



“

He has really flourished in Get Set Club.



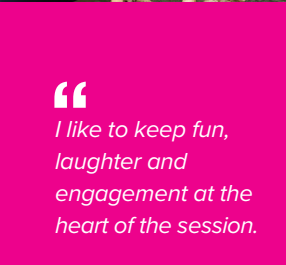
“

Wave has been instrumental in delivering these successful classes.



“

The leader kindly took Casey for a one to one.



“

I like to keep fun, laughter and engagement at the heart of the session.



“

It gave him an opportunity to burn off energy while still using his mind.



“

I have had such a lot of support from all the instructors.



“

I enjoy the sports and independence. I feel more active now than before.



“

My favourite part of my role is meeting and working with a wide range of staff.



“

She came home last week bubbling over with excitement about what she had learned.

Impact Report 2018/19
Inspiring Active Lifestyles



Welcome

Wave Leisure Trust Limited (Wave) is a Charity and Social Enterprise with a purpose of “Inspiring Active Lifestyles” and a Vision, “To be at the heart of the improvement of health and wellbeing within the Community”.

Formed in 2006, Wave is recognised as an award-winning Trust, managing fifteen leisure facilities, Sky High Trampoline Park and Newhaven Fort along with providing a vast range of activity programmes and outreach initiatives.

Supporting well over one million active customer visits on an annual basis, Wave ensures all surplus revenues generated from activities are reinvested back into the community in the form of facility developments and refurbishments, new programmes of activity or outreach initiatives.

Working across a range of sectors including Sport and Activity, Education, Public Health and Adult Social Care, Wave helps people of all ages and ability levels to be active, how they want, where they want, when they want.

Wave: keeping generations active, across the generations.



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Welcome

2018/19 has been a year of investment, embracing opportunities for growth whilst remaining true to our Purpose; “Inspiring Active Lifestyles” and Vision; “To be at the heart of the improvement of health and wellbeing in our community”.

This year we have invested considerably in new systems and software to improve both front of house functioning and back office reporting which will lead to an enhanced customer offering and decision-making processes.

Whilst maintaining our commitment to our Memberships incorporating gym, swim and classes, during the course of 2018/19 we have expanded the range of health-focused activities. This now includes our first NHS Procured Contract called ESCAPE Pain, a lower limb pain management programme, along with other projects such as Strength and Balance (Falls Prevention), Postural Stability Exercise (PSI), Carer’s Respite Sessions, Weight Management Programmes and Satellite Clubs for those with Special Educational Needs and Disabilities (SEND).

We have also expanded our walking sports to include Netball, a welcome addition to our Health Walks and Walking Football, both of which remain very popular across a number of our sites.

2018/19 Performance

This year’s Impact Report builds on the format we introduced last year, offering an insight into our work beyond facilities management and focusing on our comprehensive range of health and wellbeing activities. These are provided within sites and out in the community for individuals and groups of all ages, who can participate at the level and intensity that suits them. Results for 2018/19 have been very positive:

Participation levels across the Lewes District sites (excluding Sky High Trampoline Park) were at **1,057,999**, a **2% increase** on the prior year

34% of these participations were from Children and Young People

Dry side participation has **increased by 38,646** (5.4%) in comparison to 2017/18

Older People Targeted Activity saw **42,579** attendances, an **increase of 12.5%** over the prior year

45% increase in participants on a GP referral pathway over the last year

More whole of family activities, resulting in **30,098** attendances

Rural Engagement within Community Health Improvement Activity achieved **1,034 attendances** in comparison to 762 in the prior year, an **increase of 35.7%**

13,761 participants attended holiday activities, 4,991 (56.9%) above target

Sky High Trampoline Park

In February 2019 we welcomed a new facility to our portfolio; Sky High Trampoline Park. Located on Meridian Industrial Estate in Peacehaven, it has a trampoline arena, café, viewing gallery and two party rooms.

Sky High clearly fits with our Purpose and Vision and will be a great venue from which to provide health improvement and community engagement activities, particularly for those with Special Educational Needs and Disabilities (SEND), contributing to the Charity’s “Delivering to our Community” Objective.

Eastbourne Borough Council

We were also delighted when Eastbourne Borough Council offered us a grant to use certain facilities and equipment which would support a long-term project to provide improved leisure, sports and community services and support healthcare and wellbeing in Eastbourne.

The project will commence in April 2019 and enables us to access six new facilities in Eastbourne to further work aligned to our Purpose and Vision.

Recognition

During the 2018/19 period, we secured entry into “The Parliamentary Review”, a Westminster publication which aims to raise standards through showcasing best practice to numerous government-related industries, highlighting excellence and providing examples to fellow peers. The publication combines political content with stories from a wide range of organisations and we’re proud to be included within the 2019 copy.

Our story was presented within the “Highlighting Best Practice” section and focuses on some of the activities that we provide aligned to the primary care sector.

Environment & Plastic Free

It’s not just about our impact in our Communities, it’s also about keeping a close eye on our environmental impact and we continue to be free from plastic bags, water cups, straws, stirrers and cutlery at Café Wave at Downs Leisure Centre in Seaford.

In addition, in line with the bold statement we made in last year’s Impact Report, we have removed takeaway coffee

cups entirely from Café Wave, saving an estimated 42,000 from going to landfill.

Thank you

I would like to take this opportunity to thank our amazing team of staff and volunteers who continue to Inspire Active Lifestyles for all who choose to be active with us. I’d also like to thank our partners, stakeholders and customers who enable all of this work to happen. Finally, please remember, as a Charity every penny our members and customers spend with us goes into helping us to operate Sites, our Health & Wellbeing initiatives and our Outreach programmes. Without our members, funders and incredible partners, we just couldn’t do it.

Thank you again and best wishes,



Duncan Kerr
- CEO, Wave Leisure

Maintaining An Active Lifestyle In Later Life

We work to provide activities to meet the needs of the ageing population in the Lewes District, including those in rural communities where they might otherwise miss out on them.

We have seen a significant increase in participation in our activities for those in later life, with **44 weekly timetabled sessions** specifically designed for older people across the district. Activities cover various levels of intensity from gentle exercise such as **Chair Based** and **Strength and Balance (Falls Prevention)**, to higher intensity sports such as **Walking Football** and our new **Walking Netball** sessions

for those who want a more active experience. **Senior Gym** and **Senior Swim** sessions, where access to facilities is restricted so that participants can enjoy our state-of-the-art facilities in a low-pressure atmosphere, are popular with those with lower confidence. Sessions are held both in Wave centres and other venues, to ensure rural communities don't miss out on such programmes.

42,579

SENIOR ACTIVITY
ATTENDANCES
an increase of 12.5%



FACILITATED IN LEWES BY WAVE:
Lewes Leisure Centre &
Ringmer Swimming Pool

7 WEEKLY SESSIONS WITH

11,744

attendances, an increase of 5.4%

FACILITATED IN SEAFORD BY WAVE:
Downs Leisure Centre, Seaford Head
Swimming Pool & Seaford Head Sports Hall

11 WEEKLY SESSIONS WITH

11,870

attendances, an increase of 12%

FACILITATED IN NEWHAVEN BY WAVE:
Shakespeare Hall &
Seahaven Swim and Fitness Centre

5 WEEKLY SESSIONS WITH

9,528

attendances, an increase of 0.3%

FACILITATED IN PEACEHAVEN BY WAVE:
Peacehaven Leisure Centre

7 WEEKLY SESSIONS WITH

5,589

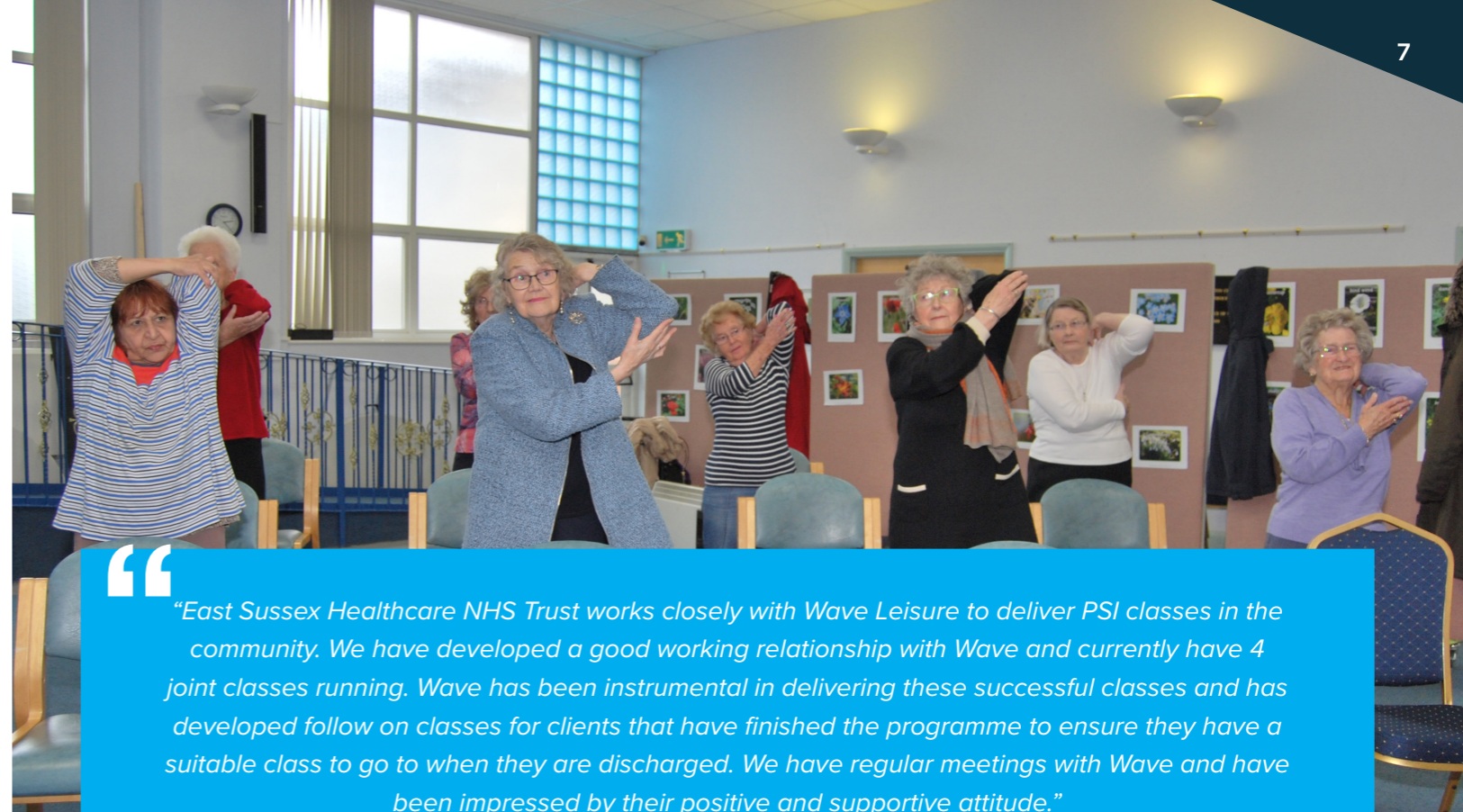
attendances, an increase of 18%

Wave Community & Health Improvement Team

ENGAGEMENT IN COMMUNITY
SETTINGS AND IN CENTRE FOR
SUPPORTED AND GUIDED ACTIVITY

10,598

attendances, an increase of 33%



“

East Sussex Healthcare NHS Trust works closely with Wave Leisure to deliver PSI classes in the community. We have developed a good working relationship with Wave and currently have 4 joint classes running. Wave has been instrumental in delivering these successful classes and has developed follow on classes for clients that have finished the programme to ensure they have a suitable class to go to when they are discharged. We have regular meetings with Wave and have been impressed by their positive and supportive attitude.”

Carole Crathern, Service Manager, East Sussex Healthcare NHS Trust.
Find out more about PSI sessions at www.waveleisure.co.uk

Strength and Balance

Strength and Balance is a gentle, instructed exercise class which helps to reduce the risk of falls and improve confidence.

Participants can access the service themselves or be referred by organisations including GP Practices, support groups or family members.

Strength and Balance classes are held at Wave sites as well as in three rural locations by working with community partners. See p16-17 for more information. Responding to a need identified in Eastbourne, a class has also been introduced at All Saints Church, seeing **43 attendances** since October 2018.

24%
increase in participation
in Strength and Balance



Health Walks

Our Health Walks continue to be delivered in Seaford, Lewes and Peacehaven by volunteer Walk Leaders, at no cost to the participant. We are an accredited provider.

There have been **2,271 attendances** at these walks in 2018/19. In order to diversify our sessions, we have worked with the **South Down National Park Authority** to deliver **27 additional walks**, starting in Seaford, Newhaven and Peacehaven. They allow for small groups and one to one engagement, helping encourage more people to experience walking as a form of physical activity. This new project, which is funded by SDNPA and delivered as part of an East Sussex County Council project, Active Access for Growth funded by the Department for Transport, has seen **38 attendances**.

Walking Sports

Walking Sports carry on growing in popularity, and we have continued to see an increase in participation in Walking Football.

The introduction of sessions at both Peacehaven and Lewes has seen an increase of 35.5% in participation at Wave.

The introduction of **Walking Netball** in January 2019 at Downs Leisure Centre in Seaford has seen **151 attendances** by **39 women** aged 50 years and over who are looking for more active participation in exercise. We couldn't deliver our Walking Sports sessions without our brilliant volunteers. Find out more about how we work with volunteers across the business on p24.

35.5%
increase in participation
in Walking Football



“

I came to Wave looking for a way of improving my physical and mental health. I saw how much fun the Walking Football team were having and I thought it would be great to establish a Walking Netball team. I have a background in Occupational Therapy and, as I am not working currently due to being a full time carer, I thought this could be a way of using my skills in a voluntary capacity. I've found it has improved my wellbeing at the same time. We call ourselves a wiggle and giggle group. I like to keep fun, laughter and engagement at the heart of the session.”

Fran runs our Walking Netball sessions as a volunteer
Find out more about Walking Netball at www.waveleisure.co.uk

Driving Positive Activities For Children & Young People

We seek to increase positive activities for children and young people, often through relationships with key partners, and hope to improve participation by young children and families on a low income.

Our **activities for children and young people** range from low cost activities and tasters and sessions where access is restricted to help those with lower confidence, to coached sport for excellence. Activities like our **T45 sessions**, group exercise and gym classes specifically for 11-16 year olds, and **Fit Families**, sessions for children aged 11-13 and their parents to enjoy the gym together, help create pathways into activity.

We work hard to develop partnerships, both in the voluntary sector and with East Sussex County Council Youth Services, which help us deliver activities which address barriers to participation. These relationships also lead to referrals into services and activities for organisations looking for them for their own groups.

We continue to provide activities in **primary, secondary and tertiary settings**, as well as in community settings across the Lewes District for those least likely to engage due to lack of confidence, opportunities, income or knowledge.

Activities for children, young people and families



Activities in a community setting or in centre lead by the Wave Community and Health Improvement Team

14,706
attendances, 9,461 in a community setting

FACILITATED IN PEACEHAVEN BY WAVE:
Peacehaven Leisure Centre

59,820
attendances



FACILITATED IN NEWHAVEN BY WAVE:
Shakespeare Hall & Seahaven Swim and Fitness Centre

60,814
attendances, 76% swimming

FACILITATED IN SEAFORD BY WAVE:
Downs Leisure Centre, Seaford Head Swimming Pool & Seaford Head Sports Hall

91,933
attendances, 22.5% swimming



FACILITATED IN LEWES BY WAVE:
Lewes Leisure Centre & Ringmer Swimming Pool

153,017
attendances, 40% swimming



“My son attended DaSH football sessions in the summer holiday. This was the first time he played football in a group and was struggling taking part with boys who had played before. The leader kindly took Casey for a one to one and he would now like to do football at school.”

Casey’s Mum talks about the fun he had at a session run by DaSH Football in partnership with Wave. Find out more about our school holiday activities at www.waveleisure.co.uk

School Holiday Activities

We provide holiday programmes across our sites and out in the community during the school holidays, including low cost options for those who would be otherwise unable to participate.

This includes a whole day **Holiday Club** and drop in sessions to encourage participation, recognising the need for childcare as well as fun and engaging activities. We work with key partners to provide better pathways to activity, including reduced cost access, tasters, and engaging coaches. A big thank you to **Newhaven, Peacehaven and Telscombe Councils** who provide funding for holiday activities.

We believe it's important for children and young people to **enjoy being active with their parents and carers**, so we offer a range of activities which enable whole families to do this together. This includes **Fit Families**, play sessions, swimming and sports, as well as sessions in the school holidays such as archery, orienteering and adventurous activities.



30,098

attendances at activities for the whole family

FACILITATED IN SEAFORD BY WAVE:
Downs Leisure Centre, Seaford Head Swimming Pool & Seaford Head Sports Hall

4,579
attendances

FACILITATED IN LEWES BY WAVE:
Lewes Leisure Centre & Ringmer Swimming Pool

3,382
attendances

School Holiday Activities Across Wave

FACILITATED IN NEWHAVEN BY WAVE:
Shakespeare Hall & Seahaven Swim and Fitness Centre

4,832
attendances

FACILITATED IN PEACEHAVEN BY WAVE:
Peacehaven Leisure Centre

372
attendances

Activities in a community setting or in centre lead by the Wave Community and Health Improvement Team

596
attendances



“

“We noticed that he was happier and calmer that week. It gave him an opportunity to burn off energy while still using his mind. This lasted into the next few weeks in school as well. We love the variety of courses that Wave offer in a variety of settings. We always know Oscar will be safe and well cared for. When Oscar struggles with something the group leaders, especially Anna, have always been really good at trying to find ways to help him, support him and keep him enthusiastic.”

Oscar's parents talk about the impact Wave Adventures has had. Oscar has taken part in sessions, where children can try something a little bit different while being more active, including den building, orienteering and more. Find out more at www.waveleisure.co.uk

Health-Based Delivery & Exercise Referral

We provide a varied programme that positively encourages and promotes physical activity, particularly amongst those who are not currently active and those with a health condition.

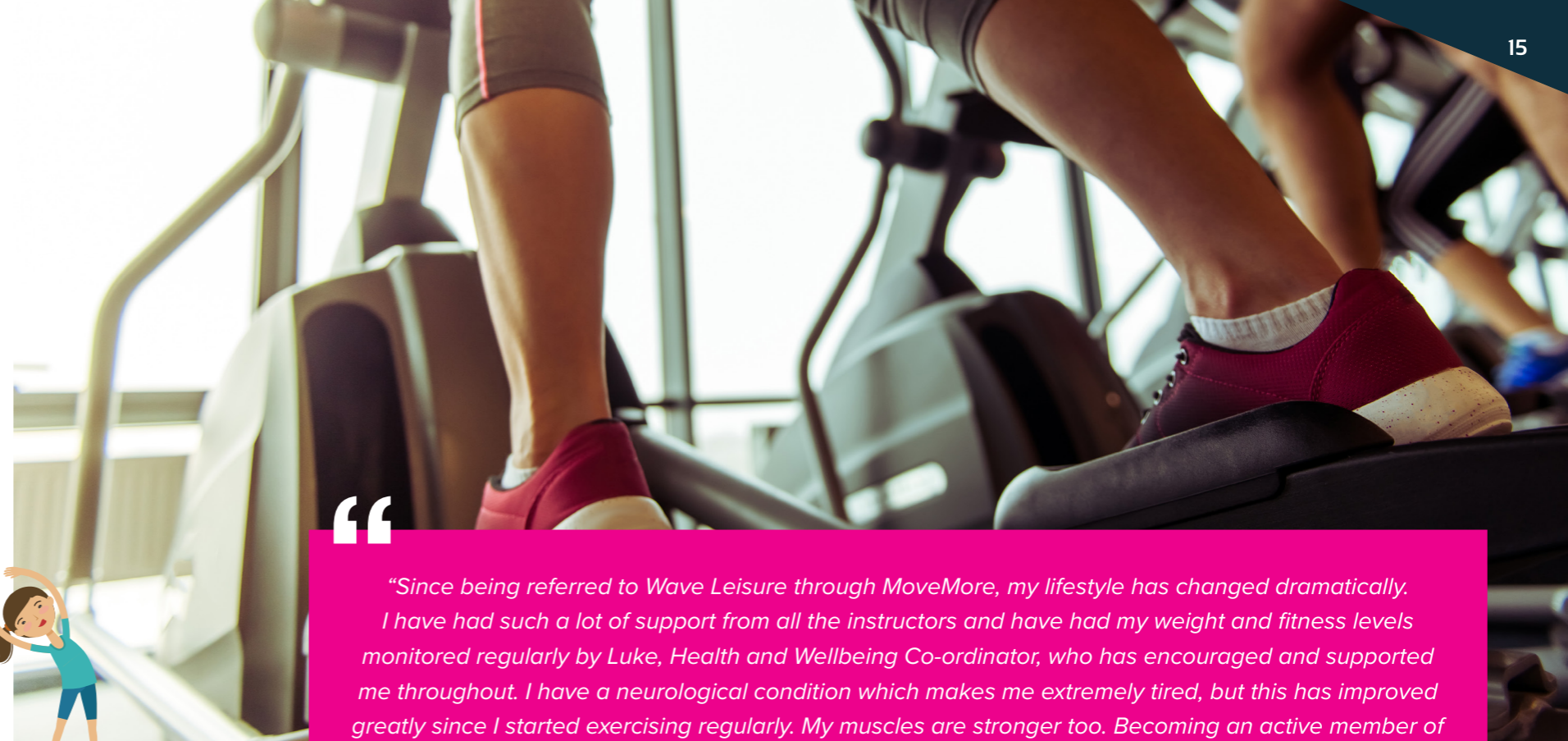
Exercise referral, where individuals who would benefit from activity in order to improve physical, mental or emotional health can be referred to Wave, is very important to us. Working with **GPs, physiotherapists and rehabilitation teams**, as well as other health professionals, we provide a number of different programmes. From **one to one support** with gym referrals and other activities to group sessions such as **Strength and Balance** for those at risk of falling. We have seen a significant increase in those being referred, with **597 people** taking part in the last year. We continue to seek out and develop partnerships which help create opportunities.

We have been **working with GP practice staff** to develop the **exercise referral** scheme and ensure it works best for those taking their first steps into physical activity. Due to this work, we have seen a **45% increase** in those on a GP referral pathway with us and **30%** of these have gone on to become a Wave member.

Promoting healthy eating and physical activity for children and families, we ran three **Change4Life events** in 2018/19 in Peacehaven, Newhaven and Seaford. These provided free taster sessions in various activities and advice, including information on Public Health's '10 Minute Shake Ups' and 'Sugar Swap' campaigns and guidance from community partners. The events at Peacehaven Leisure Centre and Shakespeare Hall in Newhaven were open to all, while the one at Downs Leisure Centre in Seaford was a supported day for children and young people with Special Educational Needs and Disabilities and their families.

597
participants
referred to
Wave by health
professionals

45%
increase in
participants on
a GP referral
pathway



“

“Since being referred to Wave Leisure through MoveMore, my lifestyle has changed dramatically. I have had such a lot of support from all the instructors and have had my weight and fitness levels monitored regularly by Luke, Health and Wellbeing Co-ordinator, who has encouraged and supported me throughout. I have a neurological condition which makes me extremely tired, but this has improved greatly since I started exercising regularly. My muscles are stronger too. Becoming an active member of Wave Leisure also has social benefits, as meeting regularly in a group enables support for one another.”

Jenny, who takes part in our MoveMore classes and other activities at Wave.
Find out more at www.waveleisure.co.uk

Offsite Delivery & Addressing Barriers To Activity

In order to reach as many people as possible in the Lewes District, we work with partners to ensure barriers to participation are addressed and to deliver offsite activities in a range of settings.

We continue to develop programmes and work with partners to **address barriers to being more active**, including transport, childcare and living too far from a Wave facility. The Community and Health Improvement Team saw **3,180 attendances** in activity away from Wave facilities in 2018/19.

We partner with **Community Transport Lewes Area** (CTLA) and ensure that targeted activities, especially those for people with limited mobility, are timetabled when they can be accessed via CTLA services. **Supervised childcare** sessions are provided, for parents with children under eight who wish to be more active, at Downs Leisure Centre and Peacehaven Leisure Centre. We offer group exercise sessions in **rural locations**, **Active Schools** sessions and holiday programmes and activities in community centres, village halls and open spaces.

Opportunities to be active outdoors have increased, with our work with Peacheaven Town Council to support participants to use outdoor gym equipment, family orienteering allowing families to enjoy exploring together and our health walks with South Downs National Park. Our teams can often be found at community events, providing fun challenges, sports day style activities and advice.

To ensure those living in rural areas who would benefit from our **Strength and Balance classes** don't miss out, we run sessions at Rodmell, Firle and Wivelsfield Green Village Halls. We work with community partners to make these valuable falls prevention sessions possible. Participants can refer themselves or go via a support group or family member.

Strength and Balance Classes held in rural settings

 **RODMELL VILLAGE HALL**
201 attendances
increase of **15%**

 **FIRLE VILLAGE HALL**
214 attendances
increase of **9%**

 **WIVELSFIELD GREEN VILLAGE HALL**
627 attendances
increase of **41%**

We have been working with four **residential care homes**, providing social sports, activities and support for residents. Parris Lawns in Ringmer and Alfriston Court, near Seaford, are residential nursing and care homes with residents who have multiple conditions, including dementia. At Parris Lawns the Wave Community and Health Improvement Team provide sessions twice per week, including **Strength and Balance** sessions for those at risk of falling. At Alfriston Court seated sports are provided weekly to help those who are less active or less able to participate. Webb House in Newhaven and The Chaseley Trust in Eastbourne are residential homes for younger adults with physical disabilities and learning needs. We have worked with both to provide varied programmes including seated sports.



"I deliver two Strength and Balance classes in village halls in rural locations a week. It's important that we support those who live away from our centres but could really benefit from our help. Our classes help them to improve their balance and reduce their risk of falling. It's so rewarding seeing participants improve week to week. We use seated exercises, sometimes with ankle weights, as well as other activities to help ensure they're more steady on their feet and their muscles are stronger. It not only helps physically but mentally and emotionally, it's a social class and allows participants to build on their confidence."

Kelly Bushell, Strength and Balance Instructor.
Find out more at www.waveleisure.co.uk

Active Schools

Our Active Schools programme continues to provide taster sessions and in-school activities, with 9,681 attendances in 2018/19.

Many attendances are due to our **lunchtime sessions** at Chyngton and Cradle Hill Primary Schools in Seaford, enabling children to come together in structured and fun activities with Wave's Activators and Sports Coaches. **Lunch Time Purposeful Play** has been introduced as well as **Golden Time**, an opportunity for students to be rewarded for achievements and positive behaviour by allowing them to participate in fun sport and activity sessions.

Delivery with schools also includes **curricular delivery**, such as orienteering for Geography and **Active Science** sessions exploring the environment as well as the effects of activity on physiology. Working with **primary, secondary and tertiary settings** has enabled greater opportunities for children and young people to be active and experience new activities which otherwise may not be available.

Older People's Day

National Older People's Day is coordinated by East Sussex Seniors Forum and supported by East Sussex County Council.

Following feedback from participants who took part in the 2017 programme, we changed our focus to working with those who weren't already active rather than offering low cost access to a wider group. Throughout September and October 2018, we attended lunch clubs to deliver **Chair Based classes**, ran table top activities at care homes and visited supported housing environments as well as other partner organisations.



1,185 attendances across
28 Older People's Day
activities in two months

Wave Community Fund

Every year we give individuals, clubs and organisations which meet certain criteria a share of £3,000 from the Wave Community Fund. Advertised across our sites and online, we received 18 applications in 2018/19, of which 10 were successful.

£3,000
from the Wave Leisure
Trust Community Fund
was awarded to 10
community groups

- Newhaven YFC
- Barefoot Boogaloo
- Newhaven Gig Rowing Club
- Denton & South Heighton VETS
- St James Trust Seaford
- NIPPERS
- Newhaven & Seaford Cadets
- Seahaven Para Games Steering Group
- Woodkids: Lewes Community Nature Club
- Newhaven Foyer



“

“She came home last week bubbling over with excitement about what she had learned, asked for help doing research on the internet that was prompted by the lesson, and is already investigating the upcoming topics and looking forward to her next session with Daisy. I know from my daughter and from speaking to other parents that it has made a significant impact on the kids. I hope you get the opportunity to roll this out to other schools.”

Romilly's Mum talks about our Active Schools and T45 sessions. Find out more at www.waveleisure.co.uk

Improving Participation For Those With Special Educational Needs And Disabilities

We provide points of access for those with a diagnosed health condition or need, including children, young people and adults with SEND (Special Educational Needs and Disabilities).

Activities range from one-off events, including our **SEND Family Fun Day** and the **Seahaven Para Games**, to weekly sessions with an engaging timetable tailored to those attending such as our **Get Set Club**. We have continued to expand and develop our offering which is accessible to, or specifically targeted at those with SEND.

Attendances at SEND accessible and supported activity:

FACILITATED IN SEAFORD BY WAVE:
Downs Leisure Centre, Seaford Head
Swimming Pool & Seaford Head Sports Hall

2,082
attendances

FACILITATED IN LEWES BY WAVE:
Lewes Leisure Centre &
Ringmer Swimming Pool

4,747
attendances

FACILITATED IN NEWHAVEN BY WAVE:
Shakespeare Hall &
Seahaven Swim and Fitness Centre

1,675
attendances

FACILITATED IN PEACEHAVEN BY WAVE:
Peacehaven Leisure Centre

215
attendances



Activities in a community setting or in centre
lead by the Wave Community and Health
Improvement Team

692
attendances



“I really enjoy the multi sports and kurling, it’s good fun! I look forward to seeing the staff. I enjoy the sports and independence. I feel more active now than before.”

Maxine first met our Community and Health Improvement Team at the 2017 Seahaven Para Games and now comes along to two weekly sports sessions. The Wave team also go to visit her where she lives. To find out more, visit www.waveleisure.co.uk



Seahaven Para Games

Our seventh Annual Seahaven Para Games was held in 2018, with 29 participants taking part in a variety of activities.

Sports included **basketball, boccia, football, new age kurling, table tennis and the wheelchair slalom**. The event was held at the Downs Leisure Centre in Seaford and was supported by partners including; Seaford Rotary Club, Sainsbury’s, Fitzroy House, Active Sussex and CTLA. We couldn’t offer this event without our fantastic volunteers, including those from Seaford Kurlers and Wave volunteers.

29 participants at the 2018
Seahaven Para Games

SEND Family Fun Day

The Wave SEND (Special Educational Needs and Disabilities) Family Fun Day also took place at Downs Leisure Centre in Seaford in 2018.

29 participants tried new activities together with our supportive team and **50%** went on to take part in further sessions with us.

Attendances at SEND activities run by the Community and Health Improvement Team

632 attendances

AT SEND ACTIVITIES FOR CHILDREN & YOUNG PEOPLE

96 attendances

AT SEND ACTIVITIES FOR ADULTS

29 attendances

AT THE SEND FAMILY FUN DAY

Support For Children & Young People With SEND

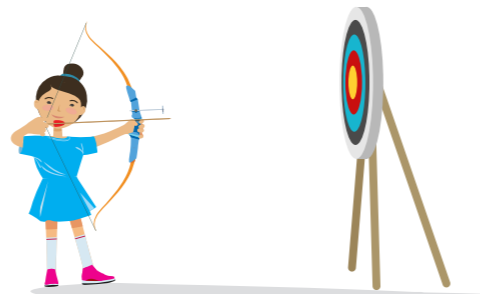
Support for children and young people with SEND has increased to encourage inclusive participation in sport and activities.

We recruited a new **Community and Activities Coordinator** in 2018/19 in order to focus on new opportunities for children and young people needing additional support to participate. This has resulted in an increase in individuals accessing activity by **45%**.

Get Set Club is a place of fun and friendship for children and young people in the Lewes District area with SEND. It provides a whole range of activities such as sports, games, archery, den-building and more and is run by the new Community and Activities Coordinator. Each session has a small number of participants and support is available to each child or young person taking part. Participants are welcome to bring friends and siblings along and we offer introductory one to one sessions to build their confidence and encourage them to join in however best suits them. Activities are run in both term time and the school holidays to ensure consistency.

45%

increase in attendances by children and young people needing additional support to participate



“

“He has really flourished in Get Set Club as he is so much more comfortable in a small, quiet group where he isn't overwhelmed. He has been so chatty and confident which is lovely to see. In fact, his confidence in doing an activity without me has increased so much he was able to take part in the Space Academy over Easter where I left him with strangers for two hours and he was fine. That's a first for him, he never usually wants to be left on his own. Also, it has alerted me to the fact his coordination/motor skills compared to his peers seem slightly delayed which I was then able to discuss with his consultant, and his school are hopefully going to help too.”

Dexter's Mum talks about our Get Set Club sessions. Find out more at www.waveleisure.co.uk

Staff Development At Wave

We aim to promote opportunities for workforce development, including training and skills expansion for individual staff.

Our partnerships with **Albion in the Community** and **Swim UK** continue to provide employment opportunities with **80%** of those completing the **apprenticeship programme** obtaining a full time role within Wave.

We ensure that people are treated equally at work, across all levels and locations. This includes making sure they have the same opportunities for recognition, reward and career development.

We are confident that we have equal pay and we have a **negative gender pay gap** as a result of more women holding senior positions, **65% of the Corporate Team are female.**



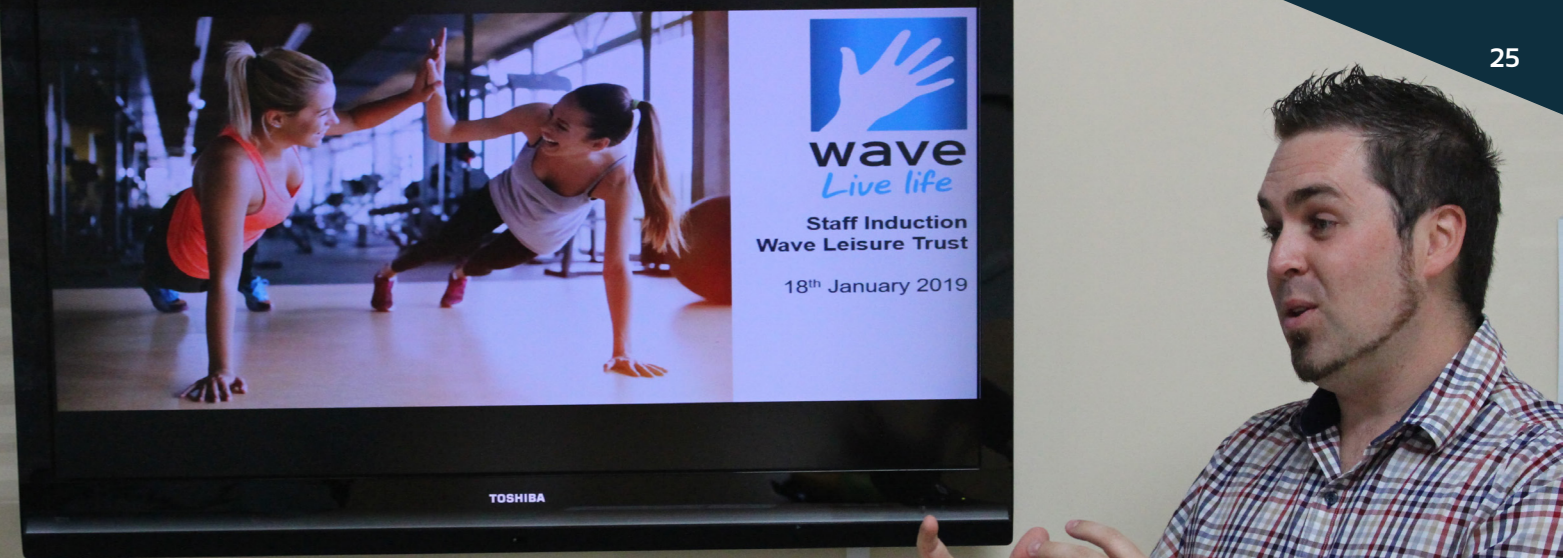
80%
of apprentices go on to obtain a full time role with Wave

12.5%
increase in volunteers working at Wave

Our training matrix ensures we are always compliant with statutory training requirements, while being able to identify other key areas of development for staff through a broad range of activities including classroom training, coaching and in-house programmes. We have recently promoted one of our Operations Managers to the position of **Group Trainer**, following an impressive proposal from him, which he pulled together after taking part in our Business Development Leader programme. The next dates for this programme will begin in July 2019.

We couldn't do what we do without our volunteers and they have increased by **12.5%** in the past year. Volunteer roles include providing peer support for participants, engagement opportunities in activity, as well as support within other areas of the business. You can read about Fran, our Walking Netball coach, who performs this role as a volunteer at Wave on p9.

At the start of 2019, we launched our **Workplace Wellbeing** programme where our staff can take part in monthly activities aimed at improving physical, mental and emotional wellbeing. Sessions have already included a mindfulness class, circuit training and meditation sessions.



“My favourite part of my role is meeting and working with a wide range of staff, ensuring I offer advice and training to help them achieve their career goals. Investment in training opportunities at Wave is important because we need to ensure our staff are not just qualified but also confident in the use of their new skills and knowledge.”

Andy Grosvenor, our Group Trainer, attended our Business Development Leader Programme on which he learnt how to produce a proposal for his role. Find out more at www.waveleisure.co.uk

Reducing Environmental Impact

Ensuring we reduce our environmental impact at Wave has been a key focus for us.

Aerating showers were installed at Lewes Leisure Centre to reduce the amount of water and gas used and Peacehaven Leisure Centre and Seaford Head Pool had lighting replaced with more **efficient LED bulbs** to reduce electricity use. **Mixed recycling collections** across our sites, rather than individual bins for paper, cardboard and plastic, mean that more gets recycled, and this now includes plastic food packaging.

In our 2017/18 Impact Report, we **pledged to remove single-use coffee cups** from Café Wave at Downs Leisure Centre in Seaford and are very pleased to say we have achieved this, **saving an estimated 42,000 coffee cups from landfill** since Summer 2018. We have removed plastic water cups, plastic straws, stirrers and cutlery from Café Wave at Downs Leisure Centre in Seaford and only use compostable paper plates and napkins. We have also changed plastic takeaway packaging to paper or another suitably sourced material. Across our food lines, including vending machines, we only sell products with a sustainable palm oil source.

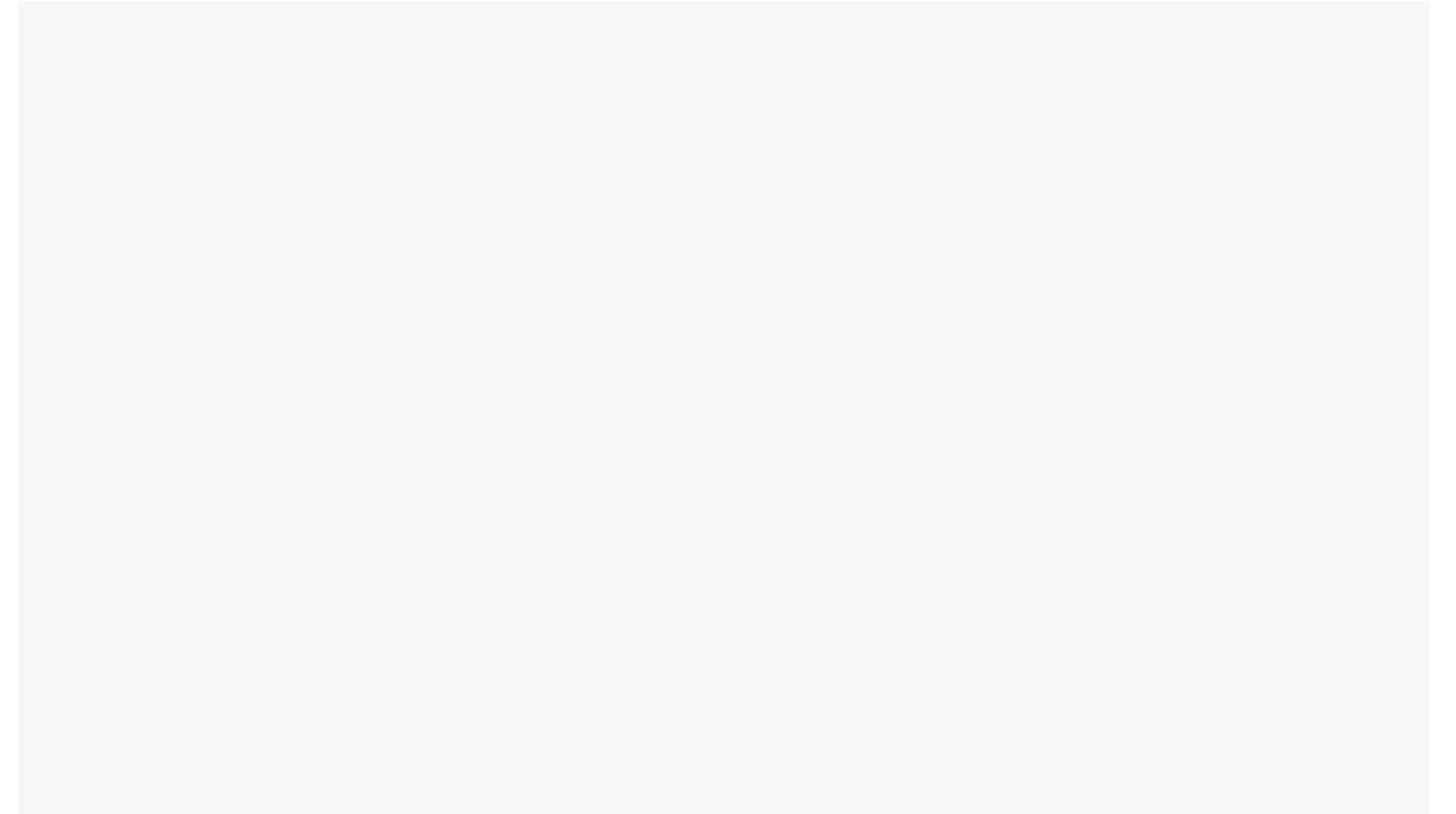
We closely monitor our energy consumption through the use of AMR's, with electricity monitored across all sites and gas at Lewes Leisure Centre and Seahaven Swim and Fitness Centre in Newhaven. We retained the **Social Enterprise Mark** accreditation in May 2018 for the fourth year running, with our submission being classed as excellent, and have held the **ISO 14001 certification** since 2010, as well as successfully passing the new ISO standard **ISO14001:2015** in January 2019.



42,000

single use coffee cups saved
from landfill since June 2018

Notes



To find your nearest Wave centre and
to read more, visit **waveleisure.co.uk**
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