



WELSH
TRIATHLON
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ANNUAL REPORT
ADRODDIAD BLYNYDDOL
2021



FOREWORD – RHAGAIR

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Chief Executive Officer

Prif Swyddog Gweithredol

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Welcome to the Welsh Triathlon 2021 Annual Report. It's time to look forward as we begin to leave the pandemic behind us, return to events and being able to train in social groups again. It's time to make the most of being part of the triathlon community.

We have had some real positives this year centred on the launch of our new strategy. We have a new understanding of our purpose and direction. The Board of Directors and Staff put considerable time into creating our strategy and I would like to thank them and the key volunteers and members who took part in the consultation process.

We launched on a sunny day in early September at Parc Bryn Bach and were proud to be showcasing some of our key programmes to the deputy minister for Sport, Dawn Bowden and CEO of Sport Wales, Brian Davies. Members of the Board were seen taking part in the Open Water Coaching Session and the Aquathlon; that's one way to check on operational detail!

Whilst a bit compressed and hampered by capacity issues for new participants due to deferred places, we actually had a positive events season with the return of the televised Welsh Super Series and elements of our National Championship programme under the guidance of Gareth Evans. Clubs and volunteers have also been active and there has been a significant increase in the number of people looking to take triathlon qualifications, particularly at the Triactivator level.

Community delivery of activity at grass roots is healthy and vibrant. Steph Makuise with assistance from Will Hopkins delivered a host of entry level activities and maintained the attentive engagement with membership. Many of you

Croeso i Adroddiad Blynyddol 2021 Triathlon Cymru. Mae'n bryd edrych tua'r dyfodol wrth ddod allan o'r pandemig a mynd yn ôl i ddiwyddiadau a chymdeithasu unwaith eto, ac i wneud y gorau o fod yn rhan o'n cymuned triathlon.

Ry'n ni wedi gweld rhai pethau cadarnhaol iawn yn digwydd eleni, gyda lansiad ein fframwaith strategol newydd. Dydyn ni heb ruthro ein dealltwriaeth o'n diben a'n cyfeiriad, ac mae'r Bwrdd Cyfarwyddwyr a Staff wedi rhoi cryn ymdrech i mewn i greu ein strategaeth. Hoffwn ddiolch iddyn nhw a'r gwirfoddolwyr a'r aelodau allweddol a gymerodd ran yn y broses ymgynghori.

Digwyddodd y lansiad ar ddiwrnod braf ar ddechrau mis Medi ym Mharc Bryn Bach ac roeddem yn falch o arddangos rhai o'n rhaglenni allweddol i'r Dirprwy Weinidog Chwaraeon, Dawn Bowden, a Phrif Weithredwr Dros Dro Chwaraeon Cymru, Brian Davies. Gwelwyd aelodau o'r Bwrdd yn cymryd rhan yn y Sesiwn Hyfforddi Dŵr Agored a'r Aquathlon; dyna un ffordd o wirio'r manylion gweithredol!

Er bod problemau capasiti wedi effeithio arnom o ran cystadleuwyr newydd oherwydd lleoedd gohiredig a phobl yn tynnu'n ôl, cawsom dymor digwyddiadau cadarnhaol mewn gwirionedd gyda dychweliad Uwch Gyfres Cymru ar y teledu o dan arweiniad Gareth Evans, yn ogystal ag ychwanegu digwyddiadau a gweithgareddau ar-lein. Mae clybiau a gwirfoddolwyr wedi bod yn actif a gwelwyd cynnydd sylweddol yn nifer y bobl sy'n ystyried cymwysterau triathlon, yn enwedig ar y lefel Triweithredwr, sy'n dangos bod ein darpariaeth o weithgareddau cymunedol ar lawr gwlad yn iach a bywiog.

Mae Steph Makuise, gyda chymorth Will Hopkins, wedi darparu llwyth o weithgareddau lefel

answered the Project 21 survey into how British Triathlon and the Home Nations need to engage its tutors, coaches, officials, and key volunteers in the future. I would like to thank you for your interest and informative input. Amy Jenner has been working closely with the team from British Triathlon to ensure that we create the very best and most enjoyable environment for learning and development from 2022 onwards.

Our National Triathlon Performance Centre has gone from strength to strength, demonstrated by athlete interest, Sport Wales support and the recognition and support from the British Performance Pathway. We are delighted to welcome George Taplin to the centre to coach alongside Luke Watson. If the Centre is the top of our performance tree, the roots and branches are undergoing a healthy development under the care of Vicky Johnston. Feedback from the athletes and parents in the last year has been overwhelmingly positive and exciting to receive.

The summer saw Verity Cook coordinate the office, joined by an intern, Chloe Chapman, who kept our communications and social media alive. We said our farewells to Chloe at the end of her six months and thank her for her contribution to our summer. Then a week later, we had to wish Verity a huge thank you and wish her well as she leaves Welsh Triathlon to further her career within the sport sector.

A special note here to congratulate Helen Jenkins, triple-Olympian, double-World Champion, and one of the greatest Welsh and British triathletes of all time, on her retirement from the professional side of the sport. Helen has had a huge impact on the sport in Wales and we wish her all the best with her future endeavours.

The Board had a few changes, with two Directors coming to the end of their second Term of Office. We said our farewells to Jon Blakemore and Llyr Roberts. Kate Evans came and went in the year but not before sorting out our politics and external communications. After a rigorous interview process, we welcome to the Board Iwan Roberts, Simon Maguire and Kirsty Morgan.

mynediad ac yn parhau i ymgysylltu'n ddyfal ag aelodau. Gwnaeth llawer ohonoch ateb yr arolwg Project 21 ar sut mae angen i Triathlon Prydain a'r Gwledydd Cartref ymgysylltu â'u tiwtoriaid, hyfforddwyr, swyddogion a gwirfoddolwyr allweddol yn y dyfodol. Hoffwn ddiolch i chi am eich diddordeb a'ch cyfraniad gwybodus, ac mae Amy Jenner wedi bod yn gweithio'n agos â'r tîm yn Triathlon Prydain i sicrhau y gallwn greu'r amgylchedd gorau posibl ar gyfer dysgu a datblygu o 2022 ymlaen.

Mae ein Canolfan Perfformiad Triathlon Genedlaethol wedi mynd o nerth i nerth, sydd i'w weld drwy ddiddordeb gan athletwyr, cefnogaeth Chwaraeon Cymru a chydabyddiaeth a chefnogaeth gan Lwybr Perfformiad Prydain. Rydym wrth ein bodd o groesawu George Taplin i'r ganolfan i hyfforddi ochr yn ochr â Luke Watson. Y Ganolfan yw brig ein coeden berfformiad ond mae'r gwreiddiau a'r canghennau yr un mor gryf o dan ofal Vicky Johnston, ac mae'r adborth gan athletwyr a rhieni dros y flwyddyn ddiwethaf yn gyffrous.

Dros yr haf, bu Verity Cook yn cydlynu a gweinyddu ar gyfer y swyddfa, ac ymunodd yr intern Chloe Chapman â hi, gan gadw ein cyfathrebiadau a'n cyfryngau cymdeithasol i fynd. Dywedom hwyl fawr i Chloe ar ddiwedd ei chwe mis, a diolch iddi am ei chyfraniad at ein haf. Yna, wythnos yn ddiweddarach, bu'n rhaid i ni ddiolch o galon a ffarwelio â Verity wrth iddi adael Triathlon Cymru i ddatblygu ei gyrfa.

Mae'r Bwrdd wedi gweld rhai newidiadau gyda dau Gyfarwyddwr yn dod i ddiwedd eu hail Dymor Swyddfa. Dywedom hwyl fawr wrth Jon Blakemore a Llyr Roberts. Gwnaeth Kate Evans gyrraedd a gadael yn ystod y flwyddyn, ond nid cyn rhoi trefn ar ein gwleidyddiaeth a'n cyfathrebu allanol. Ar ôl cyfweliadau trylwyr, gwnaethom groesawu Iwan Roberts, Simon Maguire a Kirsty Morgan i'r Bwrdd.

Wrth edrych ymlaen, fel y soniais amdano ar ddechrau'r cyflwyniad hwn, byddwn yn cynnal Cyfres Paratriathlon y Byd yn Abertawe ym mis Awst, uchafbwynt o Wyl Parachwaraeon, ar yr un

Looking forward, as I intended to do at the beginning of this introduction, Wales will be hosting the World Paratriathlon Series in Swansea in August, the centrepiece of a wider Parasport Festival which will be held on the same weekend as the new Ironman 70.3. It's going to be a very exciting week, with the focus put on paratriathlon; and the WPS being another globally recognised event in Wales which will inspire and engage the triathlon community.

We are also able to start the delivery of our PACE Club programme, introduce the new school resource which we have been piloting in Carmarthenshire and kick start plans for Open Water Swimming. The Home Nations membership review, Project 21 and new event permitting initiative keep the team enthused and excited.

Thank you for your part in engaging and supporting Welsh Triathlon throughout the year. We will only achieve our purpose, 'to develop a triathlon community that enhances the well-being of current and future generations in Wales' with you on the journey.

Best Wishes for the coming year.
Beverley

penwythnos â'r Dyn Haearn 70.3 newydd. Bydd hi'n wythnos gyffrous iawn, yn canolbwyntio ar y paratriathlon ac ymgysylltu ac ysbrydoli ein pobl ifanc. Gallwn nawr ddechrau darparu ein rhaglen Clwb PACE, cyflwyno'r adnodd ysgol newydd rydym wedi bod yn ei dreialu yn Sir Gâr, a rhoi hwb i'r cynlluniau ar gyfer Nofio Dŵr Agored a gwelliannau i'r pecynnau aelodaeth. Hyn i gyd, yn ogystal â'r adolygiad o aelodaeth y Gwledydd Cartref, Project 21 a digwyddiad newydd – rydw i a'r tîm yn llawn cyffro.

Diolch i chi am ymgysylltu â Triathlon Cymru a'n cefnogi drwy gydol y flwyddyn. Dim ond gyda chi ar y daith y gallwn gyflawni ein diben 'i ddatblygu cymuned triathlon sy'n gwella lles cenedlaethau heddiw a fory yng Nghymru'.

Dymuniadau gorau ar gyfer y flwyddyn i ddod
Beverley



WELCOME FROM THE CHAIR CROESO'R GADEIRYDD

Prof. Martin Kitchener

Chair of the Board - Cadeirydd y Bwrdd

It is my very great pleasure to welcome you to Welsh Triathlon Cymru's annual report for 2021. For a second year, our resilient community has risen to the challenges arising from the COVID pandemic. Working in partnership, our staff and members have developed many exciting new approaches to training and staying connected. 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.

During the last year, the Board and staff at Welsh Triathlon conducted an analysis of how we could support the recovery from COVID and lead the development of our sport in Wales. We began by asking the question: "What is the purpose of Welsh Triathlon?" After many discussions with our members and partners, it was agreed that our purpose is "to develop a triathlon community that enhances the well-being of current and future generations in Wales." Having articulated our sense of purpose, we firmly intend to use it as a 'moral compass' to guide our policies and behaviours.

Our first step on this journey was to develop a new [Welsh Triathlon Strategy](#) for pursuing our purpose. The strategy was then launched during an event at Parc Bryn Parc in September that showcased some of our entry-level inclusive activities for adults and children. It was really pleasing that the event and strategy received strong support from the attendance of the Deputy Minister for Arts and Sport, Dawn Bowden MS, the Head of Sport, Neil Welch, and the soon to be CEO Sport Wales, Brian Davies.

Pleser o'r mwyaf yw eich croesawu i adroddiad blynyddol Triathlon Cymru ar gyfer 2021. Am yr ail flwyddyn, mae ein cymuned wydn wedi ateb yr heriau a ddaeth gyda'r pandemig COVID. Gan weithio mewn partneriaeth, mae ein staff ac aelodau wedi datblygu llawer o ddulliau newydd cyffrous o hyfforddi a chadw mewn cysylltiad. Hoffwn ddiolch i'n holl aelodau, staff, cyfarwyddwyr a phawb sy'n ymwneud â'n camp am eu gwaith caled, eu hiwmor, a'u hamynedd yn ystod beth sydd wedi bod - ac yn parhau i fod - yn gyfnod anodd iawn.

Dros y flwyddyn ddiwethaf, mae'r Bwrdd a staff yn Triathlon Cymru wedi cynnal dadansoddiad o sut gallem helpu gyda'r adferiad o COVID ac arwain datblygiad ein camp yng Nghymru. Dechreuon ni drwy ofyn y cwestiwn: "beth yw diben Triathlon Cymru?" Ar ôl sawl trafodaeth gyda'n haelodau a'n partneriaid, cytunwyd mai ein diben yw "datblygu cymuned triathlon sy'n gwella lles cenedlaethau heddiw a fory yng Nghymru." Wedi mynegi ein hymdeimlad o ddiben mewn geiriau, rydym yn bwriadu ei ddefnyddio fel 'côd moesol' i lywio ein polisiau a'n ymddygiad.

Ein cam cyntaf ar y daith hon oedd datblygu [Strategaeth Triathlon Cymru](#) newydd i'n helpu i gyflawni ein diben. Yna, lanswyd y strategaeth mewn digwyddiad ym Mharc Bryn ym mis Medi a arddangosodd rai o'n gweithgareddau cynhwysol lefel-mynediad i oedolion a phlant. Roedd yn hyfryd gweld y digwyddiad a'r strategaeth yn cael cefnogaeth gref drwy bresenoldeb Dirprwy Weinidog y Celfyddydau a Chwaraeon, Dawn Bowden AoS, y Pennaeth Chwaraeon Neil Welch a darpar Brif Swyddog Gweithredol Chwaraeon Cymru, Brian Davies.

I am delighted to report that our new sense of purpose and strategy have already begun to shape the development of our community. In one clear example, we have worked hard to ensure that a world para tri event will be held alongside a week of wider activity, including a new Ironman event in Swansea next year.

We've all been through a lot this last year but there are many reasons to be more hopeful for the future. Many of us are back in training. Clubs are getting back up and running. Welsh Triathlon has a bold new strategy. And many triathlon events are back on in Wales. We're clearly not out of the woods yet. But as we do emerge, I am very confident that the Welsh Triathlon community is well-placed to nurture our sport, and in doing so, enhance the well-being of current and future generations in Wales.

Best Wishes,

Martin

Rydw i wrth fy modd o roi gwybod bod ein hymdeimlad newydd o ddiben a'n strategaeth eisoes wedi dechrau llywio datblygiad ein cymuned. Mewn un enghraifft glir, rydym wedi gweithio'n galed i sicrhau y caiff digwyddiad para-tri byd-eang ei gynnal ochr yn ochr â'r digwyddiad Dyn Haearn newydd yn Abertawe flwyddyn nesaf.

Mae pawb wedi bod drwy amser caled dros y flwyddyn ddiwethaf ond mae llawer o resymau dros fod yn obeithiol ar gyfer y dyfodol. Mae llawer ohonom yn ôl yn hyfforddi. Mae clybiau'n ailagor eu drysau. Mae gan Triathlon Cymru strategaeth newydd uchelgeisiol. Ac mae llawer o ddigwyddiadau triathlon wedi dychwelyd yng Nghymru. Daw eto haul ar fryn, ond mae digon ar ôl i'w wneud. Wrth i ni ddod allan o'r pandemig, rwy'n hyderus bod cymuned Triathlon Cymru mewn sefyllfa dda i feithrin ein camp a, thrwy wneud hynny, wella lles cenedlaethau heddiw a fory yng Nghymru.

Pob dymuniad da,

Martin

DIRECTORS OF WELSH TRIATHLON APPOINTED

CYFARWYDDWYR PENODEDIG TRIATHLON CYMRU

Professor Martin Kitchener	Chairman	Appointed to the Board September 9th September 2020, 3-year appointment ending September 2023.
Beverley Lewis	Executive Officer	Appointed 11 th March 2015, ongoing due to nature of office.
Claire Lane	Director Portfolio in discussion	Appointed 13 March 2019, 3-year appointment ending April 2022.
Parul Patel	Director Portfolio in Discussion	Appointed 13 th March 2019, 3-year appointment ending 2022.
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.
Iwan Roberts	Director of Finance	Appointed 10 th March 2021, 3-year appointment ending April 2024.
Kirsty Morgan	Director of Communications	Appointed 8 th September 2021, 3-year appointment ending April 2024.
Simon Maguire	Director of Governance	Appointed 8 th September 2021, 3-year appointment ending April 2024.



PERFORMANCE TEAM ADRAN PERFFORMIAD

Louis Richards

Head of Performance - Pennaeth Perfformiad

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My 2019-2020 report was focused on overcoming the challenges presented by Covid-19 and whilst its impact is still present, it gives me great pleasure to write this year's report reflecting on a year of innovation, progression, and delivery.

Working closely with the Welsh Government through the Elite Sport group, we were able to return to delivering all our performance programmes in 2020. The feedback we received from athletes and their support network regarding the impact this has had, not just on their sporting development, but also their mental health and wellbeing, has been extremely positive.

To return to full delivery, a focus on partnerships has become ever more important. As we strive to deliver sustainable programs, our partnership work has meant that we have been able to:

- Deliver the first elite triathlon event in the UK since 2019, in Llanelli.
- Progress the NTPCW to become a BTF Pathway Centre.
- Ensure we have supported all Welsh athletes racing internationally with Covid-19 related expenses.
- Increase our NTPCW delivery capacity through the introduction of a development squad and recruitment of an additional full-time coach.

I would like to thank Cardiff Metropolitan University, Cardiff University, British Triathlon World Class Program, Sport Wales, the Welsh Government, and the Elite Sport group, who have been key partners in our delivery throughout this year.

Roedd fy adroddiad yn 2019-2020 yn canolbwyntio ar oresgyn yr heriau a ddaeth gyda Covid-19, ac er bod ei effeithiau gyda ni o hyd, mae'n rhoi pleser mawr i mi ysgrifennu'r adroddiad eleni gan fyfyrion ar flwyddyn o arloesi, cynnydd a chyflawni.

Gan weithio'n agos gyda Llywodraeth Cymru drwy'r grŵp Chwaraeon Elitaidd, rydym wedi gallu ailddechrau darparu ein holl raglenni chwaraeon ac mae'r adborth rydym wedi'i gael gan athletwyr a'u rhwydwaith cymorth ar yr effaith gadarnhaol y mae hyn wedi'i chael - nid yn unig ar eu datblygiad chwaraeon ond hefyd eu hiechyd meddwl - wedi bod yn gadarnhaol iawn.

Er mwyn ailddechrau darparu'n llawn, mae ffocws ar bartneriaethau wedi dod yn bwysicach nag erioed. Wrth i ni ymdrech i fod yn fwy arloesol yn ein darpariaeth yn ogystal â chyflawni rhaglenni cynaliadwy, mae ein gwaith partneriaeth wedi golygu ein bod wedi gallu:

- Cyflwyno'r digwyddiad triathlon elit cyntaf yn y DU ers 2019, yn Llanelli.
- Datblygu CPTGC i ddod yn un o Ganolfannau Llwybr Sefydliad Triathlon Prydain.
- Sicrhau cefnogaeth i bob athletwr o Gymru sy'n rasio'n rhyngwladol gydag eithriadau mewn perthynas â Covid-19.
- Cynyddu capasiti CPTGC ymhellach drwy gyflwyno carfan ddatblygu a recriwtio hyfforddwr llawn-amser ychwanegol.

Hoffwn ddiolch yn ffurfiol i Brifysgol Metropolitan Caerdydd, Prifysgol Caerdydd, Rhaglen Safon Uchaf Triathlon Prydain, Chwaraeon Cymru, Llywodraeth Cymru a'r grŵp Chwaraeon Elitaidd sydd wedi bod yn bartneriaid allweddol yn ein darpariaeth eleni.

As a result of our targeted program delivery, it has been exciting to see athletes delivering good racing performances after 18 months of very limited racing opportunities. This has been across the program, highlights include:

- 3 Welsh athletes selected for World Championships
 - 1 x Female for U23 6th
 - 1 x Male for Junior (race taking place 7th Nov)
 - 1 x Female for Senior World champ's 11th
- 3 Welsh athletes selected for European Championship
 - 1 x Female U23- 2nd
 - 1 x Male PTVI- 10th
- NTPCW
 - Men's and Women's overall British Super Series Winners
 - Relay team finishing 2nd & 3rd in the National Elite relay champs
 - 1 x World Junior Championship qualifier
 - Male winner of the first elite triathlon race to be held in UK since 2019 at Llanelli

To ensure we continue to develop exceptional people to deliver international success, the recently published Welsh Triathlon Strategy Framework outlines the aspirations of the performance programme, with a focus on clear strategic objectives. I'm excited to lead our team of coaches, practitioners, parents, volunteers and of course athletes, to meet our ambitious objectives.

O ganlyniad i'n rhaglen gyflawni barhaus, mae wedi bod yn wych gweld athletwyr yn rasio a pherfformio ar ôl 18 mis o brinder cyfleoedd. Ar draws y rhaglen, mae'r uchafbwyntiau'n cynnwys:

- 3 athletwr o Gymru wedi'u dewis ar gyfer Pencampwriaethau'r Byd
 - 1 x Ferch Dan 23 – 6^{ed}
 - 1 x Dyn Iau (ras yn digwydd 7 Tachwedd)
 - 1 x Ferch Hŷn – 11^{eg}
- 2 athletwr o Gymru wedi'u dewis ar gyfer Pencampwriaethau Ewrop
 - 1 x Ferch Dan 23 – 2^{il}
 - 1 x Dyn PTVI – 10^{fed}
- CPTGC
 - Enillwyr cyffredinol Dynion a Merched Uwch Gyfres Prydain
 - Tîm Cyfnewid yn gorffen yn 2il a 3ydd yn y Pencampwriaethau Ras Gyfnewid Elitaidd Cenedlaethol.
 - 1 x wedi cyrraedd pencampwriaeth iau y byd
 - Enillydd gwrywaidd y ras triathlon elitaidd gyntaf i gael ei chynnal yn y DU ers 2019 yn Llanelli

Er mwyn sicrhau ein bod yn parhau i ddatblygu pobl eithriadol i gyflawni llwyddiant rhyngwladol, mae strategaeth Triathlon Cymru, a gyhoeddwyd yn ddiweddar, yn amlinellu dyheadau'r rhaglen berfformiad, ochr yn ochr â ffocws ar amcan strategol clir. Rwy'n llawn cyffro i arwain ein tîm o hyfforddwyr, ymarferwyr, rhieni, gwirfoddolwyr ac wrth gwsr athletwyr i gyflawni ein hamcanion uchelgeisiol.



Vicky Johnston
Development Coach
Hyfforddwr Datblygiedig
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Welsh Triathlon Academy Programme (WTAP)

A key priority for Welsh Triathlon in 2020/21 was to deliver a full year of pathway activity that was inclusive, engaging and provided more opportunities for more young people.

The yearly review of the performance pathway in 2020 highlighted opportunities to evolve the Welsh Triathlon Academy Programme (WTAP) model. Learning through the review we set out and achieved the following:

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

We achieved this through the implementation of:

- 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 11-16.
- Providing opportunities to engage and support coaches in each region with additional coach development through the RTD program.
- Increasing support within the Welsh Development Academy with a multi squad structure.
- A new selection process using a profiling tool that covers a much wider range of

Rhaglen Academi Triathlon Cymru (RhATC)

Un o flaenoriaethau allweddol Triathlon Cymru yn 2021 oedd i ddarparu blwyddyn gyfan o weithgareddau llwybr sy'n fwy cynhwysol, diddorol ac yn cynnig mwy o gyfleoedd i fwy o bobl ifanc.

Tynnodd yr adolygiad blynyddol o'r llwybr perfformiad yn 2020 sylw at gyfleoedd i ddatblygu model Rhaglen Academi Triathlon Cymru (RhATC) i gyflawni'r amcanion canlynol:

- Cynnig mwy o gyfleoedd ar lefel ranbarthol i athletwyr a hyfforddwyr.
- Creu proses ddewis ac adnabod well drwy categorïau grwpiau oedran ieuenctid.
- Cynnig cefnogaeth fwy pwrpasol i athletwyr iau, yn benodol i'w helpu i siapio eu hamgylcheddau hyfforddi dyddiol yn effeithiol.

I gyflawni'r amcanion hyn, rydym wedi gweithredu'r isod.

- Rhaglen diwrnod hyfforddi rhanbarthol (DHRh) gyda'r nod o gynnig 3-4 diwrnod o weithgareddau ym mhob un o'r rhanbarthau (Gogledd, Gorllewin a De) i athletwyr 11-16 oed.
- Cyfleoedd i ymgysylltu a chefnogi hyfforddwyr ym mhob rhanbarth gyda chyfleoedd datblygu hyfforddwyr ychwanegol drwy'r rhaglen DHRh.
- Cynyddu'r gefnogaeth o fewn Academi Datblygu Cymru, gyda strwythur aml-garfan.
- Gweithredu proses ddewis newydd gan ddefnyddio adnodd proffilio sy'n cwmpasu

physical, technical, and psychological criteria, offering multiple entry points into the Academy Programme.

Since the easing of restrictions, we have been able to deliver two RTD's in April and June. The response to these was extremely positive with great feedback and over 100 athletes signed up across the three days.

We also delivered a summer camp in Cardiff for the current Academy athletes. They were able to experience training alongside the senior athletes in the Performance Centre. This camp again received great feedback from the athletes and their parents.

In September, we selected our 2021/22 cohort of WTAP athletes. 17 athletes were selected across the two squads, with another selection opportunity in February for those who did not make the selection this year. Our camp delivery begins in October with a camp in North Wales.

Throughout the rest of 2021 and into 2022, we look to continue building on the successful camps and RTD's and support young athletes across Wales to continue to participate, compete and enjoy triathlon.

amrywiaeth llawer ehangach o feini prawf corfforol, technegol a seicolegol, yn ogystal â chynnig sawl pwynt mynediad i mewn i raglen yr Academi.

Ers i'r cyfyngiadau lacio, rydym wedi gallu cyflawni dau DHRh yn Ebrill a Mehefin. Roedd yr ymateb i'r rhain yn gadarnhaol iawn, gydag adborth gwych a dros 100 o athletwyr yn cofrestru ar draws y tri diwrnod.

Gwnaethom hefyd gynnal gwerysll haf yng Nghaerdydd ar gyfer athletwyr presennol yr Academi lle cawsant gyfle i hyfforddi gydag athletwyr hŷn yn y Ganolfan Perfformiad. Eto, cafodd y gwerysll hwn adborth gwych gan yr athletwyr a'u rhieni.

Ym mis Medi, dewiswyd ein carfan o athletwyr RhATC ar gyfer 2021/22. Dewiswyd 17 o athletwyr ar draws dwy garfan, gyda chyfle arall ym mis Chwefror i'r rheini na chafodd eu dewis eleni. Mae'r rhaglen gwerysllodded yn dechrau ym mis Hydref gyda gwerysll yng Ngogledd Cymru.

Drwy weddill 2021 ac i mewn i 2022, rydym am barhau i adeiladu ar y gwerysllodded a'r DHRhau llwyddiannus a chefnogi athletwyr ifanc ledled Cymru i barhau i gymryd rhan, cystadlu a mwynhau triathlon.



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Welsh Triathlon 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.

With racing returning in 2021 following the disrupted 2020 season, it has been extremely pleasing to see several athletes making positive progression this year.

Olivia Mathias continues to develop strongly, with her first World Triathlon Series exposures at Leeds, Montreal and Hamburg, where she finished 12th to make the automatic nomination standard for next year's Commonwealth Games. She also won the European Cup event in Tiszaujvaros, Hungary and made the U23 podium at the European Sprint Championships in Austria. Subject to ratification by the respective panels, Olivia will be joined in Birmingham by Non Stanford, who continues to compete at the very top of the sport, with top-10s in both Yokohama and Montreal this year.

On the men's side, Domonic Coy earned the first World Championship selection for a Welsh male since 2013, as he qualified for the Junior World Championships, which were rescheduled from Bermuda to Portugal, and will take place in early-November. Meanwhile, on the Paratriathlon side, Rhys Jones (PTVI) has put himself in a strong position to qualify for next year's Commonwealth Games with some excellent international performances in France and Spain.

Looking forward, we will be looking to support the other WTPP athletes, including those who have

Rhaglen Perfformiad Triathlon Cymru

Diben Rhaglen Perfformiad Triathlon Cymru (RhPTC) yw cefnogi athletwyr sy'n gweithio tuag at gael eu dewis ar gyfer Rhaglen Safon Uchaf Prydain, yn ogystal â chael eu henwebu ar gyfer Gemau'r Gymanwlad 2022, sydd ar y gorwel.

Mae rasio wedi dychwelyd yn 2021 ar ôl y tarfu ar dymor 2020, ac mae wedi bod yn wych gweld nifer o athletwyr yn cymryd camau ymlaen eleni.

Mae Olivia Mathias yn parhau i ddatblygu'n dda, gyda'i hymddangosiad cyntaf yng Nghyfres Triathlon y Byd yn Leeds, Montreal a Hamburg lle gorffennodd yn 12^{fed} gan felly fwrw'r safon enwebu awtomatig ar gyfer Gemau'r Gymanwlad y flwyddyn nesaf. Gwnaeth hefyd ennill y digwyddiad Cwpan Ewrop yn Tiszaujvaros, Hwngari, a chyrraedd y podiwm Dan 23 ym Mhencampwriaethau Gwibio Ewrop yn Awstria. Yn amodol ar gadarnhad y paneli perthnasol, bydd Non Stanford yn ymuno ag Olivia yn Birmingham. Mae hi'n parhau i gystadlu ar lefel uchaf y gamp, gan orffen yn y 10 uchaf yn Yokohama a Montreal eleni.

Ar ochr y dynion, daeth Domonic Coy y gwryw cyntaf o Gymru i gael ei ddewis ar gyfer Pencampwriaethau'r Byd ers 2013. Cyrhaeddodd Bencampwriaethau Ieuencid y Byd, a gafodd eu symud o Bermuda i Bortiwgal ac a fydd yn digwydd ddechrau mis Tachwedd. O ran y Paratriathlon, mae Rhys Jones (PTVI) wedi rhoi ei hun mewn sefyllfa gref i gyrraedd Gemau'r Gymanwlad y flwyddyn nesaf, gyda rhai perfformiadau rhyngwladol gwych yn Ffrainc a Sbaen.

Gan edrych ymlaen, gobeithiwn gefnogi'r athletwyr RhPTC eraill, gan gynnwys y rheini sydd wedi methu

missed racing due to injury or illness this year, in their Commonwealth qualification & preparation bids through the winter, ahead of the May 2022 nomination deadline.

National Triathlon Performance Centre Wales

The performance standard at the National Triathlon Performance Centre Wales (NTPCW) continues to elevate each year. We now have 12 athletes eligible to compete internationally either as juniors or seniors, which has doubled over the last four years. At the recent British Championships in Mallory Park, we had four NTPCW men in the top-10 and three women in the top-8, and NTPCW athletes won three of the four Super Series titles with Freddie Webb (senior men), Tilly Anema (senior women) and Dom Coy (junior men).

Thanks to the support of our partners at Cardiff Metropolitan University and Cardiff University, and by working with Sport Wales, we were able to keep the disruption from the various lockdowns and Covid restrictions to a minimum this year, which has really been reflected in the athletes' performances.

We are continuing to grow our delivery in the Centre, with the recruitment of a new Performance Centre Coach, George Taplin, as a result of investment into our long-term strategy from British Triathlon. We are also implementing a Development Squad, in conjunction with the Universities for the first time this year, which looks to provide additional performance-focused triathlon provision and bridge the gap between the university clubs and the Performance Centre.

We are looking forward to another exciting and successful year as we head into 2022.

â rasio oherwydd anaf neu salwch eleni, yn eu hymdrechion i gyrraedd Gemau'r Gymanwlad a pharatoi ar eu cyfer drwy'r gaeaf, cyn y dyddiad cau ar gyfer enwebu ym mis Mai 2022.

Yn olaf, hoffwn longyfarch Helen Jenkins, un o driathletwyr gorau Cymru a Phrydain erioed, sydd wedi cystadlu yn y Gemau Olympaidd deirgwaith ac ennill Pencampwriaethau'r Byd ddwywaith, ar ei hymddeoliad o ochr broffesiynol y gamp. Mae Helen wedi cael effaith enfawr ar y gamp yng Nghymru a dymunwn y gorau iddi yn y dyfodol.

Canolfan Perfformiad Triathlon Genedlaethol Cymru

Mae safon perfformiad Canolfan Perfformiad Triathlon Genedlaethol Cymru (CPTGC) yn parhau i wella bob blwyddyn. Bellach mae gennym 12 o athletwyr sy'n gymwys i gystadlu'n rhyngwladol, naill ai yn y categorïau iau neu hŷn – ffigur sydd wedi dyblu dros y pedair blynedd ddiwethaf. Ym Mhencampwriaethau Prydain, a gynhaliwyd yn ddiweddar ym Mharc Mallory, daeth pedwar o ddynion CPTGC yn y 10 uchaf a thair menyw yn yr 8 uchaf, ac enillodd athletwyr CPTGC dri allan o'r pedwar teitl Uwch Gyfres diolch i Freddie Webb (dynion – oedolion), Tilly Anema (merched – oedolion) a Dom Coy (dynion – iau).

Diolch i gefnogaeth ein partneriaid ym Met Caerdydd a Phrifysgol Caerdydd, a thrwy gydweithio â Chwaraeon Cymru, bu'n bosib i ni leihau'r tarfu a achoswyd gan y cyfnodau clo amrywiol a'r cyfyngiadau Covid eleni, sydd wedi'i adlewyrchu ym mherfformiadau'r athletwyr.

Rydym yn parhau i dyfu ein darpariaeth yn y Ganolfan, gyda Hyfforddwr Canolfan Perfformiad, George Taplin, yn cael ei recriwtio o ganlyniad i fuddsoddiad yn ein strategaeth hirdymor gan Triathlon Prydain. Rydym hefyd yn cyflwyno Carfan Ddatblygu, ar y cyd â'r Prifysgolion, am y tro cyntaf eleni, sydd â'r nod o gynnig darpariaeth triathlon ychwanegol sy'n canolbwyntio ar berfformiad a phontio'r bwllch rhwng clybiau prifysgol a'r Ganolfan Perfformiad.

Rydym yn edrych 'mlaen at flwyddyn gyffrous a llwyddiannus arall yn 2022.



DEVELOPMENT TEAM

ADRAN DATBLYGIANT

Gareth Evans

Head of Development - Pennaeth Datblygiant

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2021 has been a challenging year for everyone involved in the sport sector. I am extremely proud of the development team as we have adapted to the challenges faced. Following the successful delivery of the Welsh Government's first test event in September 2020, we returned to a period of lockdown which had a significant effect on participation opportunities, and our ability to deliver a number of proposed programmes.

What transpired throughout the year was a continued collaboration with a wide range of stakeholders, ensuring that when activity returned it was safe, measured, and with protocols implemented.

The club scene began to re-connect as restrictions eased, allowing members and participants to return to face to face social engagement. Our events calendar re-opened in mid-July, and we look forward to introducing the new cohort of lockdown runners, cyclists and open water swimmers to the fun and competition of our sport.

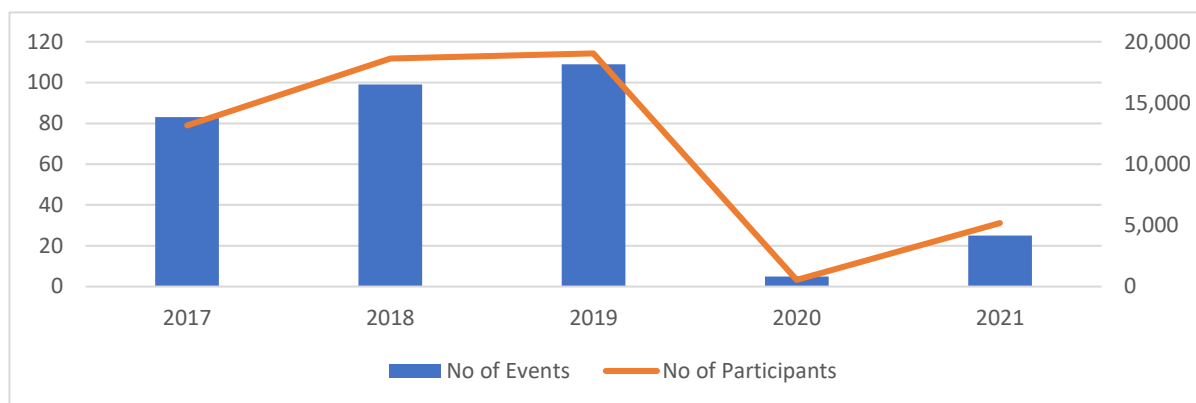
Events returned, but with a reduced calendar due to the restrictions. In total, 25 permitted events took place in 2021 with a total attendance of 5176 participants. A massive thank you to all of our permitting event organisers who worked within the agreed parameters. We will be working with Event Organisers to build the confidence throughout the triathlon community as racing returns for the 2022 season.

Mae 2021 wedi bod yn flwyddyn heriol i bawb sy'n ymwneud â'r gamp, ond rwy'n falch iawn o sut mae'r tîm datblygu wedi addasu i heriau'r flwyddyn ddiwethaf. Yn dilyn llwyddiant digwyddiad prawf cyntaf Llywodraeth Cymru ym mis Medi 2020, gwnaethom ddychwelyd i gyfnod clo arall. Cafodd hyn effaith sylweddol ar gyfleoedd i gymryd rhan a'n gallu i gyflawni nifer o'r rhaglenni a gynigiwyd.

Yn lle hyn, drwy gydol y flwyddyn, gwelwyd cydweithredu rhwng y Corff Llywodraethu Cenedlaethol a'i ystod eang o randdeiliaid, gan sicrhau, lle y bo'n bosibl, fod gweithgareddau'n gallu dychwelyd yn ddiogel gyda mesurau a phrotocolau'n cael eu gweithredu, gan sicrhau y gallai'r gamp ddychwelyd pan fyddai'r amser yn iawn. Gyda'r cyfyngiadau'n llacio, trodd llawer at feicio, rhedeg a nofio yn yr awyr agored fel dihangfa. Mae clybiau wedi dechrau ailgysylltu, gan gynnig cyswllt wyneb-yn-wyneb ychwanegol i aelodau a chystadleuwyr. Gyda'r haf, fe ddychwelodd y digwyddiadau, ac yn dilyn nifer o ddigwyddiadau prawf eraill gan y Llywodraeth, ailagorodd ein calendr digwyddiadau ganol mis Gorffennaf.

Wrth i ddigwyddiadau aildechrau, dechreuom ailgysylltu â'n cymuned wyneb-yn-wyneb, ond hyd yn oed ar ôl colli tymor cyfan, gwelwyd rhai pryderon o ran dychwelyd. I gyd, cynhaliwyd 25 o ddigwyddiadau trwyddedol, gyda 5176 o bobl yn mynychu. Mae trefnwyr digwyddiadau'n gyfarwydd â gostyngiad o 10-15% fesul digwyddiad, ond yn dilyn y pandemig gwelwyd rhai gostyngiadau o 44%! Roedd hyn yn cynnwys cystadleuwyr a brynodd le mewn digwyddiadau ar ôl y cyfnod clo, sy'n dangos bod gwaith i'w wneud o hyd i fagu hyder ar draws y gymuned triathlon i gyrraedd ein lefelau blaenorol.

Graph 1: NUMBER OF PERMITTED EVENTS & PARTICIPANTS 2017-2021
 Graff 1: NIFER Y DIGWYDDIADAU TRWYDDEDOL A CHYSTADLEUWYR 2017-2021



Welsh Triathlon's focus for 2022 is to ensure that the domestic events calendar is supported for a full return, event organisers receive the support they need with their local stakeholders, and participants can return confidently, knowing that measures have been taken to ensure their safety.

There will be a new Welsh National Championships with the inclusion of an exciting club mixed relay event in the format of the popular Olympic event. Ironman Wales will also return to Tenby following a two-year hiatus, with a new IM 70.3 in Swansea in August.

Substantial work has taken place over the last 12-18 months to bring a World Triathlon to Wales. We're delighted to announce that Welsh Triathlon have been the primary party in attracting the World Para Series to Swansea. Having entered the partnership with Welsh Government, Swansea City Council and British Triathlon, the onus on delivery will now be passed to the BTF major events team. Whilst the team in Wales will focus on city wide engagement next year as part of a three-year legacy project which, will have a lasting effect on the wider triathlon landscape.

Tîm Tri Cymru will represent Wales at both the British Standard and British Sprint Championships in 2021. We have over 100 Welsh members registered. We will continue to work with local authorities and clubs to roll out the Tri Active Cymru programme across Wales, and Go Tri will return as we work towards our strategic objective of making triathlon accessible to everyone, everywhere in Wales.

Ffocws y tîm digwyddiadau ar gyfer 2021 yw sicrhau bod y calendr digwyddiadau domestig yn cael ei gefnogi i ddychwelyd yn llawn yn 2022, bod trefnwyr digwyddiadau'n cael y gefnogaeth sydd ei hangen arnynt gyda'u rhanddeiliaid lleol, ac y gall cystadleuwyr ddychwelyd yn hyderus, gan wybod bod mesurau wedi'u rhoi ar waith i sicrhau eu diogelwch.

Bydd Pencampwriaethau Cenedlaethol newydd yng nghalendr Cymru, gyda digwyddiad ras gyfnewid gymysg i glybiau yn cael ei gynnwys yn dilyn ei lwyddiant yn y Gemau Olympaidd. Bydd Dyn Haearn Cymru hefyd yn dychwelyd i Ddinbych-y-pysgod ar ôl saib o ddwy flynedd, a bydd nifer o gyfleoedd ychwanegol yn cael eu cysylltu â digwyddiadau sydd eisoes yn ein calendr.

Mae llawer o waith wedi'i wneud dros y 12-18 mis diwethaf i ddod â Thriathlon y Byd i Gymru. Rydym wrth ein bodd o gyhoeddi mai Triathlon Cymru oedd yn bennaf gyfrifol am ddod â Chyfres Para'r Byd i Abertawe. Ar ôl ymrwymo i bartneriaeth â Llywodraeth Cymru, Cyngor Dinas Abertawe a Triathlon Prydain, bydd y cyfrifoldeb nawr yn cael ei basio i dîm digwyddiadau mawr Sefydliad Triathlon Prydain, tra bydd y tîm yng Nghymru yn canolbwyntio ar ymgysylltu â'r ddinas gyfan flwyddyn nesaf fel rhan o brosiect etifeddiaeth tair blynedd. Bydd Tîm Tri Cymru yn cynrychioli Cymru ym Mhencampwriaethau Safon Prydain a Gwibio Prydain yn 2021, gyda dros 100 o aelodau grŵp oedran yn cofrestru. Byddwn yn parhau i weithio gydag awdurdodau lleol a chlybiau i gyflwyno'r rhaglen TAC ar draws cymunedau Cymru, a bydd GoTri yn dychwelyd wrth i ni weithio tuag at ein hamcan strategol i wneud triathlon yn agored.



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Our main priority in 2021 was to ensure that the triathlon community was ready and supported as everyone returned to activity.

Clubs

Triathlon clubs provide the foundation for participation for the Welsh triathlon community. The early year restrictions meant that a number of clubs were prohibited from running their regular activity, but with Welsh Triathlon support, these clubs are now functioning again.

We continued to provide clubs with updated guidance as we returned to group activity throughout the year, and we added virtual platforms to support engagement with our stakeholders. Our various platforms ensured that clubs were connected and had the right resources to deliver activity.

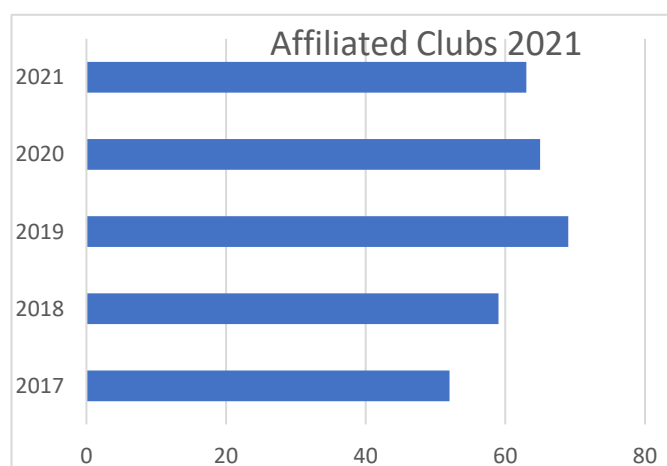
Ein prif flaenoriaeth yn 2021 oedd sicrhau bod y gymuned triathlon y barod ac yn cael ei chefnogi wrth i bawb ddychwelyd i weithgareddau.

Clybiau

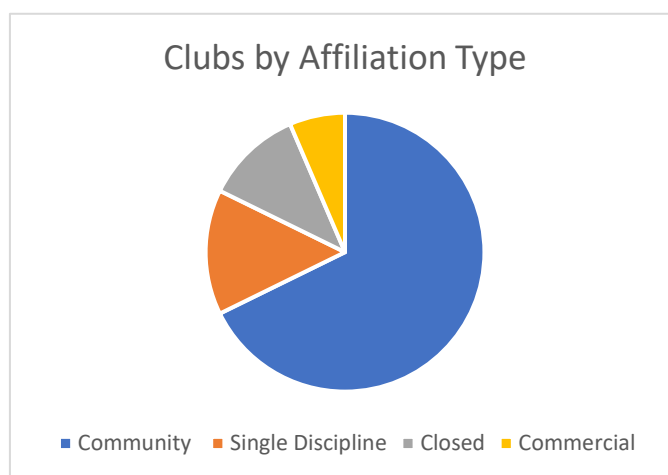
Drwy gydol y flwyddyn, clybiau triathlon sydd wedi gosod y sylfeini i gyfranogi ar gyfer cymuned triathlon Cymru. Golygai'r cyfyngiadau ar ddechrau'r flwyddyn na allai nifer o glybiau gynnal eu gweithgareddau arferol, ond gyda chefnogaeth Triathlon Cymru, mae'r clybiau hyn bellach ar waith unwaith eto.

Gwnaethom barhau i roi'r canllawiau diweddaraf i glybiau wrth i weithgareddau grŵp ddychwelyd eleni, a pharhau i ddefnyddio llwyfannau rhithwir fel fforymau clybiau a'n grŵp Facebook Pwyllgor Clybiau i sicrhau bod clybiau'n gysylltiedig a bod ganddynt yr adnoddau cywir i ddarparu gweithgareddau.

Graphs 2 and 3: NUMBER & TYPES OF AFFILIATED CLUBS 2021
Graffiau 2 a 3: NIFER A MATH Y CLYBIAU CYSYLLTIEDIG 2021



We were delighted to welcome a number of new clubs to the triathlon community in the year. In 2022, we look forward to playing our part with the continuation of club development and support.



Gwnaethom hefyd groesawu clybiau newydd i'r gymuned triathlon. Yn 2022 edrychwn ymlaen i chwarae ein rhan i barhau i ddatblygu a chefnogi clybiau.

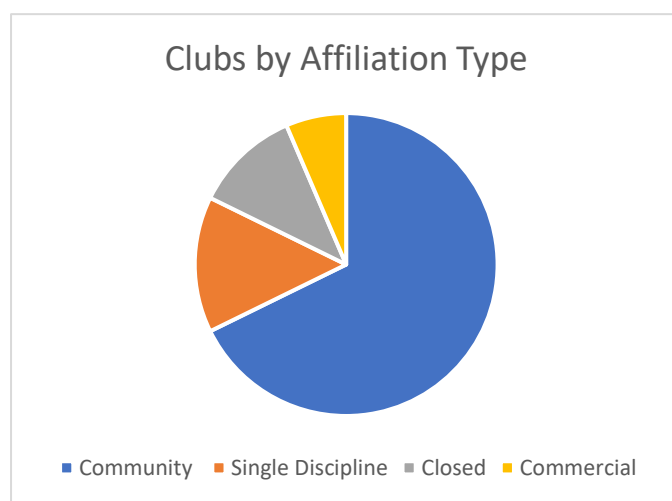
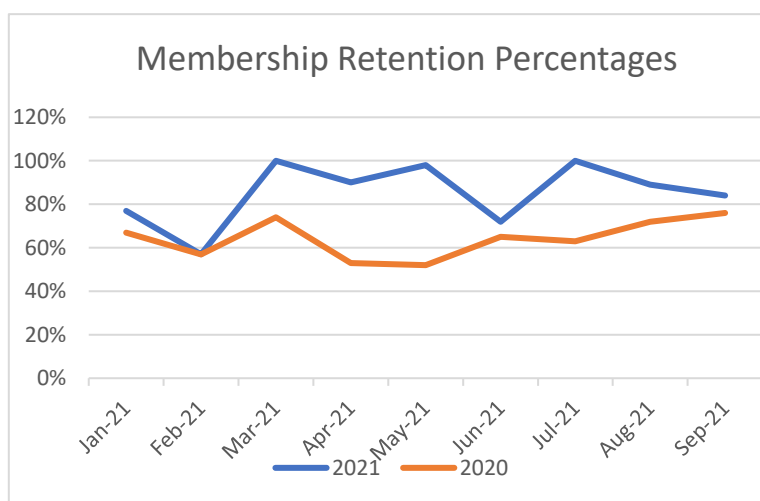
Membership

With the uncertainty in the year, our membership growth plateaued following consistent growth since 2017. With our development programmes so dependent on membership income, we were relieved to see numbers stabilising with the reopening of events in June 2021. The organisation will be working tirelessly to reconnect with those 22% of members who let their membership go last year, and we look forward to welcoming the new swimmers, cyclists and runners into the community.

Aelodaeth

Mae ein twf aelodau wedi gwastatau yn dilyn blynyddoedd o gynnydd sylweddol, ond gyda digwyddiadau'n aildechrau ym mis Mehefin 2021 dechreuodd ein cyfradd cadw aelodau sefydlogi. Mae'r oedi o ran aildechrau digwyddiadau wedi bod yn ffactor allweddol yn y gostyngiad hwn, ond gyda chalendr llawn yn barod ar gyfer 2022, rydym yn dechrau gweld cystadleuwyr yn ailgysylltu. Fodd bynnag, mae'r gostyngiad mewn aelodau o uchafbwynt y flwyddyn flaenorol yn cyfateb i 21.7% ac mae hyn yn rhywbeth y bydd y sefydliad yn gweithio'n ddyfal i'w unioni.

Graphs 4 and 5: MEMBERSHIP RETENTION AND GROWTH
Graffiau 4 a 5: CADW AELODAU A THWF



As always, we would like to thank our members for renewing or joining during the last year. Membership renewals are a good indicator that our membership value their connection with the organisation, and it enables us to plan for the future with confidence.

2021 saw us embark on an exciting membership research project with British Triathlon and the home nations. This project and its insight will allow us to better align our services and offers with our landscape within Wales. It will ensure that our membership packages are fit for purpose and that Welsh members receive best-value. We look forward to your feedback as we look to introduce changes like monthly direct debits next year.

Fel bob amser, hoffem ddiolch i'n holl aelodau am naill ai adnewyddu neu ymuno fel aelodau newydd dros y flwyddyn ddiwethaf. Mae'r gyfradd adnewyddu aelodaeth yn arwydd da bod ein haelodau'n gwerthfawrogi eu cysylltiad â'r sefydliad, ac mae'n ein galluogi i gynllunio ar gyfer y dyfodol gyda hyder.

Yn 2021, cynhaliwyd prosiect ymchwil aelodaeth cyffrous gyda Triathlon Prydain a'r gwledydd cartref. Bydd y prosiect hwn a'i ganfyddiadau'n ein galluogi i alinio ein gwasanaethau a'n cynigion yn well â'r dirwedd yng Nghymru. Bydd yn ein helpu i sicrhau bod ein pecynnau aelodaeth yn addas at y diben a bod aelodau yng Nghymru yn cael y gwerth gorau.

GO TRI

This year saw an exciting development with GO TRI. Welsh Triathlon hosted one of five pilot events which formed part of an exploration to introduce triathlon and multi-sport activity for participants aged four to seven. We are ready to re-ignite GoTri across Wales in 2022, as we look to enhance the well-being of everyone living in Wales.

Tri Active Cymru (TAC)

2021 saw the inception of a new offer, Tri Active Cymru (TAC). TAC is an introductory multi-sport offer aimed at engaging the whole family, regardless of age and sporting ability. The versatility of TAC ensures it can be delivered in varying locations, catering for all audiences. TAC provides structure but takes away the formality that may come with a club coached session or an entry-level event.

This year, we saw TAC activity take place in a number of locations with a wide range of partners from established triathlon clubs, to The Young Farmers, Housing Associations, and diverse community groups. Having engaged with over 500 participants at a time when the landscape was challenging, TAC will be used as a vehicle which will contribute to the delivery of our strategy, and make sure that triathlon and multi-sport activity is widely accessible and inclusive across Wales.

Our aim for 2022 and beyond is to make sure that we continue to drive inclusive, and engaging triathlon opportunities for communities across Wales. We look forward to working with you along the journey as we connect everyone across Wales to within 15 miles of triathlon and multisport activity.

GO TRI

Gwelwyd datblygiad cyffrous gyda GO TRI eleni lle cynhaliodd Triathlon Cymru un o bum digwyddiad peilot a ffurfiodd ran o ymchwil i gyflwyno gweithgaredd triathlon ac aml-gamp i gystadleuwyr 4-7 oed.

Yn ehangach, ledled Cymru, gwelwyd gostyngiad yn nifer y digwyddiadau trwyddedol GO TRI oherwydd y cyfyngiadau a roddwyd ar gyfleusterau a darparwyd hamdden ledled y wlad. Fodd bynnag, gwnaeth cyfathrebu rheolaidd gyda'n Rhwydwaith GO TRI gadw pawb mewn cysylltiad, ac rydym yn barod i aildanio GO TRI ledled Cymru yn 2022 wrth i ni anelu at wella lles pawb sy'n byw yng Nghymru.

Tri Active Cymru (TAC)

Yn 2021 gwelwyd cynnig newydd, Tri Active Cymru. Mae TAC yn gynnig aml-gamp cyflwyniadol sydd â'r nod o gynnwys y teulu cyfan, waeth beth fo'u hoedran neu allu chwaraeon. Mae hyblygrwydd TAC yn sicrhau y gall gael ei ddarparu mewn lleoliadau amrywiol gan ddarparu ar gyfer pob math o gynulleidfa. Mae TAC yn cynnig strwythur ond yn osgoi unrhyw ffurfioldeb a allai fodoli mewn sesiwn hyfforddi clwb neu ddigwyddiad lefel-mynediad.

Eleni gwelsom weithgareddau TAC yn digwydd mewn nifer o leoliadau gydag amrywiaeth eang o bartneriaid, yn amrywio o glybiau triathlon sefydledig i bartneriaid newydd fel cymdeithasau tai a grwpiau cymunedol amrywiol. Ar ôl ymgysylltu â dros 500 o gyfranogwyr ar adeg heriol, caiff TAC nawr ei ddefnyddio fel sbardun i gyflawni ein strategaeth a sicrhau bod gweithgareddau triathlon ac aml-gamp ar gael i bawb ledled Cymru yn y dyfodol.

Ein nod ar gyfer 2022 a thu hwnt yw sicrhau ein bod yn parhau i gynnig cyfleoedd triathlon cynhwysol ac atyniadol i gymunedau ledled Cymru. Edrychwn ymlaen at weithio gyda chi ar hyd y daith hon.



Amy Jenner

Coach Education & Workforce Officer

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Coach Education Framework and Project 21

December 2020 saw the sharing of a survey to all coaches in Wales, researching their development needs. An annual calendar of CPD was created from the results of this research, which included the new 'coaches chat'. Each month, the newsletter will share different themes, supported by articles written by our performance coaching team and guest writers. Webinars have been arranged and this information is shared via our coaching framework.

Earlier this year, we embarked on a collaboration with Triathlon England called Project 21. Project 21 aims to uncover the existing strengths, achievements, and successes within the British Triathlon and the Home Nations coaching framework, using them to reshape and improve the future. The vision of the project is to: Inspire the swim, bike, run workforce through a culture of progressive learning and development. The insights and data taken from the project will help shape our future delivery and people development, and support the work already begun through the existing coaching framework.

Teamwork and adaptability have been key in 2021 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. A move to blended learning in 2020 meant Triactivators, Level 1, and Level 2 courses have continued to be delivered during 2021.

Two new courses were introduced to the coach education calendar. In May, the new Open Water Coaching CPD course was held via blended learning. The Open Water Coaching CPD is aimed

Fframwaith Addysg Hyfforddwyr a Phrosiect 21

Ym mis Rhagfyr 2020 rhannwyd arolwg â phob hyfforddwr yng Nghymru, yn ymchwilio i'w anghenion datblygu. Crëwyd calendr DPP blynyddol o ganlyniadau'r gwaith ymchwil hwn, a oedd yn cynnwys cylchlythyr misol o'r enw 'sgwrs hyfforddwyr'. Bob mis, bydd y cylchlythyr yn rhannu themâu gwahanol, wedi'u hategu gan erthygl a ysgrifennwyd gan ein tîm hyfforddi perfformiad ac ysgrifenydd gwadd. Mae gweminarau wedi'u trefnu ac mae'r wybodaeth hon yn cael ei rhannu drwy ein fframwaith hyfforddi.

Yn gynharach eleni, dechreuwyd cydweithrediad â Triathlon Lloegr o'r enw Project 21. Nod Project 21 yw datgelu cryfderau, cyflawniadau a llwyddiannau cyfredol yn Triathlon Prydain a'r Gwledydd Cartref, gan eu defnyddio i ail-lunio a gwella'r dyfodol. Gweledigaeth y prosiect yw: Ysbrydoli'r gweithlu nofio, beicio a rhedeg drwy ddiwylliant o ddysgu a datblygiad cynyddol. Bydd y wybodaeth a'r data a geir drwy'r prosiect yn helpu i siapia ein darpariaeth yn y dyfodol ac i ddatblygu pobl, ac yn cefnogi'r gwaith sydd eisoes wedi dechrau drwy'r fframwaith hyfforddi.

Mae gwaith tîm a hyblygrwydd wedi bod yn hollbwysig yn 2021 ar gyfer y gweithlu addysg hyfforddwyr. Mae Triathlon Cymru, gyda chefnogaeth tiwtoriaid, clybiau a hyfforddwyr, wedi gallu addasu ei addysg i barhau i gefnogi a datblygu'r gweithlu ledled Cymru. Mae'r symudiad i ddysgu cyfunol yn 2020 wedi golygu bod cyrsiau Gweithredwyr, Lefel 1 a Lefel 2 wedi parhau i gael eu darparu gan ddefnyddio'r dull hwn yn 2021.

primarily at coaches who currently deliver or would like to deliver coached open water sessions. This development is also part of the organisations wider work through the SAFE Cymru water safety accreditation.

In September 2021, Welsh Triathlon introduced a new online course – ‘*The online Young Activators course*’. This course is designed to provide young people (aged 14-17) with the opportunity to gain the skills and confidence to lead and assist in the delivery of triathlon sessions, and grow participation in their local club, school or within their community.

Physical literacy

Through an innovative partnership with Sport Wales, Carmarthenshire County Council and Cardiff Metropolitan University, we have created a physical literacy resource for schools.

Research focussed on improving physical literacy provision for children, combined with triathlon activity. A school resource has been designed, which will empower teachers to deliver triathlon activities underpinned by physical literacy. By being motivated, confident, competent and inclusive organisers, they instil these values in their school children and will have an impact on their pupils’ physical wellbeing. The one-day workshop resource pack, complete with session cards will be available to Local Authorities and schools across Wales in 2022.

Cyflwynwyd dau gwrs newydd i’r calendr addysg hyfforddwyr. Ym mis Mai, cynhaliwyd y cwrs DPP Hyfforddiant Dŵr Agored drwy ddysgu cyfunol. Mae DPP Hyfforddiant Dŵr Agored wedi’i anelu yn bennaf at hyfforddwyr sy’n darparu neu a hoffai ddarparu sesiynau hyfforddiant dŵr agored. Mae’r datblygiad hwn hefyd yn rhan o waith ehangach y sefydliad drwy achrediad diogelwch dŵr SAFE Cymru.

Ym mis Medi 2021, cyflwynodd Triathlon Cymru gwrs ar-lein newydd – ‘*Y cwrs Gweithredwyr Ifanc ar-lein*’. Mae’n gwrs a ddyluniwyd i roi’r cyfle i bobl ifanc (14-17 oed) feithrin y sgiliau a’r hyder i arwain a helpu i gyflwyno sesiynau triathlon a chynyddu cyfranogiad yn eu clwb lleol, ysgol neu’r gymuned.

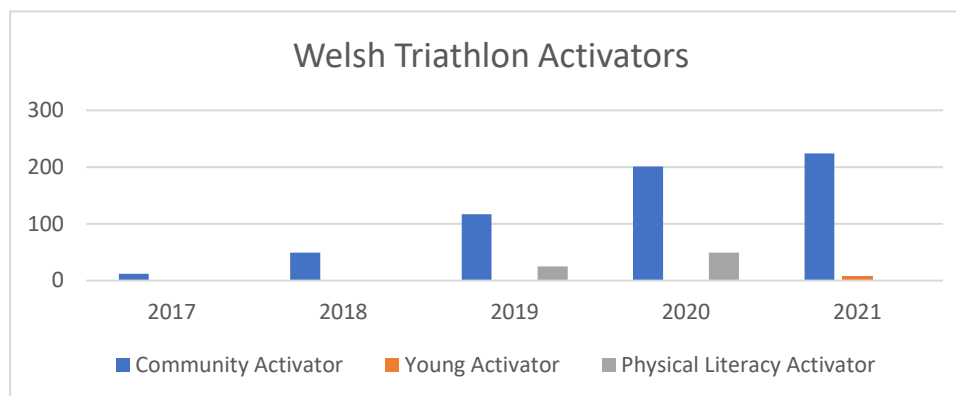
Llythrennedd corfforol

Drwy bartneriaeth arloesol gyda Chwaraeon Cymru, Cyngor Sir Gâr a Phrifysgol Metropolitan Caerdydd, rydym wedi creu adnodd llythrennedd corfforol i ysgolion.

Gwnaeth y gwaith ymchwil hwn ganolbwyntio ar wella darpariaeth llythrennedd corfforol i blant, gan ei chyfuno â gweithgareddau triathlon. Mae adnodd ysgolion wedi’i ddylunio, a fydd yn galluogi athrawon i gyflwyno gweithgareddau triathlon wedi’u hategu gan llythrennedd corfforol drwy fod yn drefnwyr ysgogol, hyderus, cymwys a chynhwysol sy’n meithrin yr un gwerthoedd yn eu plant ysgol. Byddant yn cael effaith ar les corfforol eu disgyblion, gan hefyd gynnig cyfleoedd i’w disgyblion ddatblygu eu hysgogiad, hyder a gallu corfforol drwy weithgareddau triathlon ac aml-gamp. Bydd y gweithdy undydd a’r pecyn adnoddau â chardiau sesiynau ar gael i Awdurdodau Lleol ac ysgolion ledled Cymru yn 2022.

Coach Education

Graph 6: ACTIVATOR GROWTH 2017-2021
Graff 6: TWF GWEITHREDWYR 2017-2021



The total number of activators across Wales now sits at 280 (see above graph).

Feedback from those who have experienced our blended learning Level 1 & Level 2 courses tell 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, Sorrell Williams and Mike Jones for their flexibility and continued willingness and enthusiasm to take on new challenges and deliver our coach education programme in testing times.

Mae 280 o weithredwyr yng Nghymru erbyn hyn (gweler y graff uchod).

Mae adborth gan y rheini sydd â phrofiad o'n cyrsiau dysgu cyfunol Lefel 1 a Lefel 2 yn dangos bod dysgwyr yn dal yn gallu mwynhau'r profiad addysgol a bod tiwtoriaid Cymru'n parhau i fod yn ddiddorol ac effeithiol. Hoffai Triathlon Cymru ddiolch i'w tiwtoriaid Kylie Mansfield, Rich Brady, Chris Wallace, Sorrell Williams a Mike Jones am eu hyblygrwydd a'u parodrwydd a brwdfrydedd parhaus i fynd i'r afael â heriau newydd a chyflawni ein rhaglen addysg hyfforddwyr mewn cyfnod heriol.

Graph 7: COACHES BREAKDOWN 2021
Graff 7: DADANSODDIAD HYFFORDDWYR 2021

Valid Coaches	Male	Female	Total
Level 1	101	44	145
Level 2	92	31	123
Level 2 Diploma	4	3	7
Level 3	10	3	13
Coaches completing final coursework from 2020/2021			
			58
Coaches currently on a course			
			77

Our coaching workforce currently sits at 700, which means that 29% of our membership are actively involved in coaching in some capacity. Our heartfelt thanks to all of you for the effort you put into ensuring our sport thrives across our communities.

Mae gennym weithlu hyfforddi o 700 ar hyn o bryd, sy'n golygu bod 29% o'n haelodau yn gwneud gwaith hyfforddi o ryw fath. Diolch o galon i chi i gyd am yr ymdrech rydych chi'n ei wneud i sicrhau bod ein camp yn ffynnu ar draws ein cymunedau.

Volunteers

Volunteers continue to play a vital role in our sport, and we are grateful to everyone who volunteers in triathlon. Volunteers range from race marshals, officials, club committee post holders, safeguarding officers, and coaches, and we are committed to supporting our volunteers.

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

A new Technical Official (TO) development pathway was introduced across Wales at the end of 2020. A Rules and Technical Committee made up of Officials and staff meet bi-monthly to discuss and facilitate the pathway. We would like to thank Paul Tillman, Ellie Preece, Tony Smalley, Tom Roberts and Phil Kethro for the time representing the TO's on the Committee, and the latter two for representing Wales on the BTF Technical Committee.

In August 2021, five female officials were identified to become female mentors for a new project that will be launched in 2022 – Women Officiating Wales (WOW). The WOW project will support female officials joining the Technical Official programme within the benefits of a female mentoring group.

Volunteer Forums

With the move to blended learning for coach education, we have also seen more online forums to support our volunteers. Three forums are currently in place, a Club Forum, Welfare Officer Forum and the newly formed Club Coach Coordinator Forum. Forums are held each quarter, and hosted by Welsh Triathlon staff to offer support, training and updates. The Welsh Triathlon Club Committee Facebook page for affiliated clubs has also been an excellent way to provide shared learning and support from the community.

Gwirfoddolwyr

Mae gwirfoddolwyr yn parhau i chwarae rôl hanfodol yn ein camp. Maen nhw'n amrywio o farsialiaid rasys, swyddogion a rolau pwyllgor clybiau i swyddogion diogelu a hyfforddwyr, ac maen nhw'n cael eu cefnogi gan Triathlon Cymru mewn sawl ffordd. Mae gan Triathlon Cymru dros 65 o Swyddogion Technegol ar hyn o bryd, yn amrywio o Swyddogion Technegol Lleol, Cenedlaethol a Chyfandirol i Swyddogion Moto.

Cyflwynwyd llwybr datblygu Swyddogion Technegol newydd ledled Cymru ar ddiwedd 2020, ac mae hyn wedi parhau i mewn i 2021. Mae pwyllgor Rheolau a Thechnegol, sy'n cynnwys Swyddog Technegol a Swyddog Moto arweiniol, yn cyfarfod bob deufis i drafod a hwyluso'r llwybr gweinyddu yng Nghymru. Hoffwn ddiolch Paul Tillman, Ellie Preece, Tony Smalley, Tom Roberts a Phil Kethro am eu waith ar y pwyllgor, a hefyd i'r ddau diwethaf am gynrichioli Cymru ar Pwyllgor Technegol Prydeinig.

Ym mis Awst 2021, nodwyd 5 swyddog benywaidd i ddod yn fentoriaid benywaidd ar gyfer prosiect newydd a fydd yn cael ei lansio yn 2022 – Merched yn Gweinyddu Cymru (WOW). Bydd y prosiect WOW yn caniatáu i swyddogion benywaidd ymuno â'r rhaglen Swyddog Technegol tra'n cael eu cefnogi'n llawn gan y grŵp mentora benywaidd.

Fforymau Gwirfoddolwyr

Gyda'r symudiad i ddysgu cyfunol ar gyfer addysg hyfforddwyr, rydym hefyd wedi gweld symudiad at fforymau ar-lein i gefnogi ein gwirfoddolwyr. Mae 3 fforwm ar waith ar hyn o bryd; fforwm clybiau, fforwm Swyddogion Lles a'r fforwm cydlynu Hyfforddwyr Clwb newydd. Mae fforymau'n cael eu cynnal bob chwarter ac yn cael eu cynnal gan staff Triathlon Cymru i gynnig cefnogaeth, hyfforddiant a diweddariadau. Mae tudalen Facebook Pwyllgor Clybiau Triathlon Cymru i glybiau cysylltiedig hefyd wedi bod yn ffordd wych o gefnogi'r gymuned.

Safeguarding

Everyone who participates in Triathlon is entitled to participate in an enjoyable and safe environment. Welsh Triathlon considers the safety and wellbeing of its members as of paramount importance. As a governing body we accept our responsibility for providing guidance and support for the triathlon community, to ensure that triathlon is enjoyable and safe. This year saw the home nations release their updated and aligned Safeguarding Policy.

In February 2021, new safeguarding guidelines were introduced for all activators and coaches. Welsh Triathlon, along with the Home Nations, requires all coaches and activators to complete mandatory safeguarding training. In addition, all Welfare Officers are asked to complete the Time to Listen course which is a training programme developed by the Child Protection in Sport Unit (CPSU).

Diogelu

Mae gan bawb sy'n cymryd rhan mewn Triathlon yr hawl i wneud hynny mewn amgylchedd dymunol a diogel. Diogelwch a lles aelodau yw'r peth pwysicaf i Triathlon Cymru. Fel corff llywodraethu derbyniwn gyfrifoldeb am gynnig arweiniad a chefnogaeth i'r gymuned triathlon i sicrhau bod triathlon yn ddiogel a phleserus. Eleni, rhyddhaodd y gwledydd cartref eu Polisi Diogelu diwygiedig ac aliniedig.

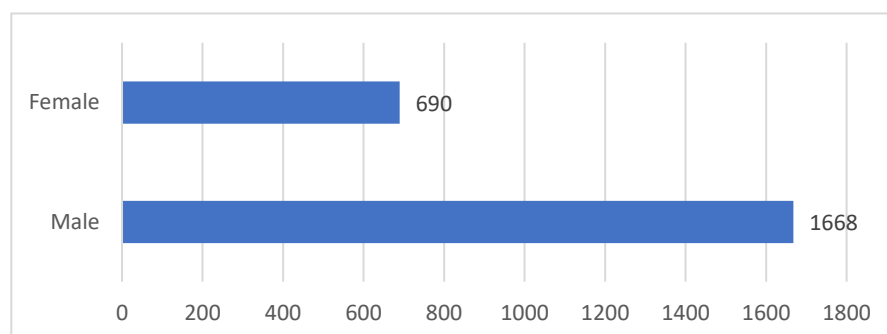
Ym mis Chwefror 2021, cyflwynwyd canllawiau diogelu newydd ar gyfer pob gweithredwr a hyfforddwr. Bu'n rhaid i holl hyfforddwyr a gweithredwyr Triathlon Cymru, ynghyd â'r Gwledydd Cartref, gwblhau hyfforddiant diogelu gorfodol.

Mae swyddogion lles nawr yn cael eu gwahodd i ymuno â fforwm a gynhelir gan Triathlon Cymru sy'n eu cefnogi yn eu rôl, a gofynnir i bob Swyddog Lles gwblhau'r cwrs *Time to Listen*, sef rhaglen hyfforddi a ddatblygwyd gan yr Uned Amddiffyn Plant mewn Chwaraeon (UAPCh).

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 the same as 2020, and work continues to allow more opportunities for equal participation in our sport, (see graph 8). We know that GO TRI has traditionally been more popular with females than our core sports offer, but the nature of 2020/21 meant that the number of GO TRI events were reduced.

The launch of Tri Active Cymru (TAC), did however allow us to facilitate a women and girls only activity. Across all activity sessions held this year, we saw 40% female participation in comparison to the 26% that we see within membership. We hope that TAC will continue to play a key role in widening access to the sport.

The Welsh Triathlon Board of Directors continues to be composed of six males and five females, while the staff is made up of five females and five males. We continue to demonstrate a lead in gender balance throughout the sport.

Welsh Triathlon has a considerable amount of work to do in terms of improving the ethnic makeup of our membership, (please see graph 9). Inclusivity forms a key pillar in our new strategy, in which we aim to facilitate inclusive and enjoyable opportunities for all in Wales. We acknowledge that this is the beginning of our journey towards improving the diversity of the sport, and this year we took the time to create an equality and diversity

Mae'r bwlch rhwng y rhywiau yr un peth ag yn 2020 ac mae gwaith yn parhau i wneud y cyfleoedd o fewn ein camp yn fwy cydradd – gweler graff 8. Gwyddwn hefyd fod GO TRI yn draddodiadol wedi bod yn fwy poblogaidd gyda benywod na'n cynnig chwaraeon craidd, ond wrth natur, gwelodd 2021 lai o ddigwyddiadau GO TRI nag yr hoffem.

Fodd bynnag, gwnaeth lansiad Tri Active Cymru (TAC) roi'r cyfle i ni hwyluso gweithgareddau i fenywod a merched yn unig, ac ar draws pob sesiwn weithgareddau eleni roedd 40% o'r cyfranogwyr yn fenywaidd o gymharu â'r 26% sy'n aelodau. Gobeithiwn y bydd TAC yn parhau i chwarae rôl allweddol yn lledaenu mynediad i'r gamp.

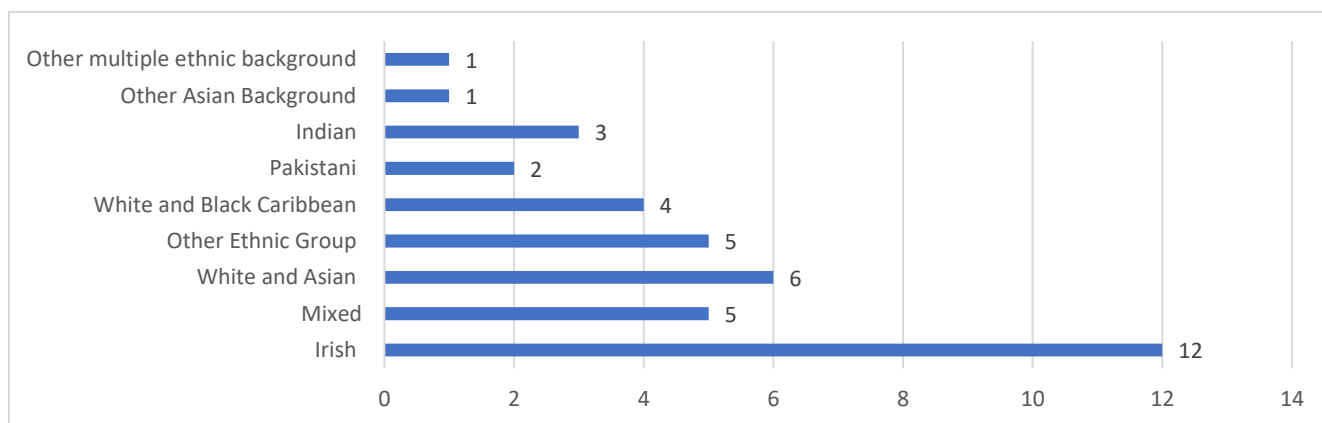
Mae Bwrdd Cyfarwyddwyr Triathlon Cymru yn dal i gynnwys 6 dyn a 5 menyw, tra bod y staff yn cynnwys 4 menyw a 4 dyn. Rydym felly'n parhau i fod mewn sefyllfa wych i hyrwyddo cydraddoldeb rhwng y rhywiau yn y gamp.

Mae gan Triathlon Cymru lawer o waith i'w wneud o ran gwella cyfansoddiad ethnig ein haelodaeth, gweler graff 9. Mae cynhwysiant yn biler allweddol yn ein strategaeth newydd, gyda'r nod o hwyluso cyfleoedd cynhwysol a phleserus i bawb yng Nghymru. Rydym yn cydnabod mai dyma ddechrau ein taith tuag at wella amrywiaeth yn y gamp ac eleni gwnaethom neilltuo amser i greu cynllun gweithredu cydraddoldeb ac amrywiaeth sy'n ystyried tair thema allweddol; gwrando a

action plan which considers three key themes; listening and understanding, education and capturing experiences. We will also be looking to continue to work with the triathlon community and those outside of it, in attracting more people from varying ethnicities to get involved in triathlon.

dealltwriaeth, addysg a chynnig profiadau. Byddwn hefyd yn ceisio gweithio gyda'r gymuned triathlon a thu hwnt i ddenu mwy o bobl o ethnigrwydd amrywiol i gymryd rhan mewn triathlon.

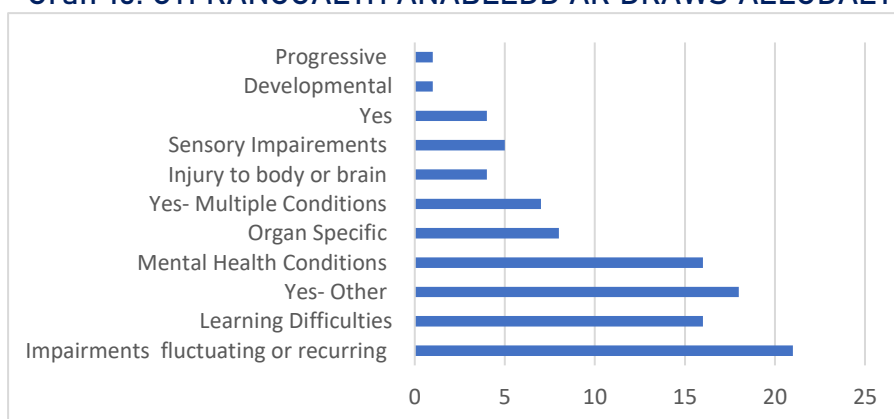
Graph 9: DIVERSITY ACROSS WELSH TRIATHLON MEMBERSHIP
Graff 9: AMRYWIAETH AR DRAWS AELODAETH TRIATHLON CYMRU



TAC has been a vehicle to support inclusion, with 32% of participants coming from diverse backgrounds, in comparison to the 1.6% we see within membership. A key priority for us, in line with our strategy and equality and diversity action plan, will be to continue to engage these audiences in positive experiences, and continue to support them as they become part of the triathlon community in Wales.

Rydym wedi defnyddio TAC fel modd o annog cynhwysiant, gyda 32% o'r cyfranogwyr yn dod o gefndiroedd amrywiol o gymharu ag 1.6% o aelodau. Un o'n blaenoriaethau allweddol yn unol â'n strategaeth a'n cynllun gweithredu cydraddoldeb ac amrywiaeth fydd parhau i gynnwys y cynulleidfaoedd hyn mewn profiadau cadarnhaol a pharhau i'w cefnogi wrth iddyn nhw dddod yn rhan o'r gymuned triathlon yng Nghymru.

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



With regards to disability, there is still a way to go to reduce the barriers to participation in multisport, and to increase representation within the Board and

O ran anabledd, mae llawer i'w wneud o hyd i chwalu'r rhwystrau i gyfranogiad mewn gweithgareddau aml-gamp a chynyddu cynrychiolaeth ym Mwrdd a staff Triathlon Cymru.

staff of Welsh Triathlon. 4.2% of our membership have stated they have a disability. In line with our new strategy, it will be a priority to improve accessibility across the sport.

Welsh Triathlon continues to work with Disability Sport Wales. We have made incremental changes around accessibility including; new event organiser guidance on inclusive events, an improved performance pathway for para-triathlon and a review of our Insport Tri club accreditation programme, which has seen a 24% increase in club uptake since 2020.

We have some exciting opportunities coming up within the next year, including the World Para Triathlon Series Elite Event and mass Para Sport Festival, which will enable us to continue to widen accessibility to triathlon and enable us to facilitate inclusive, safe events across Wales.

Mae 4.2% o'n haelodau wedi dweud bod ganddynt anabledd. Eto, yn unol â'n strategaeth newydd, bydd gwella hygyrchedd ar draws y gamp yn flaenoriaeth.

Mae Triathlon Cymru'n parhau'n ymrwymedig i Chwaraeon Anabledd Cymru, sydd wedi ein cefnogi i wneud newidiadau graddol o ran hygyrchedd gan gynnwys canllaw trefnwyr digwyddiadau newydd ar ddigwyddiadau cynhwysol, llwybr perfformiad gwell ar gyfer paratriathlon ac adolygiad o'n rhaglen achredu clybiau Insport Tri sydd wedi gweld cynnydd o 24% o ran defnydd gan glybiau ers 2020.

Mae gennym rai cyfleoedd cyffrous ar y gweill flwyddyn nesaf a fydd yn ein galluogi i barhau i ehangu hygyrchedd triathlon a'n galluogi i hwyluso digwyddiadau cynhwysol, diogel ledled Cymru i bawb.

FINANCIAL REPORT

ADRODDIAD ARIANNOL

The financial year 1st April 2020 to 31st March 2021 experienced many challenges resulting from the Covid-19 Pandemic.

Welsh Triathlon weathered this storm with great professionalism and utilised the resources in its control with great efficiency. Given the pandemic, we budgeted a deficit for the year of £72k. The assistance from Sport Wales to be able to repurpose funding, and a limited use of the job retention scheme (circa 6 months), provided a platform to stabilise the Organisation, maintain staff levels and provide the foundations to plan for a future post COVID. We ended the year with a surplus of £56k, some of which we were able to defer into the new year to offset the delayed return to sport. We have also been able to maintain our reserves of at least 3 months costs in line with our policy.

We continue to see positive signs for a prosperous future with events being permitted and participants returning to a variety of activities. The Welsh Triathlon Series, as shown on S4C, and the continued work and support from individuals and club memberships, will assist to ensure the sport of Triathlon continues to grow in a post COVID-19 environment.

Roedd y sefyllfa ariannol ym mis Mawrth 2020 yn sefydlog. Cafwyd llawer o heriau yn sgil y pandemig COVID-19 yn y flwyddyn ariannol 1 Ebrill 2020 i 31 Mawrth 2021.

Daeth Triathlon Cymru drwy'r storm hon gyda phroffesiynoldeb o'r radd flaenaf gan ddefnyddio'u hadnoddau yn hynod effeithlon. O ystyried y pandemig, rydym wedi cyllidebu diffyg o £72k ar gyfer y flwyddyn. Gwnaeth cymorth gan Chwaraeon Cymru i ailwrpasu cyllid a defnydd cyfyngedig o'r cynllun cadw swyddi (tua 6 mis) ein galluogi i sefydlogi'r Sefydliad, cadw staff a chynllunio ar gyfer dyfodol ar ôl COVID. Daeth y flwyddyn i ben gyda gwarged o £56k y bu'n bosibl i ni ei gario drosodd i'r flwyddyn newydd i wrthbwyso'r oedi yn nychweliad chwaraeon. Rydym hefyd wedi gallu cynnal ein cronfeydd wrth gefn o 3 mis o gostau o leiaf yn unol â'n polisi.

Rydym yn parhau i weld arwyddion cadarnhaol o ddyfodol llewyrchus gyda digwyddiadau'n cael eu caniatáu a chystadleuwyr yn dychwelyd i amrywiaeth o weithgareddau. Bydd Cyfres Triathlon Cymru, a ddangoswyd ar S4C, a gwaith a chefnogaeth barhaus gan unigolion ac aelodau clybiau yn helpu i sicrhau bod Triathlon yn parhau i dyfu fel camp mewn amgylchedd ôl-COVID-19.

BALANCE SHEET KEY POINTS

PRIF BWYNTIAU'R MANTOLEN

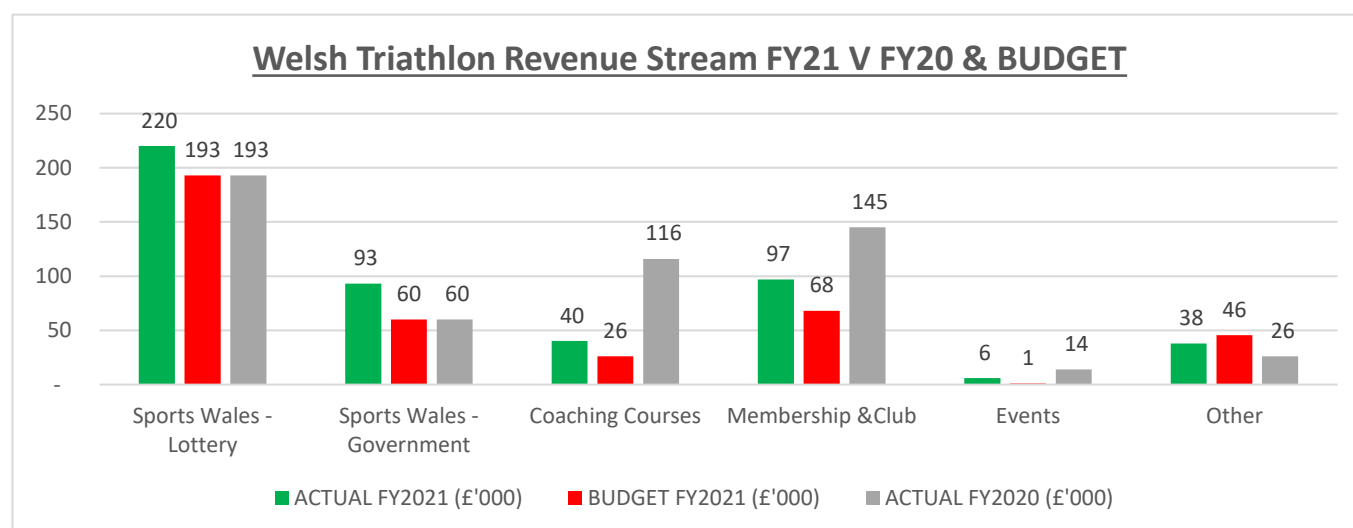
- NET Cash Positive
- Members Funds
 - Surplus of £56k (PY Surplus £2k)
 - P&L Reserves Positive
- Reserves Equivalent to at least 3 Months Costs
- Arian Parod NET - Positif
- Cyllid Aelodau
 - Gwarged o £56k (Gwarged £2k yn y flwyddyn flaenorol)
 - Cronfeydd Wrth Gefn, Elw a Cholled - Positif
- Cronfeydd Wrth Gefn yn cyfateb i o leiaf 3 Mis o Gostau

WELSH TRIATHLON FINANCE 2019/2020

CYLLID TRIATHLON CYMRU 2019/200

The graph below demonstrates Welsh Triathlon's total income of £494k for FY21 compared to budget (394k) and prior year (554k).

Mae'r graff isod yn dangos cyfanswm incwm Triathlon Cymru o £494k ar gyfer BA21 o gymharu â'r gyllideb (394k) a'r flwyddyn flaenorol (554k).

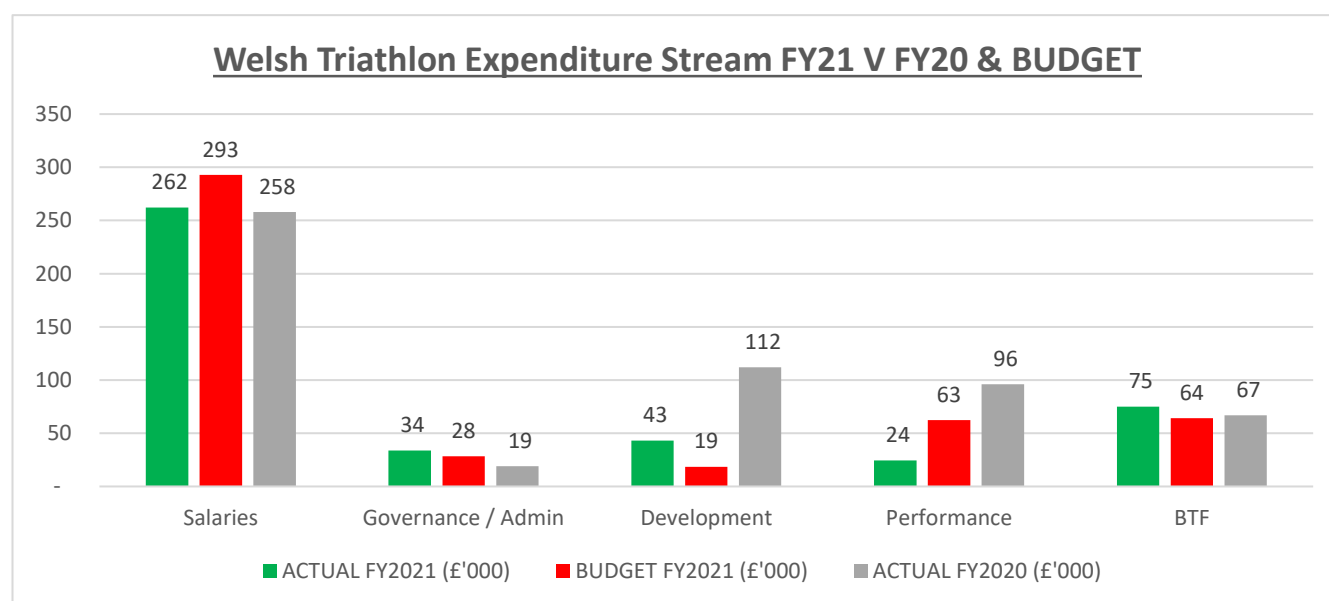


WELSH TRIATHLON EXPENDITURE 2019/2020

GWARIANT TRIATHLON CYMRU 2019/2020

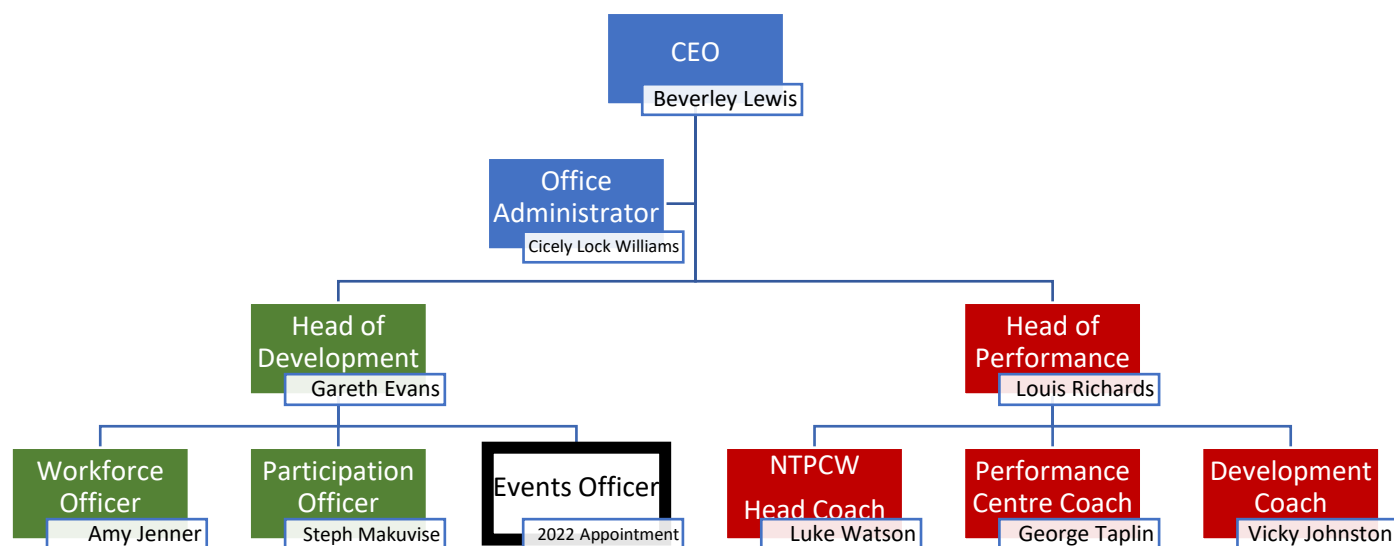
The graph below demonstrates Welsh Triathlon's total expenditure of £438k compared to budget (465k) and prior year (552k).

Mae'r graff isod yn dangos cyfanswm gwariant Triathlon Cymru o £438k o gymharu â'r gyllideb (465k) a'r flwyddyn flaenorol (552k).



STAFF STRUCTURE CHART - 2021

SIART STRWYTHUR Y STAFF - 2021



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, working to the new UKAD framework.

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

HUUB



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