



# wsa: news

## WSA Launches Updated and Improved Web Site

If you haven't done so already, please visit the Welsh Sports Association at the newly updated web site [www.welshsports.org.uk](http://www.welshsports.org.uk).

The new changes to the site reflect the aims and priorities of the WSA, as set out in the Strategic Plan, and its objective of continuing to be recognised as the definitive independent voice for sport and recreation in Wales.

The web site is now both more accessible and more interactive, allowing you to access information ever more quickly and easily. The WSA hopes you'll find these changes useful and informative and, as a result, visit and use it again and again.

As well as a few changes to the look of

the web site, more features have been added, including:

- Guidance and Governance section
- Discounts Page
- Legal Help line Section
- WSA Publications
- Membership Benefits Pages
- A Faqs Section
- Site Map

If you have any comments or suggestions on the newly updated web site pleased don't hesitate to get in touch with us at [greta.gueresi-leach@welshsports.org.uk](mailto:greta.gueresi-leach@welshsports.org.uk).

*Continued on page 2....*

## Risk Management Workshop for NGBs

Following on from the success of the Risk Management workshop held by the WSA in May 2008, the Association will be holding another session in North Wales for governing bodies on Thursday 20th November 2008 in Plas Menai.

The workshop is designed to give governing bodies a general understanding of the different types of risk that could affect their NGB and the methods of risk management that each should undertake in order to manage and minimise these risks.

After the completion of the workshop, it is hoped each participant will have carried out a risk management process for their governing body, and will have satisfied the requirements of the risk management section of the Sports Council's Self-Assurance process.

Booking for this workshop is essential and if you'd like to reserve a place please call Greta on 0845 846 0020 or e-mail [greta.gueresi-leach@welshsports.org.uk](mailto:greta.gueresi-leach@welshsports.org.uk).



### Migration System

The latest developments...*see page 2*



### Legislative Changes

Updates for October 2008...*see page 3*



### BingoLotto

Introducing the Buddy Scheme...*see page 4*



### Training North Wales 2008/09

New courses available...*see page 5*

# wsa:

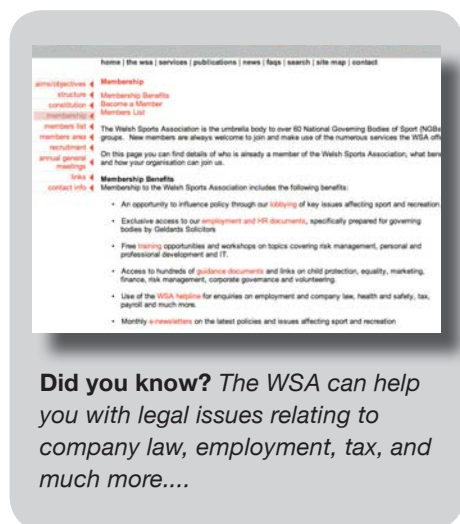
serving welsh sport  
gwasanaethu chwaraeon cymru

.....Continued from page 1 (WSA Launches Updated and Improved Web site)

The updated WSA web site is now more user-friendly, with the addition of new sections to provide you and your governing body with the information you need. Amongst the new features are:

### Membership Benefits

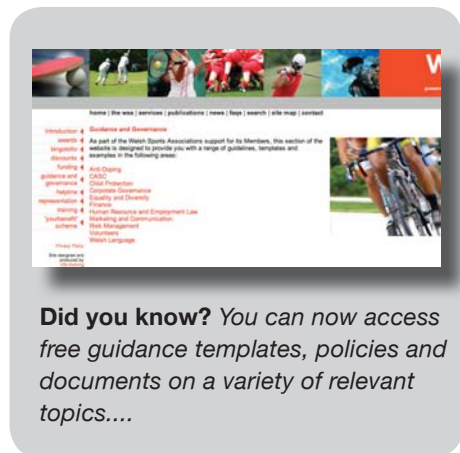
Are you aware of all the benefits you can receive through the WSA membership? A new section has been added that gives you information on all the features available to you including regular newsletters, discounts, training, legal advice, guidance documents and much, much more....



**Did you know?** *The WSA can help you with legal issues relating to company law, employment, tax, and much more....*

### Guidance and Governance

A new section under the 'services' page of the web site has hundreds of free policies, templates and links available on Anti-Doping, CASC, Child Protection, Corporate Governance, Equality and Diversity, Finance, Human Resource, Marketing and Communication, Risk Management, Volunteers and Welsh Language.



**Did you know?** *You can now access free guidance templates, policies and documents on a variety of relevant topics....*

### FAQ's

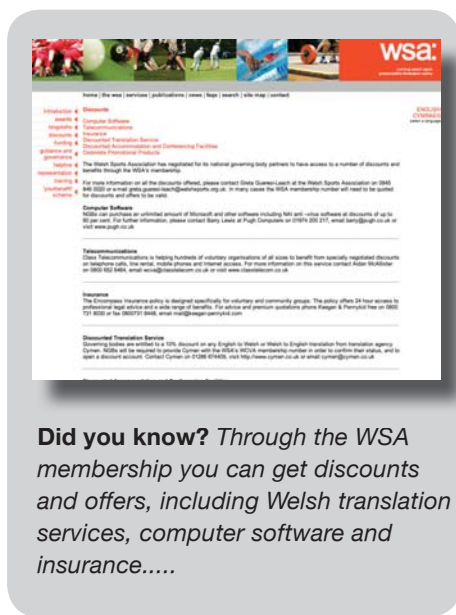
This brand new area of the web site answers some of the most frequently asked questions by governing bodies and the general public, from what funding is available via the WSA to how to how to become a member.

### Site Map

A site map has now been added for quick reference.

### Discounts

The Welsh Sports Association has negotiated for its national governing body partners to have access to a number of discounts and benefits through the WSA's membership. A page has been added to the web site listing all the offers available to members, including discounts on Welsh translation, computer software, accommodation and conferencing facilities and insurance.



**Did you know?** *Through the WSA membership you can get discounts and offers, including Welsh translation services, computer software and insurance.....*

### Member Training

The member training section has been improved and includes all the latest training programmes along with directions to the training centres.

### Publications

All archive copies of the wsa:news, e-newsletter and other documents such as the WSA strategic plan can now be accessed under the 'Publications' section of the web site.

## Points-Based System for Managed Migration and Tier 2 Code of Conduct

**The points-based immigration system is currently being phased in as the means of regulating immigration to the United Kingdom from outside the European Economic Area (EEA). The scheme is composed of five "tiers" which will replace all the previous work permits and entry schemes.**

Tiers 2 and 5 of the system for permanent and temporary residency respectively are due to go live at the end of November. Sports organisations may now apply to be sponsors. The sports visitors visa is also due to come into affect and this will allow those participating in events to enter the UK for up to six months on the £65 visa.

Those entering under Tier 2 will need Governing Body Endorsement (GBE) which will be highlighted through the Tier 2 Code of Conduct. The GBE is set by the governing body and allows sports to regulate the quality of overseas players entering the UK.

CCPR (Central Council for Physical Recreation) and sports organisations have urged the Border Agency to ensure that these standards are in place for short term Tier 5 entrants too.

CCPR has been campaigning hard to prevent a costly and bureaucratic visa system on sports people visiting the UK from outside the EU. CCPR will be continuing to liaise with the Home Office, Border Agency, DCMS and sports to ensure that the codes of conduct reflect the needs of sport and give sports the autonomy to determine the quality of overseas players plying their trade in the UK.



## Legislative Changes for October 2008



**There are several new legislative changes coming into force. These include:**

### Equality Bill

The Government recently published its plans for the Equality Bill in its White Paper entitled "Frame Work for a Fairer Future – the Equality Bill".

The key purpose of the Bill is to harmonise existing discrimination legislation in one Act, however, the Government has taken the initiative to propose other diversity initiatives. These include:

- Increasing transparency in the workplace by requiring public sector employers to publish data; banning gagging clauses in employment contracts; and investigating equality practices;
- Introducing powers to make further regulations outlawing unjustifiable age

discrimination by those providing goods, facilities and services; and

- Enabling employers to take into account under-representation of disadvantaged groups when selecting between two equally qualified candidates.

### National Minimum Wage

The National Minimum Wage increases for 1 October 2008 are:

- Standard (adult) rate (workers aged 22 or over) – £5.73 (rising from £5.52).
- Development rate (workers aged between 18 and 21) – £4.77 (rising from £4.60)
- Young workers' rate (workers aged under 18 but above the compulsory school age that are not apprentices) □ £3.53 (rising from £3.40)

### Companies Act

The Companies Act 2006 is being implemented in stages and all its provisions will have come into force by 1 October 2009. It introduces a number of changes for private companies, including new and existing companies which are charities. The latest announcement confirms that a number of changes will still be implemented on 1 October 2008, including the following:

- Directors' duties are codified;
- Private companies will no longer need to have a company secretary;

- A general scheme of electronic and web based company communications is introduced

For more information please visit [www.companieshouse.gov.uk](http://www.companieshouse.gov.uk).

### Maternity and Parental Leave and the Paternity and Adoption Leave (Amendment) Regulations 2008

Employees who are due to give birth or adopt on or after 5 October 2008 will have the right to the same terms and conditions during additional maternity and adoption leave as employees currently enjoy during ordinary maternity leave and ordinary adoption leave.

### Criminal Justice and Immigration Act 2008

Secondary legislation is to be enacted to grant the Information Commissioner greater enforcement powers for breaches of the Data Protection Act 1998.

The Commissioner will be able to fine for the most serious breaches of the Data Protection Act and the Secretary of State will have the power to increase the existing sanctions for unlawfully obtaining or disclosing personal data (as set out in s.55 of the Data Protection Act) to custodial sentences.

For more information on changes to employment legislation, go to the Department for Business, Enterprise and Regulatory Reform's website's employment matters section at [www.berr.gov.uk](http://www.berr.gov.uk).

## Countdown to UK School Games in Wales



**Wales now take on the mantle of host nation for the 2009 UK School Games**

**and will go into them with a number of defending champions after this year's extravaganza ended with Wales' young athletes picking up medals across a wide range of sports.**

Cardiff, Swansea and Newport will all co-host the three-day multi-event contests, which are used to mirror the Olympics and Commonwealth Games, after Bath and Bristol jointly held the event this time. It will also be a chance for new teenage sporting talent across the Principality

to make their mark for Commonwealth Games selection the following year.

So it is onto Wales next year with the new Leckwith Athletics Stadium in Cardiff, Wales National Pool in Swansea, and Newport's International Sports Village providing the venues for athletes from around the country to congregate and look towards both the 2010 Commonwealth Games and 2012 Olympics.

## BingoLotto Buddy Scheme



In the March issue of the WSA newsletter the Welsh Sports Association announced that it would be receiving funding through the new BingoLotto scheme – a live TV Game, which raises money for sport and the voluntary sector.

The scheme had a trial run in March of this year, selling thousands of tickets through small outlets across the country. At least 20% from each ticket sold in the UK has gone towards benefiting sport. The total money raised for sports so far has been in the region of £100,000, with equal distribution to approximately 100 sporting organisations, including the WSA. The funding received will now be used for the benefit of governing bodies.

Following the trial period earlier in the year, BingoLotto will be returning to our screens early next year with a large, national grocery chain on board to ensure buying BingoLotto Gamecards will be much easier for the public for Series 2 and a greater amount of money will be raised for sport.

From early next year, Sports clubs that are BingoLotto Beneficiaries benefit not just from the proceeds of all ticket sales across the nation, but they can also generate additional money (as much as 40 pence per ticket) directly for their own needs by members and clubs joining the BingoLotto Buddy Programme.

By becoming a BingoLotto Buddy club members will be able to sell BingoLotto Gamecards direct to friends, family and the general public every week of the year and keep 20% of the money raised direct for their club or organisation.

The BingoLotto Buddy Programme is a unique way of empowering BingoLotto's UK beneficiaries to raise substantial funds at club level (in Sweden £900 million was raised at a club level). Individual fundraising / 'appeal' campaigns (eg; "Buy a BingoLotto ticket from our sports club and help us raise money for a new team van") can be developed so that each club has a target for the funds they are raising. Wherever possible, BingoLotto will assist in local press promotion and marketing of these campaigns.

The BingoLotto Buddy Programme for Series 2 will start later this year / early next year, but clubs and members should sign up as soon as possible to assist with planning over the Summer to enable BingoLotto to provide clubs with everything they need in time for the first TV Game.

If you or your club members are interested in finding out more about how the BingoLotto Buddy Programme can benefit your club, please contact Fiona Hortopp on 07747 835 030 or simply send an email: [fiona.hortopp@bingolotto.tv](mailto:fiona.hortopp@bingolotto.tv). Please also visit [www.bingolotto.tv](http://www.bingolotto.tv).

## New Guidelines on Volunteer Management

The UK Workforce Hub has published a new set of standards for the management of volunteers.

The UK Workforce Hub – run by umbrella bodies including the WCVA (Welsh Council for Voluntary Action) – says the new National Occupational Standards will improve the quality of volunteer management.

The 151–page document lists things managers should do to promote volunteering, recruit and manage volunteers and manage themselves. The hub wrote the guidelines after asking volunteers and managers to submit their opinions online.

To view the document please visit <http://www.ukworkforcehub.org.uk/DisplayPage.asp?pageid=12457>.

## Web sites for Voluntary Organisations

**Could your organisation benefit from having a web site? Do you already have a web site, but are thinking about improving it? If the answer to either of these questions is 'yes' then you may be interested in learning more about a brand new service from WCVA (Welsh Council for Voluntary Action).**

Since last year WCVA, in collaboration with one of Wales' leading companies, has developed a web site development package called 'WebSpring' which has been adapted specifically to provide voluntary organisations with cost-effective, professional web sites.

WebSpring web sites have a modern look and feel and can incorporate any existing branding. Bilingual sites can be created and include the following sections: news, jobs/volunteering, training, events, search, interactive forum, links, frequently asked questions, resources, documents and images, newsletter sign up and site map. To view an example web site and see how WebSpring looks, visit [www.webspring.org.uk](http://www.webspring.org.uk).

If you would like to find out more about WebSpring please contact Mark Condron on 029 2043 1700 or email [webspring@wcva.org.uk](mailto:webspring@wcva.org.uk).

## Latest Training Courses for NGBs in North Wales



**A new training programme for North Wales has been published and courses for the rest of the year are listed to the right.**

Courses have been organised through Business Point at Llandrilo College in Colwyn Bay and all training is free to governing bodies.

For further information on the courses and to find out more on those being held in South Wales please visit [www.welshsports.org.uk/training.asp](http://www.welshsports.org.uk/training.asp).

To make a booking please contact Greta on 0845 846 0020 or email [greta.gueresi-leach@welshsports.org.uk](mailto:greta.gueresi-leach@welshsports.org.uk).

### November 2008

Excel (Introduction)	13th
Image Matters	14th
Publisher	20th
Change Management	20th
Time Management	21st
Excel (Advanced)	27th

### December 2008

Word (Intermediate)	4th
The 'M' Word	10th
Telephone Service Skills	12/19
Introduction to Employment Law	12th

## Football CASC Receives £4,832 in Gift Aid

**The Welsh Sports Association recently assisted Club Charity, a Cwmbran-based online company, and Unity Trust Bank to present Cwmbran Celtic AFC with the first Gift Aid cheque in Wales.**

The WSA has been helping promote the work of Club Charity, who provide assistance and information to CASC's (Community Amateur Sports Clubs) in taking advantage of tax breaks offered by HM Revenue and Customs. There are currently over 160 registered CASCs in Wales and the number is growing every month.

Cwmbran Celtic began working closely (in December 2007) with Club Charity to modernise their club fundraising methods and to maximise their potential as a CASC. The result has made a major impact on the club's finances.

Club Charity was able to secure an additional £3,500 worth of rate relief for the club and the club has also raised in excess of £12,000 of donations online. Added to all this the club has now banked nearly £5,000 in Gift Aid!

The Gift Aid presentation took place at the Welsh Institute of Sport (Sophia Gardens) in Cardiff in August 2008 and the club's manager, Malcolm Jarrett, said at the event:

*"I must admit I had a sceptical committee to deal with at first, but Club Charity and Unity came through for us and the club is*

*now in a much healthier financial position!"*

David Wilkinson, from Club Charity, explains how the system works: *"The Minister of Sport has encouraged sports clubs to promote sport in the community and as a reward offers a massive 80% mandatory rate relief funded from central government at no cost to the local authority or the rate payer.*

*"CASCs are entitled to an attractive 25% enhancement added by the HM Revenue and Customs on every £1 donated by UK taxpayers.*

*"Unfortunately, clubs often miss out on this extra income because it is time-*

*consuming and too expensive to process the paperwork on small donations.*

*"Many CASCs also do not realise that gift aid can be reclaimed on donations going back to when they first registered."*

Recent research by Club Charity has revealed that even the smallest CASCs are thousand of pounds worse off because they are not taking advantage of the Tax breaks on offer to CASCs.

For more information on Club Charity, and how they can help clubs to become CASCs and claim gift aid contact David Wilkinson on 01633 480194 or visit [www.clubcharity.co.uk](http://www.clubcharity.co.uk).



## Chief Executive Profile



**Name:** Steve Lloyd

**NGB:** Basketball Wales

**Position:** Chief Executive

### Hobbies/Interests:

I love to keep fit and have completed 10 London Marathons, often beaten by a string of lottery balls or a large banana! Playing golf with my two sons is a real treat and holidaying in the US with my wife are the highlights of the year. I enjoy raising money for Muscular Dystrophy and to see the benefit that the research brings is very rewarding. Providing electric wheelchairs for those less fortunate is a humbling experience.

### Career Route

I started out as a specialist physical education teacher in secondary schools

and then went on to work in primary schools as an advisory teacher. Worked as an LEA adviser/inspector in Essex, London, West Glamorgan, Ceredigion and Carmarthenshire. Also worked as a senior lecturer in UWIC and as an Estyn inspector. President of BAALPE in 2002 and the Institute of Expert Witnesses 2007. Appointed as CEO Basketball Wales in April 2008.

### Main challenges facing your organisation:

Developing the current organisation from a voluntary run association, into a modern high profile sports business, with sound governance, an extensive domestic programme and a successful international profile. There are many committed and knowledgeable people in Welsh basketball and we need their support as we develop our portfolio of activities. The potential of basketball is immense, you only have to look at the NBA and FIBA Europe to see what could be possible. The recent 5/60 schools audit has identified basketball as the most popular sport that children want to play.

### Things you enjoy most about your job:

The people and developing the possibilities.

### Things you least enjoy:

Nothing really, I enjoy everything so far. The time it takes to make things happen is a frustration, but this is the same in most jobs.

### Grant one wish, what would it be?

Apart from winning the lottery, (you could make a lot of things happen very quickly then!) it's a simple choice. Having travelled in Africa, the most obvious wish would be for no one in the world to be hungry or thirsty.

### What three words best describe you?

In my mind, tall, handsome and rich! In reality, probably hard working, studious and positive.

### Youngster from your sport to look out for in the future?

Probably the one that has not been spotted so far. We need to look for the children who have the best natural ability and the natural mental toughness that is required to succeed, excellent coaching can do the rest. Michael Phelps and Kobe Bryant will have inspired many young athletes to try and emulate them, as will have Nastia Liukin and Christine Ohuruogu.

### Best advice you ever received?

In a sporting context, "first is first and second is nowhere" and "when you are not practising someone else is and when you compete against them they will beat you" In a professional context, "always go the extra mile, it always pays in the end" In a personal context, "place your family at the heart of your life, nothing is more important".

## Congratulations to Welsh Olympians



**The Welsh Sports Association and its board members would like to congratulate the whole of Team GB, in particular those**

**Welsh athletes who made a fantastic effort in securing medals in Beijing.**

There were Olympic medals in rowing for Tom James, 24, from Coedpoeth, Wrexham, and the youngest member of the Team GB rowing squad, Tom Lucy, 20, who trained at Monmouth School.

Their medals added to the gold of Nicole Cooke, from Wick, Vale of Glamorgan, in the women's road race on the games' first

weekend. The gold for Geraint Thomas, of Cardiff, made Beijing the most successful games for Welsh athletes for 88 years.

This is a truly inspirational achievement and the athletes success has captivated many as people now look forward to the Games in 2012.