynyddoedd o aros am fedal aur Olympaidd i Gymru i ben yn Tokyo, tra bod adrannau ar draws y sefydliad wedi lansio prosiectau a rhagori ar gerrig milltir allweddol i ddod â ni'n agosach at ein gwledigaeth o 'Campau Dŵr i Bawb am Oes'.

O safbwynt cyfathrebu, mae'r llwyddiannau hyn wedi ein galluogi i ymgysylltu â chynulleidfa eang a thyfu dilyniant ac enw da'r brand. Er y bu digon o straeon newyddion cadarnhaol i'w dathlu, roedd COVID-19 a'i effaith hir yn golygu ein bod wedi gorfod bod yn rhagweithiol yn ein dull o hysbysu ein haelodau a'n partneriaid am y datblygiadau diweddaraf yn erbyn cefndir tirwedd campau dŵr a oedd yn newid yn barhaus.

Yn dilyn cyfnod enbyd i chwaraeon a chymdeithas yn gyffredinol, rhoddodd Gemau Olympaidd Tokyo a oedwyd gyfle i ni gyd ddathlu ein hathletwyr elit sydd ar ben ein camp. Defnyddiodd Nofio Cymru y plattform gwych hwn i godi proffil yr athletwyr Cymreig a aeth i'r Dwyrain Pell, y busnes, a'n camp ni er mwyn ysbrydoli'r genedl i fynd yn ôl i'r dŵr.

Ar ôl cyhoeddi'r 'Chwch Disglair' o athletwyr Cymru a ddewiswyd ar gyfer y Gemau, fe wnaethom hwyluso cyfweiliadau a chynnwys cyfryngau cymdeithasol mewn ymgais i ddod â'r sêr nofio yn nes at ein cynulleidfaoedd craidd ac ehangach. Dim ond y dechreuad oedd y straeon

newyddion da oedd y cyhoeddiad wrth i Daniel Jervis gyrraedd ei rownd derfynol Olympaidd gyntaf a Calum Jarvis a Matt Richards oedd y nofwyr cyntaf o Gymru ers dros ganrif i gipio aur Olympaidd yn y Ras Gyfnewid Dull Rhydd 4x200m.

Daeth eu perfformiadau â sylw mawr i nofio, gyda chyrraeddaiad cyfryngau cymdeithasol yn ymestyn i tua 11,000 o argraffiadau'r dydd yn ystod y Gemau ar Twitter. Ysbrydolodd y perfformiadau hyn ein strategaeth gyfathrebu gyfredol i ysbrydoli pobl ledled Cymru i ymgysylltu â campau dŵr.

Tra bod ein nofwyr cyflymaf yn gosod eu henwau mewn hanes ar y llwyfan byd-eang, dechreuodd digwyddiadau ddychwelyd gyda Chystadlaethau 'Super Series' a Gŵyl Nofio, Nofio Cymru. Roedd cyfathrebu'n allweddol wrth i ddigwyddiadau ddychwelyd ledled Cymru gyda phrotocolau llym i leihau'r risg o ledaenu'r firws.

Yn sail i ddychwelyd i'r dŵr oedd sesiynau ymgysylltu rheolaidd gyda'n partneriaid a'n clybiau sy'n aelodau. Roedd y rhain yn hollbwysig wrth i ni helpu'r gymuned campau dŵr i ddod at ei gilydd trwy adfyd a chael y wybodaeth ddiweddaraf i hwyluso'r broses o drosglwyddo'n ôl i'n realiti newydd ar ôl y pandemig.

Buom hefyd yn cydweithio'n agos â phartneriaid iechyd gan gynnwys Sefydliad Prydeinig y Galon i gael miloedd o bobl yn ôl i'r dŵr yn dilyn ailagor pyllau gyda'r Her Nofio 60. Lanswyd prosiectau allweddol pellach gan gynnwys Dysgu Nofio i Oedolion a phrosiect Achredu Dŵr Agored S.A.F.E Cymru yn 2021 hefyd.

Roedd nifer o brosiectau hanfodol i'w cynnwys yn y strategaeth Gyfathrebu newydd, gan gynnwys dathlu 125 mlynedd y sefydliad, adeiladu gwefan newydd Nofio Cymru a'r trawsnewid i'r un newydd wrth ymateb i faterion a oedd yn dod i'r amlwg megis ymdeoliad Georgia Davies a thwf yr agenda cydraddoldeb mewn chwaraeon.

“

TRA BOD EIN NOFWYR CYFLYMAF YN RHOI EU HENWAU YN Y LLYFRAU HANES AR Y LLWYFAN RHYNGWGLADOL, DECHREUODD DIGWYDDIADAU DDYCHWELYD GYDA CHYSTADLAETHAU 'SUPER SERIES' A GŴYL NOFIO, NOFIO CYMRU

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Gwahoddwyd y sefydliad hefyd i gyfleu'r heriau sy'n wynebu ein sector i Senedd Cymru yn y Senedd ar ddau achlysur gwahanol. Mae'r sgysiau hyn eisoes wedi dylanwadu ar y penderfyniadau a wneir ar lefel seneddol yng Nghymru, a gobeithiwn fanteisio ar eu heffaith gadarnhaol.

Mae'r dyfodol yn ddisglair i'r brand o safbwynt Cyfathrebu gyda Gemau'r Gymanwlad a phartneriaethau newydd cyffrous yn rhoi hwb newydd i dyfu enw da a chyrraeddaiad y cwmni yn y flwyddyn ariannol newydd. Bydd heriau hefyd yn wynebu ein chwaraeon a'n partneriaid yng nghanol argyfwng ynni wrth i'r byd barhau i ailgodi ar ôl y pandemig, ond byddwn yn parhau i weithio'n galed, i ymgysylltu â'n cynulleidfaoedd, a cheisio ysbrydoli cenedl i fynd i mewn i ddŵr.

James Candy
Rheolwr Cyfathrebu



CYDRADDOLDEB, AMRYWIAETH A CHYNHWYSIANT

Rwy'n falch o ddweud ein bod fel sefydliad yn gwneud cynnydd da gyda'n gwelliannau mewn amrywiaeth o fewn y sector Campau Dŵr, yn enwedig creu cyfleoedd i gymunedau heb gynrychiolaeth ddigonol ymuno â'n teulu dyfrol.

Mae ein hymchwil dros y 12 mis diwethaf wedi rhoi cipolwg pellach ar yr awydd i nofio a dod yn fwy gweithgar yn y dŵr o fewn grwpiau lleiafrifol a chymunedau amrywiol, ac mae wedi ysgogi mentrau i fagu hyder yn y dŵr a sesiynau dysgu nofio mewn sawl awdurdod lleol. Fel sefydliad rydym yn cymryd camau cadarnhaol i wella amrywiaeth ymhlith ein staff a'n bwrdd ein hunain, fel ein bod yn cynnwys safbwyntiau a meddyliau pob rhan o'n cymdeithas yng Nghymru er mwyn datblygu perthnasoedd cynaliadwy llawn ymddiriedaeth.

Eleni rydym wedi parhau i adeiladu partneriaethau gyda sefydliadau fel Diverse Cymru, Street Games, Immigrants UK a African Refugees fel y gallwn elwa o fewnbnwn gan arweinwyr cymunedol i gefnogi ein sgysiau ar gampau dŵr a'r llwybrau addas ar gyfer hygyrchedd.

Byddwn yn parhau i ganolbwyntio'n helaeth ar adeiladu rhwydwaith cryf o bartneriaid yn y maes hwn ac yn gweithio ar y cyd â'r partneriaid hyn i gynllunio sesiynau ymgysylltu ar gyfer cymunedau sydd eisiau nofio. Dros y misoedd nesaf byddwn yn datblygu cynllun ar gyfer hyfforddiant fel y gallwn ddeall y rhwystrau yn uniongyrchol gan bartneriaid a chymunedau, a llywio ein camau nesaf i fyw ein gweledigaeth 'Campau Dŵr i bawb am oes'.

Fel chwaraeon cyfranogiad haen 1 rydym yn parhau i fod yn ymrwymedig i fod yn gamp sy'n canolbwyntio ar yr unigolyn gan ddeall anghenion a chymhellion ein holl gymunedau yng Nghymru ac sy'n cyd-fynd yn agos â 'Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015'.

Rwy'n hyderus, y gallwn, gyda'n gilydd, osod sylfeini i siapio'r dyfodol ar gyfer Cymru fwy cyfartal.

ELWA
HELP
ASESU
MOESEG
SIARTERI
GWELEDIGAETH
GWERTHOEDD
ARWEINWYR
GRYMUSO
RHEOLAETH
CYFRANDDALWYR
ARFERION GORAU
GWERTHUSO
ATEBOLRWYDD
CYFRIFOLDEB

LLYWODRAETHIANT

Mae Nofio Cymru yn alinio ei hun â GLFW (Fframwaith Llywodraethu ac Arwain Cymru) fframwaith sy'n darparu set o egwyddorion i gefnogi rheoli ac yn ein helpu i redeg y sefydliad gydag uniondeb a thryloywder.

Mae GLFW hefyd yn ymwneud â diwylliant y sefydliad, ei arweinyddiaeth, ei werthoedd a'i uniondeb.

Dros y 12 mis diwethaf+ rydym wedi gwneud pob un o'n clybiau aelod cyswllt yn ymwybodol o'r fframwaith, a byddem yn annog ein clybiau a phartneriaid cysylltiedig eraill i fabwysiadu'r fframwaith a meincnodi eu hunain yn ei erbyn. Unwaith y bydd hyn wedi'i wneud gallwn weithio gyda'n clybiau i fonitro gwelliant parhaus a'u helpu i ragori.

Mae Nofio Cymru eisiau helpu clybiau i sefydlu'r systemau a'r rheolaethau i redeg sefydliadau effeithiol a chynaliadwy. Gall y fframwaith hwn hefyd gefnogi arweinyddiaeth clwb i sefydlu diwylliant iach a dyletswydd gofal tuag at eraill ochr yn ochr â'r cyfrifoldeb cyfreithiol a moesol sy'n bodoli i ddiogelu aelodau ac unrhyw un yn amgylchedd y clwb neu o'i gwmpas.

Mae fersiynau Cymraeg a Saesneg o GLFW ar gael ar wefan Nofio Cymru. Fel sefydliad, mae Nofio Cymru yn adolygu ei bolisiau a'i weithdrefnau yn flynyddol drwy asesu mewnol ac allanol, ac mae'n bleser gennyf ddweud ein bod wedi rhagori yn y maes hwn am flwyddyn arall, ond fel bob amser mae lle i symud ymlaen a gwella. Rydym wedi dechrau adolygiad o'n polisiau sefydliadol gan sicrhau eu bod yn addas i'r diben ac wedi'u halinio â deddfwriaeth briodol. Mae rheolau Nofio Cymru wedi'u diwygio eleni ochr yn ochr â'r codau ymddygiad.

Gan edrych ar y 12 mis nesaf byddwn yn cynllunio adolygiad cydweithredol o gyfansoddiad y clwb i sicrhau ei fod yn bodloni anghenion ein haelodau, a chreu dogfen addas i'r diben sy'n cefnogi llywodraethiant a datblygiad clwb da.

“

MAE'N BLESER GEN I DDWEUD EIN BOD WEDI RHAGORI AR HYN YN Y MAES HWN AM FLWYDDYN ARALL, OND FEL BOB AMSER MAE LLE I DDATBLYGU A GWELLA.

”



DI OGELU

“ MAE POBL IFANC WEDI BOD YN DDIOLCHGAR I GAEL DYCHWELYD I'R ELFENNAU CYMDEITHASOL A DDAW O FOD YN AELOD O GLWB, MAE LLAWER YN HAPUS I FOD YN ÔL AC YN MWYNHAU EIN CYSTADLEUAETH A'N DIGWYDDIADAU A'R GAMP Y MAENT YN EI CHARU. ”

Diogelu yw 'y camau a gymerwn i hyrwyddo lles plant ac oedolion mewn perygl a'u hamddiffyn rhag niwed'

Mae'n bwysig bod clybiau a sefydliadau'n darparu profiad diogel a chadarnhaol ac mae hynny'n golygu bod angen i'n clybiau a'n partneriaid gael gweithdrefnau penodol yn eu lle. Mae hyn nid yn unig yn creu amgylchedd diogel i bawb ond mae'n sicrhau mesur gweladwy o ddiwylliant iach yn eich clwb.

Wrth i ni ddechrau dod allan o'r cyfnod clo'r llynedd, dywedais fod rhai pobl ifanc yn disgrifio eu hunain fel rhai oedd yn teimlo eu bod 'wedi'u caethiwo' gan y cyfyngiadau a'r diffyg gweithgareddau cymdeithasol/ysgol ac roedd hyn i gyd yn effeithio ar iechyd meddwl pobl ifanc. Rwy'n falch o ddweud wrth i normalwydd aildechrau bod pobl ifanc wedi bod yn ddiolchgar am dychwelyd at yr elfennau cymdeithasol a ddaw o fod yn aelod o glwb, mae llawer yn hapus i fod yn ôl ac yn mwynhau ein cystadleuaeth a'n digwyddiadau a'r gamp y maent yn ei charu.

Mae'n gwbl hanfodol bod gan bob clwb neu sefydliad Swyddog Lles, mae'n rôl bwysig iawn. Y rôl yw cynorthwyo gyda diogelu ac amddiffyn plant, pobl ifanc ac oedolion mewn perygl, ar adeg ysgrifennu hwn mae gan 92% o'n clybiau cysylltiedig Swyddogion Lles ac mae'r gweddill yn cael eu cefnogi gan Nofio Cymru i recriwtio'n ddiogel.

“

YN OLAF, MAE'N RHOI PLESER MAWR I MI DDWEUD FOD NOFIO CYMRU WEDI CYNNAL EI L3 DIOGELU PLANT YNG NGHYMRU AM FLWYDDYN ARALL. CYFLAWNWYD L3 YN GYNTAF YN 2013 AC MAE EIN GWAITH PARHAUS YN ADLEWYRCHU EIN HYMRWYMIAD I SICRHAU BOD POB PLENTYN SY'N CYMRYD RHAN MEWN CAMPAU DŴR YN DDIOGEL AC YN RHYDD O NIWED

”

Mae Nofio Cymru wedi cyflwyno cyfnod ymsefydlu ar gyfer pob Swyddog Lles sy'n newydd i'w swydd waeth beth fo'u cefndir proffesiynol. Cyfrifoldeb y cadeirydd yw sicrhau bod y Swyddog Lles yn trefnu hyn gyda Phen-naeth Llywodraethu Nofio Cymru, mae'r Swyddog Lles yn adrodd i'r cadeirydd pan fydd y cyfnod ymsefydlu wedi'i gwblhau.

Fel y bydd darllenwyr yn gwybod o'm hadroddiad y llynedd lansiwyd meddalwedd MyConcern gan Nofio Cymru yn 2020, mae MyConcern yn blatfform ar-lein sy'n cydymffurfio â GDPR ar gyfer cofnodi pryderon diogelu'r holl glybiau a sefydliadau cysylltiedig. Rydym wedi gweld cynnydd yn nifer y clybiau sy'n defnyddio'r dull diogel hwn o gofnodi pryderon, a gobeithiwn ei weld yn cael ei ddefnyddio'n ehangach ar draws y rhwydwaith clybiau yn y misoedd i ddod.

Mae'n bleser gennyf ddweud bod sawl Fforwm Swyddogion Lles wedi'u cynnal eleni, mae'r fforymau hyn yn darparu cyfleoedd hyfforddi pellach yn ogystal ag ymgysylltu â Swyddogion Lles eraill a rhannu arferion gorau. Eisoes eleni rydym wedi cynnal fforymau ar Ymwybyddiaeth Iechyd Meddwl ac Iechyd Merched, gyda'r olaf yn rhoi cipolwg gwych ar fenywod ifanc yn rheoli eu misglwyf mewn chwaraeon.

Diwygiwyd y polisi diogelu plant ym mis Chwefror 2021 ac mae ar gael ar wefan Nofio Cymru a bydd ar gael ar JustGo (ein platfform aelodaeth newydd) ar gyfer y flwyddyn aelodaeth nesaf. Rydym yn bwriadu adolygu'r polisi oedolion mewn perygl yn gynnar yn 2022 gan sicrhau ei fod yn cyd-fynd â deddfwriaeth.

Yn ofal, mae'n rhoi pleser mawr i mi ddweud fod Nofio Cymru wedi cynnal ei L3 Diogelu Plant mewn Chwaraeon am flwyddyn arall. Cyflawnwyd L3 am y tro cyntaf yn 2013 ac mae ein gwaith parhaus yn adlewyrchu ein hymrwymiad i sicrhau bod pob plentyn sy'n cymryd rhan mewn Campau Dŵr yn ddiogel ac yn rhydd rhag niwed.

Zita Cameron
Pennaeth Llywodraethu (Arweinydd Diogelu a Lles Nofio Cymru)



ADRODDIAD CYLLID CYFRIFON

Parhaodd y pandemig coronafeirws i effeithio ar y flwyddyn ariannol a ddaeth i ben ar 31 Mawrth 2022 (2021/22). Dechreuodd y flwyddyn ariannol ym mis Ebrill 2021 pan oedd yr ail gyfnod glo yn parhau mewn grym. Dechreuodd gyfleusterau ailagor ym mis Mai 2021 gyda chyfyngiadau.

Parhaodd Nofio Cymru i ganolbwyntio ar ffrydiau referniw y gellid eu gwasanaethu ar-lein gan gynnwys hyfforddi a datblygu, nwyddau a bathodynau a thystysgrifau.

Parhaodd digwyddiadau i gael eu heffeithio. Daeth nifer dda i'r Gyfres Heriau dŵr agored ym mis Mehefin 2021 ac fe wnaethom hefyd barhau â'n 'Super Series' rhithiol. Y digwyddiad dan do Cenedlaethol cyntaf i ddychwelyd oedd Pencampwriaethau'r Gaeaf ym mis Rhagfyr 2021 ond heb unrhyw wylwyr. Effeithiwyd ar gyfleoedd nwyddau a nawdd fel sgil-ffaith i'r amserlen lai o ddigwyddiadau.

Roedd y ffioedd aelodaeth a dderbyniwyd ar gyfer 2021/22 30% yn is na chyn pandemig 2019/20. Rhoddwyd cymhorthdal i ffioedd ymaelodi ar gyfer pob clwb a chyflwynwyd ffenestr adnewyddu aelodaeth estynedig hyd at 31 Mai i helpu ein haelodau. Creodd Nofio Cymru hefyd Gronfa Adferiad Campau Dŵr Nofio Cymru (SWARF) a dosbarthwyd £78.6 mil i gefnogi clybiau yn ystod y flwyddyn.

Er bod cyllid craidd wedi aros yr un fath, llwyddodd Nofio Cymru i ddefnyddio'r Gronfa Adfer Chwaraeon i fuddsoddi mewn prosiectau i helpu i ailgodi'n gryfach. Roedd rhai o'r prosiectau'n cynnwys system aelodaeth newydd a aeth yn fyw ym mis Ebrill 2022, gwefan wedi'i diweddarau a buddsoddiad i gefnogi cydraddoldeb, amrywiaeth a chynhwysiant ym maes campau dŵr.

Roedd Nofio Cymru hefyd yn falch iawn ar ôl 2 flynedd o gael hawliad llwyddiannus yn erbyn yr yswiriant tarfu ar fusnes a oedd yn gwneud iawn am rywfaint o'r referniw a gollwyd o 2020. Dangosir hyn fel eitem eithriadol yn y datganiad incwm.

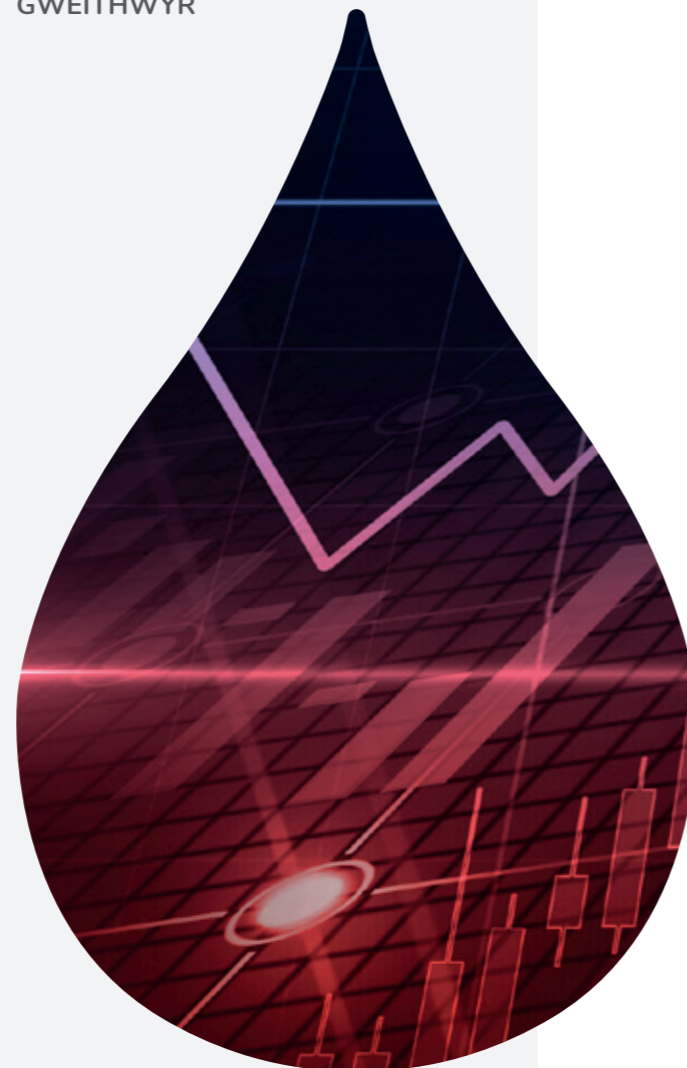
Roedd 2021/22 yn flwyddyn anarferol o ailadeiladu a cheisio cryfhau ar gyfer y dyfodol. Nid yw'r sefydliad wedi dychwelyd i'w sefyllfa cyn pandemig eto a bydd angen parhau â'r gwaith dros y blynyddoedd nesaf i gyrraedd y pwynt hwnnw.

Mae'r hawliad yswiriant a phrisiad eiddo wedi helpu i gryfhau'r cronfeydd wrth gefn, y gwarged am y flwyddyn heb gynnwys yr eitemau hyn oedd £26 mil. Disgwylir i 2022/23 fod yn flwyddyn o newid ac addasu er mwyn diogelu'r sefydliad 125 oed at y dyfodol.

Emma Powell
Pennaeth Cyllid a Gweinyddu

YSTADEGAU

INCWM	▲ 2,254,946
COSTAU	▲ 2,228,398
GWARGED	▲ 135,019
NIFER Y GWEITHWYR	▲ 26 GWEITHIWR



INCWM CYFRIFON

	31/03/2022	31/03/2021
	£	£
GRANTIAU		
Chwaraeon Cymru	1,260,823	1,119,700
Cyllid arall	126,979	90,948
	1,387,802	1,210,648
DATBLYGIAD CAMPAU DŴR		
Aelodaeth	212,515	205,639
Digwyddiadau	117,016	(3,740)
Rhanbarthol	27,741	-
Deifio	13,296	1,738
Polo Dŵr	42,190	7,520
Dŵr Agored	2,960	-
Nofio Artistig	-	45
Meistri	-	120
	415,718	211,592
DATBLYGU BUSNES		
Nwyddau	10,001	1,761
Nawdd	5,417	-
Bathodynau a thystysgrifau	50,503	4,169
Addysg	347,650	62,084
	413,571	68,014
PERFFORMIAD CENEDLAETHOL	24,667	5,346
HAWLIAD YSWIRIANT TARFU AR FUSNES	53,390	-
CYNNYDD O AILBRISIAD EIDDO BUDDSODDI	55,000	-
INCWM ARALL	13,269	12,742
	2,363,417	1,508,342



GWARIANT CYFRIFON

	31/03/2022	31/03/2021
	£	£
DATBLYGIAD CAMPAU DŴR		
Staffio	143,845	144,989
Aelodaeth	48,050	10,249
Digwyddiadau	136,811	74,945
Rhanbarthol	109,737	6,975
Deifio	26,154	30,951
Polo Dŵr	42,084	3,310
Nofio Artistig	-	1,071
Llwybr	129,458	19,837
Meistri	-	124
Dŵr Agored	14,225	3,774
	650,364	296,225
DATBLYGU BUSNES		
Staffio	38,028	65,488
Nwyddau	17,005	2,517
Nawdd	1,575	-
Bathodynau a thystysgrifau	12,226	1,023
Addysg	213,515	90,799
	282,349	159,827
PERFFORMIAD CENEDLAETHOL		
Rhaglen Elft	307,391	202,410
Staffio Elft	401,813	399,746
Athletwr Elft	83,582	-
	792,786	602,156
GORBENION	502,899	416,735
	2,228,398	1,474,943
NET (Diffyg)/gwarged ar gyfer y flwyddyn cyn treth)	135,019	33,399

MANTOLEN CYFRIFON

	31/03/2022	31/03/2021
	£	£
ASEDAU SEFYDLOG		
Asedau diriaethol	23,810	6,751
Buddsoddiadau	1	1
Eiddo buddsoddi	410,000	355,000
	433,811	361,752
ASEDAU CYFREDOL		
Stociau	8,804	9,782
Dyledwyr	330,338	230,541
Arian parod yn y banc ac mewn llaw	650,843	789,881
	989,985	1,030,204
CREDYDWYR		
Symiau sy'n ddyledus o fewn blwyddyn	653,915	746,008
ASEDAU CYFREDOL NET	336,070	284,196
CYFANSWM ASEDAU LLAI RHWYMEDIGAETHAU PRESENNOL	769,881	645,948
CREDYDWYR	(35,000)	(45,000)
Symiau sy'n ddyledus ar ôl mwy na blwyddyn		
DARPARIAETHAU AR GYFER RHWYMEDIGAETHAU	(4,994)	-
ASEDAU NET	729,887	600,948
CRONFEYDD WRTH GEFN		
Cronfa ailbriso	107,207	107,207
Cronfa gwerth teg	55,000	-
Cyfrif incwm a gwariant	567,680	493,741
	729,887	600,948



Hoffem ddiolch yn fawr iawn i'n holl bartneriaid sydd wedi gwneud y flwyddyn ddiwethaf yn llwyddiant ysgubol.

Diolch!



SWIM WALES
NOFIO CYMRU

NOFIO CYMRU
Pwll Cenedlaethol Cymru,
Lôn Sgeti,
Abertawe,
SA2 8QQ