



ANNUAL REPORT
ADRODDIAD BLYNYDDOL
2020



FOREWORD – RHAGAIR

Beverley Lewis
Chief Executive Officer
Prif Swyddog Gweithredol

In such a disrupted year, I would like to use this foreword to recognise the many people who have supported Welsh Triathlon throughout 2020. Business and personal lives have been badly affected by the Covid-19 pandemic, but in supporting triathlon you have helped unite our community by keeping people positive, healthy, and active.

I have seen some great examples of collaboration between individuals, clubs, and event organisers, such as virtual competitions and Club X-Over activity, whilst membership and event forums have brought us together. We have experienced an increase in engagement within the Welsh Triathlon community as we have striven to keep members and stakeholders informed through the changing guidance and Welsh Government position for sport. This will help us shape our direction going forward as we continually endeavour to add value to our membership offer.

As part of the wider sports sector's approach to support the Welsh Government with its phased return to sport, Welsh Triathlon has been active across the Sport Wales Recovery Groups and was able to deliver the Welsh Government Phase 1 Test Event at Pembrey. This event demonstrated how sport could be facilitated safely, and highlights that our sport specific guidance is practical and ready to assist a return to competition once the wider environment is deemed safe.

This year especially, the role of the board has been crucial in leading the organisation. This leadership has been maintained despite each volunteer director managing their own commitments through the crisis, during lockdown and recovery. I would like to thank each director for their time and energy over the last year. I would also like to thank

Hoffwn ddefnyddio'r rhagair yma i gydnabod y nifer sydd wedi cefnogi Triathlon Cymru trwy gydol y flwyddyn heriol yma. Mae bywydau personol a phroffesiynol nifer ohonom wedi cael eu effeithio, ond trwy eich cefnogaeth parhaol, rydych wedi uno ein cymuned gan gadw pobl yn bositif, yn iach ac yn weithredol.

Rwyf wedi gweld esiamplau ardderchog o gydweithio rhwng unigolion, clybiau a threfnwyr digwyddiadau yn ystod y cyfnod-clo. Mae yna nifer o weithgareddau newydd wedi datblygu, ac mae'r fforymau aelodau a digwyddiadau wedi cadw pawb yn gysylltiedig. Rydym wedi gweld cynnydd ymgysylltiedig ar draws y gymuned triathlon trwy gydol y flwyddyn, wrth i ni ddosbarthu'r wybodaeth gyfoes o Lywodraeth Cymru, at ein haelodau a phartneriaid ynglyn â safle'r tirwedd chwaraeon. Mae'r holl waith yma yn mynd i fod yn gymorth enfawr wrth i ni symud ymlaen gyda'n gilydd.

Fel rhan o'r sector chwaraeon eang, rydym wedi cefnogi Llywodraeth Cymru gyda'i gynllun fesul cam, wrth i'r campau ddychwelyd. Mae Triathlon Cymru wedi bod yn brysur ar draws y grwpiau adferiad gwahanol, a hefyd, fe wnaethom ni gyflawni digwyddiad arbrofol llwyddiannus ym Mhenbre. Fe ddangosodd hyn fod Triathlon ar aml- gampau gwahanol yn barod i ddychwelyd unwaith fod y Llywodraeth yn ystyried fod y tirwedd yn ddiogel.

Eleni yn enwedig, mae arweiniaeth y bwrdd a'r cyfarwyddwyr gwahanol wedi bod yn hynod o bwysig wrth iddynt gefnogi'r cwmni. Er bod pob un ohonynt yn gwirfoddoli, dangoswyd arweiniaeth trawiadol wrth iddynt reoli materion personol a masnachol trwy gydol y cyfnod heriol. Hoffwn roi diolch i bob un ohonynt am eu egni a'u ymrwymiad.

the directors who have left during the year for their time and expertise: Sarah Williams, Marc Jenkins and Tom Overton.

We have had a change in the Chair of the Board this year. I would like to thank Paul Tanner, who stepped down in June for the four years he led the Board.

In September, we were very pleased to welcome Professor Martin Kitchener to the Board as our new Chair. Martin, a Professor at Cardiff University's Business School, has already been heavily involved in our work. He has made revisiting the organisation's strategy his priority as we look to the future of multi-sport.

This foreword would not be complete without recognising the dedication of our staff. The team at Welsh Triathlon continues to work tirelessly to plan new ways to engage with membership during the pandemic. They have ensured robust guidance is in place for the safe return of activity, and they are supporting our pathway athletes to maintain training and fitness.

The development team, furloughed in April, returned to deliver the Test Event in just two weeks, supported by local event organisers and club members. A phenomenal achievement. A huge thanks to all those who supported the delivery and to those who took part.

The performance team, led by Louis Richards, provided ongoing advice and support to athletes across the pathway and worked with the Elite Sport Recovery Group so our performance centre athletes could return to training as part of the first cohort in Wales.

I am going into next year feeling confident that, with your continued support, Welsh Triathlon can finish 2020/2021 financially secure and be able to use the learning from this year to plan for future growth of the organisation.

Thank you for your support.

Hoffwn hefyd ddiolch i'r cyfarwyddwyr a wnaeth ymadael yn ystod y flwyddyn, am eu hamser ac ymdrechion: Sarah Williams, Marc Jenkins a Tom Overton.

Hoffwn hefyd ddiolch i Paul Tanner am ei waith dros y bedair blynedd diwethaf. Fe wnaeth Paul ymadael safle'r Cadeirydd ym mis Mehefin ar ôl iddo arwain y mudiad trwy gyfnod cyson o dyfiant.

Ym mis Medi, croesawn yr Athro Martin Kitchener i'r Bwrdd fel ein Cadeirydd Newydd. Yn Athro yn Ysgol Fusnes Prifysgol Caerdydd, mae wedi bod yn gyfnod prysur wrth iddo i ddod i adnabod y tirwedd. Un o'i flaenoriaethau yw i ail-gynllunio strategaeth wrth i ni adeiladu tua'r dyfodol.

Ni fyddai'r rhagair yma wedi ei gyflawni heb gydnabod ymdrechion y staff. Mae'r garfan gyfan o hyd yn gweithio'n ddiflino, wrth iddynt gynllunio ffyrdd newydd o gysylltu gyda'n partneriaid yn ystod y cyfnod yma. Maent wedi cynllunio dogfennau cymorth wrth i weithgareddau ddychwelyd, tra hefyd yn cefnogi ein hathletwyr wrth iddynt ymarfer a pharatoi i gystadlu.

Hoffwn roi diolch i bawb a wnaeth gefnogi'r digwyddiad arbrofol ym Mhenbre. Roedd yn gyflawniad rhagorol gan yr Adran Ddatblygiant, wrth iddynt gyflawni'r dasg o fewn pythefnos, yn enwedig ar ôl bod i ffwrdd trwy gydol y cyfnod clo cyntaf.

Fe wnaeth yr Adran Berfformiad weithio'n gyson drwy gydol y cyfnod clo, wrth iddynt gefnogi'r holl athletwyr ar draws ein llwybrau talent gwahanol. Gweithiwyd hefyd gyda'r Grwp Adfer Chwaraeon Elite, er mwyn sicrhau bod athletwyr Triathlon Cymru ymhlith y cyntaf yn ôl i ymarfer yng Nghymru.

Rwy'n hyderus, gyda'ch holl gefnogaeth, y gall Triathlon Cymru orffen y flwyddyn mewn safle ariannol diogel, a gallwn ddefnyddio'r holl wersi gwahanol o 2020 i ddychwelyd i gyfnod o dyfiant dros y blynnyddoedd i ddod.

Diolch am eich gefnogaeth.



WELCOME - CROESO

Prof. Martin Kitchener
Chair of the Board
Cadeirydd y Bwrdd

Hello, and welcome to the Welsh Triathlon Annual Report for 2020; a year that has proven to be the most challenging since our inception. With this in mind, I would like to thank all our members, staff, directors and everyone concerned with our sport for their hard work, good humour, and patience during what has been, and continues to be, a very difficult time.

Despite this, there are many reasons to be confident of better days ahead. Before the pandemic, Welsh Triathlon started the year with strong growth in participation, excellent events, and encouraging performances. Then COVID-19 struck.

With adversity acting as the mother of invention, I am very proud of the collaborative work undertaken by Welsh Triathlon staff with a wide range of stakeholders to promote the interests of our sport, and to deliver exciting innovations including club forums, virtual Zwift competitions, and Club X-Over activity.

I am confident that the creative professionalism of Welsh Triathlon and your continued support will provide a sound basis from which we can emerge from this crisis by building back even stronger, helping us all return to doing what we love: swimming, cycling, and running.

Best wishes

Martin

Helo a chroeso i adroddiad blynyddol Triathlon Cymru am 2020; heb amheuaeth, blwyddyn heriol i bawb. Hoffwn roi diolch i'r holl aelodau, staff, cyfarwyddwyr a phawb sydd yn gysylltiedig gyda'r gamp, am eu gwaith caled, hiwmor a'u hamynedd drwy'r holl anhawster.

Er gwaethaf hyn, mae yna nifer o resymau i fod yn hyderus am y dyfodol. Cyn i'r pandemig fwrw, gwelwyd tyfiant cyson drwy'r aelodaeth, cynydd safon a nifer ddigwyddiadau gwahanol dros Gymru, a pherfformiadau calonogol gan ein hathletwyr.

Rwy'n falch am y cydweithio, dychymyg ac amrywiaeth a ddangosir gan staff Triathlon Cymru, wrth iddynt hysbysebu a hyrwyddo ein buddiannau gwahanol gyda'n rhanddeilaid. Maent wedi gweithio er mwyn datblygu rhaglenni gwahanol, y 'Club X-Over' er enghraifft, yn ogystal â gweithio gydag eraill er mwyn rhedeg cystadlaethau rhithiol.

Fel Cadeirydd Triathlon Cymru, rwy'n hyderus, trwy waith creadigol a phroffesiynol, gyda chefnogaeth ein haelodau, fe wnawn ni ailadeiladu'n gryfach wedi'r cyfnod yma, a wnewn ni gyd ddychwelyd i'n hoff gampau: Nofio, Seiclo a Rhedeg.

Cofion Gorau

Martin.

DIRECTORS OF WELSH TRIATHLON APPOINTED

CYFARWYDDWYR PENODEDIG TRIATHLON CYMRU

Paul Tanner	Chair	Appointed 13 th January 2016 post AGM, 3 year appointment, ending January 2019, Re-elected for a further 3 years January 2020 (representation on BTF Board of Directors). Resigned 17 th June 2020.
Professor Martin Kitchener	Chair	Appointed to the Board September 9 th September 2020, 3 year appointment ending September 2023
Jon Blakemore	Director of Finance	Appointed 1 st March 2015, 3 year appointment, ending March 2018, appointed for further 3 years ending March 2021
Marc Jenkins	Director for Performance	Appointed January 2017, 3 year appointment ending January 2020. Resigned from the Board 12 February 2020
Sarah Williams	Director for Equality and Diversity	Appointed 13 March 2019, 3 year appointment ending April 2022, Resigned from the Board 20 December 2019
Claire Lane	Director of Children and Young People	Appointed 13 March 2019, 3 year appointment ending April 2022
Llyr Roberts	Director for Governance	Appointed 5 th August 2015, 3 year appointment, ending 2018, Further 3 year appointment ending August 2021
Parul Patel	Director of Communications	Appointed 13 th March 2019, 3 year appointment ending 2022 *Also a member of BTF's Quality, Diversity & Inclusivity Committee
Bethan Mitchell	Director of Safeguarding	Appointed to the Board 9 th April 2020, 3 year appointment ending April 2023
Luke Organ	Director for Business and Commerce	Appointed 13 th March 2019, 3 year appointment ending April 2022
James Leavesley	Director of Age Group	Appointed 27 th March 2020, 3 year appointment ending March 2023
Greg Garner	Director of Performance	Appointed 9 th April 2020, 3 year appointment ending April 2023
Tom Overton	Director of Development	Appointed 11 th May 2014, 3 year appointment ending May 2017. Further 3 year appointment ending May 2020. Retired 11 th March 2020
Kate Evans	Director of External Affairs	Appointed 27 th March 2020, 3 year appointment ending March 2023
Beverley Lewis	Executive Officer	Appointed 11 th March 2015, ongoing due to nature of office



PERFORMANCE TEAM ADRAN PERFFORMIAD

Louis Richards
Head of Performance
Pennaeth Perfformiad

I am pleased to report another year of growth & development within the performance programme despite the challenges presented by COVID-19.

During the 2019 winter period the Development Academy programme took another step forward in its development with a series of camps across Wales in collaboration with Triathlon England. The National Triathlon Performance Centre Wales (NTPCW) provided the daily training environment for Welsh Commonwealth Games hopefuls, and some of the UK's best up and coming triathletes.

The performance programmes adapted quickly to changing COVID-19 imposed regulations, ensuring athletes across the programmes continued to be supported, and when possible were brought back into daily training environments in a safe manner.

Highlights from the 2019/2020 year include:

- 50 hours of virtual activity for our WDA athletes, including the first-ever virtual training days.
- NTPCW athletes delivering some impressive hours on Zwift.
- The development of an athlete profiling tool that will allow more informed athlete support decisions.
- Support to our elite athletes with a phase 1 return to training for the NTPCW in October.
- Having our highest level of applications to the NTPCW for the 2020-21 season.

With COVID-19 restrictions regularly changing and the country looking to understand the 'new normal', our focus going forward is on recovery and development.

Rwy'n falch iawn i gyhoeddi flwyddyn arall o ddatblygiad a thyfiant tu fewn i'r rhaglen perfformiad, er gwaethaf yr holl heriau a brofwyd oherwydd y coronafeirws.

Yn ystod cyfnod y gaeaf yn 2019, fe ddatblygodd yr Academi Ddatblygiant un cam ymhellach, gan weld cynydd yn y nifer o gampau a gynhelir ar draws Gymru. Fe wnaeth NTPCW ddarparu amgylchedd a alluogodd athletwyr gemau Gymanwlad Cymru, yn ogystal â rhai o driathletwyr gorau newydd Prydain, i gallu ymarfer bob dydd,

Fe addasodd y rhaglenni perfformiad yn gyflym gyda'u hymateb i'r coronafeirws, drwy sicrhau fod athletwyr ar draws y rhaglen yn parhau i dderbyn cefnogaeth, ac yna i'w atgyfannu i'r amgylchedd ymarfer dyddiol, pan yr oedd yn addas ac yn ddiogel i'w wneud.

Uchafbwyntiau o'r flwyddyn 2019/2020:

- 50 awr o ymarfer ar-lein ar gyfer ein
- hathletwyr WDA, yn cynnwys y diwrnodau ymarfer ar-lein cyntaf erioed.
- Athletwyr NTPCW yn cyflawni oriau trawiadol ar Zwift.
- Datblygiad teclyn proffilio, a fydd yn galluogi penderfyniadau mwy gwybodus o ran cymorth athletwyr.
- Cefnogaeth i'n hathlewyr elitaidd gyda'r cymal cyntaf yn dychwelyd i ymarfer ar gyfer y NTPCW ym mis Hydref.
- Derbyn ein nifer uchaf o ymgeiswyr i'r
- NTPCW ar gyfer 2020/2021

Gyda cyfyngiadau COVID-19 yn newid bob dydd, mae pawb yn medru ailddarganfod beth sydd yn 'arferol,' ac ein ffocws ar hyn o bryd yw i ganolbwyntio ar ailgodi a datblygu.

In collaboration with partners, the full NTPCW squad of athletes is back training across swim, bike, and run. Work continues with British Triathlon, Sport Wales, Cardiff University and Cardiff Metropolitan University on the development of the performance centre, with plans for future growth across all aspects of the NTPCW programme.

An extensive review and development of the pathway programme led to further improvements to develop greater inclusivity and engagement.

Next season presents the opportunity for the best Welsh triathletes to secure a nomination for the 2022 Birmingham Commonwealth Games. There are strong contenders across both the male, female, and para-tri categories. These athletes will be supported by the Welsh Triathlon Performance Programme with the aim of producing well prepared athletes for these games which will be delivered on our doorstep.

Whilst undoubtedly a challenging 12 months lies ahead, the performance team is looking forward to delivering our goal to see its athletes performing on the world stage.

Mewn cyd-weithrediad a phartneriaid, mae'r holl garfan NTPCW yn ôl yn ymarfer ar draws y disgyblaethau nofio, seiclo a rhedeg. Rydym yn parhau i weithio gyda Triathlon Prydain, Chwaraeon Cymru, Prifysgol Caerdydd a Phrifysgol Metropolitan Caerdydd i ddatblygu'r ganolfan perfformiad, gan gynllunio ar gyfer tyfiant yn y dyfodol, ar draws holl agweddau rhaglen NTPCW.

Fe wnaeth adolygiad trylwyr a datblygiant y llwybr talentog arwain tuag at welliannau pellach, gan wella cynhwysiant ac ymgysylltiad y rhaglen.

Bydd y tymor nesaf yn rhoi cyfle i driathletwyr gorau Cymru i gael eu henwebu ar gyfer Gemau'r Gymanwlad yn Birmingham yn 2022. Mae yna gystadleuwyr gwych ar draws y categorïau dynion, menywod a 'para-tri.' Mi fydd yr athletwyr hyn yn derbyn cefnogaeth gan Rhaglen Perfformiad Triathlon Cymru gyda'r nôd o greu athletwyr sydd yn barod ar gyfer y gemau a fydd yn cael eu chynnal dros y ffin.

Tra bod blwyddyn heriol tu hwnt o'n blaenau, mae'r tim perfformiad yn gweithio tuag at ein nôd, sef i weld ein athletwyr ar lwyfan y byd.



Vicky Johnston

Development Coach

Hyfforddwr Ddatblygiedig

Welsh Development Academy

Creating a pathway for athletes in Wales that is inclusive, engaging, and effective is a key priority for Welsh Triathlon.

The yearly review of the performance pathway highlighted opportunities to evolve the Welsh Triathlon Academy model to achieve the following objectives:

- Providing more opportunities at a regional level to athletes and coaches.
- Creating a better selection and identification process through youth age group categories.
- Providing more bespoke support to junior athletes, specifically to help them shape their daily training environments effectively.

The following were put in place to achieve these objectives:

- A regional training day programme (RTD) with the goal of delivering 3-4 days of activity in each of the regions (North, West & South) for athletes aged 12-16.
- An opportunity to engage and support coaches in each region with additional coach development opportunities.
- Split the Welsh Development Academy into a Transition and Development Squad.
- A new selection process using the new profiling tool that covers a much wide range of technical and physiological criteria.
- Provision of multiple entry points into the Academy programme.
- Academy camps delivered across Wales each with a clearly defined focus.

Academi Ddatblygiedig Cymru

Mae creu llwybr cynhwysol, atyniadol effeithiol ar gyfer ein hathletwyr yn allweddol i ni yma yn Triathlon Cymru.

Fe wnaeth adolygiad blynyddol y llwybr perfformiad uwchleuo cyfleoedd i ddatblygu model yr academi er mwyn cyrraedd y nòdau canlynol:

- Darparu mwy o gyfleoedd rhanbarthol i athletwyr a hyfforddwyr.
- Creu proses detholu ac adnabyddiaeth gwell trwy'r grwpiau ieuencid.
- Darparu cefnogaeth mwy personol ar gyfer athletwyr ifanc, er mwyn eu helpu i lunio amgylchedd ymarfer dyddiol yn effeithiol.

Dyma beth a roddir, er mwyn cyflawni y nòdau uchod:

- Rhaglen o ddiwrnodau hyfforddiant rhanbarthol, gyda'r nòd o ddarparu 3-4 diwrnod o weithgaredd ym mhob un rhanbarth (Y Gogledd, y Gorllewin a'r De) ar gyfer athletwyr 12-16 oed.
- Cyfle i ymgysylltu a chefnogi hyfforddwyr o bob rhanbarth gyda cyfleoedd i ddatblygu hyfforddwyr ychwanegol.
- Rhannu Academi Ddatblygiedig Cymru i ddau garfan, carfan Trosglwyddo a charfan datblygiad.
- Proses detholu newydd, sy'n defnyddio'r teclyn proffilio newydd, sydd yn cynnwys amrywiaeth eang o feini prawf technegol a ffisiolegol.
- Darparieth nifer o gyfleoedd i fynegu'r rhaglen Academi.
- Campiau Academi wedi eu cynnal ar draws Cymru, pob un ohonynt â ffocws clir.

Adaptations of plans and athlete support was implemented during the national lockdown, culminating in Welsh Triathlon’s first-ever virtual training day in May which saw 40 young athletes engage in a range of activities.

The easing of restrictions for organised sport by the Welsh Government meant the delivery of three RTD’s in September. Feedback for these days has been overwhelmingly positive.

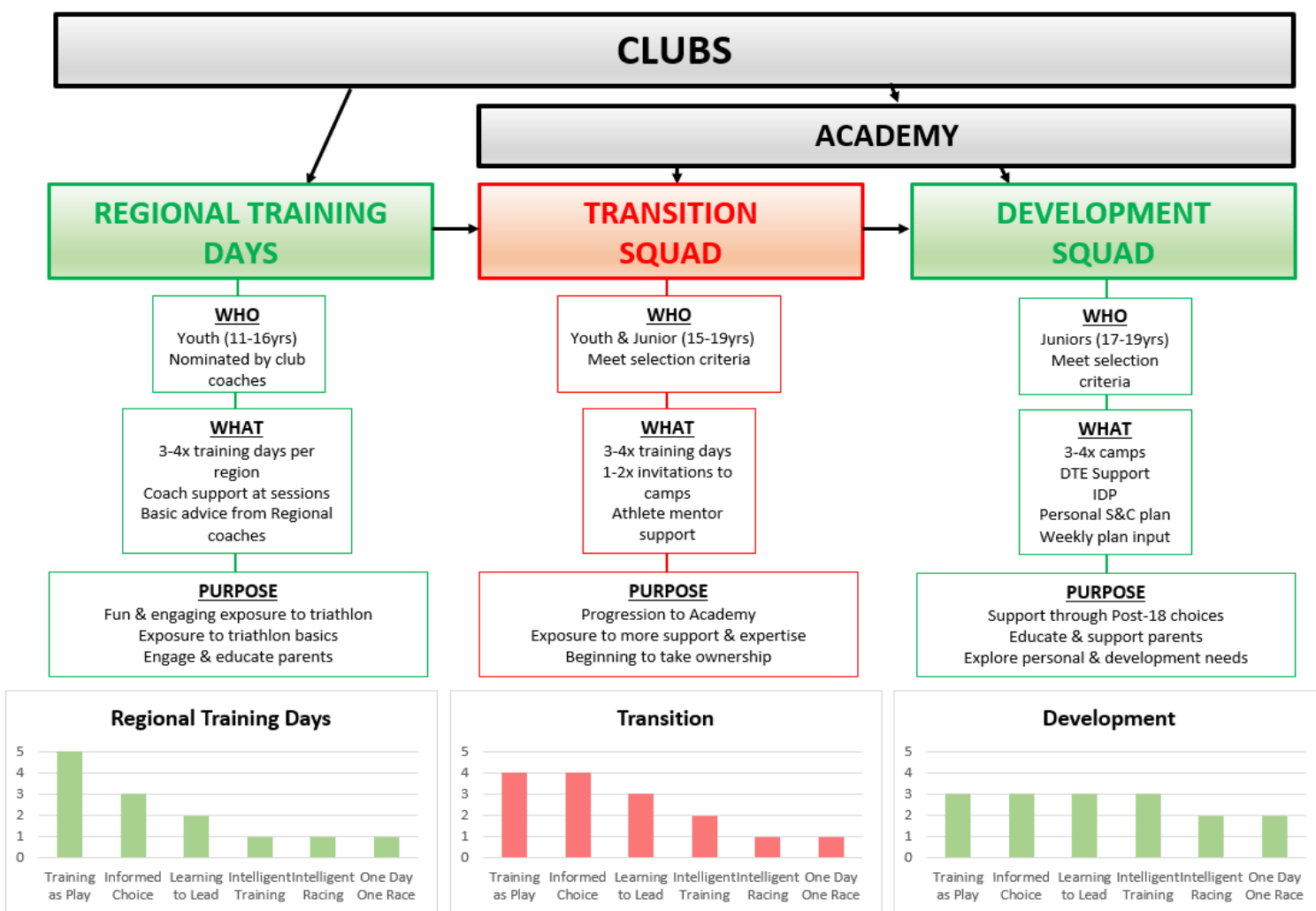
Building on the learning we have taken from the year so far, we will be using a mixture of virtual and adapted, ‘on the ground’ activity, to allow delivery of a full program of pathway activity through 2021.

Flexibility has been fundamental to our success, and we will continue to adapt in order to support young athletes across Wales.

athletwyr yn ystod y cyfnod clo. O ganlyniad, fe welsom ein diwrnod hyfforddi ar-lein cyntaf ym mis Mai, gyda 40 o athletwyr ifanc yn cymryd rhan dros wahanol weithgareddau.

Darparwyd 3 diwrnod hyfforddiant rhanbarthol ym mis Medi, o ganlyniad i’r mesuriadau cyfnod clo sy’n gysylltiedig a chwaraeon i ymlacio. Mae’r adborth ar gyfer y diwrnodau hyn wedi bod yn hynod o bositif.

Mae’r gallu i fod yn hyblyg wedi bod yn allweddol i’r llwyddiant eleni, ac mae yna lawer o bethau wedi eu cynllunio er mwyn galluogi gweithgareddau amrywiol ar draws y rhaglen perfformiad trwy 2021.





Luke Watson

Performance Coach

Hyfforddwr Perfformiad

Welsh Performance Programme

The purpose of the Welsh Triathlon Performance Programme (WTPP) is to support athletes working towards being selected onto the British World Class Programme, as well as being nominated for the upcoming 2022 Commonwealth Games.

After the conclusion of the 2019 season, Welsh Triathlon selected eight athletes onto the WTPP. With COVID-19 preventing any meaningful racing opportunities this year the staff team continues to support the squad with winter training opportunities at the performance centre in Cardiff or as required, remotely.

Consistency is fundamental to top level performance and the WTPP had to adapt at short notice to ensure athletes got the support they needed via virtual methods during the lockdown period.

By working closely with the Welsh Government, as part of the Elite Sports Group, Welsh Triathlon has been able to support athletes with a return to training. Athletes initially trained in Newport and then returned to the performance centre in Cardiff. Protocols and processes that allowed the provision of a safe training environment for elite athletes were developed and communicated.

Welsh Triathlon was able to support Birmingham 2022 hopeful, Rhys Jones, to attend two British Triathlon Intelligent Race Days at Mallory Park in Leicester. The days were led by the British para triathlon team and allowed athletes to get some much-needed race day practice with their guides and support staff in a COVID-19 secure environment.

Rhaglen Perfformiad Cymru

Pwrpas y Rhaglen Perfformiad (WTPP) yw i gefnogi athletwyr sydd yn anelu i gael eu dewis ar gyfer y rhaglen Brydeinig, yn ogystal â chael eu enwebu ar gyfer Gemau'r Gymanwlad 2022.

Ar ôl gorffen ein cyfnod ymarfer yn 2019, fe wnaeth Triathlon Cymru ddewis 8 o'i athletwr ar gyfer yr WTPP. Gyda COVID-19 yn atal unrhyw gyfleoedd cystadlu pwysig eleni, bydd y staff yn parhau i gefnogi'r garfan gyda chyfleuoedd hyfforddiant trwy'r gaeaf yn y ganolfan perfformiad yng Nghaerdydd, a hefyd ar-lein os oes angen.

Mae cysondeb yn angenrheidiol er mwyn gwella perfformiad, ac roedd rhaid i'r WTPP addasu'n gyflym er mwyn sicrhau fod ein hathletwyr yn derbyn y cymorth a oedd angen yn ystod y cyfnod clo, drwy ddefnyddio dulliau rhithiol.

Trwy weithio'n agos gyda Llywodraeth Cymru, mae Triathlon Cymru wedi gallu dychwelyd i'w gweithgareddau. I ddechrau fe gafodd athletwyr hyfforddiant yng Nghasnewydd, ond eisioes dychwelwyd i'r ganolfan perfformiad yng Nghaerdydd. Cafodd protocolau a phrosesau eu datblygu er mwyn sicrhau amgylchedd ymarfer diogel i'r athletwyr.

Fe wnaeth Triathlon Cymru gefnogi yr athletwr Rhys Jones, posibilrwydd am gemau 2022 yn Birmingham, i fynychu 2 diwrnod ymarfer Prydeinig ym Mallory. Cafodd y 2 ddiwrnod eu cynnal gan tim 'Para-Triathlon' Prydeinig. Fe alluogodd hyn i'r athletwyr gael ymarfer rasio mewn amgylchedd ddiogel yn ystod cyfnod pandemig Covid. Yn ogystal â rhoi diolch i'r hyfforddwyr WTPP, hoffwn ddiolch i'r adran gwyddoniaeth chwaeareon, y tîm meddyginiaeth chwaraeon, a hefyd hoffwn ddiolch i Dr. Thomas

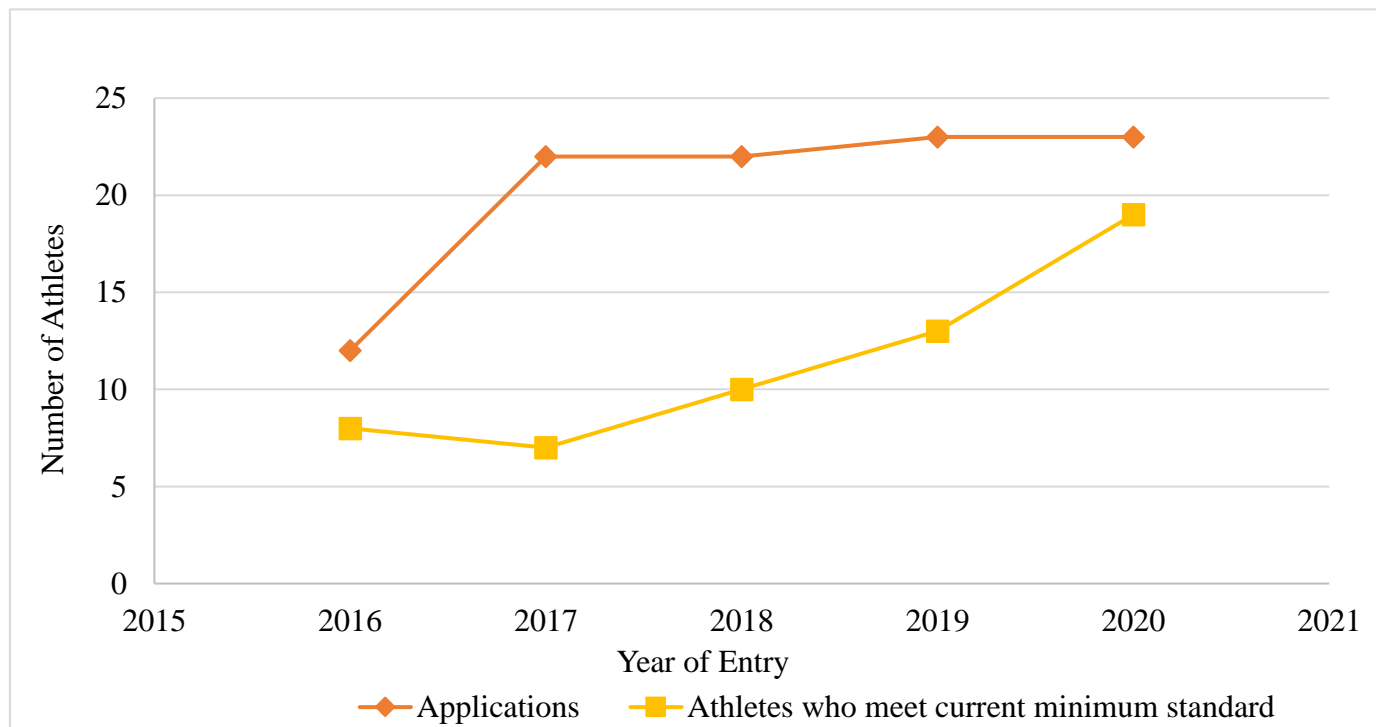
In addition to thanking the WTPP coaches, sport science and sports medicine team, a special thank you is due to Dr Thomas Phillips who stepped in to become the Welsh Triathlon COVID-19 medical officer, allowing us to complete an elite phase 1 return to training.

Looking forward, the team is excited to be supporting Welsh athletes working towards a nomination for Birmingham 2022 Commonwealth Games. The aim is to continue to be adaptable and creative in work methods to ensure athletes are supported as they work towards achieving their goals.

National Triathlon Performance Centre Wales

Applications to be part of the National Triathlon Performance Centre Wales (NTPCW) for 2020-21 have been of the highest standard ever, please see graph 1.

Graph 1: NTPCW SQUAD APPLICANTS & STANDARDS 2016-2020
Graff 1: SAFONAU AC YMGEISWYR I GARFAN NTPCW RHWNG 2016-2020



This reflects the continued development of the centre environment and the resulting performances of the athletes. With a Commonwealth Games qualification year coming

Phillips, gytunodd fod yn swyddog meddygol Covid-19 Triathlon Cymru. Fe wnaeth hyn alluogi i ni fod yn un o'r campau cyntaf i ddychwelyd i weithgareddau allweddol

Wrth edrych i'r dyfodol, mae'r criw yn awyddus i gadw i gefnogi'r athletwyr, yn enwedig y rhai Cymraeg sy'n gweithio tuag at cael eu enwebu ar gyfer Gemau'r Gymanwlad yn Birmingham 2022. Y nôd yw i barhau i addasu, a bod yn greadigol gyda'n dulliau gweithio, er mwyn sicrhau fydd yr athletwyr yn derbyn y cymorth sydd angen iddynt gyrraedd a chyflawni eu nôdau.

Canolfan Perfformiad Cenedlaethol

Mae'r ceisiadau a dderbynwyd i fod yn rhan o'r Ganolfan Perfformiad Cenedlaethol ar gyfer y flwyddyn 2020/21, wedi bod o'r safon uchaf erioed. Gwelir graff 1 isod.

Mae hyn yn adlewyrchu ddatblygiad parhaol y ganolfan, yn ogystal â pherfformiadau'r athletwyr. Gyda blwyddyn cymhwyso ar gyfer Gemau'r Gymanwlad ar y gorwel, mae 7 o

up, seven of the squad athletes are aiming to represent their respective nations at Birmingham 2022.

In addition to this the NTPCW supports several of the UK's top athletes coming out of junior ranks and looking to progress onto British world-class squads.

Building on a successful 2019 race season, the squad finished a consistent block of winter training in Cardiff with a warm-weather camp in Portugal during January. Unfortunately, athletes were not able to convert their training into race performances due to the disrupted race calendar, so instead, focused on a summer of training with remote support from the NTPCW coaches.

By working in partnership with Cardiff Metropolitan University, a set of training procedures and protocols were developed to support a safe training environment for the squad. This has meant delivery of a full range of swim, bike, and run programmes since October.

During lockdown, the performance team took the opportunity to comprehensively review the NTPCW training environment. This year will see the implementation of a more holistic athlete planning and development programme aligned to the Welsh Triathlon profiling tool. This will be supported by a squad wide education programme. Another important development for 2020 has been the appointment of the athlete's representatives who will ensure the athlete voice is heard.

Athletwyr y garfan yn anelu at gynrychioli eu cenedl yn Birmingham 2022.

Yn ogystal â hyn, mae'r Ganolfan perfformiad Cenedlaethol yn cefnogi nifer o athletwyr ieuencid gorau Prydain, sydd yn anelu at fod yn rhan o garfannau Prydain gydag amser.

Wrth adeiladu ar flwyddyn lwyddiannus drwy gydol 2019, aeth y garfan am gyfnod o ymarfer tywydd poeth ym Mhortiwgal yn ôl ym mis Ionawr. Yn anffodus, er yr holl waith caled, ni chafodd yr athletwyr gyfle i ddangos eu doniau tymor diwethaf. Canolbwyntiwyd ar ymarfer drwy'r Haf o'i cartrefi eu hun, efo cymorth o bell gan yr hyfforddwyr.

Wrth gyd-weithio gyda Phrifysgol Metropolitan Caerdydd, cafodd set o ddulliau a phrotocolau hyfforddi eu datblygu, er mwyn sefydlu amgylchedd ymarfer diogel ar gyfer y tîm. Mae hyn wedi caniatáu'r rhagleni nofio, seiclo a rhedeg i ddychwelyd ers mis Hydref

Yn ystod y cyfnod clo, fe gymerodd y tîm perfformiad y cyfle i adolygu amgylchedd hyfforddiant tu fewn i'r Ganolfan Perfformiad Cenedlaethol. O ganlyniad, eleni, enwebwyd cynrychiolydd o'r grŵp athletwyr i roi llais i'r cynlluniau ar penderfyniadau. Datblygiad pwysig arall i sicrhau cydbwysedd ar draws y rhaglennu gwahanol.



DEVELOPMENT TEAM ADRAN DATBLYGIANT

Gareth Evans
Head of Development
Pennaeth Datblygiant

In 2020, the development team were planning to consolidate and build on consistent growth over the previous years, but this was interrupted by COVID-19. Events were significantly affected. The plans outlined in the following section were suspended for 2020:

- Welsh Triathlon Super Series was in its 3rd year, visiting two new locations.
- British Sprint Championship was due to take place in Cardiff.
- Hosting three ITU/ETU qualifying races.
- Regional Tristar series.
- Ironman Wales celebrating its 10th anniversary.
- Delivery of a four-year Go-Tri Strategy, where “all families in Wales be within 15minutes of a Go-Tri”.
- Two exciting indoor events planned.
- Tîm Tri Cymru was to return for its second year.

However, the good news is that all the above is in a position to be resurrected in 2021 or beyond.

Graph 2 below shows the affect Covid-19 has had on previous event growth.

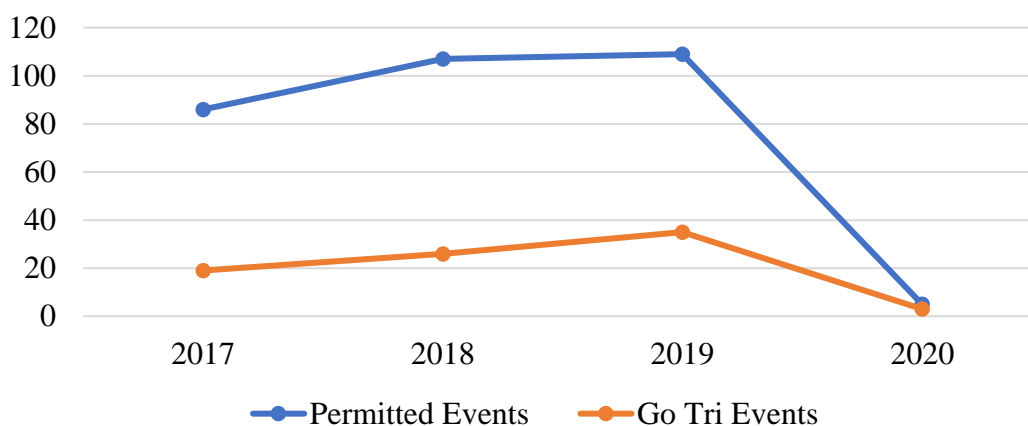
Roedd yr Adran Ddatblygiant yn paratoi am flwyddyn arall o adeiladu wedi'r tyfiant dros y blynyddoedd diwethaf, ond mi chwalodd COVID-19 y cynlluniau yma. Ym mis Mawrth, fe gafodd y rhaglen ddigwyddiadau, yn cynnwys yr isod, ei ohirio dros Gymru gyfan:

- Trydydd tymor Cyfres Cymru, gan gynnwys dau leoliad newydd.
- Pencampwriaeth Sbrint Prydeinig, cynhelir yng Nghaerdydd.
- Cynhelir tri digwyddiad cymhwysol ITU/ETU.
- Bu Ironman Cymru yn dathlu pen-blwydd 10 oed.
- Strategaeth newydd 'Go-Tri' a welir pob teulu dros Gymru tu fewn 15mun o'r gamp.
- Dau ddigwyddiad dan-do cyffroes.
- Carfan 'Tîm Tri Cymru' yn dychwelyd am yr ail dymor.

Tybeth, y newyddion da yw, bydd yr uchod yn cael eu cynnal unwaith fydd y sefyllfa yn ein galluogi.

Mae graff 2, ddangosir isod, yn dangos yr effaith mae Covid wedi cael ar gynnydd digwyddiadau.

Graph 2: NUMBER OF PERMITTED EVENTS 2017-2020
Graff 2: NIFER DIGWYDDIADAU TRWYDDEDOL 2017-2020



2020 has seen only five permitted events take place in Wales, and only seven in total since our last AGM. This has had a significant impact on race starts across both junior and adult engagement. 2019 saw a respectable 19,047 race starts (14,517 adults and 4530 juniors). This has decreased to a total 545 senior starts and 2 junior starts across the 2020 events; reduced race entry has resulted in significant loss of revenue for the organisation.

The events team focus for 2021 is to ensure that the domestic events calendar is supported so participants can enjoy taking part and competing as soon as restrictions are lifted.

We will also continue to support club and commercial event organisers to return and adapt to the new safety measures that may be required. Working with British Triathlon and the other Home Nations, Welsh Triathlon has played an integral part in drafting the return to activity guidance documents. We will continue to work with Sport Wales, the Welsh Sport Association and National Governing Bodies to demonstrate the safety of organised sport to Welsh Government.

During lockdown, the virtual Welsh Grand Tour cycling events was delivered in partnership with Henry Wright. Welsh Triathlon will be facilitating a similar winter series to provide a competitive platform for its members. Over 300 members took part in the summer series and we hope that more people will be able to enjoy the excitement of racing against other members and club teams throughout the winter.

Welsh Triathlon launches ‘Tri-Active Cymru’ in November, a resource provided to affiliated clubs and delivery partners which can be used in various locations to create introductory and inclusive multi-sport opportunities. Anyone interested in delivering an event should contact admin@welshtriathlon.org.

It is hoped that the combination of these programmes, and a return to club activity, will build confidence and prepare the triathlon community for the 2021 season.

Cynhaliwyd pum digwyddiad yn unig yn ystod 2020, a dim ond cyfanswm o saith ers cyfarfod blynyddol llynedd. Mae hyn wedi cael effaith arwyddocaol ar ystadegau nifer o gychwynwyr digwyddiadau ar draws leuenctid ac oedolion Cymru. Bu 19,047 o gychwynwyr yn 2019. Mae hyn wedi disgyn i 545 eleni, gan gynnwys ond 2 aelod ieuenctid. Fel canlyniad, gwelwyd gostyngiad sylweddol i'r gyllid a godwyd gan ddigwyddiadau.

Prif ffocws yr adran ddigwyddiadau ar gyfer 2021 fydd i gefnogi'r calendr Cenedlaethol, i sicrhau gall aelodaeth Triathlon Cymru fwynhau cystadlu unwaith fydd amodau yn caniatáu.

Byddwn hefyd yn parhau i gefnogi clybiau a chwmnïau masnachol fydd yn trefnu digwyddiadau wrth iddynt ddychwelyd ac ymdopi efo'r anghenion newydd. Wrth weithio gyda Triathlon Prydain a'r cenedloedd cartref, mae Triathlon Cymru wedi chwarae rhan annatod wrth gynllunio dogfennau cefnogol ac mi fyddwn yn parhau i weithio gyda Chwaraeon Cymru a'r llywodraeth wrth i ni ddychwelyd yn ol i gystadlu.

Yn ystod y cyfnod-clo, gyda cefnogaeth Henry Wright, cynhaliwyd digwyddiad rhithiol ‘Welsh Grand Tour’. Cystadlodd dros 300 o aelodau, a'r gobaith yw gweld cynnydd yn y rhif yma wrth i gyfres y gaeaf ddechrau.

Lawnsiwyd rhaglen ‘Tri-Active Cymru’ ar ddiwedd mis Tachwedd. Dosbarthwyd adnoddau newydd i nifer o glybiau a phartneriaid i greu a chynnal digwyddiadau rhagarweiniol, i ddenu unigolion newydd i'r teulu Triathlon, a manteisio ar y nifer sydd wedi troi at seiclo a rhedeg yn ddiweddar. Os oes gennych ddi-ddordeb i fod yn rhan o ‘Tri-Active Cymru’ e-bostiwch admin@welshtriathlon.org

Gobeithiwn drwy gyfuniad y rhaglenni newydd, a'r rhwydwaith o glybiau yn dychwelyd i gynnal sesiynau arferol, gallwn godi hyder pawb a pharatoi am dymor egniol yn 2021.



Steph Makuise

Club & Participation Officer

Swyddog Clybiau a Chyfranogi

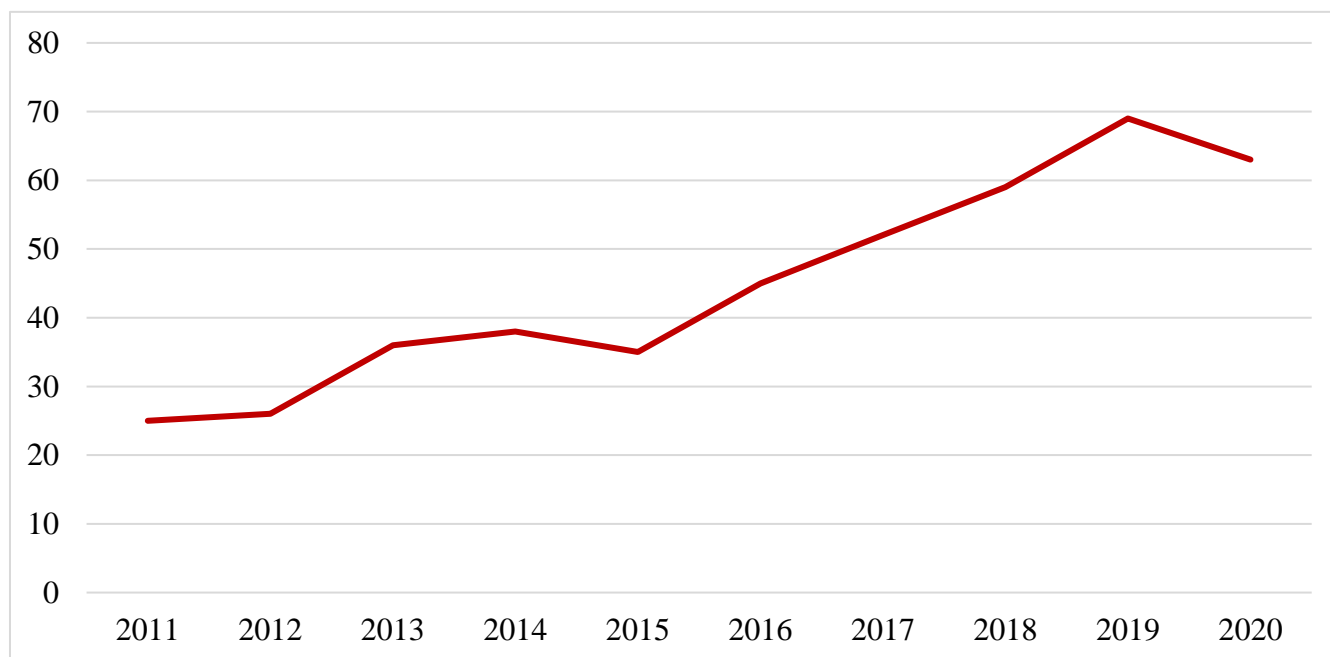
Over the past 3 years Welsh Triathlon has seen steady growth across individual and club membership, reflecting the greater opportunities to participate and engage with triathlon and multi-sport in Wales. The circumstances of 2020 changed that growth picture dramatically, but thanks to your support and engagement, Welsh Triathlon has not seen the loss of membership which could have been expected.

Clubs

Dros y tair blynedd diwethaf, gyda'r cynnydd cyfleoedd i gyfrannu yn y gamp dros Gymru, gwelwyd tyfiant cyson ar draws aelodaeth clybiau ag unigolion Triathlon Cymru. Gwelwyd gwahaniaeth sylweddol yn ystod 2020, ond gyda cymorth ein haelodau a'n partneriaid, ni cholwyd y nifer o aelodau a ddisgwyl. Diolch i chi am gadw i gefnogi Triathlon Cymru.

Clybiau

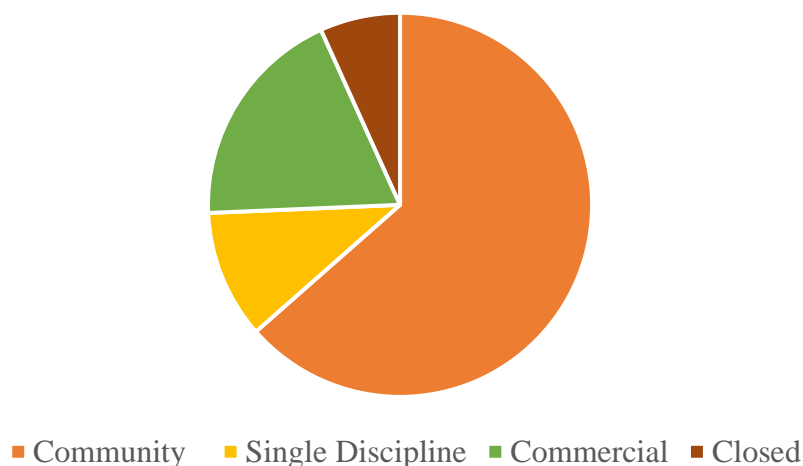
Graph 3: GROWTH OF AFFILIATED CLUBS 2011-2020
Graff 3: TYFIANT CLYBIAU GYSYLLTIEDIG 2011-2020



This year value was added to our club affiliation package by changing the way we charged our fees. This increased the support provided to our community clubs by the free provision of a club management platform, ClubSparks. Additional support provided by the Insport Tri Club Accreditation platform was offered to affiliated clubs to help them make their club training environments COVID Secure and inclusive.

Newidiwyd y ffordd o gofrestru ein clybiau cysylltiedig eleni. Mae'r broses newydd wedi cynyddu'r gefnogaeth a roddwyd i'n clybiau, gan gynnig rhaglen rheoli 'Clubsparks'. Rhoddwyd cefnogaeth ychwanegol hefyd drwy raglen achrediad 'Insport'. Bu'r rhaglen hyn ynd rhoi cymorth i sicrhau fod amgylcheddau'r clybiau yn ddiogel o ran Covid, a hefyd yn gynhwysol i bawb.

Graph 4: CLUB CATEGORIES 2020
Graff 4: CATEGORIAU CLYBIAU 2020



As the world turned to virtual communications, our social media and video conferencing platforms provided clubs with regular updates. The Club Forum Facebook group and regular virtual club forum meetings were some of the new ways in which the community connected with Welsh Triathlon. Looking forward to 2021, there will continue to be support, guidance, and encouragement for affiliated clubs to help them with funding applications and a return to activity.

Membership

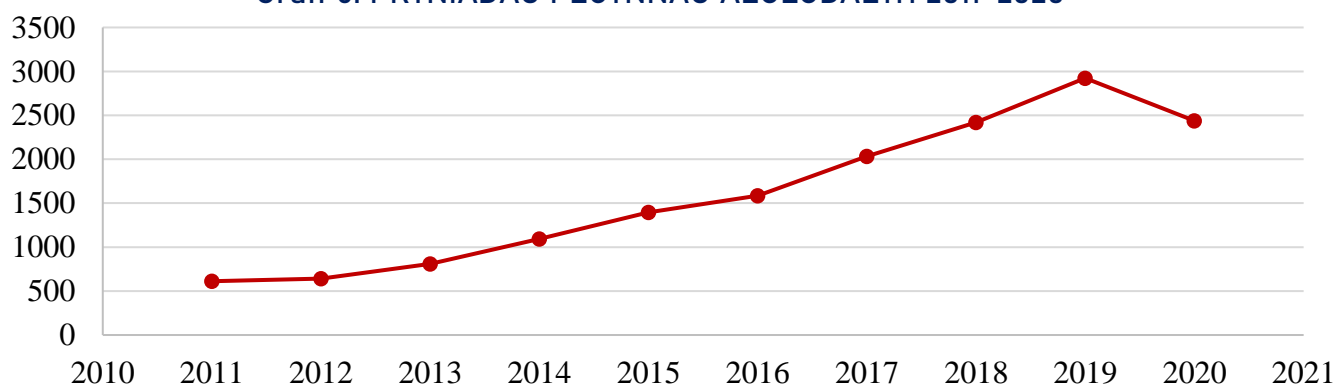
Welsh Triathlon experienced a significant drop in individual membership compared to the same time in 2019 (see graph 5 below). This is mainly attributed to the lack of participation opportunities and has affected the revenue generation of the organisation significantly. The positive news is that membership retention is improving as a result of alternative engagement by the Welsh Triathlon team, and the great efforts of members to adapt their training methods.

Wrth i bawb droi at offer rhithiol ac electroneg i gyfathrebu yn ystod y cyfnod clo, bu Triathlon Cymru yn defnyddio nifer o gyfryngau cymdeithasol i rannu negeseuon gyda'r gymuned triathlon eang. Parhawn i ddefnyddio'r llwyfannau yma wrth i ni ddosbarthu'r canllawiau diweddaraf, a rhoi cymorth i glybiau gyda cyngor cyffredinol a hefyd drwy gwblhau ceisiadau ariannol.

Aelodaeth

Gostyngodd aelodaeth Triathlon Cymru eleni i gymharu â 2019. Y prif reswm rhoddwyd oedd y ffaith nad oedd cyfleoedd i gystadlu drwy'r tymor. Mae hyn eto wedi cael effaith negyddol ar gyllid y Corff Cenedlaethol. Y newyddion positif beth bynnag yw fod cyfradd dargadwedd aelodaeth yn gwella, o ganlyniad o'r ffyrdd newydd y mae Triathlon Cymru yn ymrwymo efo'i chynulleidfa, a hefyd ymdrechion y gynulleidfa yma i ymdopi a'u ffurfiau newydd o ymarfer.

Graph 5: PURCHASED MEMBERSHIP PACKAGES 2011-2020
Graff 5: PRYNIADAU PECYNNAU AELODAETH 2011-2020



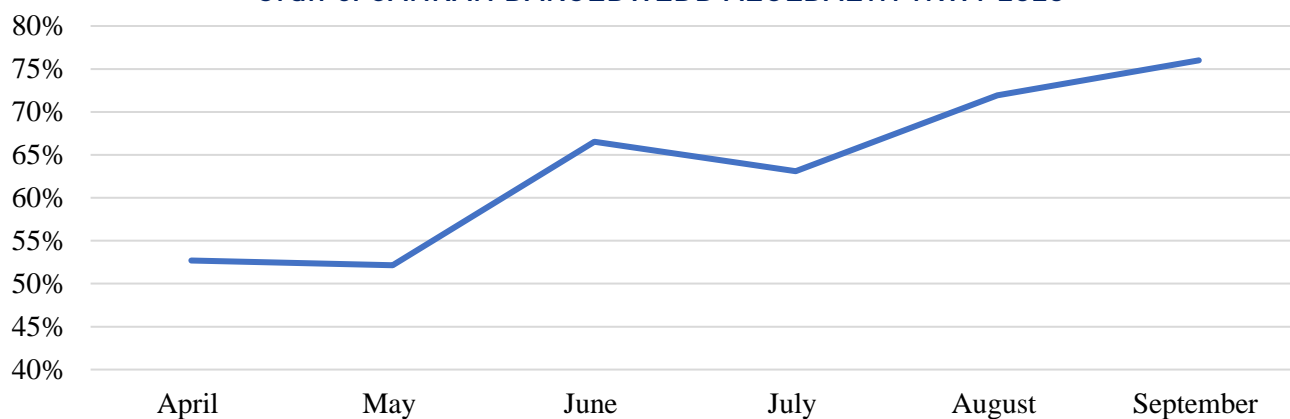
The trends in Wales are similar to the retention figures in England where events were able to return earlier in the year. Welsh Triathlon would like to thank its members for renewing their membership during these times; these membership renewals have played a great part in ensuring that the organisation is able to continue to provide the support that our members need.

At the height of the lockdown in March 2020, and in answer to the new wave of cycling commuters, Welsh Triathlon adapted its membership by providing insurance to those traveling to work by bike. The merchandising platform also introduced in March has been well received with the successful launch of the HUUB Welsh Triathlon cycle jersey.

Gwelwyd tueddiadau dargadwedd tebyg rhwng Cymru a Lloegr, er bod tirwedd Lloegr wedi galluogi digwyddiadau i ddychwelyd yn gynharach yn y flwyddyn. Hoffwn ddiolch i'r holl aelodau sydd wedi sefyll gyda Triathlon Cymru yn ystod y cyfnod yma. Mae'r adnewyddiadau yma yn ein galluogi ni i barhau, a rhoi'r gefnogaeth sydd angen i'r aelodaeth eang.

Gyda chynnydd cymudwyr dros Gymru yn ôl ym mis Mawrth, bu Triathlon Cymru yn gyfrifol am addasu'r cynnig aelodaeth i gynnwys yswiriant cymudo. Hefyd, mae yna lwyfan marchnadaeth sydd wedi profi'n llwyddiant, gyda'r uchafbwynt o lansiad crys seiclo HUUB newydd.

Graph 6: PERCENTAGE OF MEMBERSHIP RETENTION THROUGHOUT 2020
Graff 6: CANRAN DARGEDWEDD AEOLDAETH TRWY 2020



In September, we introduced a new membership tier to acknowledge those that are supporters of triathlon. Aimed at those who are fans or part of a support network for participants, the Supporter membership tier will allow more individuals to enjoy some of the benefits of belonging to the Welsh Triathlon Community.

The Club X-Over programme introduced in October provides a way that members can access club sessions in their local area if they would have normally travelled to other localities. The 900 plus individual members who belong to clubs outside their residing local authority are now able to train at local club sessions.

Welsh Triathlon will continue to look at ways to **Protect, Connect, and Support** the triathlon community throughout 2021.

Yn ôl ym Mis Medi, gwnaethom gyflwyno cynnig aelodaeth newydd, yn targedu cefnogwyr ac unigolion sy'n rhan o rhwydwaith cefnogol athletwyr. Fydd hyn yn galluogi torf newydd i gysylltu gyda Triathlon Cymru a mwynhau manteision aelodaeth.

Effeithiwyd dros 900 o aelodau Triathlon Cymru wrth i Lywodraeth Cymru gyhoeddi cyfnodau clo lleol, gan nid allant deithio i glybiau arferol. Bu rhaglen 'Club X-over' yn galluogi aelodau Triathlon Cymru i ymweld efo chlybiau lleol tu fewn eu hardal gartrefol.

Fydd Triathlon Cymru yn parhau i chwilio am ffyrdd i **Ddiogelu, Cysylltu â Chefnogi'r** gymuned triathlon drwy 2021 a thu hwnt.



Amy Jenner

Coach Education & Workforce Officer

Swyddog Gweithlu ac Addysg Hyfforddwyr

Teamwork and adaptability have been key in 2020 for the coach education workforce. Welsh Triathlon with the support of tutors, clubs, and coaches has been able to flex its education offer to continue to support and develop the workforce across Wales.

Coach Education

A move to blended learning has meant Activators, Level 1, and Level 2 courses can be delivered online and as restrictions on travel and meeting are eased, practical elements can return.

Since August 2020, 47 members have taken the online activators course, meaning there are 47 more session leaders throughout the country helping their communities deliver positive experiences through multi-sport. The total number of activators across Wales is approximately 250 (see graph 7 below).

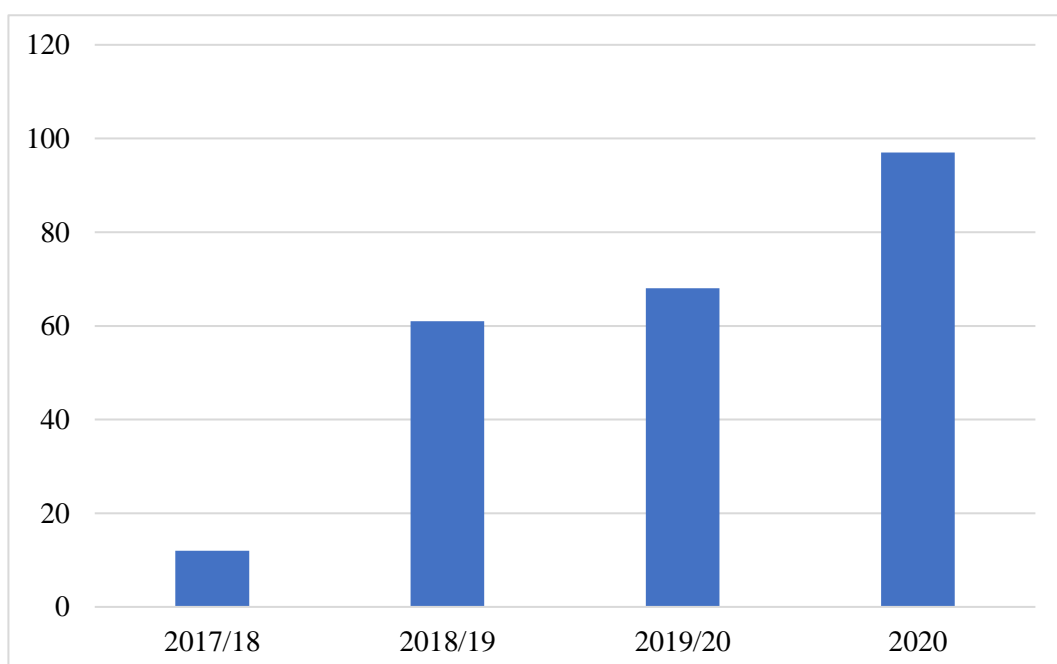
Mae'r gallu i addasu a gweithio fel tîm wedi bod yn bwysig eleni i bawb sy'n gysylltiedig a gweithlu Triathlon Cymru. Drwy gefnogaeth clybiau, hyfforddwyr a thiworiaid, mae Triathlon Cymru wedi ailgynllunio ei chynnig addysg ag hyfforddiant.

Addysg Hyfforddwyr

Rydym wedi addasu'r cymwysterau 'activators' gradd 1 a gradd 2 i alluogi dysgu ar-lein, ac wrth i fesuriadau clo leihau, gallwn gyflawni agweddau ymarferol

Mae 47 aelod newydd wedi cwblhau'r cwrs 'activators' ers Mis Awst eleni, sydd, fel canlyniad, wedi cynyddu'r cyfleoedd i gymryd rhan yn y gamp a hefyd cynyddu'r profiadau positif i nifer, ledled Cymru. Ar hyn o bryd, mae yna bron 250 o hyfforddwyr 'activators' wedi cwblhau'r cymhwyster dros Gymru.

Graph 7: NUMBER OF ACTIVATOR COACHES QUALIFIED 2017-2020
Graff 7: GRADDIANT HYFFORDDWYR ACTIVATOR 2017-2020



Feedback from those on the blended learning Level 1 & Level 2 courses tells us that learners are still able to enjoy the educational experience and that Welsh tutors continue to be engaging and effective. Welsh Triathlon would like to thank its tutors, Kylie Mansfield, Rich Brady, Chris Wallace and Mike Jones for their flexibility and continued willingness and enthusiasm to take on new challenges.

Mae'r adborth gafwyd gan y trigolion sydd wedi cyflawni'r cyrsiau diweddar yn dangos fod y profiad addysgol yn un pleserus. Mae tiwtoriaid Cymru yn effeithiol ac yn ymgysylltu'n dda. Hoffwn estyn diolch i'r holl diwtoriaid sy'n gyfrifol am gyrsiau Triathlon Cymru, Kylie Mansfield, Rich Brady, Chris Wallace a Mike Jones.

Table 2: NUMBER OF QUALIFIED COACHES IN WALES
Tabl 2: NIFER O HYFFORDDWYR CYFADDASOL AR DRAWS GYMRU

Valid Coaches	Male	Female	Total
Level 1	100	44	144
Level 2	92	33	125
Level 2 Diploma	5	3	8
Level 3	10	2	12
Coaches currently on a course			56

Our coaching workforce is now just over 580 which is 22% of our membership. Our heartfelt thanks to all of you for the effort you put into ensuring our sport thrives across our communities

Mae'r gweithlu hyfforddwyr wedi tyfu i gyfanswm o 580, sef 22% o aelodaeth Triathlon Cymru. Diolch I chi gyd am eich ymdrechion.

Physical Literacy Partnership

A new group of Activators joined the coaching team through an innovative partnership with Sport Wales, Carmarthenshire County Council, and expertise from Cardiff Metropolitan University. This involved research on improving the physical literacy of children, combined with triathlon activity in schools, to produce a triathlon passport which engaged children in developing their multi-sport and physical motor skills. Phase two of the project will continue in 2021.

Partneriaeth Llythrennedd Corfforol

Dechreuwyd partneriaeth newydd rhwng Triathlon Cymru, Cyngor Sir Gaerfyrddin, Chwaraeon Cymru a Phrifysgol Fetropolitan Caerdydd, a gwelwyd grŵp o hyfforddwyr newydd ymchwilio datblygiant llythrennedd corfforol plant. Creuwyd adnoddau newydd sy'n gysylltiedig a gweithgareddau aml gamp i ddatblygu ei sgiliau. Fydd yr ail gymal yn ail-ddechrau yn 2021

Volunteers

Volunteers are such an important part of the sport, from race marshals, officials, club committee post holders, safeguarding officers, and coaches. There are a range of ways these volunteers are supported by Welsh Triathlon.

Gwirfoddolwyr

Mae Gwirfoddolwyr yn hanfodol i lwyddiant a thyfiant y gamp ar draws Gymru; o hyfforddwyr, swyddogion technegol, cyngorwyr clwb, swyddogion diogelwch neu wirfoddolwyr cyffredinol, mae yna nifer o ffyrdd sut mae Triathlon Cymru yn medru eich cefnogi.

There are over 65 Welsh Triathlon Technical Officials in Wales ranging from Local, National and Continental Technical Officials and Moto Officials.

Mae gan Triathlon Cymru 65 swyddog technegol gweithredol ar hyn o bryd, gydag amrywiaeth ohonynt ar draws graddau lleol, cenedlaethol neu gyfandirol.

A new Technical Official development pathway will be introduced across Wales in 2021.

Welsh Triathlon has launched an online webinar for all club Welfare Officers which will be held every 3 months, to offer support, training, and updates.

Coaches continue to have access to the considerable resources on the British Triathlon Federation Learning Hub.

Club committee postholders are able to access our telephone and email support where answers to a variety of queries including interpretation of the new COVID-19 Guidance documentation can be found. The Welsh Triathlon Club Committee Facebook page for affiliated clubs has also been an excellent way to provide support from the community.

Mif fydd llwybr datblygiant trylwyr i'r unigolion yma, efo agweddau newydd i 2021.

Mae Triathlon Cymru hefyd yn cynnig hyfforddiant dros y we i swyddogion lles ar draws rhwydwaith clybiau. Cynhelir y cyrsiau yma pob 3 mis.

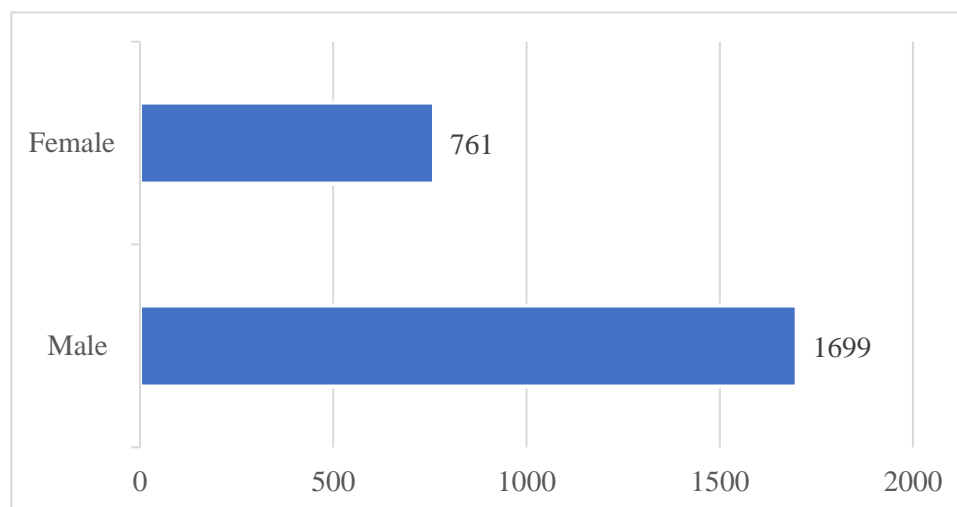
Mae gan hyfforddwyr Triathlon Cymru hefyd y gallu i gysylltu trwy hwb adnoddau hyfforddwyr Triathlon Prydain.

Mi fydd cynghorwyr clybiau Cymruyn gallu cysylltu a Triathlon Cymru ar unrhyw adeg gydag unrhyw ymholiadau. Os oes ganddo'ch unrhyw gwestiynau ynglŷn ag unrhyw agwedd triathlon, neu'r mesuriadau gwahanol drwy'r cyfnodau clo, peidiwch oedi rhag gysylltu. Gallwch hefyd gysylltu gan ddefnyddio'r cyfryngau cymdeithasol gwahanol sydd ar gael.

DIVERSITY & INCLUSION

AMRYWIAETH A CHYNHWYSIANT

Graph 8: MALES Vs FEMALES ACROSS MEMBERSHIP
Graff 8: FFIGURAU AELODAETH GWRYWAIDD A BENYWAIDD



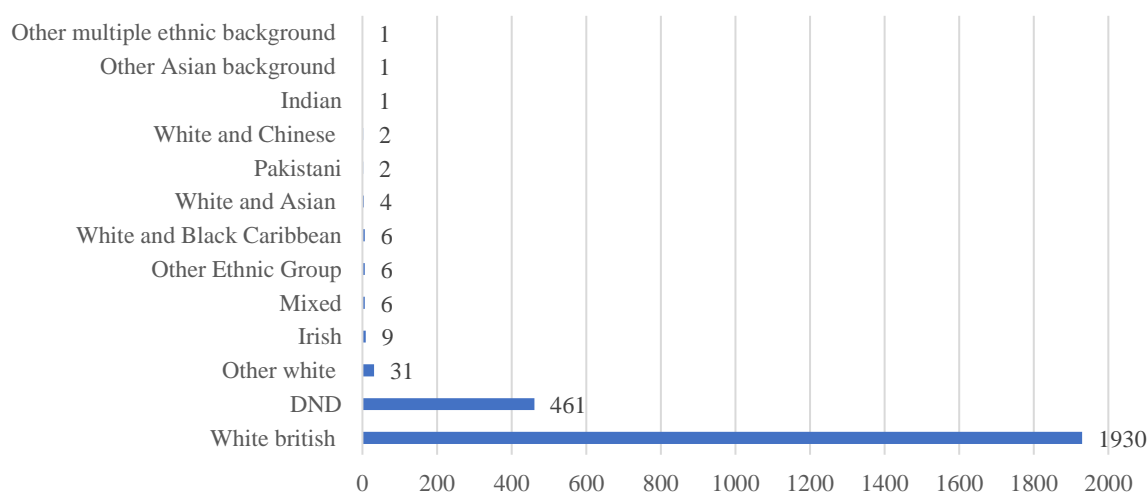
The gender gap within membership remains consistent and work continues to provide more opportunities for equal participation in our sport, see graph 8. Go-Tri has been traditionally more popular with females than our core sports offers, and we hope that with Tri Active Cymru we can extend this popularity.

The Welsh Triathlon Board of Directors is now composed of 6 males and 5 females, whereas the staff are 5 females and 3 males, an excellent position to be in to promote gender balance throughout the sport.

Mae'r graff isod yn dangos fod y cydbwysedd drwy aelodaeth Triathlon Cymru sy'n gysylltiedig i'r rhywiau o hyd yn gyson, ac mae'r gwaith yn parhau i greu cyfleoedd gwryw a benywaidd ar draws y gymuned triathlon. Yn draddodiadol, mae digwyddiadau 'GoTri' yn boblogaidd gyda'r cyfranogwyr benywaidd. Y gobeithion yw fydd rhaglen 'Tri-Active Cymru' yn creu cynnydd ychwanegol.

Cyfansoddwyd Bwrdd Triathlon Cymru o bwysedd 6 gwr a 5 menyw, gyda pwysedd o 5 menyw a 3 gwr tu fewn i'r staff; safle arbennig i hysbysu cydbwysedd y rhywiau ar draws y gamp.

Graph 9: DIVERSITY ACROSS WELSH TRIATHLON MEMBERSHIP
Graff 9: AMRYWIAETH AR DRAWS AELODAETH TRIATHLON CYMRU



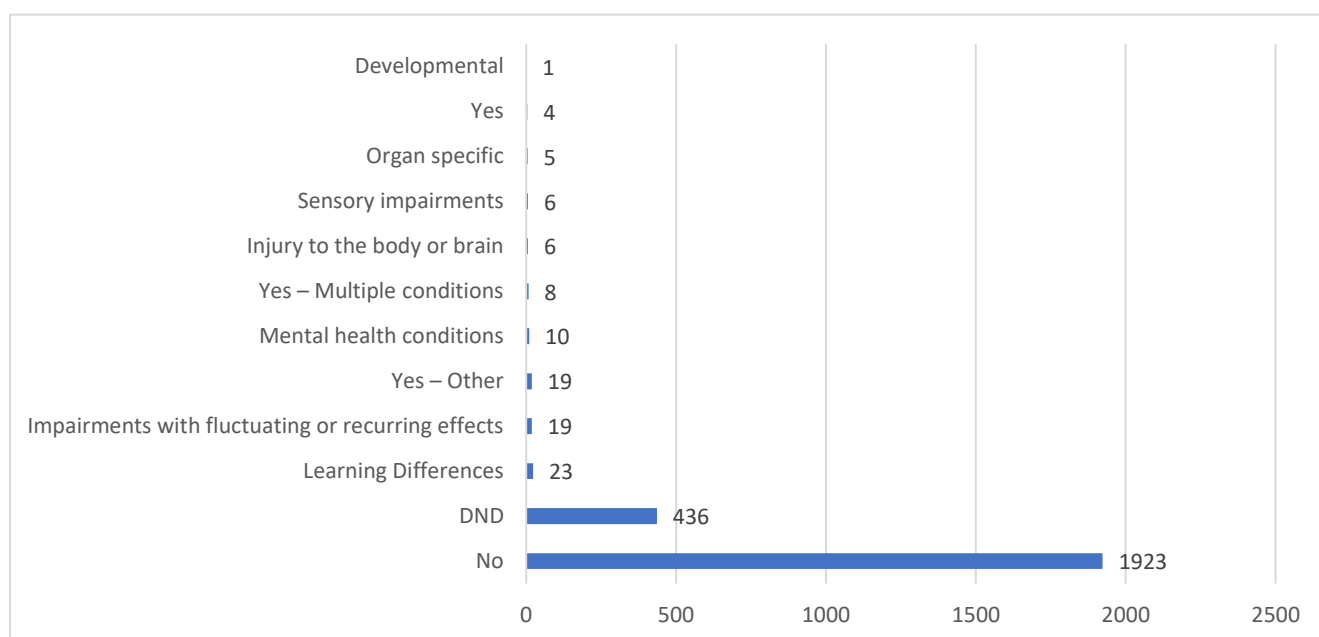
Welsh Triathlon has a considerable amount of work to do in terms of improving diversity, please see graph 9. We have made this a priority area and will be putting an action plan in place detailing how we will allow more people from diverse backgrounds to become part of the Welsh Triathlon family.

We would like to be able to address this balance on the Board and staff where currently we have only 11% representation from ethnic minority backgrounds.

Mae yna dipyn o waith i'w wneud ynglŷn â gwella'r nifer o gefndiroedd amrywiol sy'n troi at Triathlon. Bydd Triathlon Cymru yn canolbwyntio ar yr agwedd bwysig yma i'r dyfodol, efo cynlluniau newydd ar gyfer sut gallwn gysylltu efo'r cefndiroedd a chrefyddau gwahanol.

Gydag amser, hoffwn hefyd weld cynnydd o gefndiroedd gwahanol ar draws y staff a'r bwrdd cyfarwyddwyr, gan law cynrychiolaeth o 11% sydd ar hyn o bryd.

Graph 10: DISABILITY PARTICIATION ACROSS MEMBERSHIP
Graff 10: CYFRANOGAETH ANABLEDD AR DRAWS AELODAETH



With regards to disability, there is still a long way to go to reduce the barriers to participation in multisport and increase representation within the Board and staff of Welsh Triathlon. The Disability Sport Wales Insport Award continues to be promoted and works alongside the club accreditation which now has 17 affiliated clubs demonstrating a commitment to accessibility and inclusion.

Mae yna hefyd waith i'w wneud i gysylltu'n well gydag unigolion ag anabledd. Mae angen lleihau'r rhwystrau maent yn wynebu wrth gystadlu a hefyd denu unigolion i ymuno a'r Bwrdd. Mae'r radd 'Insport', a roddwyd gan gorff Chwaraeon Anabledd Cymru, hefyd yn cael i hyrwyddo ar draws y clybiau, efo 17 clwb yn rhan o'r rhaglen ar hyn o bryd.

FINANCIAL REPORT

ADRODDIAD ARIANNOL

The financial situation in March 2020 was stable with reserves equal to 3 months costs in line with the reserves policy. The organisation in 2019/20 was witnessing a steady growth in membership and the affiliation of a few new clubs. Revenue enabled us to deliver a strong domestic events field, a successful performance programme and successful coach education programme, alongside robust governance and sporting standards.

The risks going forward in the COVID-19 pandemic are significant and should not be ignored. There has been dramatic drop in revenue from event permitting income, course income and membership. We have been grateful for the repurposing allowed with the funding received from Sport Wales as this, along with the Job Retention Scheme, has enabled us to stabilise and concentrate on membership retention and adapted course delivery. Our focus in the coming year is firmly on financial security and the safe return to activity.

Welsh Triathlon will be reliant on the support of members, clubs, volunteers, and event organisers in the coming months. In return, the team will be planning and working hard to make sure the best guidance and structures are in place to support members and clubs. We are committed to continuing to adapt our course delivery and plan for exciting opportunities to race and participate as we successfully emerge from the pandemic.

Mae sefyllfa ariannol Triathlon Cymru yn un sefydlog ar hyn o bryd, gyda chronfa werth cyflogau 3 mis, diolch i'r arian a godwyd drwy gydol 2019/20 wrth i'r niferion aelodaeth a chlybiau gynyddu. Mi wnaeth yr arian alluogi Triathlon Cymru i gefnogi rhaglen digwyddiadau llwyddiannus, llwybr talent effeithiol a chyrsgau hyfforddiant poblogaidd wrth i'r mudiad hefyd gryfhau ei safonau llywodraethu.

Does dim amheuaeth, fod pandemig Covid-19 wedi creu trafferthion a risgiau sylweddol i bawb, na allwn anwybyddu y rhain wrth i ni edrych i'r dyfodol. Gwelwyd gostyngiad arwyddocaol i'r arian a godwyd drwy 2020 ar draws pob agwedd gymunedol y mudiad, ond rydym yn ddiolchgar tu hwnt am y gefnogaeth a'r cyllid a rhoddwyd gan gorff Chwaraeon Cymru. Bu hyn, a'r cynllun dargadwedd swyddi'r Llywodraeth, yn holl bwysig i sicrhau gall Triathlon Cymru ganolbwyntio ar ddychwelyd yn ôl i raglen cynhwysfawr o weithgareddau a safle ariannol diogel.

Mii fydd Triathlon Cymru yn ddibynnol ar ein cefnogwyr, aelodau, clybiau, gwirfoddolwyr a threfnwyr digwyddiadau dros y misoedd nesaf. Drwy'r Cyfnod yma, bu Triathlon Cymru hefyd yn gweithio'n galed i gynllunio a sicrhau fod strwythur a chymorth ar gael i bawb wrth i ni ddychwelyd i'r gamp a'r awyrgylch rydym wedi dod i arfer a hi, wedi'r pandemig.

BALANCE SHEET KEY POINTS

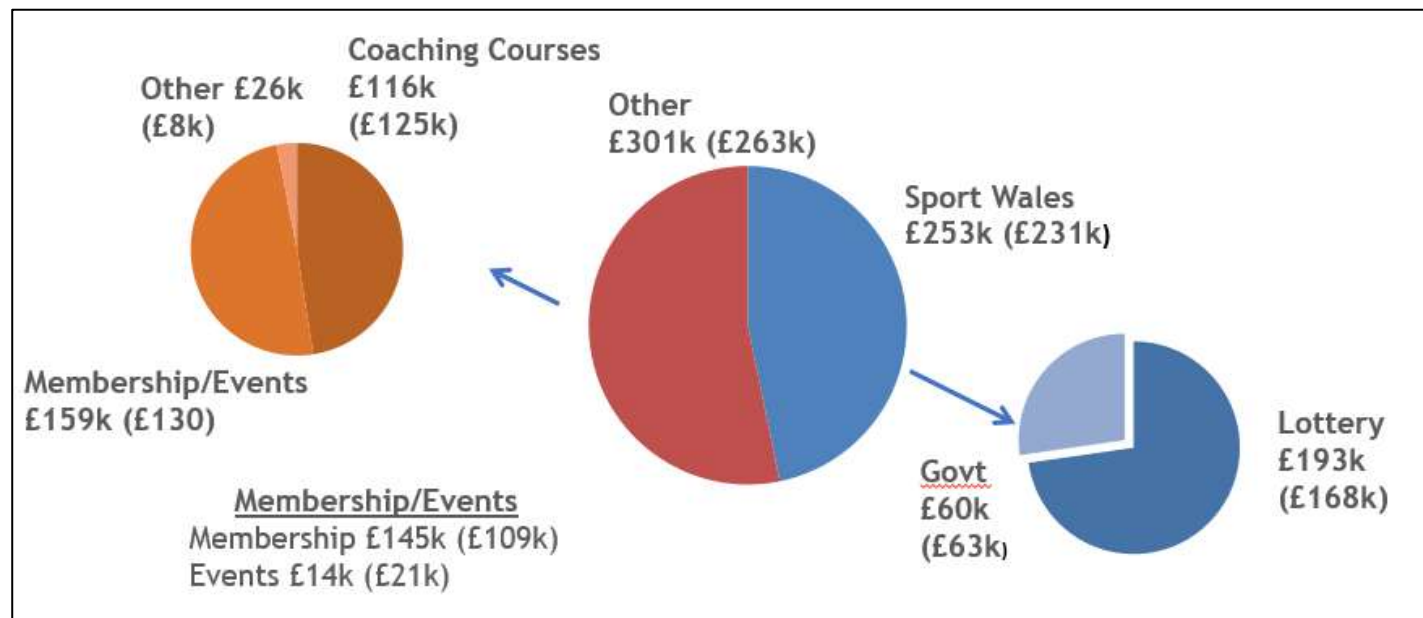
PRIF BWYNTIAU'R MANTOLEN

- NET Cash Positive
- Members Funds
 - Loss 2k (Loss 15k)
 - P&L Reserves Positive
- Reserves Equivalent to 3 Months Costs
- NET positif ariannol
- Cronfa Aelodau
 - Golled 2k (Colled 15k)
 - Cronfeydd P&L Bositif
- Cronfeydd Werth Gostau 3 Mis Wedi' Gadw.

WELSH TRIATHLON FINANCE 2019/2020 CYLLID TRIATHLON CYMRU 2019/200

The graph below demonstrates Welsh Triathlons total income of £554,000 for the 2019/20 financial year.

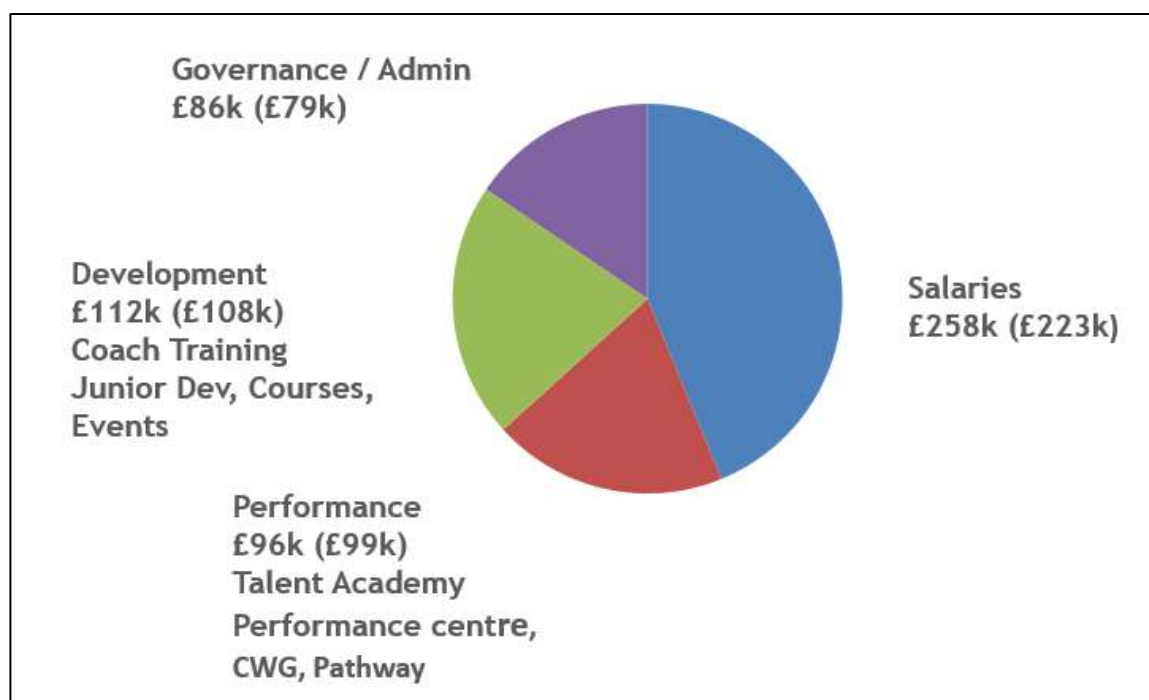
Mae'r graff isod yn dangos cyllid Triathlon Cymru drwy'r flwyddyn ariannol 2019/20 I gyfanswm o £554,000.



WELSH TRIATHLON EXPENDITURE 2019/2020 GWARIANT TRIATHLON CYMRU 2019/2020

The graph below demonstrates a total expenditure of £552,000 for the 2019/20 financial year.

Mae'r graff isod yn dangos gwariant dros flwyddyn ariannol 2019/20 I gyfanswm o £552,000.



LOOKING FORWARD TO 2021

EDRYCH YMLAEN TUA 2021

Welsh Triathlon started the 2020 year excited about the season ahead and the potential to build on the previous year's successes. It is tempting to view what subsequently happened in a very negative light, as a period when events stopped, club activity was interrupted and athlete programmes were disrupted, but there have been so many positive things to take from this difficult year.

The triathlon community in Wales has united behind the sport. We have been fortunate to be able to continue to run and cycle during the various stages of lockdown. Clubs have been so inventive in ways to engage with their membership. We have seen online competitions and socials, virtual challenges, training sessions and my personal favourite, the post Zwift club portraits galleries. The virtual world will continue to be used, as we move into 2021, to maintain good communication with our stakeholders.

The performance programme has grown in strength and clarity of vision with the extra planning time and the new profiling tool. Athlete welfare is prominent in all discussions and the new induction programmes into the Academy and the NTPCW are improving expectation and enhancing positive engagement.

We saw a surge in interest in open water swimming with the closure of indoor pools. In 2021 we will be supporting the opening and accreditation of new venues in collaboration with Welsh Water, as well as developing new open water courses. Also, as more people have taken to running and cycling to keep fit during lockdown, it is hoped these people can be attracted to multisport via the 'Tri-Active Cymru' programme and the return of the wider domestic calendar.

Welsh Triathlon has increased its shared learning and engagement with the British Triathlon community through the development of its 'Return

Dechreuodd tymor 2020 Triathlon Cymru yn gyffrous, gan edrych ymlaen at sut i wella llwyddiant y blynyddoedd a fu. Rhwydd yw edrych yn ôl ar 2020, gyda golwg negyddol, fel amser pryd yr ataliwyd pob gweithgaredd, ond mae llawer o bethau cadarnhaol y gallwn gymryd o'r flwyddyn anodd hon.

Mae'r gymuned Triathlon Cymreig wedi cyfuno tu ôl y gamp. Rydym wedi bod yn hynod o lwcus i cael rhedeg a beicio yn ystod y cyfnod clo. Mae'r clybiau hefyd wedi bod yn ddyfeisgar gyda chystadlaethau ar-lein, heriau rhithiol, sesiynnau hyfforddiant, a fy ffeffryn i; orielau clwb, wedi defnyddio'r llwyfan Zwift. Bydd y gwefannau yn cael eu defnyddio, o hyd, i gadw cyswllt, gyda rhanddeiliaid, gwirfoddolwyr, swyddogion lles a threfnwyr digwyddiadau, gan fod y llwyfannau yma yn creu platfform i staff, i siarad â phawb yn uniongyrchol, a rhannu dysgeidiaeth.

Wrth ganlyniad o amser cynllunio ychwanegol, mae'r rhaglen perfformiad wedi tyfu mewn nerth ac eglurder. Mae lles y mabolgampwyr yn amlwg ym hob trafodaeth, ac mae'r rhaglenni sy'n cyflwyno athletwyr i'r Academi a'r NTPCW yn glir o ran disgwyliad, a chadarnhau'r cysylltiad positif rhwng staff ac athletwyr.

Welwn dyfiant hefyd yn nofio dwr-agored. Gan weithio efo Dwr Cymru, byddwn yn cefnogi agoriad ac achrediad nifer o safleoedd nofio dŵr agored, ynghyd a datblygu cyrsiau dŵr agored newydd. Gan fod llawer mwy o bobl wedi dewis rhedeg a beicio i gadw'n heini yn ystod yr amser clo, gobeithir denu y rhain i'r campau'n gyson i'r dyfodol, trwy raglen 'Tri Active Cymru' a hefyd dychweliad calendr digwyddiadau cenedlaethol.

Dros y misoedd diwethaf, welwyd cynnydd i ddyweddïad a chyd-ddysgu gyda'r gymuned triathlon Prydeinig, gan i ni weithio gyda'n gilydd i

to Sport' Guidance and planning through the COVID-19 pandemic. Building on this we look forward to working closely with the British Triathlon Federation, Triathlon Scotland, and Triathlon England on new IT solution projects, performance strategy, commercial, and membership programmes, with a view to adding value to Welsh Triathlon membership and the experience of taking part in triathlon in Wales.

Welsh Triathlon has taken the challenges of COVID-19 and is turning them into opportunities to become more inclusive and more responsive to you, its members. Revisiting the strategy will enable a clear focus for us to reach our goals. Consultation with membership during this process will be key.

As Birmingham 2022 approaches there is the opportunity to inspire the next generation through great performances and drive participation for the health and wellbeing of the Welsh Nation.

Thank you for your continued support.

Beverley Lewis

Chief Executive Officer

ddatblygu dogfennau cymorth sydd yn barod i yrru ni trwy'r cyfnod pandemig. Wrth i ni adeiladu, edrychwn ymlaen at weithio'n agos gyda Triathlon Prydain ar Genhedloedd Cartref ar draws sawl strwythur gwaith, gan gynnwys creu systemau newydd technoleg gwybodaeth, strategaeth perfformiad, cynlluniau masnachol a rhaglenni aelodaeth, gyda'r gobaith welwn gynnydd i aelodaeth i Triathlon Cymru, ac ymwelwyr i Gymru.

Mae Triathlon Cymru wedi derbyn sialensiau covid-19, a'u troi'n gyfleon; i fod yn fwy cynhwysfawr ac atebol i chi, yr aelodau. Bydd ail weld ein strategaeth yn rhoi ffocws clir i bob un ohonom, i gyrraedd ein nôd, a bydd ymgynghori gydag aelodaeth yn ystod y broses hon yn allweddol.

Fel mae Birmingham 2022 yn agosáu, mae yna gyfle i ysgogi'r genhedlaeth nesaf, trwy berfformiad a chyfranogiad cymhelliant tuag at iechyd, a lles ein cenedl.

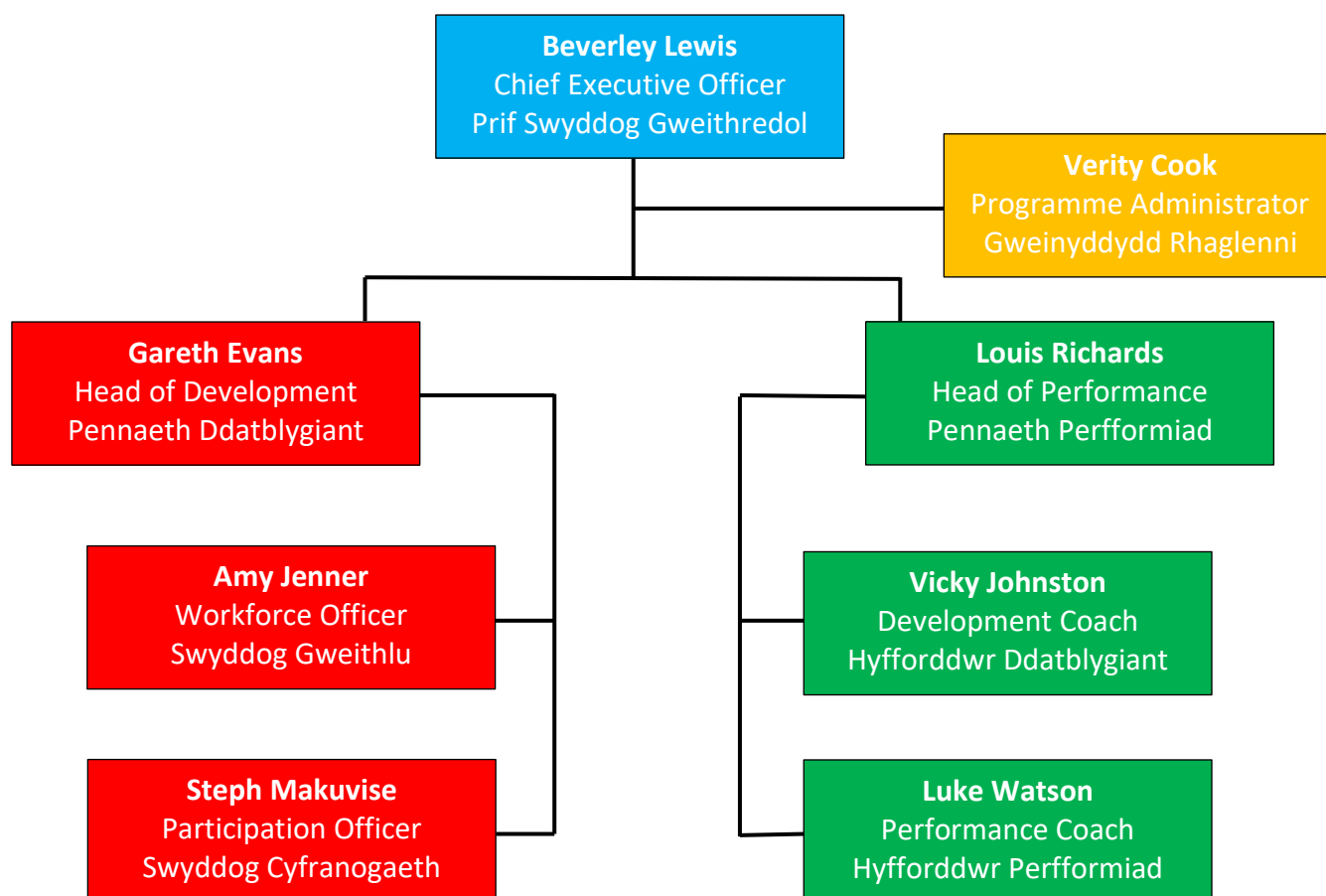
Diolch am eich cefnogaeth barhaus.

Beverley Lewis

Prif Weithredwr

STAFF STRUCTURE CHART - 2020

SIART STRWYTHUR Y STAFF - 2020



SPORTS STANDARDS

SAFONAU CHWARAEON

STANDARDS IN SPORT	Level Achieved
SAFEGUARDING	Level 3
EQUALITY AND DIVERSITY	Intermediate Level Obtained, Working Towards Advanced
INSPORT	Bronze Award Achieved, Working Towards Silver
UK ANTI DOPING	UKAD Anti-Doping Educators: Amy Jenner and Louis Richards. All Staff are Trained as UKAD Anti-Doping Advisors

WE'D LIKE TO THANK THE FOLLOWING ORGANISATIONS HOFFWN DDIOLCH Y CWMNIAU CANLYNOL

HUUB



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