



LAOIS SPORTS PARTNERSHIP

ANNUAL REPORT

2022

LAOIS SPORTS PARTNERSHIP SUMMARY OF IMPACT 2021

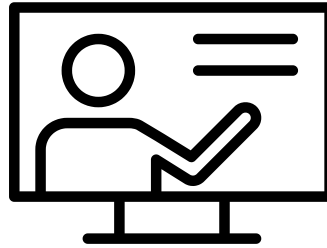


Total Training Courses

590

Participants completed
45 training courses
(Incl. Safeguarding and Disability Training)

Safeguarding Training Courses



262 participants.
Safeguarding 1, 2 & 3.

Women in Sport

1,023 Participants in
22 Programmes



Community Sports Hubs



1,370

Participants in **35** programmes
across **3** Sports Hubs (1 Newly Established)



Grants

76

Clubs received a total of **€44,250**
through **3** grants.

148

Total Programmes



Total Programme Participants



19,350

Sports Inclusion and Disability



3,828 Participants

Participants

44 Programmes

Programmes



Received funding in excess of
€1,000,000
including €730,151
from Sport Ireland

In kind funding €80,500



LAOIS SPORTS PARTNERSHIP SUMMARY OF IMPACT 2022



Total Training Courses

459

Participants completed
35 training courses

*Including 231 participants
from Safeguarding*

5

5th strategy of Laois LSP launched.
Over 250 people engaged in physical activity through a variety of activities delivered on the day

#EVERYBODYACTIVEINCOUNTYLAOIS

Women in Sport

571 Participants in
15 Programmes



Community Sports Hubs



8,154

Participants in 49 programmes
across 3 Sports Hubs



Total of **€1,139,905**
received in funding

Grants

99

Clubs received a total of **€78,444**
through grants supporting over
25,000 people.

241

Total Programmes



Total Programme Participants



19,333

Sports Inclusion and Disability



1,924

Participants

56

Programmes

8

Inclusive
Summer
Camps



Menopause Well

78

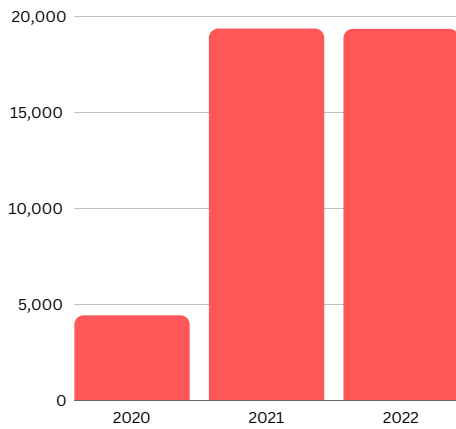
Women completed the
FREE 6-week programme
for women in all 3 stages
of menopause

21

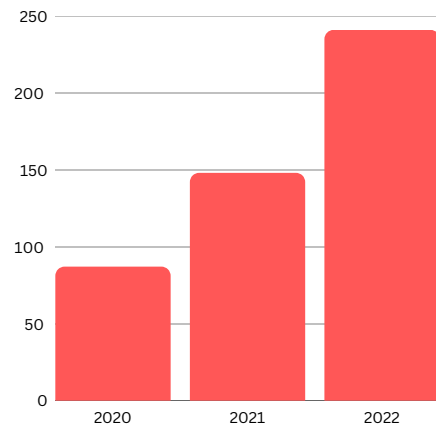
Celebrated 21
years in business

COMPARISON 2020 - 2021 - 2023

Participation

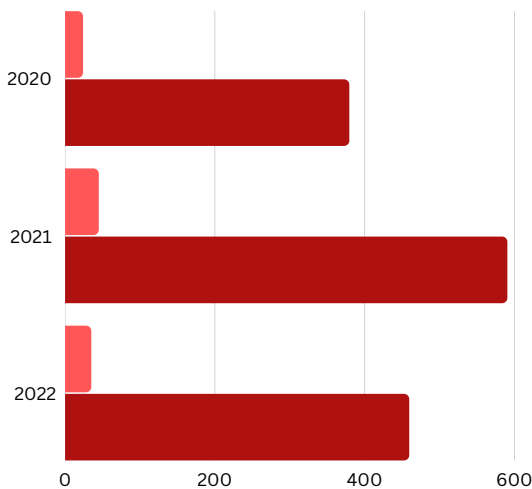


Programmes

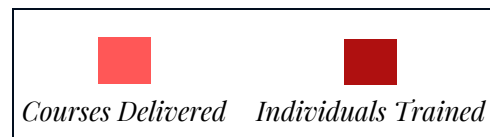


Comparisons between participation shows consistency post Covid with a positive number of over 19,300 participants recorded in both 2021 and 2022. The number of programmes delivered across 3 consecutive years shows a significant rise in number of programmes, although it must be noted 2020 was heavily impacted by Covid-19.

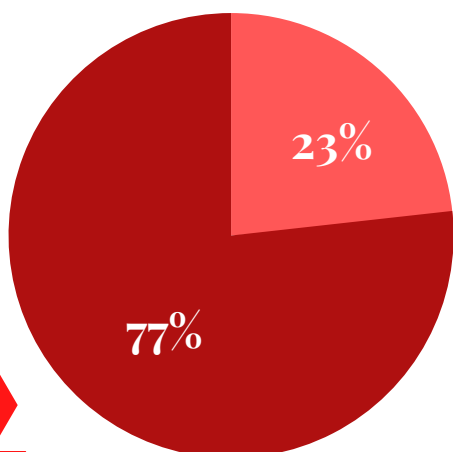
Training and Education



Across 3 years, from 2020 to the end of 2022 over 1,400 people have received training from Laois Sports Partnership. 43% of the training delivered was in the area of Safeguarding, an essential workshop that must be completed by anyone involved in children's sport. Other training courses delivered included Walk Leader Training, Disability Awareness Training and First Aid. The number of people trained in 2021 exceeded the average due to the return to sport post covid.



Disability



In 2022, 23% of overall programmes were specific for people with disabilities. In 2021, 29% of overall programmes were specific for people with disabilities and in 2020 it was 52%. the drop in percentages of contribution to overall programmes is due to the fact there is a higher number of programmes being delivered year on year. Across 3 years, Laois LSP has delivered 146 specific programmes for people with disabilities, with 56 programmes recorded in 2022.



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Section 1 Legal and Administrative Details



LEGAL AND ADMINISTRATIVE DETAILS

Laois Sports Partnership is a company limited by guarantee.

Directors:

Garry Luttrell
Sylvia Rouget (Appointed 26 September 2022)
Brigid Lalor (Appointed 26 September 2022)
Seamus Dooley (Appointed 26 September 2022)
Naeem Iqbal
Niall Tully
Tracey Percy (Appointed 26 September 2022)
Wesley Wilkinson
Ciaran Reilly
David Hainsworth
Marian O'Boyle (Resigned 13 June 2022)
Karen Phelan (Resigned 13 June 2022)
Marian A Condren (Resigned 13 June 2022)
Eibhlin Smith (Resigned 13 June 2022)
Eavonne Donoghue (Resigned 21 June 2022)

Company Registered Number:

346789

Registered Office:

Laois Sports Partnership CLG,
Laois Leisure,
Portlaoise,
Moneyballytyrrell,
Portlaoise,
Co. Laois.

Company Secretary:

Garry Luttrell

Chief Executive Officer/Manager:

Caroline Myers

Independent Auditor:

Shiel Kinnear Ltd.

Principal Bankers:

Bank of Ireland,
Lyster Square,
Portlaoise,
Co. Laois.

Solicitors:

RDJ Solicitors

Section 2

About the Organisation



Chairperson Statement

of Laois Sports Partnership

As Chairperson of Laois Sports Partnership and on behalf of the Board of Directors it has been very satisfying and rewarding for all of us to support the LSP in their leadership role, encouraging many more sports, clubs, communities, agencies and organisations to open up the possibilities for participation and engagement. In 2022 we celebrated our 21st birthday and launched our 5th Strategic Plan. As leaders at local level in sports development and with the support of Innovation Funding we were chosen finalists in the Excellence in Innovation Category of the Laois Business Awards for our innovation project Wellness UnLAOISed with over 800 nominations across 11 categories and only 23 finalists. We will continue to develop and grow with your help and support through the life time of our Strategic Plan 2022-2026 “Everybody Active in Laois”, making Laois an even more vibrant hub for sport and physical activity.

The members of the Board of Directors have always taken their role very seriously and at every opportunity supported the development and continuation of sport, recreation and physical activity in Laois. Tasked with increasing this participation we are extremely fortunate to have a dedicated hardworking and committed Board and team, who have continued to be creative and unrelenting in these past few years.

I am delighted to report that interagency and stakeholder collaboration is a major factor in the successful delivery of many participation opportunities for all and this year was no different. This report gives a snapshot of these interventions and the many resources created across LSP social media channels.

With additional support of funding from our partner agencies Laois Sports Partnership has been able to increase the provision of services to reach wider into communities; working to remove barriers to participation and continuing to showcase the positive impact that sport can have on people’s lives. The Partnership has made significant advances and has particularly increased the number of locally delivered programmes through our Innovation Project Wellness UnLAOISed, Prime Time of Life for Older Adults, Menowell, Integration & Diversity programmes, Parkruns, SVT Community Sports Hub, Rathdowney Erill Activity Hub and Bloom HQ Activity & Wellness Hub.

In excess of 19,333 people engaged with our activities during 2022.

- 241 programmes delivered with 19,333 participants
- 15 of them Women in Sport programmes delivered to 571 participants
- 56 programmes for people with disabilities delivered with 1,924 participants
- 35 training courses delivered with 451 participants
- 99 Clubs received funding through COVID19 Community Support Grant, Women in Sport and the LSP Sport & Physical Activity Small Grant Scheme
- Received funding in excess of €1,139,905



Chairperson Statement

of Laois Sports Partnership

Target groups focused on during 2022 included children and young people, families, teenage girls/women, disadvantaged communities, men over 45, older adults, integration and diversity initiatives, lifestyle intervention programmes and programmes for people with a disability.

Laois Sports Partnership will be steadfast in its efforts in achieving the full vision of our strategic plan 2022-2026 “Everybody Active in Laois”, working together to keep Laois active underpinned by our values of inclusion, collaboration, facilitation and partnership.

We now in Laois Sports Partnership, want all persons even those who do not take part in sports, easy access to both established and new sports as well as recreation and physical activity. It is also important that we continue to invest and develop our ranges of activities as there are ever increasing lifestyle health issues in Ireland. We will work together with our local communities to create an environment that improves activity, health and wellbeing. With the population growth of the county it is key that Laois Sports Partnership continues to grow its strategic capacity and is supported as the lead agency for sports participation in County Laois.

Finally, I would like to thank the staff of the LSP for their hard work, innovation and creativity in keeping Laois active. To all the Board members for their contribution and support throughout the year. To Sport Ireland, our partner agencies, volunteers, clubs and community voluntary organisations for their ongoing support and commitment to Laois Sports Partnership. I am confident that while the Strategic plan 2022-2026 provides significant challenges Laois Sports Partnership will remain to continue on in a positive and productive manner to ensure this implementation of the visions and goals of LSP and I wish them every success for the future.



Naem Iqbal

Chairperson

Laois Sports Partnership

Treasurer Statement

of Laois Sports Partnership

The majority of funding of €1,139,905 is provided by Sports Ireland and given the National policies and objectives in place to reduce obesity and sedentary lifestyle, the directors are confident that there will be no material reduction in funding for the foreseeable future. Laois Sports Partnership CLG is not dependent on voluntary contributions.

The other main risk we face is the ability to retain and recruit staff. For the first time in over 21 years, price and wage inflation is becoming a major issue, and this could impact on our ability to deliver the services at the price we had anticipated that it would cost. These issues are economic and national issues, and while some of them are outside the Board's ability to control, they are regularly reviewed by the Board.

Laois Sports Partnership did not have to avail of the TWSS or EWSS Covid supports. Sports Ireland maintained its funding in 2022. Post covid has not compromised the company's financial stability and LSP were able to deliver on their operational plan.

The surplus for the financial year amounted to €30,722. (2021: surplus €5,880)

We confirm that our organisation's compliance with the principles of the code was adopted in December 2021. Laois Sports Partnership have completed a Governance Framework 1 & 2 in conjunction with the IPA.

We are fully tax compliant and have up to date Access number.

There is adequate financial control systems in place to manage granted funds.

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at Laois Leisure Portlaoise, Moneyballytyrrell, Portlaoise, Co. Laois.

In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

- so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.



Treasurer Statement

of Laois Sports Partnership

In common with many other businesses of our size and nature we use our auditors to assist with the preparation of the financial statements.

The Board maintained its Covid-19 Emergency Decision Framework for 2022 including LSP Treasurer approving payments via email and signing off electronically as well as executive signatures utilised supported by email confirmation. The Board adapted its procedures and processes for compliance, while ensuring it maintained supervision and control over the company operations and cashflows.

In accordance with Section 383(2) of the Companies Act 2014, the auditors, Shiel Kinnear Ltd, Sinnottstown Business Park, Sinnottstown Ln, Roughmead, Drinagh, Co. Wexford, Y35 AKX5 will continue in office.



Ciarán Deilly

Treasurer

Laois Sports Partnership

Manager / Co-Ordinator Message of Laois Sports Partnership

In 2022 Laois Sports Partnership celebrated its 21st birthday and launched our 5th Strategic Plan "Everybody Active in Laois". Over the past 21 years, we have proudly positioned ourselves as the leaders in Promoting, Supporting and Facilitating sport and physical activity in County Laois.

To mark this special occasion, we teamed up with Laois Leisure Portlaoise to host the 21st birthday celebrations. As part of our celebrations, we arranged a number of free activities delivered by Laois Leisure staff throughout the premises. We held 4 archery taster sessions, an aqua aerobics session, 2 free hours of swimming, an outdoor bootcamp and a spin class. In addition to this, Seamus Dooley delivered a basketball session for the National Learning Network, Portlaoise and Moez Toumi hosted a sit fit session for older adults and the IWA, Laois. In total, there were over 300 participants engaging in physical activity during the celebrations. In the lead up to our celebration we held a number of competitions over a 10 day campaign across our social media for the people of Laois.

We were honoured to have had some local heroes in attendance, we were joined by members of the Laois Ladies Football Team and Laois U16 Camogie Team who both recently earned silverware at national level. The LGFA brought their 2022 trophy from winning the All-Ireland Intermediate Football Final which was displayed alongside the U16 Camogie All Ireland trophy for members of the public to take photos with. Both teams were presented with a gift as a token of appreciation towards their success. Laois LGFA also kindly presented Laois Sports Partnership with a signed number 21 jersey from their All-Ireland Final to mark our 21st birthday. We are thrilled to celebrate the success of the past 21 years. We have delivered 4 successful strategic plans and launched a 5th . We have made many amazing memories and built many great relationships and have proudly positioned ourselves as leaders for sport and physical activity with the support of volunteers, clubs, communities, partner agencies, stakeholders, funders, and the people of Laois. We have seen huge growth and developments over the years in terms of funding but also massive growth in our output in participation, with just under 20,000 in 2022.

We have a proven track record of partnership working as well as accomplishment of co-ordination and delivery led by a strong team. We value the contribution of volunteers within sports clubs and community groups who are crucial in providing regular Physical Activity and Sporting Opportunities throughout Laois. Key to the success of Laois Sports Partnership has been the strong involvement, support and investment by our partners, agencies, stakeholders clubs and community organisations. This partnership approach to the planning, co-ordinating, delivering and resourcing of LSP projects and programmes has resulted in a greater impact within the communities and County.



Manager / Co-Ordinator Message of Laois Sports Partnership

In 2022, Sport Ireland funding and funding from other sources and partner agencies saw the LSP reach in excess of €1,139,905 million in 2022. Programme funding is at the core of the LSP's engagement with participants and allows for the delivery of a range of community, club and school based initiatives, programmes and events.

On a final note, I would like to thank to thank the board past and present, LSP Team for their tireless, dedication and work, Sport Ireland, as well as our partner agencies, clubs and organisations, schools and all the volunteers and all the people of Laois for their continued support which has been instrumental in our success. It is now more important then ever that we continue to invest and develop opportunities for participation for an active and healthy Laois for all abilities. We look forward to continuing our work in creating an environment that improves activity, health, and wellbeing. With a growing population, it is key that Laos Sports Partnership continues to grow its strategic capacity and it is supported as the lead agency for sports participation in county Laois. We are excited for what is to come and look forward to working with you all in achieving our objectives in our 5th strategy 'Everybody Active in County Laois.



Caroline Myers

Manager

Laois Sports Partnership



LAOIS SPORTS PARTNERSHIP PURPOSE & OBJECTIVES

Purpose

To act as a local sports partnership pursuant to an initiative of Sport Ireland, to allocate and distribute and to assist in the allocation and distribution of funds for sports activities, to administer and develop and to assist in the administration and development of sport at local level; and To enhance and improve and to assist others in enhancing and improving, coaching in sports at a local level, to encourage increased levels of local participation in sport, to develop and promote and assist others in the development and promotion of local sports clubs, to develop volunteer training, to compile and assist others in their compilation of local directories of sports bodies and facilities, to engage or assist others in engaging in research on sport at local level in keeping with Sport Ireland research policy, to make arrangements for the better use of existing sports facilities, to establish clear priorities for local facility provision and improvement with related quality management initiatives, to provide links between schools and clubs and between schools and the national governing bodies of sport, to promote and run and assist in the promotion and running of local sports competitions and other events.

Vision

‘Creating sustainable pathways for all to participate in sport, physical activity and recreation in County Laois’

Mission Statement

‘Everybody Active in County Laois’

Values

Community Development

Empowerment

Inclusiveness

Accountable

Integrity

Needs Led

Sustainable Engagement

Strong Partnerships

Key Objectives

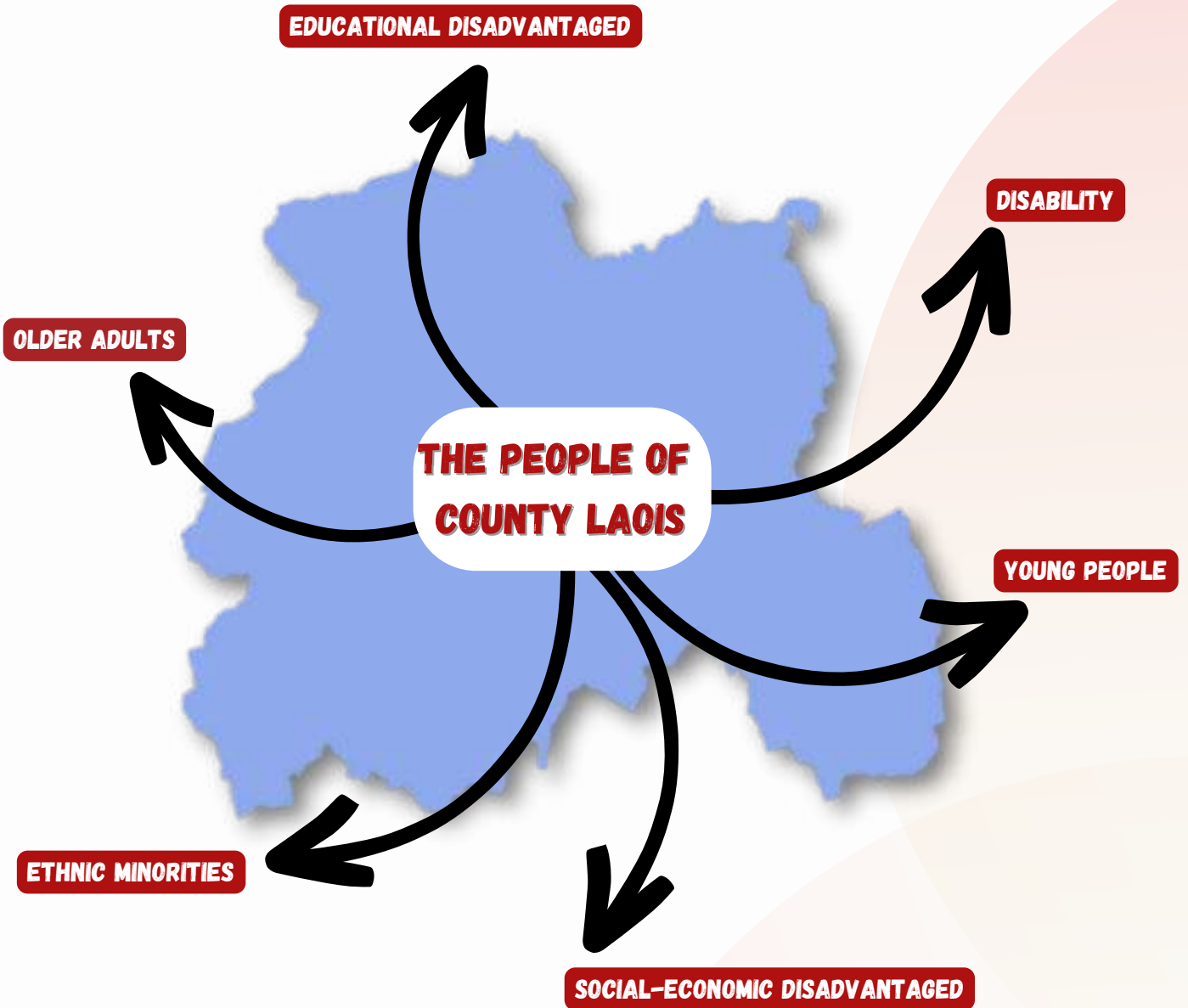
- Increase levels of participation
- More sustainable infrastructure
- Greater access to training & education
- Improved access to information

Main Objectives

1. Co-ordinate, lead and monitor recreational sports and physical activities in county Laois through partnership work
2. Increase the number of people taking part in sports and physical activities in county Laois.
3. Deliver sustained participation in sports and physical activity
4. Support the needs of physical activity recreational and competitive for groups and individuals
5. Communicate the sports and physical activity opportunities in the county of Laois.

BENEFICIARIES

The people of Laois would be considered the beneficiaries of Laois Sports Partnership. The Vision and the Mission for Laois LSP is to support all those within Laois to be active, However, within the general population of Laois there are specific groups we may try to target depending on the activities planned and who may benefit most from the message. Below is a list of the specific groups we may try target:



LAOIS SPORTS PARTNERSHIP PURPOSE & OBJECTIVES

Main Activities

The outcomes sought from the Local Sports Partnerships by Sport Ireland include:

- Enhanced planning of sport at local level.
- Increased levels of local participation, especially amongst specific target groups e.g., older people, girls and women, people with disabilities, unemployed people and those who live in identified disadvantaged communities.
- Club development & volunteer training.
- Local directories of sports bodies and facilities.
- Clear priorities for facility provision and improvement, with related quality management initiatives.
- School/ club/ community and school/ National Governing Body links.
- Local sports events.

To achieve these outcomes, the three main functions of LSPs are summarised by Sport Ireland as:

Information: Resource audits and a needs analysis which can be used as a basis for planning at local level.

Education: To provide training opportunities, courses and to facilitate participation.

Implementation: Strategic plans used to implement local programmes based on local requirements, to maximise the impact and benefit of national programmes at the local level and to market and promote sport and physical activity.



MONITORING AND EVALUATION OF STRATEGY 2022 - 2026

Theme 1: Active People

'To create more opportunities for everyone in County Laois to be active for life

Objectives	Action Areas	KPI's
1. More inactive people supported to become sustainably active	<p>a) Increase participation in sport and physical activity for women of all ages</p> <p>b) Increase participation in Sport Ireland programmes</p>	<p>i. Numbers of women participating</p> <p>ii. Numbers participating in Sport Ireland Programmes</p>
2. Greater number of people from marginalised communities supported to become active	<p>a) Develop a Disability Action Plan to ensure participation for all</p> <p>b) Encourage clubs to sign up to CARA Disability Charter (Active Disability Ireland)</p> <p>c) Ensure that all Laois Sports Partnership programmes are adaptable for people with disabilities</p> <p>d) Work with HSE to promote and support their national programmes and deliver programmes for people with disabilities</p>	<p>i. Disability action plan in place</p> <p>ii. Number of clubs signed up to the charter</p>
3. More people engaged in capacity building and training	<p>a) To deliver Dormant Accounts programmes and volunteer supports, capital projects</p> <p>b) Deliver training/education courses</p>	<p>i. Programs delivered</p> <p>ii. People engaged in training/education courses</p>
4. Number of volunteers and coaches created and supported	<p>a) Work with clubs and NGB's to encourage more coaches to become involved</p> <p>b) Support clubs and coaches to build capacity</p> <p>c) Develop coaches to support the provision of targeted interventions for marginalised people</p>	<p>i. Number of new coaches</p> <p>ii. Number or courses delivered</p> <p>iii. Number of participants completing courses</p> <p>iv. Number of qualifications gained</p>
5. Improved health and wellbeing	<p>a) Deliver programmes that improve people's overall health and well being</p> <p>b) Work with others to promote healthy lifestyle choices</p>	<p>i. Health and wellbeing programmes delivered</p> <p>ii. Participants engaged</p>

LAOIS SPORTS PARTNERSHIP PURPOSE & OBJECTIVES

Theme 2: Active Places

'To maximise existing facilities' and 'Work in partnership to support the creation of more accessible sport, recreation and physical activity spaces and places across County Laois'

Objectives	Action Areas	KPI's
1. Existing facilities and resources are maximised	a) To continue to support the development of Community Sports Hubs	i. Increased engagement in existing facilities and infrastructure
2. Contributing towards the planning and development of facilities across County Laois for sport, recreation and physical activity	a) To work with other stakeholders to identify facility gaps and to play our part in supporting the development of new facilities	i. New capital projects identified ii. Capital development processes initiated iii. New facilities delivered
3. More facilities are fully inclusive and accessible	a) To work with others to carry out an assessment of facilities b) Provide mapping in relation to accessible facilities	i. Greater awareness of existing accessible facilities ii. Gaps in accessible facilities identified iii. Facilities that have become accessible
4. Supporting the development of Blueways, Greenways and parkruns, hubs and outdoor spaces	a) Increase participation in sports recreation and activities such as park runs across the county. b) Provide training and support in specific areas such as cycling and water-based activities c) Work closely with the local authority in the development of blueways and greenways d) Engage in needs led research that provides an evidence base for community led hubs in County Laois	i. More people involved in park runs ii. More people involved in waterbased activities iii. More greenways and blue ways created iv. An evidence base in place for the creation of new facilities

LAOIS SPORTS PARTNERSHIP PURPOSE & OBJECTIVES

Theme 3: Active Partnerships

'Develop stronger partnerships in County Laois that maximises resources and opportunities for people to become sustainably active'

Objectives	Action Areas	KPI's
1. Clarity of roles and responsibilities between partnership organisations in County Laois	a) Build on and create networking opportunities b) To liaise with Laois County Council on policies, strategies and the local sports plan	ii. Stronger partnerships and networks ii. Greater input into local strategy and policy
2. Less duplication of facilities and resources	a) Ensure that resources are targeted based on need through ongoing consultation and mapping	i. Recourses reaching those in most need of support
3. Stronger sports clubs and community organisations across County Laois	a) To develop relationships with clubs and communities b) Support Club Development & Sport Capital Grants c) Support Clubs/Organisations with SI COVID-19 Grant Funding	i. Strong relationships with clubs and community organisations ii. Amount of grants allocated
4. Continued engagement with schools through education, training and programme delivery	a) Deliver primary school programmes b) Deliver secondary school programmes	i. Number of schools engaged ii. Number of pupils participating iii. Number of pathways created for sustained participation
5. Greater engagement with organisations that are advocating for inclusion and diversity in sport for all	a) Engage with organisations who advocate for marginalised groups/ communities <ul style="list-style-type: none"> • New communities • People with a disability • LGBTQI+ 	i. Number of organisations engaged ii. Marginalised people participating as a result

LAOIS SPORTS PARTNERSHIP PURPOSE & OBJECTIVES

Theme 4: Active Promotion

'To promote the benefits of an active lifestyle to the people of County Laois'

Objectives	Action Areas	KPI's
1. Promoting and celebrating the achievements of role models inspiring people to become active	<ul style="list-style-type: none"> a) Promote the benefits of physical activity & wellbeing b) Identify role models at all levels and work to promote their achievements 	<ul style="list-style-type: none"> i. Number of promotional initiatives delivered ii. Role models identified and celebrated
2. More people aware of the work of Laois Sports Partnership	<ul style="list-style-type: none"> a) Launch 2022 Laois Sports Partnership Strategic Plan b) Enhance social media presence c) Overall review of PR & Marketing 	<ul style="list-style-type: none"> i. Launch event takes place/ Numbers attending ii. Social media statistics
3. Communicating the sports and physical activity opportunities in the county	<ul style="list-style-type: none"> a) Proactively promote opportunities for all b) Be the go-to source of information in County Laois for sport and physical activity 	<ul style="list-style-type: none"> i. Enquiries from the general public
4. Linking key national messages to a local level	<ul style="list-style-type: none"> a) Promote the key messages of National Physical Activity Plan, Healthy Ireland Framework, National Sports Policy 	<ul style="list-style-type: none"> i. Number of publications ii. Campaigns delivered

LAOIS SPORTS PARTNERSHIP PURPOSE & OBJECTIVES

Theme 1: Active People

'To create more opportunities for everyone in County Laois to be active for life

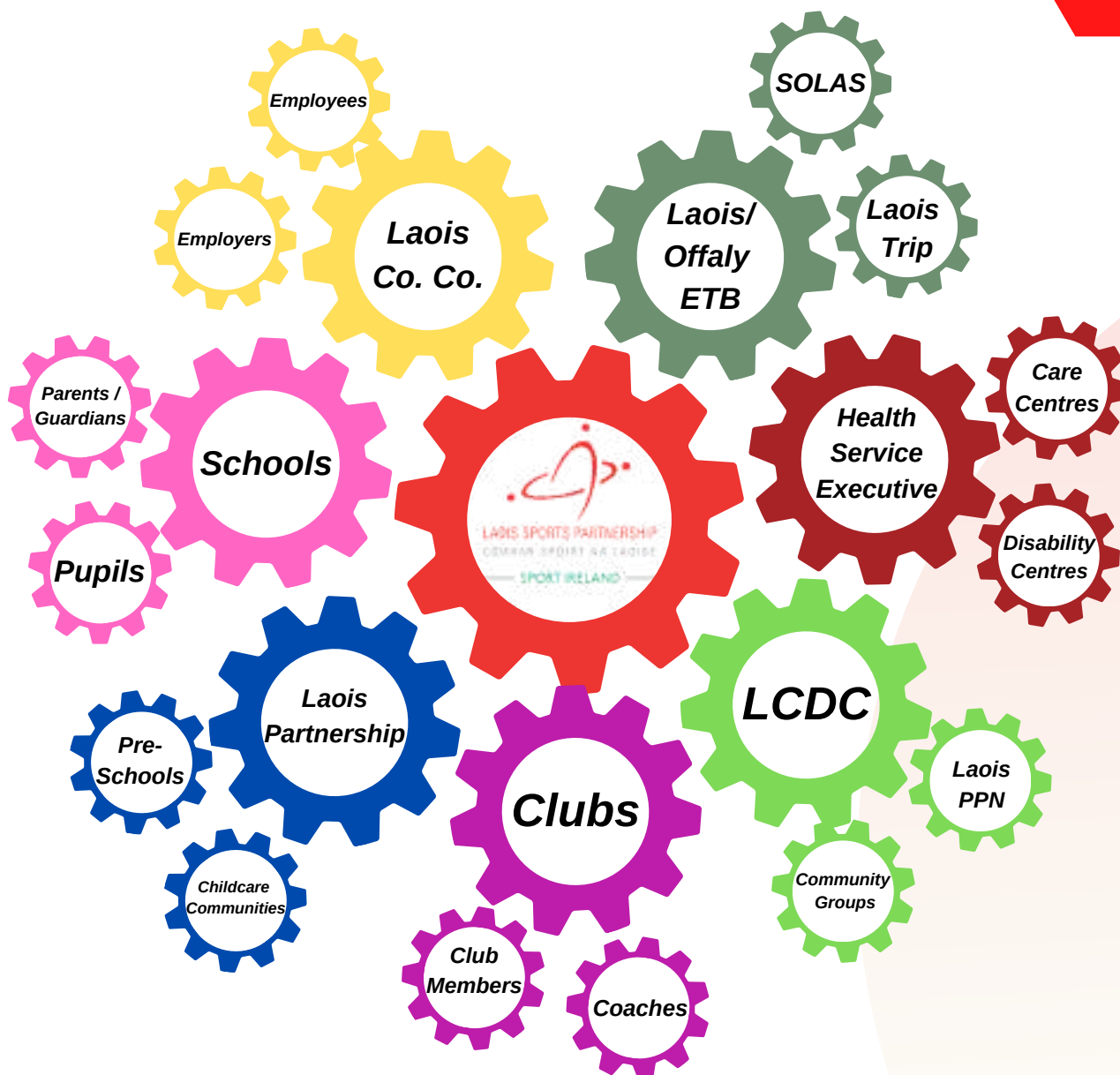
Objectives	Action Areas	KPI's
1. More inactive people supported to become sustainably active	<p>a) Increase participation in sport and physical activity for women of all ages</p> <p>b) Increase participation in Sport Ireland programmes</p>	<p>i. Numbers of women participating</p> <p>ii. Numbers participating in Sport Ireland Programmes</p>
2. Greater number of people from marginalised communities supported to become active	<p>a) Develop a Disability Action Plan to ensure participation for all</p> <p>b) Encourage clubs to sign up to CARA Disability Charter (Active Disability Ireland)</p> <p>c) Ensure that all Laois Sports Partnership programmes are adaptable for people with disabilities</p> <p>d) Work with HSE to promote and support their national programmes and deliver programmes for people with disabilities</p>	<p>i. Disability action plan in place</p> <p>ii. Number of clubs signed up to the charter</p>
3. More people engaged in capacity building and training	<p>a) To deliver Dormant Accounts programmes and volunteer supports, capital projects</p> <p>b) Deliver training/education courses</p>	<p>i. Programs delivered</p> <p>ii. People engaged in training/education courses</p>
4. Number of volunteers and coaches created and supported	<p>a) Work with clubs and NGB's to encourage more coaches to become involved</p> <p>b) Support clubs and coaches to build capacity</p> <p>c) Develop coaches to support the provision of targeted interventions for marginalised people</p>	<p>i. Number of new coaches</p> <p>ii. Number or courses delivered</p> <p>iii. Number of participants completing courses</p> <p>iv. Number of qualifications gained</p>
5. Improved health and wellbeing	<p>a) Deliver programmes that improve people's overall health and well being</p> <p>b) Work with others to promote healthy lifestyle choices</p>	<p>i. Health and wellbeing programmes delivered</p> <p>ii. Participants engaged</p>

Section 3

Governance



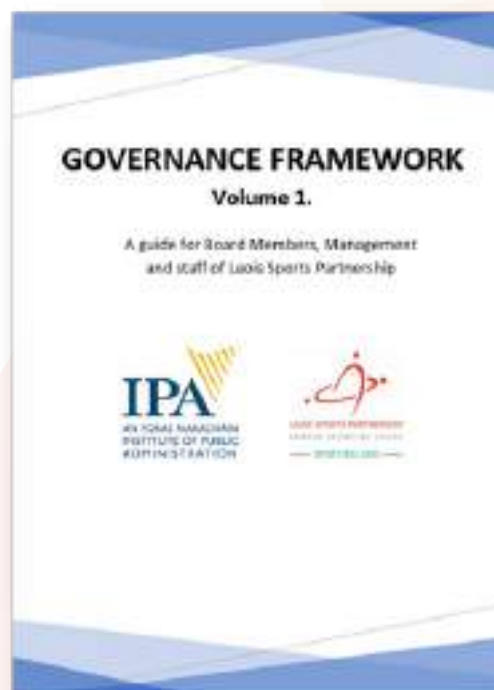
ORGANISATION AND GOVERNANCE



Governance Standards

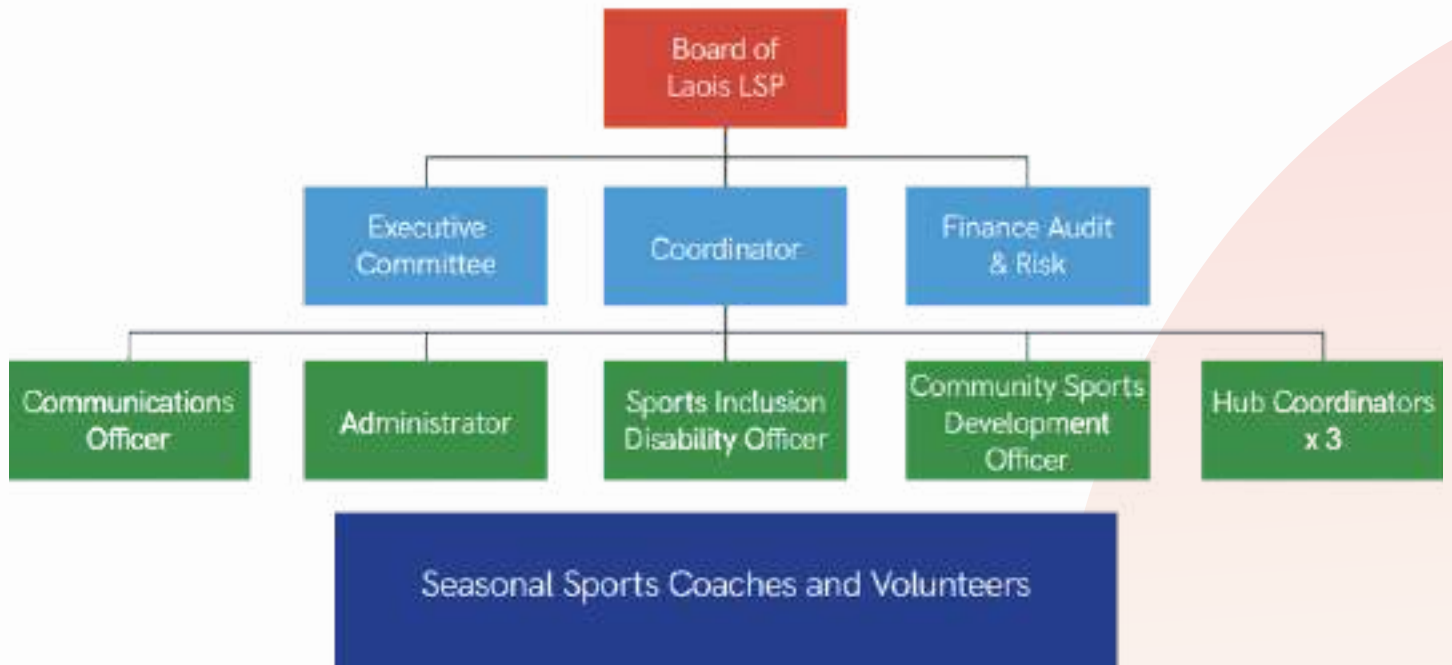
The National Sports Policy 2017-2028 tasked Sport Ireland with the overseeing of a process whereby all National Governing Bodies of Sport (NGB's) and Local Sports Partnerships (LSP's) adopt the Code by the end of 2021.

Laois Sports Partnership completed a Governance Framework 1 & 2 for the LSP in conjunction with the IPA and received Governance Code status at the end of 2021.



ORGANISATION AND GOVERNANCE

Laois Sports Partnership was established in 2001 as a Company Limited by Guarantee (CLG). The organisational structure of voluntary board of 11 directors, staff team, coordinator and a number of seasonal coaches and volunteers who support programme delivery. This is illustrated in the diagram below:



SUB COMMITTEES

Finance	Mr. Garry Lutrell, Ms. Eibhlin Smith, Mr. Ciaran Reilly, Ms Caroline Myers
Grants	Ms. Eibhlin Smith, Mr. Jamie O’Hanlon, Ms. Caroline Myers
Executive/HR	Mr. Louis Brennan, Ms. Eibhlin Smith, Mr. Jamie O’Hanlon, Ms. Caroline Myers
Strategic	Ms. Clodagh, Ms. Eibhlin Smith, Ms. Caroline Myers
FARC	Ms. Emer Mc Carthy, Mr. Paul Culleton, Ms. Eibhlin Smith



ORGANISATION AND GOVERNANCE

Laois Sports Partnership Board

Naeem Iqbal Chairperson	Ciaran Reilly Club Representative	Wes Wilkinson Laois County Council	Nial Tully Laois Offaly ETB
Brigid Lalor Secondary Schools Representative	TBC Primary Schools Representative	Clodagh Armitage Health Service Executive	David Hainsworth Club Representative
Treacy Percy Diversity & Inclusion	Seamus Dooley Club Representative	Sylvia Rouget Diversity & Inclusion (Irish Wheelchair Assc.)	

Finance Audit Risk Committee

Emer Mc Carthy	Paul Culleton	Eiblin Smith
Caroline Myers	Naeem Iqbal	

Laois Sports Partnership Team

Caroline Myers CEO / Manager	Thomas Guilfoyle Administrator	Catriona Slattery Sport Inclusion Disability Officer
Eimear Bryant Community Sports Development Officer	Ciarán Cafferkey Communications Officer	LSP Tutors
Bloom HQ Sports & Activity Hub	Rathdowney Errill Activity Hub	SVT Activity & Wellness Hub



ORGANISATION AND GOVERNANCE

Role of The Board

The Board is collectively responsible for leading and directing Laois LSP, supervising the management of the organisation, and reporting on stewardship and performance. This collective responsibility is typically detailed in the schedule of matters; known as reserved functions, which the board must perform, and a sample is listed in the appendices. It is important to confirm that the co-ordinator is the accountable person to the Board for the delivery of its strategic plan and operational priorities and performance. The duties of Laois LSP Board, as set out in the Board Terms of Reference in the appendices, include:

- Setting the strategic direction and reviewing progress.
- Keeping up to date on strategic issues and changes affecting Laois LSP.
- Monitoring organisational performance.
- Ensuring that legal, regulatory, and governance obligations are adhered to.
- Monitoring and assessing its performance and that of its committees.

The Board is responsible for the oversight of the organisation's financial governance and financial management, and internal control. As outlined in its schedule of matters, the Board makes key decisions around financial management. In particular, the Board has responsibility for:

- Approving the annual budget and operational plan and monitoring of its implementation.
- Approving of draft accounts of Laois LSP, prepared after the end of the financial year and engaging with the external auditor.
- Determining annually the effectiveness of Laois LSP's system of internal controls, including financial controls. For example, role and responsibilities, cash and cheque procedures, recording, payments and direct debits, purchasing, wages, and salaries, etc.
- Approving of banking arrangements.
- Approving delegated LSP levels (including spending thresholds).
- Determining and approving procedures to monitor, report, and enforce the relevant rules
- and requirements as set by the different funding sources contributing to Laois LSP.

Role of Board Subcommittees

The role of the subcommittees are to have assigned smaller groups of people specifically tasked with focusing on certain areas of the organisation outside of the general board. rREPORT BACK TO BOARD ON Laois Sports Partnership has 5 subcommittee's:

- Finance
- Grants
- Executive / HR
- Strategic
- FARC

Tenure of the Board

The term limit for board members are as follows:

- Executive - 5 Years
- General - 7 Years

ORGANISATION AND GOVERNANCE

Appointment to the Board

Recruitment of board members is done via statutory agency appointments and an online expression of interest form which is sent out to relevant stakeholders (clubs, communities & service providers). Following completion of this form, interviews are conducted by the Executive Committee. Recommendations of the Executive Committee are then brought to the board for approval and ratification. Upon appointment, the Manager and the Chairperson meet with the chosen individuals to carry out the board induction process prior to commencing their role on the board.

Board Meetings & Attendance

The Laois LSP Board meets on a bi-monthly basis as per the requirement of at least six meetings per annum. A quorum of 5 is required for a meeting of the LSP as per the constitution.

Board Decision Making

Our Financial Audit & Risk Committee sit outside the board of the LSP and have advisory capacity only and report regularly to the board to support decision making on finances, risks and audits.

The Executive Committees function is to oversee management of the LSP and feed information/ report to the board for decision making.

Regular meetings of Sub-Committees (Finance, Governance, Executive, Strategic and FARC) provide oversight for the board in it's decision making process.

Every decision taken at a Board meeting shall be determined by a majority of the votes of members present and voting on the question, and in the case of an equal division of votes the Chairperson of the meeting shall be given a second chance or a casting vote save where the question is the election of the chairperson of the Board.

Employee Benefits

In relation to Circular 13/2014 as issued by the Department of Public Expenditure and Reform the following is noted:

Salary Band	Number of Employees
€60,000 - €70,000	1
€70,000 - €80,000	0
€80,000 - €90,000	0
	<hr/>

Staff pension contributions for 2022 amounted to €6,281.

The directors were not in receipt of any remuneration in respect of their services during the year.

ORGANISATION AND GOVERNANCE

Board Member Induction Process

Induction to the Board of Laois LSP will occur as soon as possible after an individual has been selected to join the Board. In all cases, this will take place before attendance at their first meeting. Induction is the joint responsibility of the chairperson, co-ordinator, and Company Secretary and will involve:

- A meeting in which the following will be introduced: the role and aims of Laois LSP, its governance structures, its core activities, history and successes, an introduction as to how the Board functions, as well as the role and responsibilities of becoming a member of the Board.
- A new board member or director will receive an induction pack which will include at a minimum:
 - A copy of the Governance Framework.
 - The current strategic plan.
 - The current Annual Operation Plan for the organisation.
 - Minutes of the previous 3 Board meetings.
 - The Financial procedures and procurement manual.
 - A copy of the Memorandum and Articles of Association.
 - A copy of the most recent set of Audited Accounts.
 - A copy of the most recent Annual Report.
 - A copy of their B10 (once submitted to the CRO).
 - A list of Board members and their contact details.
 - A copy of the organisation's risk management policy.

Board Member Training

New Board Members, upon their appointment are booked onto appropriate training in Governance as soon as is possible following their appointment to the Board. Board members will sign a training register for both induction and corporate governance training when complete.

Laois Sports Partnership as an organisation has a strong commitment to providing opportunities for those with disabilities to participate in sport, to help achieve this, all board members are required to complete disability awareness training.

Stakeholder Engagement

Stakeholders are engaged with by the LSP in numerous ways both virtually and in person. Laois Sports Partnership attempts to hold a strong social media presence, to effectively share information with its stakeholders. Other digital means of engagement include, text, email and our newly established digital newsletter.

Laois Sports Partnership engages heavily with stakeholders and

ORGANISATION AND GOVERNANCE

Performance Management Policy

It is the company's aim for each person to have performance meetings with their manager on a regular basis. Informal weekly meetings with your line manager will take place where immediate and direct feedback will be given on performance management objectives. Quarterly review meetings will take place with the Manager to discuss performance to date and objectives for the following quarter will be agreed. This meeting will also provide the basis for an in-depth discussion between the employee and their manager, on their performance of their duties and any development needs assessed.

These meetings do not replace the on-going day to day communication the employee has with their manager regarding their work or performance, they are dedicated events during the year that are focused solely on the employee and their performance and development.

The review meetings are aimed to provide an opportunity for the manager to meet with the employee to discuss performance for the previous period and to set out and agree a set of goals and objectives for the review period ahead and then to discuss the training and development needs to enable the employee to achieve their potential. Each employee will receive frequent and specific feedback on their progress and recognition of their performance as individuals and as a team member.

Performance standards that are agreed when setting goals are directly related to the key result areas needed by the business. The overall process is a partnership between the employee and the company and therefore it needs to be dynamic as well as being able to react to changing conditions and it needs to maximise the opportunity for individuals to perform.

Reserves

The Reserves of Laois Sports Partnership Company Limited represent the surplus of the companies Assets over its Liabilities and every year the surplus of income over expenditure is transferred to Reserves. Reserves help to maintain financial stability and allow the company to meet its commitments, and deliver services, even when unexpected events or costs arise, and there is no predefined minimum or maximum levels. The Reserves exclude restricted funds that must be spent in a specific way. Such funds are recognised as liabilities, as explained in the income recognition accounting policy.

A formal policy on reserves was reviewed at the meeting of the executive committee on 3rd June 2021. It states:

The Board has set a reserves policy which requires:

- Reserves be maintained at a level which ensures that Laois Sports Partnership core activity could continue during a period of unforeseen difficulty.
- A proportion of reserves be maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle and does not take into account deferred income.

It takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted.
- Planned activity level.
- Organisation's commitments.

For 2022, the committee agreed that the most appropriate level of reserves should be kept at the level of €50,000. This figure will be reviewed annually at each AGM A(Annual General Meeting). A portion of generate income is set aside to reserves held by the LSP.

ORGANISATION AND GOVERNANCE

Risks and Conflicts of Interest Management

Risk Management Policy

The purpose of the Laois LSP Policy is to provide a framework for management to identify, assess and rate risks, and to develop strategies to deal with risks to provide reasonable assurance that LSP's strategic objectives will be achieved in accordance with the organisation's risk appetite.

The Risk Management Policy sets, in effect, the framework in which risks/uncertainty (threats and opportunities) will be managed by each LSP. As part of this overall RMP, it is expected that the Board of each LSP, in conjunction with the co-ordinator, will develop a risk appetite statement for the organisation. The risk process is expected to yield a risk register to reflect current or emerging uncertainties and actions in place to address the threats and exploit the opportunities. Risk registers are "live" documents that need to be regularly reviewed to ensure they capture current uncertainties, threats, vulnerabilities, and opportunities.

The Risk Management Framework

It is an iterative process consisting of steps which when taken in sequence, enable continual improvement in risk management and decision making. It constitutes a logical and systematic method of identifying, analysing, evaluating, treating, monitoring, and communicating risks associated with any activity, function, or process in a way that will enable the LSP to minimise losses and maximise opportunities. The Risk Management Framework provides assurance from the co-ordinator and staff to the Finance Audit & Risk Committee and Board. Effective risk management focuses on understanding and measuring risk rather than necessarily avoiding or totally eliminating it, and within the LSP, it comprises the following components: Risk Identification, Risk Assessment, Risk Matrix, Risk Treatment, Risk Monitoring and Reporting, Risk Appetite, Risk Escalation.

Conflict of Interest

The process for recording declarations of conflicts of interest of the Committee members will be the same used at Board level. Each member of the Committee will take personal responsibility to declare any potential conflict of interest arising in relation to any items on the agenda for Strategy Committee meetings. The Committee will specify its procedures where a conflict of interest arises in the context of a particular agenda item, including a requirement that the relevant member brings the potential conflict of interest to the attention of the chairperson and, where necessary, leaves the room for the duration of the discussion of the item and does not take part in any decisions relating to the item. Similar arrangements should apply in relation to meeting documentation, with documentation relating to the item not being made available to the member. This should be noted in the minutes of the meeting.

As part of our governance framework devised by the IPA (Irish Public Administration) in 2021, our conflicts of interest policy was updated. This will be reviewed by the board every 3 years.



Staffing & Volunteers

Laois Sports Partnership employs four full time staff members as well as one part time staff member. Laois LSP also facilitates the placement of Community Employment Scheme Participants, TÚS Participants, Jobs Bridge internships as well as work experience students, All of which assist in the delivery of sporting activities throughout County Laois.

Full Time Staff

1. Co-ordinator/Manager (Ms. Caroline Myers)
2. Administrator (Mr. Thomas Guilfoyle)
3. Community Sports Development Officer (Ms. Eimear Bryant)
4. Communications Officer (Mr. Ciarán Cafferkey)

Part Time Staff

1. Sports Inclusion Disability Officer (Ms. Catriona Slattery)

Contracted Staff

1. Rathdowney Errill (x1)
2. Bloom HQ (x1)



Caroline Myers
Co-ordinator



Thomas Guilfoyle
Administrator



Eimear Bryant
Community Sports
Development Officer



Ciaran Cafferkey
Communications Officer



Catriona Slattery
Sports Inclusion
Disability Officer



Helen Campion
Rathdowney Errill
Hub Co-ordinator



Mary Hurley
Tutor



Tommy Mc Donagh
Tutor



Lee Mullen
Tutor



Charlie Walsh
Tutor



Judith Ratcliffe
Tutor

Laois Sports Partnership

Board Members

Chairperson

Name: Naeem Iqbal
Date Joined Board: 2022
Years on Board: 7
In current Position Since: 26/09/2022
Years in Current Position: 7
Organisation From: Service Provider

Skills and Qualifications

Change Management, Strategic Planning & Management, Governance, HR, Leadership, Conflict Resolution, Strong knowledge of sporting sector and community & voluntary organisations as well as statutory agencies.

Treasurer

Name: Ciaran Reilly
Date Joined Board: 2018
Years on Board: 4
In current Position Since: 18/06/2018
Years in Current Position: 3
Organisation From: Club Representative

Skills and Qualifications

Leadership, Governance, Conflict Resolution, Networks and sector relationships, Strategic Planning & Management, knowledge of the sport and recreation sector.

Board Member

Name: Clodagh Armitage
Date Joined Board: 2008
Years on Board: 14
In current Position Since:
Years in Current Position: 12
Organisation From: HSE Representative

Skills and Qualifications

Understanding of wider recreational activities/issues, Diversity & inclusion

Director

Name: Treacy Percy
Date Joined Board: 2022
Years on Board: 0
In current Position Since: 26/09/2022
Years in Current Position: 0
Organisation From: Inclusion & Diversity Representative

Skills and Qualifications

Disability Sector, Knowledge of the sport and recreation sector, Volunteering

Director

Name: TBC
Date Joined Board: 2022
Years on Board: 0
In current Position Since: 26/09/2022
Years in Current Position: 0
Organisation From: Disability & Inclusion Representative

Skills and Qualifications

Understanding of wider recreational activities/issues, Diversity & inclusion

Director

Name: Wes Wilkinson
Date Joined Board: 2018
Years on Board: 4
In current Position Since: 18/06/2018
Years in Current Position: 4
Organisation From: Laois County Council

Skills and Qualifications

Consultancy,
Policy Implementation,
Leadership

Secretary

Name: Garry Luttrell
Date Joined Board: 2018
Years on Board: 4
In current Position Since: 18/06/2018
Years in Current Position: 4
Organisation From: Club Representative

Skills and Qualifications

Knowledge of sport and recreation sector,
policy implementation, networks

Director

Name: David Hainsworth
Date Joined Board: 2018
Years on Board: 4
In current Position Since: 18/06/2018
Years in Current Position: 4
Organisation From: Club Representative

Skills and Qualifications

Knowledge of sport and recreation sector,
policy implementation, networks, HR

Director

Name: Niall Tully
Date Joined Board: 2020
Years on Board: 2
In current Position Since: 14/09/2020
Years in Current Position: 2
Organisation From: Laois Offaly Education
Training Board

Skills and Qualifications

Schools and High Education, Member relations,
Knowledge of the sport and recreation sector

Director

Name: Seamus Dooley
Date Joined Board: 2022
Years on Board: 0
In current Position Since: 26/09/2022
Years in Current Position: 0
Organisation From: Club Representative

Skills and Qualifications

Knowledge of sport and recreation sector,
policy implementation, networks, HR

Director

Name: Brigid Lalor
Date Joined Board: 2022
Years on Board: 0
In current Position Since: 26/09/2022
Years in Current Position: 0
Organisation From: Secondary School
Representative

Skills and Qualifications

Schools and High Education, Member
relations, Knowledge of the sport and
recreation sector, Strategic Planning &
Management

Section 4

Programmes



PROGRAMMES IN 2022

Activator Poles / Fitsticks
Activities in the Montague
Activities with Ukrainian Refugees
Aqua Aerobics
Archery Taster Sessions
Archery with National Learning Network
Beginner Bootcamp
Bike Safety & Maintenance Workshop
Bike Week 2022 - Bike Safety & Maintenance Works
Bike Week 2022 - Community Fun with Bikes
Blueway Family Inclusive Walk
Canoeing Laochra Laois Special Olympics
Canoeing National Learning Network
Colour Fun Run
Corrective Gymnastics
Couch to 2K
Couch to 50K Cycle
Couch to 5K
CricHIIT for Women
FAI Inclusive Soccer Camp
Family Orienteering Event
Female Gym & Swim
Fishing with National Learning Network
Games on the Green
Get into Golf for Women
Go For Life Fun Day
Her Outdoors Kayaking
July Provision Activities
Junior and Teenage Girls Golf Programme
KickFit
Krav Maga
Laois Boccia League
Laois Connects Mental Health Talks
Laois Splash & Dash for Vision Impaired
Laois Transformation
Late Night Leagues
LDS Summer Camp
Learn to Cycle
Learn to Swim Adults
LTAG Gym & Swim
LTAG Soccer
Marchathon Step Challenge
MenoWell

Midlands Prison Sports Week 2022
Mom and Me Bootcamp
Operation Transformation
Orienteering
Pilates
Portlaoise GAA Inclusive Cul Camp
Irish Street League
Prime Time of Life In Person
Prime Time of Life Online
Prison Sport Week
Scooch
Self Defence National Learning Network
Self-Defense Programme
SitFit
Slí na Slainte
Soccer National Learning Network
Soccer VI Group Come n Try Day
Soccer with Mental Health Group
Soccer with Rehabcare
Social Soccer
Social Volley Taster Session
Sporting Pride Kayaking
Sports Day National Learning Network
Sports Hall Athletics
St. Fergal's Couch to 5k
St. Fergal's Junior Park Run
Strength & Conditioning Programme with Youth Reach
SVT Family Cycle 2022
Swimmin' Women Programme
Swimming with VI & NCBI
Tag Rugby Mental Health Group
Tai Chi with Mens Shed
Tai Chi Yoga with Moez Online
Teenscene - Scoil Christ Ri
Tri People Tri Laois
Unleashing Her Outdoors
Vision Impaired Soccer
Walking Programme
Wellness UnLAOISed
Wellness Walks
Wheelchair Basketball League Clonaslee
Wheelchair Rugby Laois Lions
Women Paddler Skills Development Day
Woodlands for Health Walking
Zumba with National Learning Network

MOST POPULAR SPORTS & PROGRAMMES



**SPORTS HALL
ATHLETICS**



WATER SPORTS



**BIKING /
LEARN TO CYCLE**



**SOCCER
PROGRAMMES
& CAMPS**



**ACTIVATOR POLES /
FIT STICKS**



**BASKETBALL
PROGRAMMES &
CAMPS**



**PHYSICAL ACTIVITY
PROGRAMMES**



Section 5

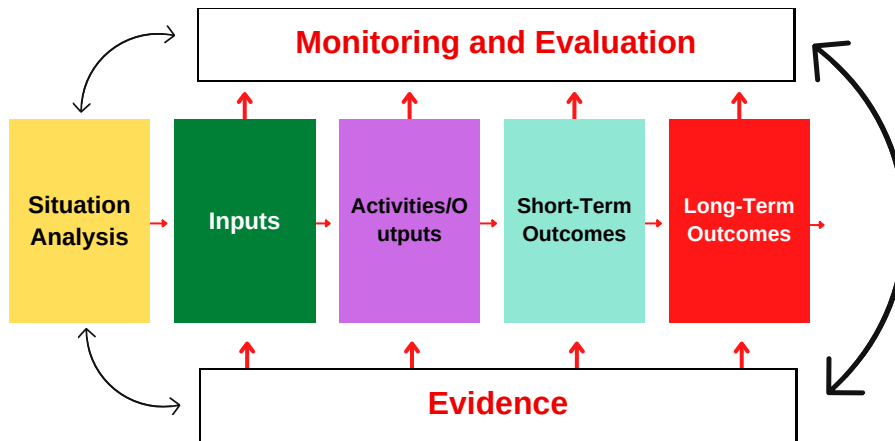
Evaluation



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THE LOGIC MODEL FOR EVALUATION



Laos Sports Partnership uses the logic model, which is a graphic illustration of the relationship between a program’s resources, activities, and its Intended effects. Logic models clearly and concisely show how interventions affect behaviour and achieve a goal. They can be described as road maps that specify causal pathways and the step-by-step relationship between planned work and intended results. Specifically, a logic model is a visual way to illustrate the resources or inputs required to implement a program, the activities and outputs of a program, and the desired program outcomes (short-term, long-term).

ANNUAL OPERATIONAL PLAN

2021 Operational Plan											
LSP Name	Strategic Goal	Objective	Action	Staff Lead	Main Funding Partner	Main Delivery Partner	Action Output	Action Category	Behaviour Change Theory-Primary CDM-B Effect of the action (where applicable)		
Operational Planning for activity based actions only											
Quantifying (where applicable)				Target Group (where applicable)							
Target Number of Programmes/Courses /Events	Target Number of Participants	Gender	Age	Ability	Socio-economic disadvantage	Ethnicity					
Reporting for all actions		Reporting for activity based actions									
Cost to LSP (incl. Core Staff Time & Operating Costs)	Level of completion	Name of initiative (breakdown by)	Name of initiative	Type of Sport/Activity	Primary Delivery Mechanisms	No of events/course s/programme s/delivered	Duration of programme/ initiative in weeks	No of sessions in programme / initiative	Duration of each session (hrs)		
Reporting on Reach							Reporting on Evaluation				
No of Adults		No of Youth			PWD		Total No. of participants	Was the Single Item Measure used to capture PA levels of participants?			
Total	Males	Females	Other	Total	Boys	Girls				Other	Total

The images above represent the headings in the LSP's Annual Operational Plan. The document is used as a guide for planning, evaluation and reporting of all LSP actions and activities for the year.

Section 6

Case Studies



CASE STUDY 1: MIDLANDS PRISON SPORT WEEK



Seirbhís Phríosúin
na hÉireann
Irish Prison Service

The Midlands Prison Sport week was a Post Covid initiative for Midlands Work Training Unit for both prisoners and staff. During Covid the prison had to reduce the numbers attending their GYMs. This impacted on prisoners and staffs training and health. The aim was to allow prisoners and prison staff to reflect on their own fitness and health. It was to encourage them to get involved in recreational sports. This initiative ran in parallel to European Week of Sport, a week to inspire Europeans to become more physically active and create further opportunities for people to exercise more. The sports week was organised by Laois Sports Partnership and Midlands Work Training Unit. A number of local clubs and fitness instructors were invited to deliver a variety of sports and partake in events during the week. The events included 4 soccer coaching sessions delivered by Klub Kildare coaches followed by an in-house soccer tournament, with the finalists getting an opportunity to play against the FAI homeless street league team. Other guests included Boxer Eric Donovan presented on the topic of mental health. Prisoners and staff took part in many activities such as HIIT, basketball, Pilates, yoga, Zumba, boxing and more during the course of the week.

Key Outcomes of the initiative were:

1. 318 Prisoners engaged in activities, equating to 65% of entire population.
2. 102 Staff members engaged in activities, equating to 26% of the staffing population.
3. Positive feedback from all participants and instructors during the week.



CASE STUDY 1: MIDLANDS PRISON SPORT WEEK



Sustainability and continuation of this initiative was a key objective of the sports week, and following the positive impact, the Prison have decided to make the Sports Week an Annual Event.

Following on from the Sports Week, a number of prisoners and staff took part in the Movember running challenge and raised €500 which was presented to the Cuisle Cancer Support Centre. The LSP and Midlands Prison have since combined to provide more opportunities for both prisoners and staff, these include; several games vs external basketball teams, an introduction to basketball course for prisoners and staff and we are currently finalising a similar project to the sports week, 'Addiction Week', the aims of this will be to provide information around addiction and promoting the benefits of sport and physical activity. The activities planned as part of this next initiative are soccer & basketball games vs outside teams, handball coaching, badminton coaching and informative workshops.

The key learning from this initiative was the importance and the power of sport and physical activity. Regardless of age, gender or social environment, the positive impact of sport and physical activity is consistent. We all know that exercise contributes not only towards your physical health, but your mental health too. Sport brings people together, in this case it brought prisoners, prison staff and people of the wider community together for a week of various sporting activities. Sport is for everyone and has the power to change a life. The prison itself is a community within a community and we should not forget this, it is home to one of the most socially economically disadvantaged demographics.

CASE STUDY 2: MENOWELL



210 women signed up to our MenoWell programme which is a FREE 6-week exercise and health education programme for women in all stages of menopause, delivered by our partners Edufit and funded by Sport Ireland. Women experience many negative physiological changes in midlife including reductions in bone mass and strength, muscle mass and strength, and cardiovascular and metabolic health. These changes are accelerated when women are physically inactive and magnified significantly during perimenopause and menopause due to hormonal changes. Menopause brings additional challenges with over 50 symptoms including sleep disturbances, anxiety, depression, heart palpitations, night sweats, hot flashes, osteoporosis and more.

There is a significant body of evidence to show that multimodal physical activity (PA) incorporating balance, flexibility, strength and cardiovascular exercise is critical to maintain bone and muscle mass and improve cardiovascular and metabolic health in women. It also plays a crucial role in menopause symptom management. Research also shows that women's health and menopause education empowers women with the skills and knowledge they need to take control of their wellness in all life stages, particularly before, during and after the menopause.

Recent research conducted by Sport Ireland shows that women in the midlife experience significant stress and time pressures and struggle to find time for PA. In order to help them participate in PA, they need time efficient, home-based, expert programmes that are specific to their needs.

MenoWell is our 6-week online multimodal PA, nutrition and health education programme for women in all stages of life with a special focus on perimenopause, menopause and postmenopause. Each week women attend a live online health education workshop and two live online multimodal exercise classes (detailed in the powerpoint presentation attached). This is supported by a full on-demand library of the workshops and classes (in case they struggle to attend the live times) and a team of experts including nutritionists, exercise physiologists and women's health experts.

The feedback following our pilot MenoWell programme in 2022 has been phenomenal. Please see link to this feedback attached. We have subsequently been funded by Sport Ireland to run a scientific research study on our MenoWell programme in May 2023. From here we will expand the availability of MenoWell programmes in Laois and to other counties in 2023.

Multimodal PA has a crucial role in wellness, health and functional ability for women in all stages of life, but particularly before, during and after menopause. MenoWell is one of the first programmes dedicated to increasing PA participation in these women. Laois Sports Partnership are committed to support availability and accessibility to MenoWell nationally in the longer term.

CASE STUDY 3: LAOIS KAYAKING & CANOE CLUB

Laois Kayak and Canoe Club is a voluntary family-focused club, founded in 2011 by a group of local kayaking enthusiasts, Laois Kayak and Canoe Club has grown to become one of the most active paddling clubs in the country.

Located on the banks of the Erkina in Durrow, the club aims to introduce everyone to the sport of kayaking, and caters for every level of skill, from complete beginner to expert paddling. Club members are involved in many different types of kayaking and canoeing disciplines, ranging from white water river-running, slalom, canoe polo, freestyle and marathon league racing.

Laois Kayak and Canoe Club provides certified tuition in accordance with Canoeing Ireland's Skills Awards Framework. The club has a strong instructor to paddler ratio and will assist anyone who wishes to try out paddle sports.

Purpose

Laois Kayak and Canoe Club recognised and embraced the opportunity to make a significant impact on the lives of women through their involvement in sport while supporting National Policy:

- National Sports Policy 2018 to 2027
- Sport Ireland Policy on Women in Sport
- Canoeing Ireland Strategic Plan 2021 to 2023
- UN Sustainable Development Goals in particular Good Health & Well-being, Gender Equality and Sustainable Cities & Communities.



The Women in Sport Programme supported the objectives of Laois Sports Partnership's Strategic Plan 2022 – 2026 providing measurable social, economic, civic and environmental impact.

The overarching purpose of the programme reflects the vision of the National Strategy for Women and Girls 2017-2020 to work towards a club where “all women enjoy equality with men and can achieve their full potential, while enjoying a safe and fulfilling life”.

Aims

The aims of the programme were consolidated into a paddler pathway for female progression in the accordance with Canoeing Ireland's Skills Awards Framework. The primary objectives were to:

1. Achieve gender balance.
2. Realise a structure for development, inclusion and progression.
3. Support and encourage a leadership / instructor programme.
4. Encourage and enable women to confidently participate in paddlesports.
5. Reducing the key inhibitors to female participation in sport.



CASE STUDY 3: LAOIS KAYAKING & CANOE CLUB

Running the Programme

A women in sport Female Club Ambassador was initially established to support and oversee the programme. In 2021, this position was expanded to a sub-committee of women Ambassadors and role models. With the support of the Ambassadors, the Paddler Pathway was developed and implemented.

To achieve gender balance, while supported by Laois Sport Partnership, the Club outsourced professional instructors to deliver women only Level 2 kayak skills beginner courses. This served to introduce new women to the sport.

Through the Sports Capital Grants, the club equipment and facilities were upgraded, most recently with the ongoing installation of a toilet and running water at the clubhouse.

During the programme, further supports were introduced which encouraged women to continue paddling. Supported by Laois Sport Partnership, participants were facilitated with women only skills progression days. Such days proved to be very popular, and places filled quickly.

Laois Kayak and Canoe Club provided experiential peer support with exciting weekly trips and events led by their own club leaders.

Participants were encouraged throughout the pathway to provide quality feedback on areas for improvement and further development.

Outcomes

As of 1st October 2022, for the first time since the establishment of Laois Kayak and Canoe Club, female adult membership exceeded that of male adult membership reaching 52%. This is an increase of 95% in adult women membership from year end 2021.

Achieving gender balance was made possible through the ongoing supports received from Laois Sport Partnership. Having access to external professional instructors has provided a structure for development, inclusion and progression in the club. The feedback from members who have participated in the development days has been extremely positive.

The sustained collaboration has delivered the following impact for women in paddling:

- Increased participation rates among women in sport in Laois Kayak and Canoe Club.
- Providing a fun, safe, confident environment for women participating with other women in sport.
- Ongoing Women in Sport leadership / instructor programme has implemented, encouraged and enabled women to confidently participate in paddlesports while reducing the key inhibitors to female participation in sport.

Next Steps

Our programme aims to continue to implement, encourage and enable women to participate and progress in paddlesports while reducing the key inhibitors to female participation in sport. The next steps are:

- 1.To maintain gender balance through annual women only and mixed beginner course in June and July 2023.
- 2.Deliver skills development days which are seen as necessary to limit natural attrition and encourage continuity of participation.Two such days will occur supported by Laois Sport Partnership in October and December 2022 aimed to help women to further develop their skills and progress towards intermediate skills levels.
- 3.To encourage intermediate skilled paddlers towards becoming club leaders and instructors, they will be supported on trips with their peers.

CASE STUDY 3: LAOIS KAYAKING & CANOE CLUB

**Testimonials**

"The Women in Sport programme has been and continues to be a huge part of my development as a paddler. The ladies-only pool sessions and training days are just amazing. I tried things and asked questions that I would otherwise feel uncomfortable doing in a mixed group. I am really looking forward to future days with the women. The laughs and the learnings are good for the soul", Susan Moran, Kayaker.



CASE STUDY 4: COUCH TO 50KM

Background to the Programme:

The programme originated as we were exciting the pandemic where people began to address their mental and physical health. Laois Cycling Club saw this as an opportunity to attract more members to the club as it offered benefit to those looking to address both of the above. Working with Laois Cycling Club a framework was developed for people to build their physical fitness in a social way. Laois Sports Partnership were approached by members of Laois Cycling club which began the process.

Primary Target Group

Beginner/ less experienced male and female cyclist.

Programme Partners

Laois Cycling Club
Race Right Cycles
Portlaoise Turbo

Programme objectives

- Outline the 3 main specific objectives the programme
 1. Attract more members to the club, particularly more females
 2. Assist those looking to improve Physical and Mental Health
 3. Introduce a new cycling group for less experienced cyclists to join Laois Cycling Club



Programme Description

The Couch to 50km Cycle programme was a brilliant success. Over the 8 weeks, the participants built up their cycling distance from 10km to 50km on the final ride.

Over the past 8 weeks, cyclists met every Wednesday. The turn out and success rate was great, over 30 people started the programme with the majority of the participants completing the entire programme.

Programme results

The participants of the programme started at a distance of 10km in week 1 and eventually completed a total of 250km over an 8-week period. The programme played a different role for each participant, some took part to improve fitness, to meet new people or to escape from the hustle and bustle of everyday life. Physical and mental health both benefited from the couch to 50km.

The couch to 50km saw an increase in female cyclists, with roughly a 50/50 split of males to females on the programme.



CASE STUDY 4: COUCH TO 50KM

Number of Participants

Over 30 people started the programme with the majority of the participants completing the entire programme.

Programme Challenges

- Details on any challenges / difficulties experienced in getting the programme “off the ground”.
- Any other challenges associated with the programme?

Challenges faced during this programme:

- Covid-19 (Riders missing due to isolation).
- Weather (Weather permitting but thankfully only 1 week was postponed).
- General life (Riders unable to make some nights due to work, family and other commitments).

Sustainability

Laois Cycling Club intended to facilitate a third cycling group. This ‘C’ group aimed to attract less experienced cyclists along with those who are looking to ease back into things. The ‘C’ group covers shorter distances in the beginning and ride at a slower pace in the beginning. This group was specifically targeting graduates of the Couch to 50km Cycle to continue their journey and progress.

Testimonials

“This initiative has been brilliant; it was a delight to be apart of and today you can see the success of the programme. Particularly the number of women participants. The support of the other members was fantastic; particularly Mick Mc Dermott who is so generous and encouraging. I am sure there will be more members following this programme”

“I started the couch to 50km programme because I had long Covid last year. I wanted to get myself back to my previous levels of fitness if not better. I found the couch to 50km brilliant, the club were fantastic with me. They were full of info and tips. The help was always there, and I will definitely be joining the club. From start to end, everything was brilliant.”

“I found the couch to 50km great. I had previously done a little bit of cycling before but 50km seemed really out of reach for me. Now today I have crossed the finish line and am able to have a laugh and a chat with the other participants. I am new to the area, and I found it a great way to meet new people. I was surprised to see so many women involved as typically it is a male dominated sport but in fact there were more women here than men. The programme was a great excuse to get out, the commitment of the group helps push on when you don’t feel like going. I will definitely be joining the group.”

Next Steps

Following the couch to 50km, the aim for Laois Cycling Club was to include another cycling group. They previously had an ‘A’ and a ‘B’ group. They intended to add a ‘C’ group to attract less experienced cyclists along with those who are looking to ease back into things. The ‘C’ group covers shorter distances in the beginning and ride at a slower pace in the beginning. This group was specifically targeting graduates of the Couch to 50km Cycle.

CASE STUDY 5: GET INTO GOLF

Purpose

We ran a programme last year called “Stay in Golf 2021”. This programme originated from previous programmes that were set up in 2019/2020. These programmes were known as Get into Golf. This programme targeted women who were interested in taking up golf. The programme consisted of golf lessons for 4 weeks followed by beginner golf competitions with hopes that the participants became members of the golf club when finished. Due to covid-19, restrictions were put in place for 2020 and 2021 which led to a decrease in women signing up to the golf society. The women that previously took part in the Get into Golf programme were still keen to participate in golf but did not feel confident enough to do so.

As this programme was a success, we decided to go back to our “Get into Golf” programme to engage new participants to take up golf. As restrictions had lifted, the women had more time to practice their golf skills more and become more confident playing the sport.

Contacts were made with the Women’s golf society in the Heath Golf Club. We organised a face-to-face meeting to see if they were interested in delivering this programme. They were keen to complete this programme again as it has been such a success for them over the years and with Covid, their members reduced so were interested in increasing these numbers again.

The Heath Golf Club provide the outline of the programme and delivered it.

Objectives

- To introduce women to Golf
- To increase participation in golf amongst women
- To increase membership amongst women in the Golfing society

Running the Programme

STAGE ONE: January – May

Participants received 6 lessons a piece to develop their skills in golfing with the clubs PGA PRO. They will learn the fundamentals of golfing such as posture, grip, and stance, learned how the ball gets into the air, know how far your clubs go, knowing what each club is for, putting rules, chipping, how to get out of the bunker, rules, and etiquette.

Once confidence is built, and participants feel confident in going on to the course, on course practice rounds for 8 weeks with regular golfers.

CASE STUDY 5: GET INTO GOLF

STAGE TWO: June - December

This time of year, focused on participants obtaining a handicap. This will be determined by ongoing practise, competitions, and mentor decisions. The maximum handicap to obtain is 54.

Participants will be assigned a mentor. The mentor will go through counting shots, rules, and etiquette. The mentor will mark 6 X9 hole cards to determine their handicap.

Weekly activities will be organised such as beginner competitions and weekly team events to help focus on golf skills. This will allow them to gain more practise on the course.

Participants will be given access time to the course. They will be given a list of Off-Peak and Peak times to allow them to avoid the busier times.

They will further PGA coaching such as putting clinics, chipping clinics etc...

Outcomes

The programme was a success with the participants. Out of 30 participants, 16 responded to the survey and 12 participants became member of The Heath Golf Club.

They really enjoyed the programme. They felt that their mentor was extensive and calm with them. They are more confident in playing the sport and found the group they were with lovely. They have learned new skills and having access to the golf club allowed them to practise more and gain more confidence.

They felt that more one-on-one lessons could be targeted for the next programme in order to gain more confidence. A buddy system is now in place also to allow them to practise with each other on the course in off-peak times.

Short term outcome: Participants enjoyed the programme and thought it was a great programme to sign up to if interested in starting up golf as the tutors and staff were very kind and patient with them.

Long term outcomes: All participants continue to stay playing golf with 12 of them after becoming member of the Heath Golf Club.



CASE STUDY 6: FITSTICKS TRAIL DERRYOUNCE

In 2022, Ireland's first Fit Sticks Trail was opened in Derryounce, Portarlington. The Derryounce Fit Sticks Trail is funded by Healthy Ireland Laois, administered by LCDC Laois County Council. Fit Stick Trails are designed as a solid flat surface with a low incline making it very appropriate for those with poor balance. Along this particular trail, there are various signposts with exercises for participants to execute including a warmup station at the beginning of the trail.

This trail has been a fantastic addition to the county of Laois and benefit so many of the groups Laois LSP work with and those in the community. The groups that we deal with are Men's Shed, Parkinson's Group, Woodlands for Health Mental Health Group, Older Adult Groups, Care centres for people with disabilities with intellectual & physical disabilities. Participants have found the use of the poles/ fit sticks very helpful with posture, gait and mobility & strength.



Through Healthy Ireland Laois we were able to purchase activator poles from Fit Walk Ireland and deliver programmes throughout Laois. We have seen the benefit of these poles to participants and that is when we approached Frank Fahey about installing an activator trail in Derryounce which is funded by Healthy Ireland Laois. The social aspect of the classes is as important as the exercise, these are all done at one's own pace, always light-hearted and ending with a sing song.



CASE STUDY 6: FITSTICKS TRAIL DERRYOUNCE

Origins of Fit Sticks in Ireland

Fit Walk Ireland introduced Fit Sticks into Ireland 5 years ago after a rise in interest of Nordic Poles from people with balance Issues. The traditional use of Nordic Poles is actually not very appropriate for people with such issues. Franks Fahey of Fit Walk Ireland found Fit Sticks were found to be much more appropriate.

Benefits

Through the use of Activator Poles/Fit Sticks, there are many benefits to be achieved. Benefits are not limited to just the obvious physical gains but Fit Sticks users also experience social and mental health benefits. Fit Sticks main purpose is to provide support for users while walking, however, the uses stretch beyond this. Fit Sticks also allow users to execute a number of exercises using Fit Sticks.

- improve posture
- enhance balance and stability
- improve co-ordination
- promote better gait patterns and speed
- improve mobility / range of motion of shoulder/neck area
- reduce impact and stress on hip and knee joints
- increase resistance for arms and upper body
- engage and strengthen core muscles
- raise intensity and increased caloric and energy expenditure
- build confidence and reduces fear of falling
- increase exercise/walking tolerance and excursion limits
- (walk further and longer)
- increase opportunities for social interaction
- enhanced self-esteem and overall sense of well-being
- key features.



Testimonials

"Being a sufferer from Parkinsons I have problems with gait, and muscle stiffness. I found the use of the poles very helpful and improved my posture and gait. Thanks to Catriona Slattery and the girls in LSP we had group walks guided by Donie Molloy around Derryounce Lakes and Emo Court. This was particularly welcome as we could meet which was socially very beneficial." **Participant with Parkinson's**

"We have seen great benefit from the use of Fit Sticks on our walks. One individual struggled to walk when he first starting using Fit Sticks but is now capable of jogging lightly" **Participant / Tutor**

"The exercises are great, you perform movements you would not usually perform, especially lifting your arms."

Participant



Section 7

Finances





Funding

The surplus for the financial year after providing for depreciation amounted to €30,722 (2021 - €5,880).

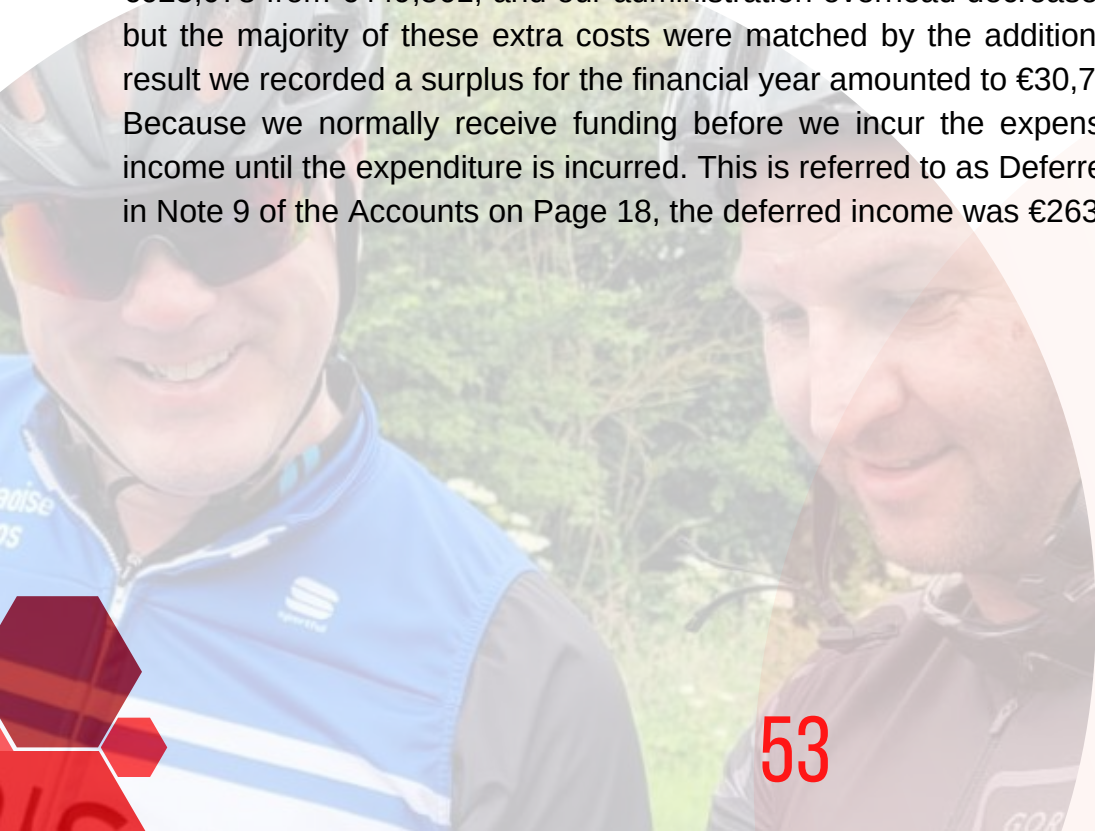
At the end of the financial year, the company has assets of €370,815 (2021 - €468,009) and liabilities of €291,912 (2021 - €419,828). The net assets of the company have increased by €30,722.

Received funding in excess of €1,150,000, €632,094 funding from Sport Ireland was received by Laois Sports Partnership to deliver on initiatives and post COVID-19 supports. Funding from Sport Ireland was down from 2021 €730,151 to €632,094 in 2022 which is mainly down to reduced COVID19 funding supports received. The surplus for the financial year amounted to €30,722 (2021: surplus €5,880) which is due to the rising costs of our non-staff costs such as services IT, Accounting, Insurance etc.

Laois Sports Partnership continue to apply for external funding from local partner agencies and national bodies such as Department of Justice, Slaintecare, Healthy Ireland, Health Service Executive, Laois County Council, Laois Partnership, Go for Life etc which increased our funding to in excess of €1,139,905 million in 2022. We will endeavour to maintain levels of external funding for 2023 as we have a proven track record of partnership working and meeting all objectives and outcomes. The income generated offset core costs and is reinvested into programmes.

In 2022 we had a successful year and was awarded Department of Justice funding for programmes for international protected migrants as well as research funding for Menowell . We were awarded additional funding through Sláintecare Pobal and Healthy Ireland LCDC funding as well as Sport Ireland COVID 19 funding and Capital Grant funding. We delivered 241 programmes to 19,333 participants and 35 training courses to 459 participants.

As activity and income increased, the directly attributed operating costs also increased to €623,078 from €449,861, and our administration overhead decreased from €238,033 to €234,896 but the majority of these extra costs were matched by the additional funding we received. As a result we recorded a surplus for the financial year amounted to €30,722. (2021: surplus €5,880). Because we normally receive funding before we incur the expense, we do not recognise this income until the expenditure is incurred. This is referred to as Deferred Income and as you will see in Note 9 of the Accounts on Page 18, the deferred income was €263,462 (2021 : €379,088).



INCOME AND EXPENDITURE ACCOUNT TOTALS

as at 31 December 2022

Income		888,696	693,774
Expenditure		(857,974)	(687,894)
Surplus for the financial year		30,722	5,880
Total comprehensive income		30,722	5,880

BALANCE SHEET

as at 31 December 2022

Fixed Assets			
Tangible assets	9	25,051	-
Current Assets			
Debtors	10	93,973	76,960
Cash and cash equivalents		251,791	391,049
		345,764	468,009
Creditors: amounts falling due within one year	11	(291,912)	(419,828)
Net Current Assets		53,852	48,181
Total Assets less Current Liabilities		78,903	48,181
Reserves			
Income and expenditure account		78,903	48,181
Equity attributable to owners of the company		78,903	48,181

TRADING STATEMENT

as at 31 December 2022

	Schedule	2022 €	2021 €
Income		888,696	693,774
Costs	1	(623,078)	(449,861)
Gross surplus		<u>265,618</u>	<u>243,913</u>
Gross surplus Percentage		<u>29.9%</u>	<u>35.2%</u>
Overhead expenses	2	(234,896)	(238,033)
Net surplus		<u><u>30,722</u></u>	<u><u>5,880</u></u>

COSTS FOR 2022

	2022 €	2021 €
Costs		
Programme costs	623,078	449,861
	<u>623,078</u>	<u>449,861</u>

OVERHEAD EXPENSES

as at 31 December 2022

	2022 €	2021 €
Administration Expenses		
Wages and salaries	146,926	147,425
Social welfare costs	22,469	21,362
Staff defined contribution pension costs	6,281	7,475
Management expenses	814	442
Rent payable	6,000	4,500
Service charges	2,075	306
Insurance	3,118	2,403
Cleaning	(639)	3,800
Repairs and maintenance	131	433
Service charge payable	560	171
Printing, postage and stationery	2,364	3,280
Advertising	12,934	12,548
Telephone	3,473	3,638
Computer costs	5,697	13,336
Motor expenses	6,737	5,859
Entertaining	9	175
Consultancy fees	(1,999)	2,528
Accountancy	85	-
Bank charges	275	254
Credit card charges	847	611
Bad debts	1,073	-
Canteen	96	85
General expenses	3,808	45
Subscriptions	2,113	845
Auditor's remuneration	5,228	4,674
Depreciation of tangible assets	4,421	1,838
	<u>234,896</u>	<u>238,033</u>

Section 8

Going Forward





STRATEGIC PLAN 2022-2026

Continued Delivery of Strategic Plan

Laois Sports Partnership devised a new strategy in 2021 for launch which was launched in 2022. This plan will be in place for 2022-2026. Through consultation findings, engagement and planning sessions informed the development of a new strategic framework for Laois Sports Partnership. This is comprised of a vision statement, mission statement and a series of organisation themes which are built upon 5 ‘active’ themes.

Vision

‘Everybody active in County Laois’

Mission

‘Creating sustainable pathways for all to participate in sport, physical activity and recreation in County Laois’

Values

The new set of values agreed are:

1. Community Development
2. Empowerment
3. Inclusiveness
4. Accountable
5. Integrity
6. Needs Led
7. Sustainable Engagement
8. Strong Partnerships

Organisation Themes

A key element of the new strategic framework has been the identification of five new ‘active’ themes. These themes define the type and nature of work that Laois Sports Partnership are engaged in. Each theme is expanded through a strategic aim along with a series of key objectives. Each objective has action areas and key performance indicator/s. These will form the Annual Operational Plans. The ‘active’ themes are displayed in the chart below with the full strategic plan following. An action plan template for this strategic framework is provided in the form of Annual Operational Plans (Example below).

LSP Name	Strategic Goal	Objective	Action	Staff Lead	Main Funding Partner	Main Delivery Partner	Action Output	Action Category
Laois Sports Partnership CLG								



STRATEGIC PLAN 2022-2026

Organisation Themes



Active People

Active People will focus on engaging all inactive people in physical activity and address barriers to sport and physical activity for those who lack the confidence to engage, for those with disabilities and marginalised groups. This will include targeted needs-led provision and creating inclusive sport offerings. The actions for this objective include encouraging clubs to sign up to CARA Disability Charter, developing a Disability Action Plan and increasing activity for women of all ages.

Active Places

Active Places will address the lack of adequate facilities in the area by ensuring current resources are maximised whilst we work with stakeholders to identify facility gaps and support the development of new inclusive and adaptable facilities for the use of the whole community.

Active Partnerships

Active Partnerships will address the desire for better engagement with and provision for, schools and enhance collaboration with the local authority and other organisations, including those who advocate for marginalised groups and communities.

Active Promotion

Active Promotion will address the lack of awareness of people in the community of what is available to them in terms of sport and physical activity and better promote Laois Sports Partnership. This will include a review of PR and Marketing, an enhanced social media presence and taking steps to become the go-to source of information in County Laois for sport and physical activity.

Active Governance

Active Governance will ensure that the strategic focus and coordination is maintained within Laois Sports Partnership to ensure that as an organisation we are delivering to the highest standards of professionalism, ethics and accountability to all our stakeholders.

LAOIS SPORTS PARTNERSHIP



ANNUAL REPORT 2022

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