

'Promoting a better life through active living'
'Hybu bywyd gwell trwy fyw'n actif'



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Creating a Neath Port Talbot where everyone has an equal chance to be Healthier, happier, safer and prosperous.

Neath Port Talbot Well Being Objectives

To improve the well-being of children and young people.

To improve the well-being of all adults who live in the county borough.

To develop the local economy and environment so that the well-being of people can be improved

Neath Port Talbot PASS Service Objectives

- 1- Improve physical literacy with young people by providing opportunities to be physical active and develop skills both after school and in the community.
- 2- Focus on narrowing the gap in provision in areas of deprivation
- 3- Recruit, train and develop a strong workforce and pool of volunteers to deliver our programmes
- 4- Create sporting pathways in focus sports across NPT
- 5- Ensure there is an inclusive approach to programmes and develop specific activity provision when needed
- 6- Provide supervised opportunities for adults to access physical activity as a form of rehabilitation
- 7- Raise the profile of physical activity and sport

Links to partner priorities

SPORT WALES 6 STRATEGIC INTENTS

- 1- Be person centred
- 2- Give every young person a great start
- 3- Ensure everyone has the opportunity to be active through sport
- 4- Bring people together for the long term
- 5- Showcase the benefits of sport
- 6- Be a highly valued organisation

Our Core Programmes

- The Active Young People Programme
- Insport (Disability Sport Wales)
- Young Ambassadors
- National Exercise Referral Scheme
- Community Chest
- National Governing Body programmes
- Activities in the natural resources around Neath Port Talbot

Funding

Authority Core budgets
Sport Wales
Community Chest
Disability Sport Wales
Welsh Government
Public Health Wales
Ramblers Cymru
Street Games
ABMU
Grant funding from external bids
Police

WHAT ARE WE GOING TO DO?

THROUGH OUR CORE PROGRAMMES WE PROPOSE TO:

Improve Physical literacy:

- PASS CRECHE and TOTS programme
- Multi skills development and support
- Balance ability
- Young Ambassador programme

Increase physical activity amongst both adults and young people:

- AYP Programme
- Inclusive Sporting Opportunities
- NERS
- Street Games

Continue to deliver a pathway approach to the following focus sports in 2020- 2021:

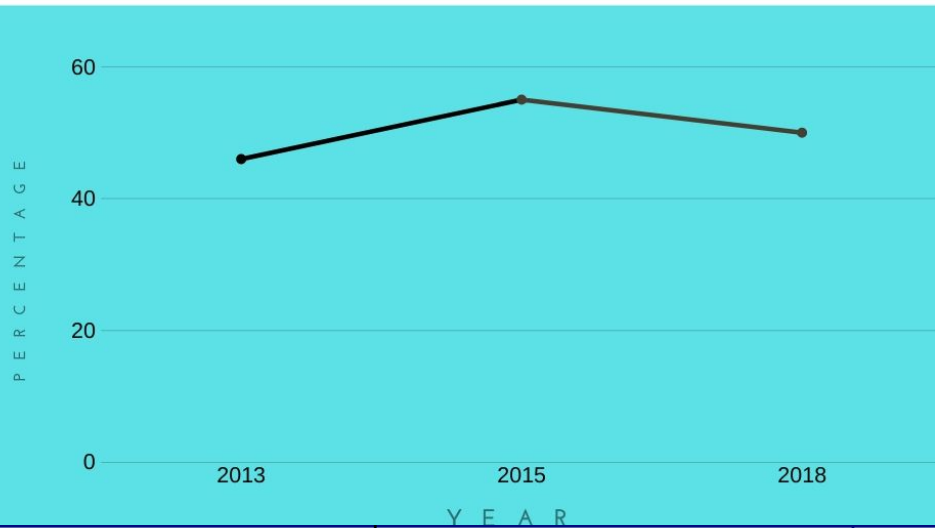
- Netball
 - Mountain Biking
 - Disability sport
 - Recreational running
 - Badminton
-
- Strengthen Links from school to community clubs.
 - Address inequalities with proactive action with BME/Disability/Child poverty.
 - Develop and retain officers to meet the challenges of organising and delivering the extensive programme
 - Develop and retain coaches and volunteers across the county to support delivery.

Stakeholders	Influence / and role	Interests / positive impacts
Sport Wales	High importance, they provide a substantial amount of funding to our organisation and service.	High level of influence nationally in Wales. Insight given into sport and activity. Can help shape the delivery of sport and activity and produce a long term strategy to follow.
Schools	High level of importance as they are a key to the success of the development of activities. The participants are in the schools and its an easy place to access them.	Open to our service providing sessions as extra-curricular provision. Promotion with children and families can have a positive impact on many projects. Training of young leaders / future coaches.
Higher and further education	Influential stakeholders as they provide a skilled workforce and often free coaching and placements. Can be involved in research projects.	Events and festivals can be delivered to large groups with the help of the FE / HE sector. They are developing a workforce for the sector and working in collaboration will ensure a workforce that is fit for purpose.
Celtic Leisure	The trust running leisure facilities across Neath port Talbot. They can provide facilities and collaborations could generate new sessions. They will co-ordinate the majority of the free swim initiative.	Good quality facilities, staff may be interested in developing sport / activity as it will be good for both organisations to work together. There is a latent demand for swimming and if organised properly the swim programme could cater for this demand.
Princes Trust	Very little influence on the organisation. A collaborative approach can be taken to deliver projects that require volunteers.	They have a pool of volunteers and projects that can impact the service. They can maintain and generate new sports facilities to be used by the team. Volunteers may become members of groups that help PASS.
Healthy Schools Team	A partner that can be influential in public health. They have no influence on our projects but can help us to expand the offer and promote the current offer.	They are interested in organisations that can influence a school into operating in a healthy way. Food and fitness projects are promoted and encouraged under the scheme.

Swansea City and Ospreys Community Trust, Aberavon RFC	The community trusts attached to the professional and semi-professional sports teams in the county borough look to develop initiatives that get people active whilst hitting alternative agendas. They have very little influence on our organisation but can be a good partners to work with collaboratively.	Can generate more numbers in sessions and provide promotion. Collaborations can create joint projects and ensure that we are not competing for the same participant. Festivals and events can be organised together.
National Governing bodies	Each governing body has an important role to play in the developkent of sport in Neath Port Talbot. We must work collaboratively where possible to help the offer in our area grow. Some governing bodies are larger in terms of staffing and resources and may not need the support of others with less.	The governing bodies of sport can provide advice, training and opportunities to work in partnerships to grow and develop sporting pathways. Events and festivals are an area where we can link to support a competitive pathway and give children, young people and adults opportunities to compete locally.
URDD	They provide sessions in the medium of welsh across Neath Port Talbot. They do not influence the organisation, but we have an opportunity to link to ensure we are not competing against each other.	The Urdd can create more community and extra curricular sport opportunities. They may be able to enhance a sporting pathway and can have a positive impact on sports participation figures.
Public Health Wales	Public health can play a role on influencing the population with information on healthy lifestyles. There are school based programmes where we can link. A link that could be important moving forward.	A positive public campaign could increase participation. Schools based projects can be linked to our initiatives and schools may value them more if they can link to PHW plans.
GP surgeries	An important partner feeding in referrals into the NERS programme. They will influence the type and frequency of referrals.	Strong collaborations will ensure that the participants coming into our programmes are the right ones and that we are engaging with new people.

Primary Indicators

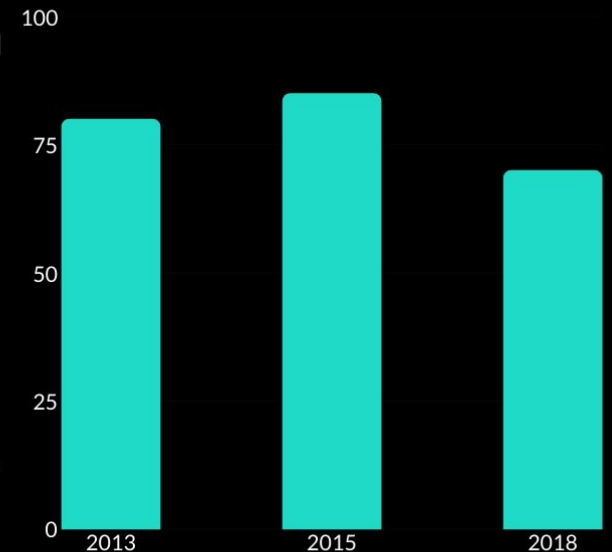
SPORT SURVEY RESULTS NPT 3 TIMES OR MORE A WEEK PARTICIPATION IN SPORT



OUR CURRENT PARTICIPATION IN EXTRA CURRICULAR SPORT YEAR 3-6

70%











This figure has declined and the service recognises that more needs to be done to encourage extra curricular sports participation in primary schools.



All children	Healthy weight or underweight			Overweight or obese		
	n	%	(95% CI) ¹	n	%	(95% CI) ¹
Wales	23,674	73.6	(73.1 to 74.1)	8,486	26.4	(25.9 to 26.9)
Least deprived fifth	4,357	79.0	(77.9 to 80.0)	1,159	21.0	(20.0 to 22.1)
Next least deprived	4,120	75.3	(74.2 to 76.5)	1,348	24.7	(23.5 to 25.8)
Middle deprived	4,631	73.8	(72.7 to 74.9)	1,642	26.2	(25.1 to 27.3)
Next most deprived	4,829	71.1	(70.0 to 72.1)	1,965	28.9	(27.9 to 30.0)
Most deprived fifth	5,737	70.7	(69.7 to 71.7)	2,372	29.3	(28.3 to 30.3)

Swansea Bay UHB	2,890	74.0	(72.6 to 75.4)	1,013	26.0	(24.6 to 27.4)
Swansea	1,850	74.8	(73.0 to 76.4)	624	25.2	(23.6 to 27.0)
Neath Port Talbot	1,040	72.8	(70.4 to 75.0)	389	27.2	(25.0 to 29.6)

Figure 8. Top five sports pupils would like to do more of by gender.

Boys	Top 5	Girls	Top 5
	54%		56%
Football		Swimming	
	47%		43%
Swimming		Trampolining	
	45%		43%
Rugby		Netball	
	40%		43%
Mountain biking		Dance	
	39%		41%
Cycling		Gymnastics	

Key Theme: Policy and Advocacy:

- Maintain a consistent management structure to support the delivery of physical activity and sport opportunities.
- Continue the process to integrate physical activity and sport within the Strategic Improvement Plan, Corporate plan 2017-2022 and the single integrated plan for Neath Port Talbot, ELLL Improvement Performance Plan (as submitted to Estyn) and the Children and Young People Plan. (CYP)
- Maintain a clear communication networks, both internally and externally, ensuring that the strategic plan is communicated to both the Children's and Young People's Partnership and the Health Social Care and Wellbeing Partnership.
- Continue to review and merge the actions contained within the strategic plan into the emerging Cultural Strategy for Neath Port Talbot.
- Continue the review of current investment based on local priorities.
- Ensure all Physical Activity Delivery organisations are working to a Results Based Accountability framework (including self evaluation) and also including implementing the Equity in Sport Standard.
- Review Welsh Language Policy provision and ensure partnerships with the Urdd, are proactively pursued.
- Progress Reports to Economic and Community Regeneration Board and Children's, Young People and Education Board.

Strategic Themes:

- **The Neath Port Talbot Corporate plan 2017-2022** states that “**we have a variety of leisure facilities** on Aberavon Beach, our Country parks at Margam and Gnoll provide **wonderful green spaces, the Afan Valley has transformed itself into a superb mountain bike destination.**” With these comments in mind we have decided to align this strategic plan to ensure we maximise the use of our natural resources and encourage the people of Neath Port Talbot to make use of what they have access to on their doorstep.
- “**The 21st Century School programme** presents a major development of the school estate, ensuring the learning environment supports every child and young person to fulfil their potential. As well as supporting the transformation of learning outcomes, the school estate is increasingly developing a wider role within communities, offering facilities, such as sports fields for wider community use, bringing all sections of the community together.” (**The Neath Port Talbot Corporate plan 2017-2022, 2017**) We will ensure that the strategic plan continues to develop a community sport provision that makes full use of the new facilities being developed, whilst also considering the local needs of our communities especially in those with areas of high deprivation.
- Under the **seven national well-being goals** NPT PASS and the Active Young People Team will be feeding directly back into **Well Being objective 1 to improve the well-being of children and young people**. Our KPI is to increase the amount of children playing sport, the sport survey results in 2020 should give an indicator of progress although there are changes planned to the survey and this will need to be monitored to ensure the data can be compared to previous years.
- **Well-being objective 2- To improve the well-being of all adults who live in the county borough.** Under the improvement priority ‘people are safe and feel safe’ the AYP team will be organising a programme of activity targeting deprived areas. The planning for this will involve linking in with a variety of different organisations including the police and the project delivered will look to **reduce**

anti-social behaviour. Our **targeted projects** will look to get families moving together improving their health and well-being in some of the most deprived communities across the borough.

- **The single integrated plan for Neath Port Talbot 2013-2023** has 5 strategic outcomes. **Outcome 1-** Children and Young People in Neath Port Talbot are physically and emotionally healthy; Adults of working age in Neath Port Talbot are physically and emotionally healthy; and Older People are independent and enjoy a good quality of life. **What are we going to do? Reduce obesity, reduce the incidence of risky behaviour in children and young people, and improve emotional well-being in targeted groups including children and young people.** This plan will impact all of these goals, information on progress will be feedback in senior management / strategic meetings. Case studies (soft data), data in terms of figures and audits / research carried out by partners will be shared and communicated with internal and external stakeholders. The % of reception children who are of a healthy weight will be an indicator used. Our projects targeting the early years should influence this figure.
- **The single integrated plan for Neath Port Talbot 2013-2023** has 5 strategic outcomes. **Outcome 2-** People in Neath Port Talbot fulfil their learning potential- provide increased opportunities for young people to gain recognition of formal, informal and non-formal education outside of the school setting. Our Young Ambassador programme is empowering children and giving them a clear pathway to develop as a young leaders / coaches. We will work with a range of different partners including the HE and FE sectors to offer volunteering and coaching opportunities. We will employ a range of different young leaders and coaches from all areas across the County Borough to deliver our programmes and projects

Knowledge Management Strategic approach

Through our stakeholders we are being updated with new directions of travel, it is vital that this information is disseminated through the team and the staff on the ground to ensure that the direction of travel matches the strategic direction being communicated locally, regionally and nationally. In the world of sports development there are constant changes in delivery and strategic direction through the many stakeholders involved in this complex service. Regular information exchange is important to ensure that teams are constantly updated and that the knowledge can be shared both ways from bottom up and from top down. There are new techniques and systems being used to exchange knowledge and with technology advancing quickly it is important that employees are aware of ways in which to share information. Social media and advances in mobile phone technology has made it easier to share information although this has brought with it some negatives as well. The use of this new technology and the new technology to come must be managed correctly to ensure its use is positive for all.

Knowledge to be Shared	Importance to business continuity	Environment knowledge will be used in	Positives to sharing this knowledge	Negatives for sharing this knowledge	Risks associated with sharing this knowledge	Sharing Method
Flexible working policy information	Key as all employees will have to follow the policy	Office based and out in the field when delivering	All officers and staff aware of the policy and the flexibility they can have within their role. Increases staff satisfaction and morale as they understand their ability to have flexibility.	Officers and staff may decide to work in hours that do not suit the role.	Staff time being used incorrectly. Staff using flexibility as a reason to not attend meetings etc	Presentation and shared via email. Communicated and discussed by managers in 1-2-1 meetings

Teaching pre school children fundamental skills	Ensuring a standardised approach when delivering sessions resulted in consistency and high quality delivery	Information will be used when delivering sessions out in the community / schools	Ensures high quality delivery and consistency of delivery from staff.	Staff may feel that the delivery is becoming to standardised and that they are not able to deliver in the way that best suits them.	Loss of enthusiasm within the team when they are delivering.	Demonstration of new techniques practically to staff. Discussions around how to use the information and how it can fit into current delivery. Sharing of resources hard copy and email. Information to be retained within the team.
Conference information	To ensure that national and regional focus is shared within the team.	Knowledge will be used when planning for future projects.	National and regional messages to be considered when planning. Should impact the success of the service in targeting local and national priorities.	Staff may need agree with the proposed change / new information being shared. Information may impact the current delivery model and devalue it.	Staff making changes to current delivery and partners being left frustrated.	Monthly team meeting. Shared via email and during 1-2-1 and stakeholder meetings.
High level	It will ensure	6 month full	Ensuring the	Staff may not	Employees not	A presentation

council strategic information	that the service is aligned to the council strategies.	team meetings. Leisure scrutiny committee.	team fully understands the vision and direction that the Local Authority wishes to travel in.	understand where they fit into the high level strategic information.	understanding the information and how our work can impact this.	during full team meetings , planning days and leisure scrutiny committee . Information to be kept in the office as hard copies for employees to read.
Day to day updates, blogs, new skills and techniques that can be used in the workplace	Ensuring regular positive communications within the team will be crucial	Information will be used when planning and delivering sessions out in the community / schools. Information to be shared via whats app, youtube, facebook and twitter etc	Regular updates for staff and regular knowledge information and sharing for staff and partners. Its easy to use and easy to share knowledge in this way.	Information shared on social media may be wrong, it could be inappropriate and this can result in the organisation losing credibility.	The use of social media has risks with the security not being as good as internal council. The wrong information being shared.	Social media. Discussions and meetings with line managers.

The current knowledge sharing systems and the technologies that are currently used / any future technologies that could be useful

Knowledge	Current or Future	Is it fit for purpose	How is it shared now	How could this be shared going forward	Security needed to protect the knowledge
Regular information and communication of low level knowledge	Social media / whats app	Yes	Via social groups	A blog for our service could be created.	A closed group.
Council policy	Intranet	Yes	Documents can be searched for and are all located on the internal intranet	Some policies may be shared on the council website to make access easier	Intranet ensures that only internal employees can access information.
New delivery techniques / sports coaching information	Training day / discussion in meetings	Yes	Practical demonstrations on training events, discussions during meetings	A youtube channel to share information with partners. Video clips to be produced and shared.	N/A
Information regarding internal operations in the PASS team	Managers meetings	Yes	Managers discuss potential changes and then pass information on to their teams.	Full team meetings when appropriate so that all staff get the consistent message from the head of the service.	N/A
Information and updates on the PASS strategic plan and the	Leisure Scrutiny Committee	Yes	Presentation format to update high level employees and councillors.	The presentation could be shared with other stakeholders to	Yes the update must be kept private as its an internal council

performance of the team				update them on the teams progress whilst also considering security.	update.
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How do managers act as knowledge role models?

All managers in the organisation receive training and knowledge updates from the internal leaders or through external network opportunity. There are certain aspects of knowledge that are required by our funders, needed to run the business and to aid the delivery team to understand current and future techniques within the sports and activity offer we deliver. The managers would be required to undergo any updates needed and then decide how this needs to be distributed. They would actively seek out the opportunities to pass on this knowledge, informally through short meetings or one to ones, and formally through events and training packs.

The managers have set timescales to deliver this knowledge in. Usually through monthly meetings or drop in sessions. The managers also create knowledge packs that can be distributed to all staff and volunteers to aid their understanding and as reference materials. We would expect them to be able to give this knowledge to others at any time to raise awareness through the business to help the people we support. We discuss these processes at the 6 monthly reviews with all managers.

The Physical Activity Sport Service Neath Port Talbot has a vision of 'promoting a better life through active living'. The team will look to impact the lives of Neath Port Talbot residents by providing a variety of opportunities for children, young people and adults to be active, the design of the offer will look to supplement the current provision and create new opportunities for people to be active in a variety of different sports and activities. What we will do in the next 12 months will be aligned to the PASS service objectives and areas of priorities as identified in the NPTPASS strategic plan 2020-21.

The Active Young People team will be focused mainly on (PASS service objective 1) "Increasing opportunities for children and young people". We will consult with young people, families and the local population to engage them to design the offer for physical activity and sport in Neath Port Talbot for children. We will do this through focus groups, communicating with stakeholders, young ambassadors and surveys.

By providing opportunities to be physically active from early years we will be giving every young person an opportunity for a great start which will in turn maximise their wellbeing and readiness for learning.

We will:

Develop targeted programmes with early years practitioners such as creche staff support sessions and primary and community-based tots sessions, focusing on areas of great need and deprivation (Foundation).

Developing family engagement opportunities so that they are integrated into our programmes to help families come together and build confidence and motivation for them to make lifestyle changes. These will be person-centred and create positive experiences for long-term involvement in physical activity (Foundation and Participation).

Strengthen the extra-curricular opportunities in priority primary schools (Foundation).

Work with young people who may not have acquired the skills or confidence to be active when they were younger, ensuring that there is a focus on developing physical literacy across the ages (Foundation and Participation).

Why we are focusing on this area:

Alignment to NPTs Wellbeing Objective 1 "To improve the wellbeing of children and young people and Wellbeing" Objective 2 – "To improve the wellbeing of adults that live in the county borough".

12.4% of children in NPT are classed as obese, which is 9th out of the 22 authorities in Wales.

Our 2018 School Sport Survey data shows that 49.6% of children in NPT are active 3x a week or more, but the difference between primary and secondary age is 44.7% and 53.5%, respectively. Our primary school % is below the Welsh average. To increase the number of physically literate children and to develop this from a younger age.

As a service sitting within the Education Directorate, we are challenged on our contribution to children and young people.

Currently, early years and CYP are priority target groups of the Swansea Bay Physical Activity Alliance and, as one of the two LAs in the region, we want to maximise the opportunity to collaborate with our health partners to expand the contribute our work makes to wider health and wellbeing priorities.

PASS Service Objective 3 is to “Recruit, train and develop a strong workforce and pool of volunteers to deliver our programmes”. In order to deliver high quality provision and opportunities to lead activities, the workforce needs to be trained and developed (all Investment Priority areas).

We will:

Ensure that a pathway is developed that encourages young leaders through the Young Ambassador programme to develop into future coaches and leaders, work with partners such as local sports clubs, community organisations, schools, colleges and universities to train and develop a suitable coaches and volunteers to deliver and lead high quality physical activity and sport opportunities.

A highly skilled workforce is one of the keys to success as recently highlighted in the AYP review.

We will:

Assess the training needs of our staff to ensure they have the appropriate skills and behaviours to deliver the PASS objectives.

Provide appropriate CPD to ensure staff confidence and motivation is maintained and developed.

Why are we focusing on this area:

- To ensure that our volunteer workforce is fit for the future.
- To ensure that our workforce has the skills to deliver against what communities are requesting.
- To ensure that our staff are able to move with constant change and demands.
- To strengthen our workforce in light of annual budget reduction, with the need to protect the quality that we have within our team.
- To be confident in working with non-traditional partners i.e. BME communities
- Aligned to NPTs Wellbeing Objective 2 – “To improve the wellbeing of adults that live in the county borough”.

PASS Service Objective 4 is to “Create sporting pathways in focus sports across NPT”. The team will focus on selected sports (netball, badminton, mountain biking, disability sport) to build and create an inclusive affordable sporting pathway to ensure that children can play sport recreationally and competitively in their local area (Participation and Progression).

We will:

Promote funding opportunities to help local community sport programmes grow and offer support and advice where appropriate.

Offer extra-curricular taster sessions linked to the development of community clubs. For example to increase mountain bike membership in the community provision we will provide free taster sessions with local school groups for them to experience the activity, environment and to break down barriers for them to have the confidence to sign up.

Strengthen existing/create new partnerships with the national governing bodies and other organisations that could add value in order to sustain and enhance the provision.

Continue to prioritise and engage with primary-aged girls across NPT.

Actively promote and encourage use of the outdoor environment and make use of the natural resources in NPT, through targeted projects such as mountain biking, recreational running and holiday camps.

We will develop our collaborative working with organisations such as Street Games, the youth service, Swansea City Community Trust, community-based organisations, schools and other partners identified that can bring added value.

Why:

Aligning to NPTs WB Objective 1 “To improve the wellbeing of children and young people and Wellbeing”; WB Objective 2 “To improve the wellbeing of adults that live in the county borough”; WB Objective 3 “To develop the local economy and environment so that the well-being of people can be improved”.

Participation in sport, confidence and motivation is lower in girls than in boys across all ages

96% of girls are saying that they want to do more sport

Our 2018 School Sport Survey data shows that 49.6% of children in NPT are active 3x a week or more, but the difference between primary and secondary age is 44.7% and 53.5%, respectively. Our primary school % is below the Welsh average.

Reacting to what children and young people are telling us that they want.

There are significant areas of deprivation in Neath Port Talbot and the data/statistics available from sources such as the school sport survey, deprivation statistics and ASB data from the police highlights the need to provide more opportunities for children and young people in these areas to be active.

Promotion and communication of information is one of the keys to development (PASS objective 7), as a team we will ensure that we use a variety of different sources to promote the sport and activity offer and promote the activities that the service provides. Social media is an important tool to use and we will continue to grow our following on the pages and accounts that we run in order to co-ordinate and promote our offers, events and festivals.

How we will learn

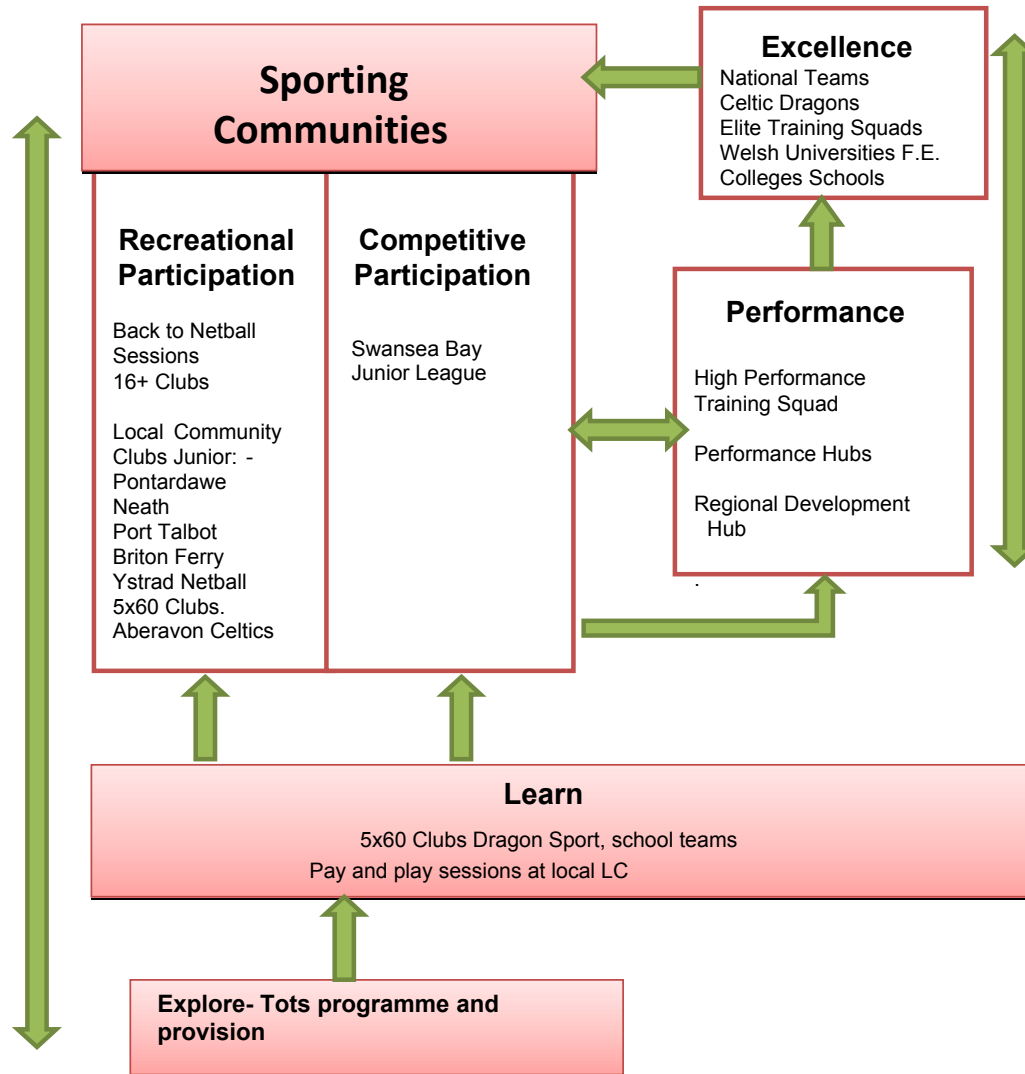
We will enter into a journey of developing, reviewing and adapting projects to ensure that we are sustainable and successful in our approach. We will do this from gathering formal and informal feedback from the team, partners, communities and people we interact with. Case studies will be something to showcase and share the impact of the programmes and projects. We will use a tracking system to look at trends and demand for activities in different areas this information can help us gather insight into success and challenges. Data and statistics will be collected and analysed to gather feedback on specific targeted projects. National and regional data, such as School Sport Survey reports at individual school and LA level, can be used to track overall performance and for us to learn from success and challenges in our authority and in others.

To ensure that the local team can learn from success and challenges monthly meetings will be held to share information, this will feed into quarterly full team meetings held in PASS. Co-ordinators will attend regional and national meetings and events and feedback information to officers and PASS staff. 2 in house staff training events are used to provide feedback and to get feedback from the coaches that are on the front line delivering to participants. Formal feedback will be submitted termly on an operational planning document and this information will be used to share our learning with Sport Wales and other partners. We encourage the team to meet regularly with each other, in small teams to work on projects, to meet regularly with their line managers and communicate their learning in order to impact future and current delivery.

Scenario Planning

The service has received ongoing budget reductions and with wages and costs increasing this has been an ongoing challenge for the team to absorb the reduction of resources without physically losing members of staff. We will look to generate income next year to absorb a 5% reduction in funding. Unfortunately, a 10% reduction in funding would require a restructure and the loss of staffing resources.

Example Of a Sporting Pathway Neath Port Talbot Netball Pathway (Netball)



Mountain Biking	SW Investment areas- Foundation, participation, progression, performance	SW 6 intents- 1,2,3,4,5	NPT PASS Service Objectives- 1,4,5,6	NPT well-being objectives- 1,2	
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target Outcomes & Outputs	Evaluation & Monitoring- how we will learn	Resources
<p>Active Young People Co-Ordinators Mark Napieralla Michelle Hall</p> <p>AYP Officers</p> <p>Mountain Bike Partners- Afan Valley Bike Shed, Margam Activity Centre, trail maintenance group, Wye MTB, Princes Trust</p> <p>British Cycling</p> <p>Welsh Cycling</p>	<p>Our aim is to expand and further develop the offer available for Mountain Biking in Neath Port Talbot.</p> <p>A beginner / intermediate club ride and an advanced ride at Afan Valley and Margam Park are needed in order to cater for the demands and different abilities of riders. The offer has been successfully developed and now needs to expand to offer new opportunities. We need to introduce more technical and advanced rides from Margam and promote the offer in the Afan Valley.</p> <p>A series of taster sessions will be offered to schools from across NPT.</p>	<p>There is a demand for more mountain biking provision in Neath Port Talbot</p> <p>School sport survey demand and current participation</p> <p>We have natural resources that can be used for mountain biking.</p>	<p>The Afan Valley has world class mountain bike trails which are used by people from all over the world. Local people do not utilise the trails on their doorstep.</p> <p>Margam Park is an ideal venue for Mountain Biking and can host all levels of ability. There is a world cup downhill route that cost £75K to install that could be reopened to the public with alterations.</p> <p>We are being encouraged to get people to be active in the outdoors using our natural resources.</p>	<p>Number of people attending the mountain bike provision at Margam and in the Afan Valley</p> <p>Number of participants in the Welsh XC event</p> <p>Number of taster sessions with school groups</p> <p>School sport survey data</p> <p>NGB data for NPT</p>	<p>Officer time for delivery of taster sessions and club sessions. Assist in events and MTB days.</p> <p>Coaches to be employed to help deliver the club and events. The cost of this to be recovered through attendance fees.</p> <p>The MTB club to apply for funding to develop the trail at Margam so that it can be accessed by the public.</p> <p>Welsh Cycling to plan and organise the MTB event at Margam. PASS to promote this</p>

Netball	SW Investment areas- Foundation, participation,	SW 6 intents-	NPT PASS Service Objectives- 1,4,5,6	NPT well-being objectives- 1,2	
<p>Tourism and events team NPT</p>	<p>A weekly transition session / beginner / intermediate and more advanced evening ride will be organised at Margam Park and Afan Valley.</p> <p>To work in partnership with Welsh Cycling to ensure their go ride scheme compliments and supports our MTB project. There is an opportunity to bring an event to Margam Park.</p> <p>To ensure that the world cup downhill section at Margam is opened for riders from the club and from the general public. A volunteer group will be organised to maintain the route and funding from community groups will be accessed to make alterations to the route to ensure it can be assessed by the public.</p>	<p>Adults are interested in joining in</p> <p>Margam Park is an ideal location for an event and Welsh Cycling are interested in using the facilities</p>	<p>Sport survey information shows there is a latent demand for the sport.</p> <p>The aim is to increase mountain bike participation figures</p>	<p>Number of adults taking part in the mountain bike clubs</p> <p>Strava data on MTB in Neath Port Talbot</p> <p>Case study</p> <p>Progress reports</p> <p>Increased membership into the trail maintenance group.</p>	<p>and support with the organisation.</p> <p>Margam Park will provide a venue for MTB and the opportunity to use the facility for volunteer projects.</p> <p>Afan Valley bike shed to provide instructors in the Afan Valley club.</p> <p>Princes trust to run a project to reopen sections of the trail in Margam. Princes trust staff to organise volunteers and run a course to train volunteers.</p> <p>Tourism and events team to support the promotion of MTB and the opening of the trail at Margam</p>

	progression, performance	1,2,3,4,5			
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target Outcomes & Outputs	Evaluation & Monitoring-how we will learn	Resources
<p>Active Young People Co-Ordinator Mark Napieralla</p> <p>Selected AYP Officer's</p> <p>Welsh netball development officer</p> <p>Celtic leisure, Llandarcy academy and community schools and facilities</p> <p>Aberavon Wizards community officer</p>	<p>The co-ordination of a regional netball league is needed so that clubs can play competitively across the Swansea Bay region. We will organise a league and structure that will enable girls to be competitive and to be challenged in the sport. Fixtures will be arranged across multiple venues on a Friday evening.</p> <p>A presentation evening will be organised to celebrate the success of teams in the league and for clubs to reward their players.</p> <p>Festival's for primary schools will be organised in two locations across Neath Port Talbot with the aim of increasing participation within the schools and community club structure.</p> <p>Walking netball sessions will be</p>	<p>There is a clear demand for netball in Neath Port Talbot and the Swansea Bay region</p> <p>School sport survey demand and current participation</p> <p>Lack of competitive opportunities for netball have previously existed</p> <p>Lack of activities available for</p>	<p>5 clubs from Neath Port Talbot participating in the netball league</p> <p>10 clubs in total attracted to the league to form a competitive environment for players to thrive</p> <p>15 schools attending the NPT netball festivals with one qualifying for the national finals</p> <p>Increase in participation figures in netball, school sport survey data and NGB figures to give evidence</p> <p>2 walking netball offers developed within Neath Port Talbot</p>	<p>Number of clubs competing in the league</p> <p>Number of teams entering the league from NPT</p> <p>Number of teams entering the league from outside of NPT</p> <p>School sport survey data</p> <p>NGB data for NPT</p> <p>Number of adults playing walking netball</p> <p>Case study</p>	<p>Officer time to co-ordinate the league structure and promote the offer</p> <p>Coaches to provide taster sessions</p> <p>Time for the Co-ordination and delivery of netball festivals linking to the pathway and club structure</p> <p>Facility hire, trophies, scoreboards, team sheets and score sheets. Costs to be recovered from charges to the clubs for attending the league.</p> <p>Coaches for walking netball to be deployed. Facility hire and</p>

Badminton	SW Investment areas- Foundation, participation,	SW 6 intents- 1,2,3,4,5	NPT PASS Service Objectives- 1,2,3,4,5,6,7	NPT well-being objectives- 1,3
	Primarily games being arranged for adults. Attracting older adults to play.			Volunteers to run clubs

	progression, performance				
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target <i>Outcomes</i> & Outputs	Evaluation & Monitoring- how we will learn	Resources
Active Young People Co- Ordinators Mark Napieralla Michelle Hall AYP Officers Celtic Leisure Local Schools	<p>To continue with Community Badminton Sessions in local schools and local leisure centres</p> <p>We will contact schools to promote and offer taster sessions to promote the clubs and to increase the opportunities for all to play competitively.</p> <p>We will provide fixtures for the clubs to provide competitive opportunities and performance pathways.</p>	<p>Badminton within NPT is still very popular during both curriculum time and community clubs.</p> <p>We now have a strong club structure in place in Neath Port Talbot.</p> <p>School sport survey demand and current participation</p> <p>Lack of competitive opportunities for Badminton has previously existed.</p>	<p>Increase the number of local Badminton community clubs and the number of young people participating.</p> <p>Increase the number of volunteers and young leaders</p> <p>Sport survey information shows there is a latent demand for the sport.</p> <p>The aim is to increase mountain bike participation figures</p>	<p>Progress reports provided on a Quarterly basis to Sport Wales.</p> <p>E.S.C. Report - October 20 April 21</p> <p>Number of participants in the clubs and number of competitive opportunities provided.</p>	<p>Officer time for delivery of taster sessions and club sessions. Assist in events and festivals</p> <p>Coaches to be employed to help deliver the club and events. The cost of this to be recovered through attendance fees.</p>

Street Games	SW Investment areas- Foundation, participation, progression.	SW 6 intents- 1,2,3,4,5	NPT PASS Service Objectives- 1,2,3,4,5,6,7	NPT well-being objectives- 1,3	
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target <i>Outcomes</i> & Outputs	Evaluation & Monitoring- how we will learn	Resources
Active Young People Co-Ordinators Mark Napieralla Michelle Hall AYP Officers Local Communities	<p>To continue to deliver affordable activities in areas of Deprivation across NPT.</p> <p>To work with local PCSO's to develop strong working partnerships to provide a variety of sporting opportunities in areas identified with high levels of crime and young people on the streets.</p> <p>Use local green spaces and community centres to run these sessions</p>	<p>There are high levels of crime and anti-social behaviour in areas of deprivation in NPT.</p> <p>Families are unable to access traditional sports clubs due to cost and transport issues.</p>	<p>More children, young people and families are healthy and enjoy better well-being.</p> <p>Reduce the amount of anti-social behaviour being reported in the area by working with PCSO's and having them deliver on the program.</p> <p>Increase the usage of local facilities.</p> <p>We are being encouraged to get people to be active in the outdoors using community facilities</p>	<p>Families that have participated in the sessions report that they feel they can contribute to changes to their lifestyle/behaviours.</p> <p>Crime reports lowered.</p> <p>Increase number of children accessing</p>	<p>Officer time for delivery of taster sessions and setting up sessions.</p> <p>Coaches to be employed to help deliver the club and events. The cost of this to be recovered through attendance fees.</p>
Community Tots	SW Investment areas- Foundation,	SW 6 intents- 1,2,3,4,5	NPT PASS Service Objectives- 1,2,3,4,5,7	NPT well-being objectives- 1,2,3	

Young sessions	SW Investment areas- participation, progression.	SW 6 intents-	NPT PASS	NPT well-being objectives-	
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target Outcomes & Outputs	Evaluation & Monitoring-how we will learn	Resources
Active Young People Co-Ordinators Mark Napieralla Michelle Hall AYP Officers	Building on the success of physical literacy sessions being delivered as after school sessions for Nursery school across NPT it is proposed to further develop the provision by creating additional PASS Tots community sessions to bridge the gap in provision for 3-5 year old in NPT	<p>Data shows that there is limited provision for young children aged between 3-5yrs across NPT.</p> <p>We are also aware that adults who are inactive often have inactive children so we will encouraging parental engagement during all sessions.</p>	<p>Increase the amount of opportunities for children between the ages of 3-5yrs across NPT.</p> <p>These sessions will provide skills such as agility, balance and co-ordination all which are fundamental for learning and will enable every young person has opportunity for a great start,</p> <p>Through supporting set up costs, delivery and charging for sessions this proven model should help establish and assist in the development of the Tots sessions</p> <p>The experience of children moving from early year's services to schools will improve.</p>	<p>Progress reports provided on a Quarterly basis to Sport Wales.</p> <p>Schools report that children are better prepared to participate in play and learning.</p>	<p>Officer time for delivery of taster sessions and club sessions.</p> <p>Coaches to be employed to help deliver the club. The cost of this to be recovered through attendance fees.</p>

Ambassadors	Foundation, participation, progression, performance	1,2,3,4,5	Service Objectives- 1,2,3,4,5,6,7	1,2,3	
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target Outcomes & Outputs	Evaluation & Monitoring-how we will learn	Resources
Active Young People Co-Ordinators Mark Napieralla Michelle Hall AYP Officers	<p>Continuing to develop the Ambassador path way from Bronze to Platinum.</p> <p>Officers to work with schools who are currently not engaged on the scheme and work together to develop a workforce of young leaders.</p> <p>Ambassadors will be trained as leaders and help expand the sport provision within our schools, colleges and community settings to ensure everyone as the opportunity to be active through sport.</p>	<p>The development of the Ambassador programme has been successful within NPT to develop strong leaders which over the long turn produces great coaches for the PASS team to help deliver sessions out in the schools and communities.</p> <p>Ambassadors assist with clubs in both primary and secondary schools to enable more children to be active within schools.</p>	<p>Increased number of Primary schools engaged.</p> <p>Increased number of Bronze, Silver and Gold ambassadors leading sessions across NPT</p> <p>Provide opportunities for paid work for Gold YA's as part of PASS</p>	<p>Officers to carry out visits across the schools to gain feedback on the sessions</p> <p>Progress reports provided on a quarterly basis to Sport Wales.</p> <p>School Sport Survey.</p>	<p>Co-ordinator time to deliver and support training and Ambassadors.</p> <p>Officer time to support training and do visits with schools.</p>
Inclusive	SW Investment	SW 6 intents-	NPT PASS Service	NPT well-being objectives- 1,2	

Festivals	SW Investment areas-	SW 6	NPT PASS Service	NPT well-being objectives- 1,3	
Sport Provision	areas- Foundation, participation, progression.	1,2,3,4,5	Objectives- 1,2,3,4,5,6,7		
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target Outcomes & Outputs	Evaluation & Monitoring-how we will learn	Resources
Active Young People Co-Ordinators Mark Napieralla Michelle Hall Inclusive Sport Officer Michelle Lewis	<p>Building on the success of the Disability Sport programme in NPT and the successful links forged within Communities and our local health board we plan to work collaboratively to increase the opportunity for children and adults to participate in physical activity and sport.</p> <p>We will create opportunities for children to be active by the development of 1 new inclusive club and sustaining our current provision with a focus of attracting people with disabilities.</p>	<p>Data shows that there is still a gap in provision and although this is narrowing more work is needed to be done.</p> <p>We are also aware that there are adults that are in need of provision</p>	<p>Increase the number of quality trained coaches</p> <p>Set up 1 new inclusive sport club, with a focus on attracting people with disabilities and to sustain existing clubs.</p> <p>Increase the number of volunteers through partners and referrals.</p> <p>To continue on insport pathway and recruit clubs to go through the process.</p> <p>Link with Young Ambassadors, AMBU, children & Leisure services and schools.</p>	<p>Progress reports provided on a Quarterly basis.</p> <p>Disability Sport KPI's</p> <p>Feedback received from insport panel</p> <p>Community tracker board</p> <p>School Sport Survey results</p>	<p>Officer time for delivery of taster sessions and club sessions. Promotion using a number of different methods to reach out to the population that we are targeting.</p> <p>Coaches to be employed to help deliver the club. The cost of this to be recovered through attendance fees where possible. Fundraising and grant funding will be needed to ensure long term sustainability.</p> <p>Equipment and training for staff.</p>

and Events	Foundation, participation, progression.	intents- 1,2,3,4,5	Objectives- 1,2,3,5,7		
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target Outcomes & Outputs	Evaluation & Monitoring-how we will learn	Resources
<p>Active Young People Co-Ordinators Mark Napieralla Michelle Hall</p> <p>AYP Officers</p> <p>Local school facilities</p>	<p>PASS will continue to provide activity programs during the school holidays to keep children engaged and activity.</p> <p>Camps will be offered in different locations across the borough.</p> <p>We will work with local partners to provide a variety of activities on Camps.</p> <p>Children across NPT and surrounding areas will be given the opportunity to experience a number of different activities during sports and OAA camps.</p>	<p>Parents having to work during school holidays struggle to find childcare for children aged 6 -12 yrs old.</p> <p>Limited opportunities to experience affordable outdoor adventures activities.</p>	<p>Increase opportunities for children to stay active during school holidays.</p> <p>Children given the opportunity to develop skills in a number of new activities.</p> <p>Provide positive and affordable experiences of Outdoor adventures activities that are available across NPT using local partners and providing exit routes to the clubs.</p>	<p>Number of children attending Camps.</p> <p>Number of children attending exit route clubs</p>	<p>Officer time for promotion of festivals and events.</p> <p>Coaches to be employed to help deliver festivals and camps. The cost of this to be recovered through attendance fees.</p>

Holiday Provision	SW Investment areas- Foundation, participation,	SW 6 intents- 1,2,3,4,5	NPT PASS Service Objectives- 1,2,5,7	NPT well-being objectives- 1	
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target <i>Outcomes</i> & Outputs	Evaluation & Monitoring- how we will learn	Resources
<p>Active Young People Co-Ordinators Michelle Hall Mark Napieralla</p> <p>AYP Officers</p> <p>PASS coaches</p> <p>SHEP- schools staff and outside providers</p> <p>Links to community organisations to enhance the offer</p> <p>Margam Park</p>	<p>The team will identify possible venues, dates and times to organise holiday sport camps. We will promote the camps through local schools and on social media.</p> <p>The offer at the camps will be multisport with the emphasis on developing skills and giving children the confidence to take part in a variety of sports and activities.</p> <p>In the summer an adventure camp will give children an opportunity to try new activities and sports using the local natural resource.</p> <p>Children in deprived areas often don't have the opportunities as others do. We will organise</p>	<p>There is a demand for provision in the holidays</p> <p>A variety is needed to engage children in activities and sports</p> <p>There is a demand for adventurous activities with older children</p>	<p>There is a demand and need for holiday provision across Neath Port Talbot.</p> <p>The AYP team has had success over the past 3 years delivering a range and variety of holiday provision.</p> <p>The camps need to be expanded and sustained to cater for the needs of the local population.</p> <p>The SHEP programme is growing and they need support with coaching</p>	<p>Progress reports provided on a Quarterly basis to Sport Wales.</p> <p>Sport survey data</p> <p>Case studies from children attending the camps and feedback</p> <p>Number of camps successfully organised and delivered</p> <p>Progress reports</p>	<p>Officer time for organisations.</p> <p>Coaches will be needed to deliver. These will be paid for from the income generated on camps.</p> <p>Trip to be organised to engage children and to incentivise participation.</p> <p>Promotional campaign to be organised and paid for on social media.</p> <p>Outside partners will be used to deliver specific sessions</p>

Adventure	provision during the holidays on the door step of those that need it most.			SHEP data	
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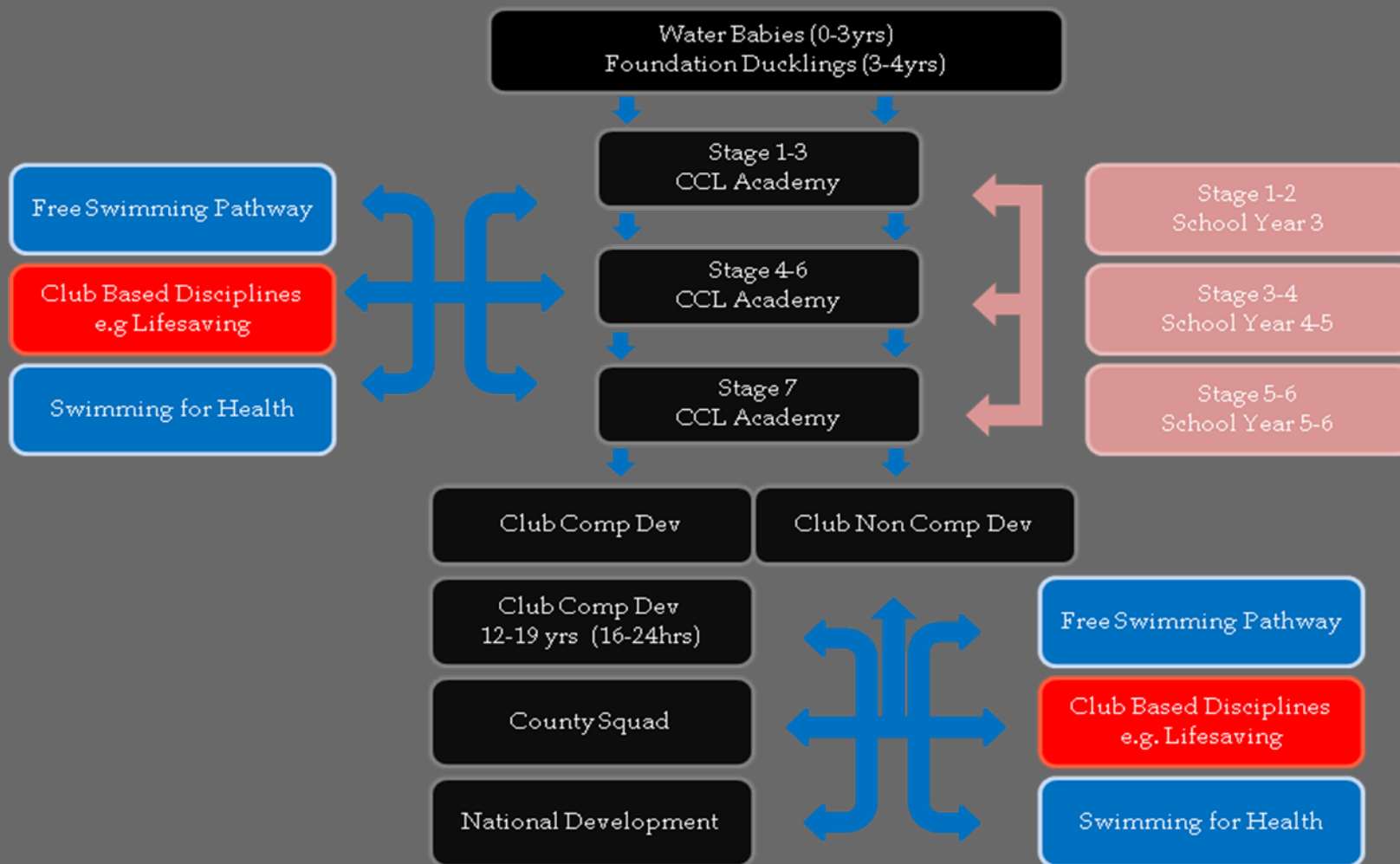
BME	SW Investment areas- Foundation, participation, progression, performance	SW 6 intents- 1,2,3,4,5	NPT PASS Service Objectives- 1,2,3,4,5,7	NPT well-being objectives- 1	
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target Outcomes & Outputs	Evaluation & Monitoring- how we will learn	Resources
<p>Active Young People Co-ordinators Michelle Hall Napieralla Napieralla Selected AYP Officer's Stephanie Edwards AYP BME network staff</p>	<p>Selected officers will engage with the local BME population with the task of finding out information in order to plan an offer in the community. Providing bike maintenance in the schools.</p> <p>Children in Reception, Nursery and Year 1 will have the opportunity to use the bikes. Incentives for them to take part. These children will have basic skills needed to progress into the community provision set up. The new activity will be promoted with the local community and if successful we will look to expand the provision. It will be very much a child / community centred approach with lots of flexibility.</p> <p>By learning the basic skills of bike handling children will have more confidence and can link into the mountain bike pathway</p>	<p>Schools have been given BME in Neath Port Talbot and a clear gap in participation figures nationally.</p> <p>There is a need to train teachers and school staff to give them the confidence to provide balance bike sessions</p>	<p>A new club developed to engage the BME population in physical activity and sport. The Afan valley and Margam Park has world class mountain bike trails which are used by people from all over the world. Local people do not utilise the trails on their doorstep.</p> <p>To sign post the population into existing clubs and to break down the barriers to participation.</p> <p>There is a need to improve the basic riding skills of young people.</p> <p>To encourage active travel children and young people need to learn the basics and be confident on a bike.</p> <p>8 schools to receive mentoring and support visits</p>	<p>BME sport data from schools survey 2021, number of children attending community clubs</p> <p>Number of school and community attending new provision</p> <p>Number of schools engaging young people</p> <p>Case study feeding in to current community sport provision</p> <p>Feedback from the participants and staff will shape future provision</p>	<p>Staff time to engage with the local population</p> <p>Payment of a coach to provide bike maintenance in the schools to ensure existing bikes are in good working order.</p> <p>Promotional materials</p>

Primary School Provision	SW Investment areas- Foundation, participation, progression, performance	SW 6 intents- 1,2,3,5	NPT PASS Service Objectives- 1,4,5,6	NPT well-being objectives- 1	
Focus Area And Lead Dept & Officer	Proposed Approach	Rationale	Baseline information / Target Outcomes & Outputs	Evaluation & Monitoring-how we will learn	Resources
Active Young People Co-Ordinators Michelle Hall Mark Napieralla AYP Officers PASS coaches School staff	<p>Officers will work with the primary schools to identify schools that need to increase their after-school provision.</p> <p>Sport survey data will give officers the information in order to plan the provision. Deprivation index scores for areas surrounding schools will identify the schools that could be offered a free provision.</p> <p>Promotion to be carried out in the school with officers presenting to the children the offer and what the activity club will entail. The school's communication will be</p>	<p>We have a good working relationship with the schools in NPT</p> <p>There is a need to provide free afterschool provision in targeted schools</p> <p>Parents are willing to pay for after</p>	<p>The school sport survey 2018 showed that there has been a drop in after school sport participation in primary school</p> <p>There is a demand for after school provision. Parents are willing to pay for the provision. There are some areas that need to access provision but may not be able to afford it.</p> <p>Create sustainable accessible after school</p>	<p>Sport survey</p> <p>Number of children attending the after-school sessions</p> <p>Number of schools engaging</p> <p>Case study</p> <p>Feedback from the participants will shape future provision</p>	<p>Officer time</p> <p>Coaches to be deployed funded through the parent fee</p> <p>Promotion to be planned and organised at each school</p> <p>Equipment to be used from the school, new equipment to be purchased with additional income</p> <p>School staff to assist with forms and</p>

	<p>used to inform parents and to sign up children for the clubs.</p> <p>Training to be delivered to the coaches to ensure a high quality and consistent delivery.</p>	<p>school sport club provision</p>	<p>provision in 20 primary schools across Neath Port Talbot</p> <p>13 primary schools to have an organised provision 7 free provisions provided</p> <p>250 children accessing primary school after school provision</p>		<p>payments</p>
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Key Theme Swimming:

Aquatics Development Pathway



Neath Port Talbot Free Swimming Plan

Neath Port Talbot propose to deliver Free Swimming to meet the national objectives via two partners.

Celtic Leisure operates four swimming pools on behalf of the council across Neath Port Talbot.

- Aberavon
- Neath Leisure Centre
- Pontardawe Swimming Pool
- Vale of Neath

Neath Port Talbot College Group who own and operate Afan Valley swimming pool at Cymmer as part of the colleges LLandarcy Sports Academy.

GENERAL

Delivery Partner Name (Organisation): Neath Port Talbot Council

Celtic Leisure

Neath Port Talbot College Group

Contact Name (Person):

Paul Walker – Neath Port Talbot Council

Craig Nowell – Celtic Leisure

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VISION

How does Free-Swimming link with wider strategic planning and your overall aquatics planning?

The new free swim plan is a joint plan between Neath Port Talbot Council, Celtic Leisure who operate pools on behalf of Neath Port Talbot Council and a Private operator Neath Port Talbot College Group who own and operate The Afan Valley Swimming

Pool.

The criteria has been developed to ensure the proposal links within key strategic plans on both a local and national level.

National Level

Well-being of Future Generations Act: Our proposal is underpinned by the well-being goals with focus upon providing a programme that supports communities that need it most whilst giving opportunities for all within the criteria to prosper, lead healthier lives, and develop cohesive communities.

SportWales

Our proposal ensures a joined-up approach to Sport Wales vision

'An Active Nation Where Everyone Can Have A Lifelong Enjoyment of Sport'

Neath Port Talbot will support the foundations of this vision through our <16 programme supporting the next generation to develop an enjoyment of this key life skill which can developed and ultimately enjoyed for the rest of their lives, whilst also enabling the current 60+ demographic to participate in a physical activity that draws upon the key outcomes for Sport Wales – Active Nation; Everyone (inclusive); Lifelong; Enjoyment.

SwimWales

Recognised as a key partner for the development and future success of this proposal, Celtic Leisure and SwimWales regional team have been working in partnership to develop this proposal (as part of the South West Wales Regional Aquatic Group).

This proposal ties directly into the SwimWales Vision

'A world leading National Governing Body delivering excellence, inspiring out nation to enjoy, participate, learn and compete in Welsh aquatics'

All 5 key themes within SwimWales vision have been incorporated in to this proposal. Giving the residents the opportunities to learn through excellent teaching programmes, enjoy, participate and providing the pathways for individuals that want to take the next step to compete.

Local Level

Neath Port Talbot CBC have 3 Well-being objectives, which have been developed to maximise their contribution to the Well-being goals that Welsh Ministers have set for the whole of Wales in their Well-Being of Future Generations (Wales) Act 2015.

Our proposal has the ability to support all 3 well-being objectives –

Objective 1 – to improve the well-being of children and young people; supported through the <16 proposal

Objective 2 – to improve the well-being of all adult who live in the county borough; supported via the 60+ proposal

Objective 3 – to develop the local economy and environment so that the well-being of people can be improved; supported via the capital investment proposal.

Neath Port Talbot Public services Board

The board is made up of statutory and 'invited participants' including NPTCC; Abertawe Bro Morgannwg University Health Board, Mid and West Wales Fire and Rescue Authority; Natural Resources Wales. This proposal can help achieve AMBU Health Board integrated medium-term plan, strategic aim no 1

'Supporting children in their early years....'

Providing appropriately programmed offer for <16 Celtic and NPT Group, can support this strategic aim

Public Services Board single integrated plan 2013-2023, outcome no1

'children and young people in NPT are physically and emotionally healthy.....and older people are independent and enjoy a good quality of life'

Both the proposed <16 and 60+ programmes will support this local outcome

Our partner's aquatics plans are set out to ensure that our users are able to learn, participate, compete, have fun and most importantly be safe within an aquatic environment. The proposed free swim programmes directly supports this agenda.

Our proposal meets all 3 of the new priorities by providing the opportunities for those who wish to take part in swimming but face barriers to participation, promotes swimming as the key life skill for this group and provide an Active Lifestyle for these individuals with impact measured via Datahub.

- **Positive Action** – Priority to be given to those who wish to take part in swimming but face barriers to being active on a regular basis
- **Life Skill** – Promote swimming as a life skill through targeted support for young people 16 years and under
- **Active Lifestyles** – Improve mental and physical health and wellbeing by enabling young people (16 years and under) and older adults (over 60's) to lead active lifestyles through swimming

LEARNING

What have you learned from previous plans, customers and interventions that is being used in this submission?

As a region we have been collaborating across South West Wales via the SWW Aquatic group, and the regional leisure officers group. These groups are made up of a range of providers including local authorities, charities and SwimWales.

Historically this groups have shared best practice and learning streams from all aspects for the aquatic portfolio e.g. swimming lessons, school swimming, free swimming, clubs and public sessions. This groups will continue to support the regional working and learning especially with regards to the new free swim criteria and impact across the region.

With the our current free swim plan, Celtic and NPT Group have offered 'top up' sessions for school children that have directly support from NPTCC social services, and the schools key stage 2 learn to swim programme.

The previous free swim programmes were very prescriptive in its minimum requirements yet and it can be seen via the feedback from Sport Wales consultation report that learning can be taken from this and developing a focused programme that can support those that need it most. The previous programme only had a 9% uptake for the 60+ population and the original change from paid to fee swimming recorded little change to the actual numbers of 60+ residents taking up swimming.

That said the overall visitor numbers have remained a relative constant and feedback from users is positive with users referencing both physical and social benefits to the free swimming programme. This must be supported within the new criteria.

INSIGHTS

What have you used as your evidence base to support your proposals?

Datahub **Social Value** will be used to show the impact swimming within NPT has on the wider community within both age groups. Through the following factors:

Health wellbeing : CHD stroke; Breast Cancer; Colon Cancer; Diabetes; Dementia; Depression; Reduced GP visits

Educational attainment - <16 only

reduced crime - <16 only

The benchmark for all the above will be the starting point recorded via Datahub on 1st October 2019.

No. of visits – pure number based on the visits annually. Given the change to the criteria this cannot be benchmarked against current programme but will form the standard for future analysis

% of available LTS spaces taken up by LAC. Given the change to the criteria this cannot be benchmarked against current programme but will form the standard for future analysis

Case Studies – staying within GDPR requirements case studies will be collated from Social Services for children taking part in the Free LTS sessions. Has the LTS programme supported the child. Also, applies to 60+ users – what difference (if any) has this programme made to them

Welsh Index Multiple Deprivation – This has been utilised to identify the Lower Super Output Areas (LSOA) across NTPCC that are within the Top 10% Most Deprived LSOA's in Wales.

What are your gaps in evidence and insight?

% uptake for residents within WIMD top 10% or receiving pension credit. This is currently not recorded and as such the initial uptake will then provide a base for future analysis.

Current Learn To Swim programme – We do not record if children in the LTS programmes are taking part in aquatic sessions outside of the programme. This would support SwimWales vision of these children enjoy, participating and learning across a range of aquatic opportunities. This will only work with individual sessions controlled by Celtic Leisure, and NPT group/ If individuals join clubs then neither Celtic or NPTC Group can access that data.

Quality of data regarding unique users for 60+. The current free swim criteria does not require unique id's for users to access the provision.

Latent demand for those in most need of support - current blanket reports from SportWales regarding children and adult participation and interest at a Council level but not drilled down into LSOA to support focus on those most in need

How are you planning on addressing these gaps?

Unique records will be required for 'free' swimming to be provided to 60+ therefore enabling analysis of location (LSOA) or pension credit to support proposal.

Request SportWales provides LSOA data when undertaking School Sport Survey and Active Adults Survey therefore providing a more focused analysis to tailor programmes of support for those most in need

LTS children have their own records within our CRM. Therefore attendance at any Celtic Leisure run additional sessions or public swimming across Celtic Leisure pools will be recorded accurately against each record. This is not possible at Afan Valley Swimming Pool

OVERVIEW

Form your insights and strategic planning, briefly explain the high-level things you will seek to do with the investment and explain how you are going to meet the minimum expectations. If not achieving the minimum expectations, then please outline why and how you will work towards them. Ensuring priority funding split of 60% <16 and 40% 60+

Traditionally grant funding has been awarded to both our partners on visitor numbers. This will continue as we believe it is the fairest way to distribute the funding.

The figures below are therefore indicative.

Celtic Leisure Pools:

Under 16

Implement minimum criteria 1hr per week per pool

Implement additional 2hrs per week per pool during school holidays

Implement free LTS places for children under the care of NPTCC social services. These spaces will vary by site due to programming but looking at approximately 25 spaces across the portfolio. A pathway through the full programme will be offered until a child's completes, moves to a new aquatic discipline or leaves the programme.

Implement free swimming during all public swim sessions for children on our LTS programme.

Allocation 60% of funding = £41k

60+

There is a significant cut in funding for the 60+ programme with Celtic currently allocating over £130k to the 60+ free swim scheme yet moving forward will only have circ. £25k (40% of total funding)

Focus on those that need support the most

Free public swimming sessions throughout the year for all 60+ residents living within a LSOA in the top 10% most deprived in Wales – 12 LSOA in NPTCC

Free public swimming sessions throughout the year for all 60+ residents in receipt of Pension Credit

Each venue will offer one session per week free to all 60+ during off peak times

As per WG instruction, subsidised public sessions will be offered to 60+ users to continue to support access to swimming whilst remaining within the significantly reduced financial support. These will be available as blocks of 10 via a free swim card or monthly direct debit for more frequent users

Allocation 40% of funding = £27k

Neath Port Talbot College Group (Afan Valley Pool)

Afan Valley Swimming Pool will continue to offer free splash sessions throughout the school holiday periods to ensure young children still benefit from the programme, in line with Figure 1.

Figure 1

Positive Action - Proposed Splash Sessions -During School Holidays for under 16's

Day	Time	Hrs
Monday	12.00pm – 2.00pm	2Hrs.
Friday	12.00pm – 2.00pm	2Hrs.
Saturday	9.00am –10.00am	1Hrs.
Total Hours Per Week		5 Hrs.

Afan Valley Swimming Pool will also continue to offer significant free access throughout the week and weekends outside of School holidays in line with figure 2 to ensure that adults (60+) and children still have the opportunity to swim free on a regular basis.

Figure 2

Active Lifestyles – Fee Swimming for Children under 16 and Adults 60 + - weekly

Day	Time	Hrs
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Monday	2.30am – 4.30pm	2hrs
Tuesday	11.30am – 12.30pm	1 hr
Wednesday	3.00pm – 4.30pm	1.5hr
Saturday	9.00am – 10.00am	1hr
Total Hours per week		5.5 Hrs

In line with the requirement to help develop Life skills Afan Valley Swimming Pool will provide free-swimming lessons, stroke techniques, rookie lifeguard and water polo coaching throughout the School holidays in line with figure 3

Life Skills -Proposed Free Structured Sessions

During School Holidays

Figure 3

Day	Time	Class
Monday	2.30pm – 3.00pm	Learn to Swim
Tuesday	2.30pm – 3.30pm	Water Polo
Wednesday	2.30pm – 3.00pm	Learn to Swim
Thursday	2.30pm – 3.00pm	Stroke Technique
Friday	4.00pm – 5.00pm	Rookie Lifeguard

Due to the significant cut in funding, which will ultimately have a detrimental effect on a pool the size of Afan Valley in such a deprived area, all other public swim times will be charged at the reduced concessionary rate (£2.50) to all under 16's and 60+ adults. This is in an attempt to increase the individual's usage by making swimming affordable in such a disadvantaged area. Structured Swimming for 60+ will also be provided through Aqua Aerobics sessions, which will again be charged at the concessionary price to encourage usage and an active lifestyle.

Impact Statistics

- % of users will be measured through the use of the front of house system to accurately record number of users in the different activities. The system allows each individual to be monitored to ensure accurate numbers on how many times (the individual) and in what activity an individual has participated.
- Local Authority statistics on health and wellbeing.
- User and non user Questionnaires annually to – measure the direct impact of the FSI and reasons for non-usage – this data can be used to construct future plans.

Allocation of funding = £7,750 as mentioned previously, traditionally grant funding has been awarded to both our partners on visitor numbers. This will continue as we believe it is the fairest way to distribute the funding.

The figures above are therefore indicative

NEXT 6 MONTHS

Please provide a little more detail on your plans for the next 6 months.

Celtic Leisure

The priority split for this programme has followed SportWales instruction with 60% focused on <16 and 40% focused on 60+

<16

Each site will offer 1 splash session each weekend

Each site will continue to run 2 extra splash sessions per week during the school holiday periods.

Learn To Swim = This will form the significant focus for the <16 programme by supporting those that need it most and removing the 'cost' barrier to participation. By providing free swimming lessons these individuals will have the ability to develop a key life skill, improve their health and wellbeing, improve social skills and follow a pathway to a potential lifetime of enjoying aquatics. Celtic will work with NPTCC social services to offer Looked After Children FREE spaces on our LTS programme. Each site will provide a number of spaces for LAC to access this key life skill Free of Charge as part of the new FSI. Supporting those who wish to take part but face barriers to being active.

Learn To Swim = All children on the LTS programme across all 4 venues will be entitled to access free swimming during all public swimming sessions.

This proposal meets all 3 of the new priorities by providing the opportunities for those who wish to take part in swimming but face barriers to participation, promotes swimming as the key life skill for this group and provides an Active Lifestyle for these individuals with impact measured via as identified in 'insights'.

- **Positive Action** – Priority to be given to those who wish to take part in swimming but face barriers to being active on a regular basis
- **Life Skill** – Promote swimming as a life skill through targeted support for young people 16 years and under
- **Active Lifestyles** – Improve mental and physical health and wellbeing by enabling young people (16 years and under) and older adults (over 60's) to lead active lifestyles through swimming

60+

With the significant reduction in funding for 60+ Free swimming, Celtic are proposing to focus on supporting individuals with the greatest need. Therefore, free swimming will still be offered to all 60+ residents living within the most deprived wards in NPTCC. The definition of the 'most deprived' has been taken from the Welsh Index of Multiple Deprivation (WIMD) which is designed to identify the small areas in Wales that are the most deprived. To be classed as within the 'most deprived' area. The LSOA has to be in the top 10% of the most deprived areas in Wales
There are 12 wards across NPTCC that fall within the top 10%.

LSOA Name (English)	WIMD LSOA Rank
Cymmer (Neath Port Talbot) 2	22
Sandfields West 2	72
Aberavon 4	79
Sandfields East 2	89
Neath North 2	112
Neath East 1	122
Briton Ferry West 1	123
Sandfields West 3	133
Aberavon 3	145
Neath East 2	148
Aberavon 2	166
Gwynfi	177

60+ residents living within these 12 wards will be offered Free Swimming during all public sessions across the Celtic pools. Residents will have to provide 'proof of address' along with proof of ID to receive this entitlement.

To sit alongside this Celtic also proposes to offer Free Swimming for all NPTCC residents in receipt of Pension Credit. Therefore, those with the greatest need for support to help live healthy, active lifestyles receive it.

Sites will still offer 1 free swimming session per week per pool during 'off peak' times as per the recommended approach from WG and provide an opportunity across NPTCC for all 60+ residents to access free swimming.

Due to the significant cut in funding Celtic can only offer limited subsidised swimming opportunities for 60+ residents not in the WIMD 10% or on pension credit.

Normal adult swim is £4.30, Celtic proposal is to offer a subsidised free swim of £2 a session. This will be purchased in a block of 10 swims, via a 60+ Free swim card, which will be £20. (these are valid for 1 year from date of purchase)

For those participating more frequently in swimming a monthly Direct Debit option will be offered also at £20 per month. This will only be available for 60+ as it is significantly subsidised to support 60+ access to Swimming and only valid for free public swimming.

An upfront 6-month and 12-month pass will also be offered

6 months = £120

12 months = £220 (12 months for price of 11)

60+ Structured sessions

There is no stipulation to offer 60+ structured sessions from 1st October 2019 as WG focus is on <16 Free Swimming but Celtic have a number of 60+ structured sessions running each week which we would like to try and continue to support via the new subsidised offer.

The proposal is to charge a nominal fee of £1 per person for the structured activities currently offered to ensure Celtic can afford to continue to provide these vital activities for the community.

This proposal meets the 2 required new priorities by providing the opportunities for those who wish to take part in swimming but face barriers to participation and provides an Active Lifestyle for these individuals with impact measured via Datahub.

- **Positive Action** – Priority to be given to those who wish to take part in swimming but face barriers to being active on a regular basis
- **Active Lifestyles** – Improve mental and physical health and wellbeing by enabling young people (16 years and under) and older adults (over 60's) to lead active lifestyles through swimming.

Evidence base for both <16 and 60+

Datahub **Social Value** will be used to show the impact this proposal has on the wider community within both age groups.

Through the following factors:

Health: CHD stroke; Breast Cancer; Colon Cancer; Diabetes; Dementia; Depression; Reduced GP visits
wellbeing

Educational attainment - <16 only

reduced crime - <16 only

The benchmark for all the above will be the starting point recorded via Datahub on 1st October 2019.

No. of visits – pure number based on the visits annually. Given the change to the criteria this can not be benchmarked against current programme but will form the standard for future analysis

% of available LTS spaces taken up by LAC. Given the change to the criteria this cannot be benchmarked against current programme but will form the standard for future analysis

Neath College (Afan Valley Swimming Pool)

The programme for Afan Valley Swimming Pool will be as above. Data collection will also be as above.

WORKFORCE

If anything, how are you planning on developing the workforce to support your plans?

All site staff at Celtic Sites and the Afan Valley Pool, involved in the delivery of the new programmes will be fully informed how the new programme will operate to ensure smooth customer experience and knowledgeable staff. Training focusing on FoH staff, lifeguards whilst overview for all other site staff to support customer queries

NPTCC Celtic Leisure and NPT Group have worked together to ensure NPTCC officers and members are involved in this programme

Developing swimming teacher upskilling programme with Swim Wales training manager support to improve standard of teaching across all pools via CPD, key skills or new Level ½ courses

COLLABORATION

Who will you be collaborating with, and why, in delivering your proposal, new and old?

Collaboration with NPTCC to develop proposed programme based on new criteria.
Celtic Leisure will be delivering at four swimming pools across Neath Port Talbot.
NPT College Group will be delivering at the Afan Valley Swimming Pool
New collaboration with Social Services within NPTCC
New collaboration with Swim Wales, training manager
Ongoing Collaboration and shared cross boundary planning with South West Wales Regional aquatics group. The Group is working together to develop new free swim programmes, will share best practice and learning as programmes develop

CAPITAL

Please outline how you plan to use the capital investment and the reasoning behind it

Working with NPTCC, Celtic are proposing to utilise the capital investment to improve the customer experience and standards at Pontardawe Swimming Pool and Vale of Neath Leisure Centre. The remaining 2 pools within Celtic's remit are Aberavon Leisure and Fitness Centre – a relatively new pool with modern facilities and a good level of customer feedback regarding the pool, changing rooms and customer experience; and Neath Leisure Centre – NPTCC have recently announced that a new leisure centre will be built in Neath Town Centre to replace this facility. The proposed timeline is for the new centre to be open circa Sept 21 therefore NPTCC and Celtic believe it would not be a viable capital investment to spend the grant money on this venue when it will be replaced in a couple of years.

Pontardawe Swimming Pool is a very well used local community facility and this capital investment will be utilised to modernise the male, female and family changing rooms. Unfortunately, the negative customer experience feedback for this venue is around these changing facilities. Customers provide positive feedback regarding staff, programme delivery, classes but the one area that needs support and this capital funding is key to that is the changing rooms. These are over 40 years old and even though staff work incredibly hard to maintain the standards these changing rooms do not fit for modern users and do act as a barrier to participation.

Female Changing rooms

Supply and fit new cubicles £8,523

New veneered door for wet changing rooms £735

New Vinyl flooring coved including removing tiles and fitting new trims £8,190

Family changing room

New vinyl flooring coved including removing tiles and fitting new trims £4,755

Block single door and tile £375

Renew double doors veneered for wet rooms £1,360

Men's changing room

New Vinyl flooring coved including removing tiles and fitting new trims £10,252

Renew double doors veneered for wet rooms £1,360

New veneered door for wet changing rooms £735

Total £36,285 +VAT

Vale Of Neath Leisure Centre (VON)

To enhance the customer experience and reduce barriers to participation Celtic and NPTCC proposed to redesign the reception area within VON. Currently the reception layout is not user friendly or customer centric. It is often mentioned that 'first impressions count' and this is a perfect example where the Capital funding would enable VON to enhance the customer interaction and engagement at the first point of contact for current and future users.

New reception layout incorporating access points accessible for all users

£9,800 +VAT

Total spend £50,693 (including 10% irrecoverable VAT)

COMMUNICATION

How are you going to communicate and market the opportunities available?

Communications agreed with NPTCC

NPTCC scrutiny meeting 5th September to discuss proposed programme

Submit proposal to SportWales 6th September if NPTCC scrutiny in agreement with proposal

All staff briefing, providing new programme with caveat agreement is still required from SportWales

Communications September via social media, website, direct mailing (email, text) to provide current (and reach future users)

users with new programme information

Communications with NPTCC social services to put in place procedure for free LTS spaces at each venue

Digital marketing via push notifications to current users

Traditional marketing via leaflets and posters across the 4 Celtic swimming pools promoting new programme and requirements for access

Leaflets given to school children at end of each school swimming block promoting new 'free swim' programme

IMPACT

What are your measures of success and how will you measure the impact?

Note: You will be asked to report at 6 month intervals.

Datahub **Social Value** will be used to show the impact this proposal has on the wider community within both age groups.

Through the following factors:

Health: CHD stroke; Breast Cancer; Colon Cancer; Diabetes; Dementia; Depression; Reduced GP visits
wellbeing

Educational attainment - <16 only

reduced crime - <16 only

The benchmark for all the above will be the starting point recorded via Datahub on 1st October 2019.

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% uptake for residents within WIMD top 10% or receiving pension credit.

Case Studies – staying within GDPR requirements case studies will be collated from Social Services for children taking part in the Free LTS sessions. Has the LTS programme supported the child. Also, applies to 60+ users – what difference (if any) has this programme made to them

TIMELINE

Please outline your transition timeline, with key milestones and dates

NPTCC scrutiny 5th September
SportWales submission 6th September
Communications start mid September
CMS updated with new programme for commencing 1st October
Marketing channels updated to support launch for 1st October
New programme will be implemented 1st October for both <16 and 60+
Review after 1 month – what’s working, needs amending, to be discussed at a venue level and with wider collaborate group SWW aquatics. If required action plan developed to support any required changes
Review 5 months – what’s working, needs amending, to be discussed at a venue level and with wider collaborate group SWW aquatics. If required action plan developed to support any required changes

Key Theme: Targeted Sedentary Participation

Focus Area	Proposed Approach	Baseline	Target Outcomes &	Evaluation &	Costs / Budget /
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and Lead Dept & Officer		Information	Outputs	Monitoring	Resource
National Exercise Referral programme					
<p data-bbox="125 459 331 639">Lisa Jones/ Claire Jones Exercise Referral Coordinators</p> <p data-bbox="125 683 331 783">Paul Walker Operations Coordinator</p>	<p data-bbox="403 459 795 603">Supervised physical activity opportunities for those adults with chronic conditions.</p> <p data-bbox="403 646 795 863">Formal 16 week hand over of clients to Celtic Leisure in place. Investigating opportunities for early handover where appropriate.</p> <p data-bbox="403 906 795 1161">Progress and move forward funding agreed. Provide data to assist National coordinator to prove the reduction in NHS costs. (scheme proven to be effective 2010)</p> <p data-bbox="403 1204 795 1299">Deliver new Pulmonary Rehab/Pre Diabetes programme.</p>	<p data-bbox="817 459 1093 820">75% of adult population of NPT sedentary. Recent health and wellbeing strategy highlighted 62% men and 52% women in Wales are overweight or obese.</p>	<p data-bbox="1120 459 1433 676">Agree Nationally Referral Target – 864 1st Consultation - 605 Take Up – 484 16 Weeks – 242 52 Weeks - 121</p>	<p data-bbox="1523 459 1736 783">Monitoring is on 2 levels Number of Participants. Completion rates and those still active at 12 months.</p> <p data-bbox="1523 826 1736 1082">Steering Group meets qtlly. Short reports are provided Quarterly. Annual full report.</p>	<p data-bbox="1767 459 2078 564">£128,500 per annum Welsh Assembly Government</p> <p data-bbox="1767 608 2078 713">£8k contribution from ABMU towards Coordinator Salary</p> <p data-bbox="1767 756 2078 970">£36k Extra funding from ABMU To deliver new Pulmonary Rehab/Pre Diabetes programme.</p>