



# Detailed Review of Progress 2017 - 2020

Appendix 1  
February 2021





## Priority 1 :

### To increase eligible classes to create fairer and more equitable competition

We wanted to ensure that the Virtus competition programme was as inclusive and accessible to as many athletes as possible whilst maintaining our focus on elite sport. Since 2017 we have:

- Introduced youth-age events across many of our sports, giving aspiring younger athletes an opportunity to gain valuable experience in international competition.
- Introduced II2 (athletes with multiple and severe impairment) and II3 (athletes with autism) eligibility groups into Virtus competition to ensure a level playing field - one of the biggest changes to our programme in more than 30 years.
- Increased the use of the National Eligibility process to help introduce new sports on the Virtus programme and ensure that eligibility is not a barrier to participation in our developing sports.

As a result of making these changes, Virtus competition is now more inclusive of people with an intellectual impairment and offers a more equitable and accessible programme than ever before. We now support more than 500,000 athletes worldwide and are able to offer competition to younger athletes, fostering lifetime participation.

## Priority 2 :

### To be a global organisation

We wanted Virtus to reach and influence every area of the world - giving more athletes an opportunity take part in and be inspired by elite competition. Since 2017 we have:

- Launched a modern and striking new global brand, founded on strong values.
- Membership has increased from 79 to 88 organisations globally. Importantly, many more of those nations are now actively participating in Virtus activities and we have seen the largest growth in areas such as South/Central America, Asia and Africa.
- The number of athletes on the Master List has increased from c.4.5k to c. 6.5k, an unprecedented increase of 45%.
- We strengthened the role of our Regional Organisations and placed them central to our governance.
- We revised our membership categories to give greater opportunity for all areas of the world to join the Virtus family.



## Priority 4 : To be the global leader in athlete eligibility

Athlete eligibility is central to everything that we do and it is essential that we maintain the highest possible standards. Since 2017 we have:

- Strengthened the Eligibility Panel with additional experts from around the world.
- Improved the eligibility documentation including guidance in additional languages.
- Signed a Memorandum of Understanding with three additional sports who will use the Virtus eligibility process – bringing uniformity across the sporting landscape.
- Strengthened the ISMS – the cloud-based platform used to manage eligibility.
- Delivered more than 8 eligibility workshops across the globe to an audience of more than 160 people.
- Delivered or contributed to a number of research projects to increase the knowledge and evidence that underpins eligibility and classification and the development of additional eligibility groups.

## Priority 3 : To deliver excellence in sport

We wanted to ensure that everything we do is delivered to a high standard. This meant the organisation is fit for purpose and best placed to deliver its activities. Since 2017 we have:

- Undertaken a substantial review of governance updating our constitution and associated policies and procedures and re-structured our Governing Board and sub-committee structures.
- Introduced new expert groups in areas such as autism, legal advice and finance.
- Updated and enhanced our event bid procedures ensuring that we identify the strongest possible hosts, are clearer about expectations, roles and responsibilities, substantially improved our event hosting agreement, and provide much greater support, guidance and expertise to our organising committees.
- Delivered high-quality events – both on and off the field of play – ensuring fantastic venues and equipment are used together with high level officials and referees, but also ensuring good levels of accommodation, food, and transport systems – all backed by extensive media and marketing.
- Introduced live-streaming of events to broadcast sport to a global audience.

## Priority 5 : To increase income

Growing the organisation means growing our income and funding base. Since 2017 we have:

- Increased year on year revenue in most years.
- Broadened the funding base with additional grant sources.
- Rationalised and improved the fee structure.
- Launched novel programmes such as Crowdfunding to generate income.
- Managed expenditure very carefully to achieve our reserves policy.



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