



Sports & Recreation Partnership

Comhpháirtíocht Spóirt agus Áineasa Chill Mhantáin

— SPORT IRELAND —



SPÓRT ÉIREANN
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County Wicklow
Sports and Recreation Partnership

Strategic Plan 2020 - 2023



Foreword

John Tracey, Sport Ireland

I would like to congratulate Wicklow Sports and Recreation Partnership on the development of their latest strategic plan. Sport Ireland has always stressed the importance of ensuring sport is inclusive and attracts participants from every corner of Ireland, from every age group, of all abilities and from all social backgrounds. This is a fundamental principle of the Local Sports partnership network and I am delighted to note the particular emphasis Wicklow Sports and Recreation Partnership have placed on the development of disability sport throughout their strategy.

The culture of sport and physical activity participation varies within different communities. Wicklow Sports and Recreation Partnership have identified the need for diverse opportunities to be available and have highlighted the value of life long sports participation and the benefit of physical activity at all life stages. As people grow, age and develop, their physical activity preferences change. In order to sustain their participation, there must be appropriate opportunities available for them to discover and enjoy.

The National Sports Policy 2018-2027 highlights the important role which outdoor recreational opportunities play in increasing participation levels. Wicklow Sports and Recreation Partnership, with the abundance of natural recreational opportunities available within their county, can play a lead role in furthering these opportunities. The Sport Ireland policy on sport and

physical activity in the outdoors further highlights the important role which Local Sports Partnerships can play by being key advocates in the strategic planning, development and promotion of outdoor sport at a local level.

The long-term implications of COVID-19 on community sport will become more apparent throughout the implementation of this strategy. I am pleased to see that by aiming to be creative, solution-focused and collaborative, Wicklow Sports and Recreation Partnership's resilient and optimistic approach will ensure that alternative opportunities are made available to all sections of society when needed.

I commend Wicklow Sports and Recreation Partnership on the extensive consultation, evaluation and research carried out during the development of this strategic plan. This process ensures that the final strategy has a broad reach as well as buy in and support across the county. I would like to thank, in particular, the staff and management committee of Wicklow Sports and Recreation Partnership, as well as all stakeholders and partner organisations who were involved in developing this strategy and who will contribute to its successful delivery.



John Treacy
Chief Executive
Sport Ireland



Foreword

**Eamonn Whelan,
Chairperson Wicklow Sports
& Recreation Partnership**

We are pleased to introduce you to Wicklow Sport and Recreation Partnership strategic plan 2020 to 2023. Its vision is getting "More people enjoying taking part". By collaborating with the people of Wicklow, sports clubs, and organisations we believe that this ambitious strategy reflects the needs of our community to promote, develop and support physical activity. The strategy plays an important key role at a regional level while being guided by national policies such as Sports Ireland Strategic Plan (2018-2022), Healthy Ireland Action Plan (2019-2023), and the National Sports Policy (2018-2027).

The main public health issue our community faces is physical inactivity, and this is now compounded by the further challenges of the present pandemic Covid-19. This poses a very real threat to the wellbeing of our society. Actively encouraging participation in sport and physical activity can enhance our community's physical health and mental wellbeing. It can also provide opportunities to have an enormous amount of fun and increase connection with friends and communities. By enhancing opportunities for more people to enjoy taking part it potentially enriches people's quality of life raising confidence levels and providing enjoyment. Going forward this strategy will aim to address how to reach people in these challenging times and restrictions imposed by Covid-19.

The Wicklow Sports and Recreation Strategy will provide a positive framework to reinforce the important role of physical activity throughout Wicklow aiming to capture all ages and abilities. It will assist us in reaching out to more people including those that are considered marginalized in our community to encourage their ongoing participation in sport and physical activity. With our increased emphasis on monitoring and evaluating the effectiveness and outcomes of programmes, we will be able to target key areas and have a stronger impact on physical participation within the community of Wicklow. Our county is a playground of opportunities for physical activity due to the diverse landscape from our coastline to mountain tops. This strategy will take advantage of every opportunity to get "more people enjoying taking part".

We are extremely grateful to all the individuals and groups that have contributed to the development of Sport in Wicklow. We would sincerely like to thank Sport Ireland and Wicklow County Council for their ongoing financial support and guidance. Thank you also to Humphrey Murphy of Irish leisure consultants for facilitating the development of this strategy. Without the hard work and commitment of the Wicklow Sports and Recreation Partnership Committee this strategy and ongoing development would not be possible. This committee is represented by a wide range of disciplines each bringing their own expertise but working together for the best outcome. Whilst it is impossible to thank everyone, I would like to acknowledge the outstanding work and dedication of the staff from the Wicklow Sports and Recreation partnership Aisling Hubbard, Denise O'Shea, Clara Jenkinson, and Caroline Dunne.



Foreword

Aisling Hubbard,
**Coordinator Wicklow Sports
& Recreation Partnership**

I am delighted to present this new strategy for Wicklow Sports & Recreation Partnership 2020-2023. The essence of this strategy is 'More people enjoying taking part'. Through our consultations, we have identified that if you allow people access to a variety of physical activity opportunities, they are more likely to find something they enjoy and stick with it. Sticking with it can sometimes be a challenge for everyone, which is where this strategy, its adaptability and its wide ranging nature will aim to open new opportunities in physical activity to everyone, irrelevant of your ability, economic status or experience.

We need to use our geographical challenges as opportunities. Few counties have the resources Wicklow has available within such close proximity, our mountains, the sea, and rivers. While our mountains present a challenge by dividing the county, they also represent one of our biggest opportunities. The partnership needs to facilitate our population activating the outdoors. Engaging with the outdoors provides enjoyment and community involvement, of which the effect on one's health, both mental and physical, cannot be underestimated. This has never been as true as during the current COVID 19 pandemic, where the population has turned to the outdoors for escapism and release. The partnership needs to harness this opportunity and in conjunction

with the roll out of the newly launched Wicklow Outdoor Recreation strategy, we will endeavour to maintain this level of engagement with the outdoors as it is truly a lifelong, sustainable opportunity for physical activity that surrounds us.

The outputs of this strategy will only be achieved through multi agency efforts and investment. To this end I would like to thank Sport Ireland for their support, and also their continued and increasing investment in Wicklow Sports & Recreation Partnership. Wicklow County Council have continued to support the growth of the partnership over recent years and the importance of this cannot be underestimated, especially in the current COVID 19 climate. The partnership's committee is lucky to have such a wide variety of people sitting on it with vast experience. The members are active and engaged in the work of the partnership and this is evident by the ambitious nature of this strategy, and by the range of agencies supporting its objectives.

I would like to thank the people who have contributed to the development of this strategy and those who will be rolling it out. We had fantastic engagement by the people of Wicklow in developing this strategy. I would like to give a final mention to the staff of the partnership that continually go above and beyond in their delivery of programmes and opportunities for people and clubs in Wicklow. I look forward to delivering on the objectives of this strategy in conjunction with the people of Wicklow, the committee, and the staff of Wicklow Sports & Recreation Partnership. It really is an exciting time to be involved in sports and recreation in Wicklow.



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Our Vision

‘More people enjoying taking part’.

Mission

We have three complementary missions:

- Encouraging fun in sports and physical activities.
- Inspire participation amongst the less active.
- Supporting providers of sports and physical activities.

Defining Sport

What is Sport?

For some, sport is an opportunity to compete and excel. Others value sport as a means of self-expression or as physically active play, some people take part in sport for health, mental wellbeing or social interaction. Sport is a journey to all these destinations.

“Sport means all forms of physical activity which, through casual or organised participation, aim at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels.”
European Sport Charter 2012

The Value of Sport

Sports and physical activities have a functional value in supporting health, wellness and social interaction, and they also allow us to express and enjoy ourselves as we jump, slide, skip and move through life.

Sports and physical activities reveal us and our potential, to ourselves and others.

How do People Take Part?

Some take part in team sports or individual sports, while others may understand their participation as being active-recreation or physical activity. We take part in a variety of ways, in clubs,

schools, communities, informally with peers, through private/commercial providers or on our own.

What is important is that everyone takes part, throughout life.

Wicklow Sports and Recreation Partnership (WSRP), encourages and assists the recreational participant to take part, especially those who have yet to find the sport or physical activity which has meaning for them.



County Wicklow Profile

County Wicklow's population is 142,425, a rise of 4.26% on the 2011 census. 13.5% of our population has a disability, 17,383 identified themselves as being part of an ethnic community¹, while just over 38,000 (27%), of us are children. We are a diverse community with different needs and expectations around sports and physical activities.

A significant proportion of our total population is located in the urban areas of Bray, Wicklow Town, Greystones-Delgany, Arklow and the Blessington Baltinglass corridor. We have to continue to develop sports and physical activities opportunities in these high population density areas and throughout the county.

We Work and Play.

Employment in the county (61.5%) is fractionally higher than the state average of 61.4%². However, only 41% of us work in the county, the remainder works elsewhere in particular in the Dún Laoghaire-Rathdown and Dublin area. Sports and physical activities provide a vital meeting ground and interaction space for our residents.

There are many modern public and private sports and physical activities facilities especially in the towns and there are a significant number of high-quality sports-fields throughout the county. We are one of the most popular locations in Ireland for outdoor sports, a substantial volume of people travel into County

Wicklow to take part in hillwalking, cycling, kayaking, sailing and running. The Covid 19 pandemic made more people aware of the role of the outdoors as a recreation space and highlighted the value of this amenity in County Wicklow.

We are very diverse in our sports and physical activities, Wicklow town hosts the largest sea swimming club in Ireland while there are active coastal rowing clubs in Bray, Wicklow and Arklow. County Wicklow, in addition to being the 'Garden County', is increasingly the 'Outdoor County'.

We Look After Ourselves

Self-reported general Health in County Wicklow (Very Good 62.5)³, is marginally higher than the state average of 59.4. Sports and physical activities are a key contributor to physical health and mental wellbeing, everyone can benefit from sports and physical activities and everyone in our community should benefit.

We are Changing

There is a range of excellent sports and physical activities opportunities and providers in County Wicklow, however, the expectations, roles and practical issues for sports and physical activities continues to evolve. Our population is increasingly diverse, our lifestyles are busy and time-fragmented, screens tempt us to be sedentary. WSRP must pre-empt and respond to the changing needs and expectations of people in County Wicklow.

The World is Changing

The emergence of Covid-19, which is hopefully a temporary situation, has had a significant impact on sports and physical activities. Team sports and contact sports are especially restricted by challenges such as social distancing. Participant types have also been impacted especially the elderly and those who are vulnerable due to underlying health issues. Conversely, it is apparent that more people are taking the opportunity at this time to walk, cycle and run⁴.

- **Additional 500,000 regular walkers; 450,000 runners; 220,000 cyclists.**
- **Percentage of inactive adults drops 8% from same period in 2019.**

Wicklow Sports and Recreation Partnership recognises the challenge that Covid-19 places on our sports and physical activities network and we recognise that we have a role in assisting the adjustment to this new world.

We will be creative, solution-focused and collaborative. In practical ways, this means that we will have to stop or adjust how we organise or deliver some sports and physical activities. We may have to alter where and when these activities take place, fewer numbers, less proximity, more outdoors or larger indoor spaces. We may also need to find new sports or physical activities and change where and how we interact with participants and the providers of sports and physical activities in County Wicklow.



⁴Ireland Staying Active During COVID-19 Restrictions – Sport Ireland Research, 2020.

¹ Irish Traveller, Asian or Asian Irish, Other White, Black or Black Irish.

² Labour Force Participation Rate, Census 2016

³ Dáil Éireann Constituency Profile Wicklow, 2020

Our National Context

Sport Ireland supports a network of 29 Local Sports Partnerships across Ireland. These LSPs undertake a wide range of actions with the aim of increasing sport and physical activity participation levels in their local communities.

“Over €22 million was invested in the network of Local Sports Partnerships by Sport Ireland, Local Authorities and partner organisations in 2019 with over half a million people across communities in Ireland taking part in LSP sport and physical activity opportunities.”

The vision and oversight of the Wicklow Sports and Recreation Partnership are managed by the committee of the sports partnership and acted on by our staff in cooperation with a range of communities and National Sports Governing Bodies and their clubs. This vision and these actions do not however take place in a vacuum, they are shaped by a national sports and physical activities context.

The Sport Ireland Statement of Strategy targets a “world-class sports sector operating to the highest standards of governance and accountability”. This strategy also highlights the importance of an inclusive and fair culture, generating value from finite resources, building strong sports organisations, and realising ‘sport for life for everyone’.

The Healthy Ireland Framework 2013 – 2025 identifies a key role for sports and physical activities as a way to support everyone’s

physical and mental health and wellbeing. Similarly, the National Sport Policy 2018 – 2027 emphasises the role of sports and physical activities so that:

“People will be inspired, their lives enriched, their enjoyment enhanced, and their quality of life improved as a result of their own active or social participation in sport.”

This policy also acknowledges the importance of quality staff and volunteers, standards of governance, ethics and accountability, and the spirit of collaboration as important ways to realise a quality sports environment⁵.

The Healthy Wicklow Action Plan 2018 – 2020 is a local response to the national Healthy Ireland Framework. Sports and physical activities are important elements in improving and supporting health and wellbeing in County Wicklow and the Wicklow Sports and Recreation Partnership is a partner in this Action Plan. We oversee the work of the Healthy Ireland Fund Coordinator who has been employed to deliver the Healthy Wicklow Action Plan.

⁵ This strategy is aligned with the national Sports Policy and in particular Policy Actions 5 to 15.

Our Structure

WSRP is guided by representatives from a range of organisations and interests in County Wicklow via our committee:

- Service Providers
- Kildare and Wicklow Education and Training Board
- County Wicklow Partnership
- Wicklow County Council
- Wicklow Uplands Council
- Children and Young People Services Committee
- Elected Representatives
- Co Wicklow Older Persons Council
- Public Participation Network
- National Governing Body Representative
- An Garda Síochana

Consultation Process

A series of public, individual and focus group meetings and two online questionnaires (Resident Participant Survey and Club Survey), informed this strategic planning process and we thank the various individuals and organisations who gave their time and thoughts. The key issues which emerged from this consultation are:

- There needs to be more information/promotion on what sports and physical activities are available and these activities must be affordable and close to where people live.
- While recognising the significant current range of facilities in the county, respondents noted the need for additional resources, for 'minority' sports, large multi-use facilities in strategic locations especially where populations are increasing, and small community-based sports hubs, enhanced use of the outdoors and access to existing facilities such as school grounds and harbours.
- More networking and communications are required to increase awareness of the opportunities and to promote collaboration within the sports and physical activities network.
- Attracting, training and retaining volunteers has varying success across different organisations. More resources are required to support volunteers.

- The residents of County Wicklow live diverse lives and they have varying expectations. Sports and physical activities opportunities must be similarly diverse.
- More support is required for people with a disability, for older people and to help integrate new members in the community.
- There are perceptions of an imbalance in sports and physical activities opportunities between West and East Wicklow and between North and South Wicklow.
- Teachers need support to realise the benefit of sport and PA as part of their school process.

Participants in the consultation process reported positively on the Wicklow Sports and Recreation Partnership, especially in the areas of child protection and first-aid. It was also apparent from this consultation that there is an opportunity for the Partnership to broaden its offering and raise its public profile. An emerging theme is one of the Wicklow Sports and Recreation Partnership moving further into the coordination, advocacy and leadership of sports and physical activities.

Our Responsibility

The National Sports Policy and the Sport Ireland statement of strategy recognise the value of the three high performance, performance and participation domains of sports and physical activities. The Wicklow Sports and Recreation Partnership's remit is in participation, sports and physical activities participation which is enjoyable, lifelong and inclusive.

Wicklow Sports and Recreation Partnership's role is to ensure that the local resources for sports and physical activities participation are used to the best effect. We ensure that participants and potential participants are aware of the opportunities to take part, we identify what new sports and physical activities programmes are required, we support volunteer education and training, we encourage the various sports and physical activities providers to collaborate, and we work with these providers to generate more participants, provide quality experiences and create more choice.

We do this so that the quality of life for everyone in our community thrives and we have a specific responsibility to reach those who are on the margins or who are excluded. The purpose of this strategy is to identify and communicate how we will work with the communities and the various sports and physical activities providers in County Wicklow to achieve this.

Sports and Physical Activities Participation

Participation means everyone. From pre-school years to late in life, sports and physical activities should be a regular, enjoyable and rewarding part of our lives. For fun, for health, for well-being, for interaction, for personal achievement and confidence.

Our role in the Partnership is to identify gaps in sports and physical activities opportunities. Practical gaps which prevent some from participating, or gaps where providers are restrained by a lack of resources or know-how.

While our mountains and wilderness are a tremendous resource for outdoor sports and physical activities, they also physically divide our county. We continue to respond to the different sports and physical activities needs and resources in North, South, East and West County Wicklow.

Like all organisations, we have limited resources, so Wicklow Sports and Recreation Partnership cannot respond to all needs. However, we have a passion for this challenge and we respond to and support the passion of others.

Our Strategy

Our strategy is about how we will work with the participants, volunteers and staff of the sports and physical activities network in County Wicklow. In particular the people, processes and awareness of sports and physical activities:

- **As many people as possible participating.**
- **Supporting participation across various life-changes.**
- **The best systems, facilities, training and programmes for participation.**
- **Awareness of what provision is required and signposting where opportunities are available.**

Our Vision

'More people enjoying taking part'.

Mission

We have three complementary missions:

- **Encouraging fun in sports and physical activities**
- **Inspire participation amongst the less active.**
- **Supporting providers of sports and physical activities.**

More people enjoying and providing sports and physical activities in County Wicklow.

Our Goal

'More quality sports and physical activities opportunities'.

To get more people taking part in sports and physical activities, we need more quality and diverse participation opportunities nearby.



Our Operating Principles

We will achieve our goals through:

- **Collaboration:** no one has all of the answers, but collaboration brings us closer to them.
- **Coordination:** Wicklow Sports and Recreation Partnership will directly provide some sports and physical activities but increasingly we will support others to develop, promote and realise their appropriate programmes.
- **Creativity and Innovation:** while we will support existing effective sports and physical activities, we must also be clever and imaginative in our approach especially if we are to appeal to those on the margins.
- Less delivery, more strategic **leveraging** with clubs, communities, schools and others so that they can deliver the variety, visibility and localness of sports and physical activities.
- **Long Term** and self-sustaining initiatives. While it can take longer to select, refine and deliver these long-term initiatives, their impact is substantial and they can be life-changing.
- **Research** an agenda structured by sports and physical activities data, experience and insights.

Sports and Physical Activities Participation Opportunities

Despite an increase in the volume and variety of sports and physical activities in the county there are also barriers to some participation that WSRP will address. For example barriers such as the cost, the need for more inclusivity and appropriate levels of quality⁶. Other challenges exist for the volunteers who make sports possible, for example getting access to volunteer training/education.

The actions we will take include:

- **supporting an increased variety of sports and physical activities;**
- **initiatives that build participant and volunteer confidence;**
- **awareness-raising about sports participation opportunities;**
- **supporting an online portal of the places and opportunities for sports participation in the county;**
- **encouraging an inclusive and affordable sport culture.**
- **minimising volunteer training barriers such as travel, time and costs.**

⁶Other participation barriers and disincentives to participation identified during the consultation process included litter, entry/hire fees, activity promotion, disability provision/access, transport costs or the lack of public transport and dog fouling.

Sports and Physical Activities Infrastructure

There are many excellent facilities in the county where you can experience indoor and outdoor sports and physical activities. The overall standards of this built infrastructure and natural sports settings are quite high. However, our growing population, quality expectations and more diverse participation opportunities mean that sports infrastructure gaps are emerging in some locations. For example, communities in some remote areas and in parts of the West of the county, perceive a sports facility deficit, while in some urban locations increased demand is exceeding existing sports-hall and pitch provision.

It was also noted by respondents that additional sports-hall availability and lower hire costs will increase disability access/participation in sports and physical activities. Others note that additional access to outdoor areas for physical activity during the school day will increase the physical literacy opportunities of children. This latter focus on increased opportunities for physical literacy amongst the young is a priority within the National Sport Policy 2018 – 2027.

There are also opportunities to increase the use of the outdoors in public spaces and land-banks by providing more green and blue areas for activities. The proposed development of facilities such as the proposed Shillelagh to Arklow walkway and the natural amenities along our coast and in our waterways are

important outdoor recreation opportunities. A strategic development approach for sports and physical activities facilities is required. This approach will include:

- engaging with the Municipal Districts regarding local sports and physical activities facilities;
- more shared, multi-use and multi-sports facilities;
- agreeing on a model of fundamental sports and physical activities facilities in small communities;
- increased use of our maritime outdoors;
- increased collaboration and access to existing sports facilities, school sports facilities, and neighbouring county sports facilities.



The Sports and Physical Activities Network

There is a vibrant and active network of sports volunteers, organisations and employees in County Wicklow and there are opportunities to 'tap into' this network.

Future Approach:

We will support a collaborative network culture by:

- increasing the sharing of knowledge and experience, for example in completing grant applications, coaching/training approaches, delivering multi-sports programs, club familiarisation visits;
- continued engagement with community-centred organisations in their development and promotion of sports and physical activities;
- supporting the growth of professional and commercial sports tutors and providers where there are volunteer or club gaps.



Action Areas

The outcomes we seek for sports and physical activities in County Wicklow are:

- **More people enjoying and taking part, throughout their life.**
- **Varied, inclusive and strong sports and physical activities providers.**
- **The best use of the resources, people, facilities and settings.**

The following actions are how we will achieve these outcomes:

- **Diverse** sports and physical activities **opportunities** for the many types of participants.
- **Good places and great people**, indoor and outdoor activity places for people to take part in sports and physical activities, with trained volunteers and staff to animate these places.
- **Research** on sports and physical activities in our community and **communicating** the insights.
- **High standards** from ourselves and those we partner with as well as securing and effectively using resources.

Within and Beyond Covid 19

There are many implications of Covid 19 on sports and physical activities. Covid 19 has closed down or severely restricted some sports and physical activities but this pandemic has also reminded us of the value of our health and the availability of year-round 'Covid-safe' activities such as walking and cycling.

WSRP will work with sports and physical activities providers to realise solutions so that sports and physical activities participation in this Covid 19 era continues. We will promote Covid-safe sports and physical activities in our communities and we will provide an information hub for safe participation.



Priority	Diverse Opportunities	Good Places and Great People	Research and Communications	Standards and Resources
Outcome	A range of sports and physical activities opportunities for the different members of our community, improving quality of life, health and wellness.	Indoor and outdoor sports and physical activities places with capable volunteers and staff.	More sports and physical activities awareness around what people want, and the available opportunities.	Appropriate standards of governance and the use of resources within WSRP and our network.
Main Actions	<ul style="list-style-type: none"> • Varied participation opportunities. • New programme development. • Provider delivery of diverse activities. • Participation pathways. 	<ul style="list-style-type: none"> • Advocate, encourage and actively support others to develop, improve and manage facilities and settings. • Support training and education for a common interest. 	<ul style="list-style-type: none"> • More data and analysis. • Publish insights • Communicate participation opportunities. 	<ul style="list-style-type: none"> • Advocate and support best practice. • Lead by example. • Employ a Sports Inclusion Disability Officer.

Action Plan

County Wicklow Sports and Recreation Partnership



Diverse Opportunities

- Signature and Community Events
- More Diversity, More Inclusion
- Priority Locations and Activities
- Target Groups
- A Positive Culture and Awareness
- Programmes
- Promote Providers, Grow Tutors



Research & Communications

- Wicklow & External Research
- Data Management
- Communications Plan
- Increase Awareness & Inspire

Good Places, Great People

- Facility Planning & Collaboration
- Realise & Revitalise Facilities
- Accessible Places
- Outdoor Recreation
- Volunteer Training & Education
- Continuing Professional Development



Standards and Resources

- Governance & Administration Guidance
- WLSP Committee Procedures
- WLSP Work Plan & Operating Procedures
- Funding, Resources Planning & Accounting
- Secure Staff Contracts and SIDO Post
- Partner Action Plan



1. Diverse Opportunities

There is a range of excellent sports and physical activities opportunities in County Wicklow. However, many individuals drop out of participation when they transition to a new school, neighbourhood, job or different stage of life. Additional activity programmes at the right place, the right time, and which are affordable, will support more of us to make sports and physical activities a regular part of our life.

Wicklow Sports and Recreation Partnership will work with organisations or individuals who can make sports and physical activities more accessible.

Action Areas

- **We recognise and actively support the different needs of the committed, the willing and the unsure sports and physical activities participants.**
- **Wicklow Sports and Recreation Partnership will identify gaps in existing provision and we will drive the actions which create additional participation pathways.**
- **Where possible we will support others to create and deliver inclusive, diverse and quality sports and physical activities programmes or if appropriate we will deliver these programmes ourselves.**

- **Inclusion: those who participate are the most visible. Our target groups are those who are less likely to participate such as individuals with a disability, ethnic minorities, women and girls.**

Our Ambition

A sport or physical activity for everyone.

Within one year we will:

- Identify key gaps in provision.
- Provide an online searchable database of providers of sports and physical activities in the county.
- Identify and support an as yet underdeveloped sport or physical activity in the county, each year.
- Provide online sports and physical activities providers contact list.

By Year two we will:

- Evaluate a cross-section of our programmes and we will identify new programming priorities.
- Host an annual large-scale activity event which will inspire and provide opportunities to sustain participation.
- Support three communities to deliver a local participation event and link with local sports and physical activities providers.

In Year three we:

- Will have reviewed the progress of this strategy and any emerging issues and then realign this action plan accordingly.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Our community. We have a varied community in County Wicklow. Outcome: clear pathways for everyone in our community to engage with and sustain sports and physical activities participation.	1.1 A signature event with a lead-in and opportunities for continuation.	Realise, at least one significant annual sports and physical activities event with lead-in participation events, which provides a positive experience and opportunities for follow up participation.	An annual sports and physical activities event which has a broad appeal across the community and county.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Wicklow Co. Co. Clubs & NGBs.
	1.2 Local community events with lead-in and continuation opportunities.	Engage with at least three communities per annum to host local event/s which provide positive experiences and support opportunities for sustained participation.	Three community-specific events which engage and sustain local participation.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Community Groups. CYPSC.
Varied participation opportunities. Different activities for different people. Outcome: Ongoing clarity regarding the sports and physical activities options and increased activity choice especially for the less active.	1.3 Evaluate: update our profile of the different sports and physical activities which are available in or near County Wicklow.	Provide a clear public perspective on what is available and where. Evaluate where there are location and availability gaps of particular sports and physical activities.	Online activity and provider list which can be searched by sport or location and which is updated every two years. A gap analysis of the priority locations and activities where action is required, every two years.	Wicklow Sports & Recreation Partnership⁷. <ul style="list-style-type: none"> Wicklow Co. Co. Clubs & NGBs.
	1.4 Identify: use our research and other's experiences, to promote and support additional sports and physical activities.	Commence new sports and physical activities which are relevant to our community.	An annual minority sports and physical activities, priority development actions and partners.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> NGBs. County Wicklow Partnership – RRO. LSP network.

⁷Any Sport Ireland evaluation of WSRP will form part of this.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Programme provision. Outcome: continued provision of effective WSRP programmes.	1.5 Programmes: which provide a participant focused sport or physical activity opportunity.	Evaluate our current programmes and identify any gaps. Align relevant locations, groups or individuals with our programmes and secure the necessary resources. Include everyone.	Programme evaluation report every two years. Develop new programmes in response to any gaps. A twice-yearly programming timetable. Respond to programme requests as resources allow.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Community groups. CYPSC. Clubs. NGBs.
	1.6 Focus on the periphery. Programming for the economically, socially and geographically marginalised.	Continue to support low participation target groups. Commit to and apply appropriate metrics to measure our engagement and the impact of our actions amongst target groups.	A priority target group for each of the years of the strategy. A continued and expanded WSRP range of programmes. Engagement with all target groups. Report every two years on our target group impact.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> CYPSC. Wicklow Co. Co. Representative bodies. Healthy Wicklow.
	1.7 A Covid 19 response.	Reevaluate our programmes in light of the impact of Covid 19 and regarding vulnerable participants.	A Covid-19 programme action plan. Supporting Covid-19 communications to our network.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Community groups. CYPSC. Clubs. NGBs.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Inclusion Outcome: structures and creative participation opportunities for people with a disability.	1.8 Provide and sustain participation for people with a disability.	Monitor and update local sports and physical activities structures and programmes for people with a disability.	On demand provision of sports and physical activities programmes for people with a disability.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Disability Federation of Ireland. CARA. CYPSC. Clubs. Healthy Wicklow. SIDO Network.
Positive, quality and diverse opportunities. Outcome: <ul style="list-style-type: none"> A positive, enjoyable and inclusive sports and physical activities culture. WSRP working within a network of clubs, communities, schools, private/commercial providers, informal groups and tutors to expand the range of opportunities. 	1.9 Culture: sports and physical activities as a positive experience.	Compose a distinct and concise message about positive experiences and personal growth for everyone through sports and physical activities. Promote this message through all of our actions.	A sports and physical activities positive experience tagline and culture.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> NGBs.
	1.10 Sports and physical activities providers include clubs, communities, schools, commercial and informal meet and train type groups.	Coordinate and work via all provider types to grow and sustain participation.	Online club, community, and commercial sports and physical activities provider contacts. Local provider contact information available at all WSRP events and activities. Where possible working with and growing the capacity of tutors and providers to deliver all of WSRP initiatives and programmes.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> County Wicklow Partnership – RRO. Wicklow Co. Co. Private/commercial Providers. LSP Network.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
	1.11 Tutors: employed directly or indirectly by WSRP, tutors are skilled individuals who deliver specific programmes and activities.	Transition to the use of tutors for the direct delivery of any WSRP activities and programmes. We will connect tutors with communities and others who may benefit from their skills.	Annual online physical activity provider contact list. Annual tutor continuing professional development training or new tutor engagement priorities. Align appropriate tutors with programmes and communities.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Private/commercial Providers.



2. Good Places and Great People

People are more likely to sustain their participation when they have quality sports and physical activities experiences. Good facilities, appropriate coaching, safety and protection are the basis of this quality.

More people are moving into our communities and we must anticipate the increasing and varied demand which this places on our existing sports and physical activities facilities and programmes.

Our Promise

We will support those who can provide good quality safe settings for sports and physical activities indoors or outdoors, in communities, rural areas and in our open countryside. The volunteers and staff who make sport happen deserve access to training and education to build their confidence and their ability to coach and instruct.

Action Areas

- While Wicklow Sports and Recreation Partnership is not in the business of building or operating sports facilities, we will advocate, encourage and actively support those who develop, improve or manage recreational sports and physical activities facilities and settings. Appropriate physical accessibility to these facilities and settings, for people with a disability, is a

- priority within this action.
- Sports National Governing Bodies and employers have the primary responsibility to train their volunteers and staff. However, Wicklow Sports and Recreation Partnership will also provide, organise or support training and education opportunities where there is challenging provision or common need amongst the sports and physical activities network.
- Schools are at the heart of our younger community members and they are also doorways into families. While acknowledging the specific responsibilities and significant workload of educators, we will also encourage and support them to do more to instil the value and provide the opportunity of sports and physical activities.
- Our Partnership includes and supports the communities, uniform groups and voluntary sector who provide or promote sports and physical activities and who also require support to build their ability.

Our Ambition:

Sport or physical activity close to everyone.

Within one year we will:

- Host a sports and physical activities forum.
- Support the collaborative use of sports and physical activities resources.
- Profile and promote relevant funding opportunities.
- Provide training and education small grant supports.

By Year two we will:

- Have a sports and physical activities priority facility plan.

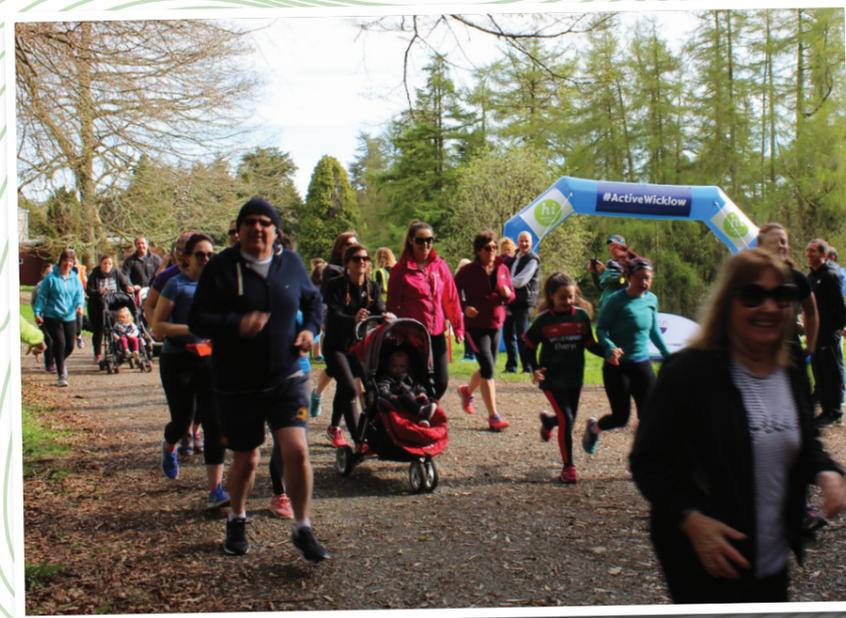
- Provide online facility programming and management supports.
- Host an outdoor recreation facility map including accessibility sites.
- Advocate for and promote an urban outdoors activity programme.
- Identify supports for community recreational trails development.



Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Facilities: The places where sports and physical activities happens. Outcome: a broad range of places for sports and physical activities.	2.1 Planning and provision of indoor and outdoor sports and physical activities facilities in a variety of settings.	<p>Partner with others to audit the gaps and priorities in sports and physical activities facilities in the county.</p> <p>Engage with the network annually to identify the issues and opportunities.</p> <p>Respond to communities, clubs and schools seeking to expand access to existing sports and physical activities facilities.</p>	<p>Annual online and open evening sports and physical activities forum on facility and programme needs.</p> <p>Sports and physical activities facility priority development plan with an urban and a rural focus.</p> <p>Principles and supports for facility collaboration.</p>	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Wicklow Co. Co. County Wicklow Partnership. Private/commercial Providers. Clubs. NGBs. Healthy Wicklow.
	2.2 New and revitalised sports and physical activities facilities.	<p>Encourage and work with others to:</p> <ul style="list-style-type: none"> realise new sports and physical activities facilities. revitalise existing sports facilities. 	<p>Profiles of infrastructure and equipment funding opportunities.</p> <p>Online facility management and programming guidelines.</p>	Wicklow Co. Co. <ul style="list-style-type: none"> Ireland Active.
	2.3 Outdoor Recreation Facilities.	<p>Work with others to:</p> <p>Compile a database of existing local outdoor recreation facilities such as parks, coastal and rural areas.</p> <p>Increase awareness and engagement with local outdoor recreation spaces by engaging with schools, communities and others.</p>	<p>Outdoor recreation facility map of the county.</p> <p>'Urban Outdoors' activity programme.</p> <p>Community based walking, cycle and water trail development process.</p>	County Wicklow Partnership – RRO <ul style="list-style-type: none"> Wicklow Sports & Recreation Partnership. Wicklow Co. Co. Wicklow Tourism. Sport Ireland Outdoors.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Accessibility. Outcome: opportunities for individuals with physical and cognitive disabilities.	2.4 Sports and physical activities access for all abilities.	<p>Advocate for individuals with a disability to have:</p> <ul style="list-style-type: none"> improved access to existing facilities. appropriate access to the proposed new facilities. 	<p>Annual accessibility awarenessraising and action prompts.</p> <p>An 'Outdoors Now' plan with outdoor facilities for people with a disability.</p>	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> CARA. Disability Federation of Ireland. Wicklow Co. Co. Sport Ireland. Healthy Wicklow. SIDO Network.
Training and Education 1. Outcome: competent confident volunteers and staff.	2.5 Growing the competence and confidence of those who deliver sports and physical activities.	<p>Continued provision of multi-sport coach training.</p> <p>Provide tangible supports for club volunteer training.</p>	<p>An annual timetable of first aid,safeguarding children and other multi-sport support programmes.</p> <p>Volunteer training grant support process.</p> <p>Support generic sports and physical activities training programme.</p>	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Private/commercial Providers. NGBs. Sport Ireland Coaching.
	2.6 Working with NGBs and clubs to support volunteers.	Work with clubs to target and complete coach sport-specific training.	Respond to club requests for training supports.	NGBs.
	2.7 Support educators to promote and provide sports and physical activities.	Provide resources for additional sports and physical activities initiatives which fit within the time and facility constraints of schools.	Twice annual school specific schedule of activities provided to schools.	Schools & Third level providers.
	2.8 Supporting best practice in sports and physical activities amongst all providers.	Share emerging sports and physical activities evidence based research and best practice.	Annual multi-sport conference and workshops.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> Private/commercial Providers. NGBs.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Training and Education 2. Outcome: Wicklow Sports & Recreation Partnership staff training provision.	2.9 Responding to our continuing professional development (CPD), needs.	Compile and respond to WSRP staff CPD needs.	Annual WSRP staff CPD needs review and action plan.	Wicklow Sports & Recreation Partnership.



3. Research and Communications

The County Wicklow sports and physical activities network competes for the time, effort and enthusiasm of participants. To be successful we need to know what people want and need, what activities are effective and why, and we need to learn from other people's experiences while sharing ours. We have to identify best practice and then promote and replicate it. Evidence-based research, our own and others, is the best way to identify and promote such best practice.

Action Areas

- We will capture and analyse participation data from our programmes.
- We will highlight insights from our research and the research undertaken by others.
- Wicklow Sports and Recreation Partnership will realise an annual communications plan which increases awareness of the available activities, promote those who provide participation opportunities and raise the visibility and awareness of the WSRP.

- Where appropriate we will probe and initiate partnerships, within the sports and physical activities network in Ireland and Europe, if these can benefit our local agenda,

Our Ambition

Greater awareness.

Within one year we will:

- Publish our annual participation numbers, trends and our insights.
- Report on our communications plan.
- Have a call to action for participation photographs and stories.

By year three we will:

- Identify partners and pursue an EU sports and physical activities project.
- Undertake a data management review.



Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Research. Outcome: a clear perspective on what we and others do or need to do.	3.1 Profile of participation in WSRP and related activities.	Identify the demographic details of participants on WSRP courses and programmes. Analyse data to identify emerging trends and insights.	Participation data capture template. Annual participation numbers, trends and insights outline.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> • NGBs. • Sport Ireland.
	3.2 Monitor and support external and partnered research.	Monitor and evaluate external research regarding sports and physical activities participation and programmes. Partner with others to identify and secure funding for focused research into sports and physical activities participation in County Wicklow.	Identify and synthesise three relevant research sources per annum. Undertake one partnered research project into participation over the lifetime of this strategy.	Sport Ireland <ul style="list-style-type: none"> • NGBs. • Third level education providers.
Data. Outcome: the effective management and use of our data.	3.3 Compiling and storing our data and complying with our obligations.	Structure and pursue opportunities to improve our data storage and management approach.	Data management review.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> • Sport Ireland. • Wicklow County Council.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Inspire. Outcome: creating and sustaining a vibrancy around sports and physical activities participation in the county.	3.5 Keep sports and physical activities on the agenda of our community.	Compose an appropriate activity message for the county and promote it. Provide more communications support to our partners so that their sports and physical activities messages are visible and meaningful.	Monthly County Wicklow activity agenda and message.	Wicklow Sports & Recreation Partnership. <ul style="list-style-type: none"> • Wicklow Co. Co. • CYPSC. • Healthy Wicklow Coordinator.
European Opportunities. Outcome: A European perspective and benefit.	3.6 Active in Europe. EU sourced research, funding, training and programme opportunities.	Actively pursue opportunities for further sports and physical activities benefit from our membership of the European Union. Engage with organisations in County Wicklow to partner and benefit from EU sports and physical activities initiatives.	Annual European Week of Sport initiative. Identify an appropriate submission and partnership process under the Erasmus+, Pilot Projects or other relevant EU initiatives over the lifetime of this strategy. Support sports and physical activities providers in their European objectives.	Sport Ireland, EU Funding Manager. <ul style="list-style-type: none"> • Wicklow Sports & Recreation Partnership. • NGBs.

4. Standards and Resources

The standards and quality of sports and physical activities provision in the county has grown significantly. These standards include good governance, such as the best use of finance and staff resources, as well as the safe provision of activity programmes through child safeguarding measures and first aid. There are also cultural standards around placing the participant's needs first, and enabling participation for everyone regardless of their age, ability, gender, religion or race.

While mindful of the effort and costs that these standards place, especially on not for profit clubs, schools and communities, we all know that these expectations and standards will continue to rise.

Wicklow Sports and Recreation Partnership has a role in highlighting and supporting adherence to the appropriate standards for the provision of sports and physical activities in the county and we will lead by example. We will also continue to attract and make the best use of the resources which are available for the development of sports and physical activities.

Action Areas

- We will continue to advocate and support all sports and physical activities organisations to adhere to appropriate governance, safety and administration standards within their area of expertise.
- We will be transparent in what we do and how we do it by operating to high levels of governance and by adhering to

formal operating procedures across all of our responsibilities.

- We will pursue and use our available resources as effectively as possible.

Our Ambition:

The optimum use of our resources.

Within one year we will:

- Enhance our governance supports for the sports and physical activities network in County Wicklow.

By Year two we will:

- Provide additional administration development guidelines and supports.
- Employ a Sports Inclusion Disability Officer.



Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
Accessibility. Outcome: Governance, Safety and Administration.	4.1 Appropriate levels of governance in all of County Wicklow's sports network.	Promote and support adherence to Sport National Governing Body governance requirements and the Governance Code.	Respond to organisations seeking to enhance their governance. Online availability of governance resources.	Wicklow Sports & Recreation Partnership. • Sport Ireland. • NGBs.
	4.2 Child protection awareness and training.	Provide assistance for all of County Wicklow's sports and physical activities network in meeting their child protection awareness responsibilities.	Safeguarding children training programmes.	Wicklow Sports & Recreation Partnership. • Sport Ireland.
	4.3 Supporting sports and physical activities administration in the county.	Provide insights and information for organisations, especially those in the start-up phase, to improve their administration structures and actions.	Online administration development guidelines and supports.	Wicklow Sports & Recreation Partnership. • NGBs.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
<p>Wicklow Sports and Recreation Partnership Governance, Standards and resources.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> Continued and additional resources. Efficient and a transparent use of resources. 	4.4 Making best use of WSRP's resources and leading by example.	<p>Continued effective functioning of our Committee of the sports partnership.</p> <p>Effective and applied operating procedures.</p> <p>Appropriate financial allocation and monitoring.</p>	<p>WSRP Committee meeting timetable, Annual General Meeting and executive reporting process.</p> <p>Monitor WSRP Committee skill requirements and appoint or co-opt additional representatives as required.</p> <p>Review, update and apply our operating procedures each year.</p> <p>Annual WSRP work plan with six-month reviews and reporting.</p> <p>Annual accounting and auditing process. Publish annual accounts and report on the actions of the WSRP.</p>	<p>Wicklow Sports & Recreation Partnership.</p> <ul style="list-style-type: none"> Sport Ireland. Wicklow Co. Co.

Action Area and Outcome	Focus	Actions	Outputs	Lead and Partners
<p>Wicklow Sports and Recreation Partnership Governance, Standards and resources Contd.</p>	4.5 Secure resources to fulfil our obligations and to realise this strategy.	<p>Identify annual funding priorities.</p> <p>Pursue emergent funding opportunities as appropriate.</p> <p>Advocate and support appropriate partner funding applications.</p> <p>Continue to secure funding from Sport Ireland and our core Partners.</p> <p>Attract additional funding opportunities locally and nationally.</p>	<p>Identify priority funding applications every six months.</p> <p>Pursue relevant emerging funding opportunities as they arise.</p> <p>Annual resource planning workshop by the executive and committee of the sports partnership members.</p>	<p>Wicklow Sports & Recreation Partnership.</p> <ul style="list-style-type: none"> Sport Ireland. Wicklow Co. Co. Healthy Wicklow Coordinator. HSE.
	4.6 Increase the ability of the Wicklow Sports and Recreation Partnership to support accessibility to sports and physical activities.	<p>Identify an appropriate staff retention structure and resources.</p> <p>Pursue funding supports for a Sports Inclusion Disability Officer.</p>	<p>Secure full-time staff contracts.</p> <p>Employ a Sports Inclusion Disability Officer.</p>	<p>Wicklow Sports & Recreation Partnership.</p> <ul style="list-style-type: none"> Sport Ireland. HSE. Wicklow Co. Co. Healthy Wicklow.
<p>Partnership.</p> <p>Outcome: partnership objectives, commitments and follow through.</p>	4.7 Partnership action at the core.	<p>Review and evaluate our current partnerships.</p> <p>Formalise, amend, clarify or establish partnership objectives as required.</p>	<p>Partner review and action plan.</p> <p>Two-year review of partnership commitments and opportunities.</p>	<p>Wicklow Sports & Recreation Partnership.</p>

Abbreviations

CARA	Sport Inclusion Ireland
CPD	Continuing Professional Development
CYPSC	Children and Young People's Services Committee
LSP Network	The 29 Local Sports Partnerships in Ireland
NGB	National Governing Body for sport
PPN	Public Participation Network
Private/Commercial Providers.	Provision of sports and physical activity in a commercial or non-club setting.
RRO	Rural Recreation Officer
SIDO	Social Inclusion Disability Officers
WSRP	Wicklow Sports and Recreation Partnership



Committee

Wicklow Sports & Recreation Partnership Committee

Eamonn Whelan	Leisure Services Providers
Charlie Batt	KWETB
Michael Nicholson	Wicklow County Council
Cllr. Gerry Walsh	Public Representative
Cllr. Paul O'Brien	Public Representative
Mai Quaid	County Wicklow Older Persons Council
Fionnuala Curry	Children & Young People's Services Committee
Brian Dunne	Wicklow Uplands Council
Carol Coad	County Wicklow Partnership (RRO)
Phyllis Farrell	PPN
Dr. Emer O'Leary	HSE
Niall Kennedy	Gardai
Paula Prunty	NGB Representative (LGFA)
Lorraine Dunne	Wicklow Healthy Ireland Co-ordinator



Sports & Recreation Partnership

Comhpháirtíocht Spóirt agus Áineasa Chill Mhantáin

— SPORT IRELAND —

