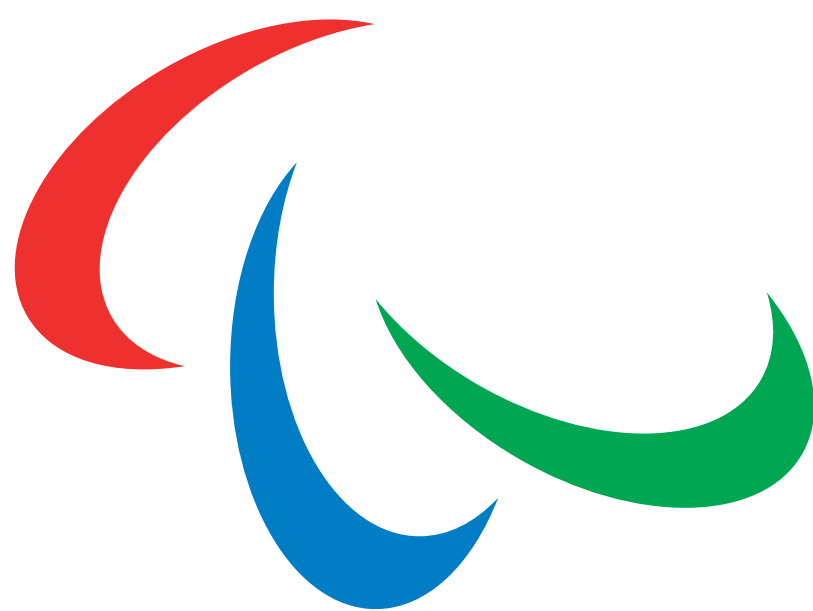




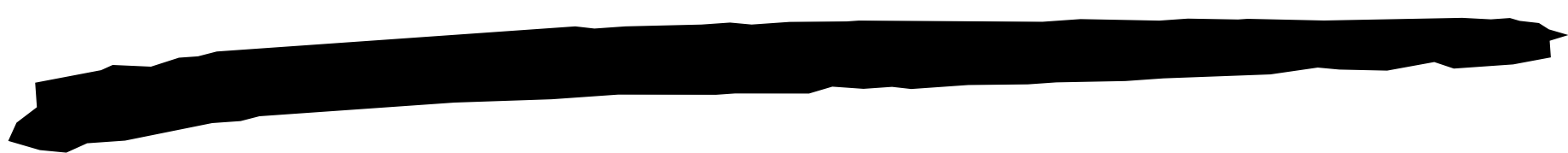
PARALYMPICS
IRELAND



Strategy 2026

LIVE
LIMITLESS

**We
are
Móir.**



SPORT IRELAND FOREWORD

Paralympic Sport has long been one of the biggest success stories in Irish sport.

Para athletes have consistently shone on the global stage. Through those performances they have inspired the nation and demonstrated themselves to be incredible role models.

Paralympics Ireland's new strategic plan shows the organisation taking a brave new direction, one that sees them take on a wider role within the disability sporting sector. The transfer of the governance and operations of Para Athletics, Para Swimming and Boccia into their respective National Governing Bodies is a positive step for the sports. It will allow Paralympics Ireland to deliver greater impact on the Para Sporting System.

Sport Ireland has a strong and longstanding partnership with Paralympics Ireland. We provide a range of funding streams to Paralympics Ireland including High Performance Programme Funding, Direct Athlete Funding, Administration & Operations Funding, and Paralympic Games Support Funding.

At Sport Ireland we are proud of our long-standing commitment to supporting para-athletes. Strategy and investment towards Paralympic sport reflects this commitment.

In 2023, Sport Ireland adjusted the International Carding Scheme to provide equal funding at the maximum award levels to both a para-athlete and their pilot or guide.

At Sport Ireland we will continue to work closely with Paralympics Ireland to further improve the Para Sport system and to deliver on our shared vision of a more inclusive Ireland with sporting opportunities for all.

We look forward to supporting Paralympics Ireland and their athletes as they continue to deliver performances that provide our island with proud moments of joy.

Dr. Úna May
CEO Sport Ireland

INTRODUCTION

The mission of Paralympics Ireland is clear, to create a vibrant and sustainable Para sport system that enables athletes to achieve world-class performances which inspire change. This strategy seeks to achieve that ambition.

In shaping this plan, we undertook a comprehensive consultation, one that invited honest dialogue, welcomed diverse perspectives and ensured that the voices of athletes, coaches, partners and communities were heard. The result is a strategy, that reflects not only our aspirations, but the collective experience of those who live and breathe Para sport every day.

This is an athlete-centred vision for the future, bold in its ambition and grounded in the belief that our system must evolve. While our Para sport pathway has served us well, we recognise that progress demands change. We must identify and remove the barriers that limit participation and we must create an environment where every individual has the opportunity to develop, thrive and reach the highest level that their talent and determination allow.

Guided by our shared values, we will lead with courage, act with fairness and harness the transformative power of sport to drive positive change across Ireland. This plan is a commitment to one another and to the generations that will follow.

Because, as we proudly declare together *We Are Mór*.

Lisa Clancy
President
Paralympics Ireland

Stephen McNamara
CEO
Paralympics Ireland

VISION

**Through
sport,
build
a more
inclusive
Ireland.**

Our vision is for an Ireland where...

Everyone, regardless of ability, can thrive through sport
and in doing so help deliver lasting positive change
in a more inclusive society.

MISSION

**Create a vibrant
and sustainable
Para sport
system that
enables Irish
athletes
to achieve
world-class
performances
which inspire
change.**

Our Commitment ...

To build a thriving Para sport system that supports athletes, at every stage of their journey, to compete at the highest level and in doing so change perceptions of disability amongst society.

VALUES

EXCELLENCE.

We aim high and support each other to perform at our best.

RESPECT.

We build an inclusive culture where everyone belongs and feels valued.

COURAGEOUS LEADERSHIP.

We lead by example, challenge the status quo and take action to create change.

FAIRNESS.

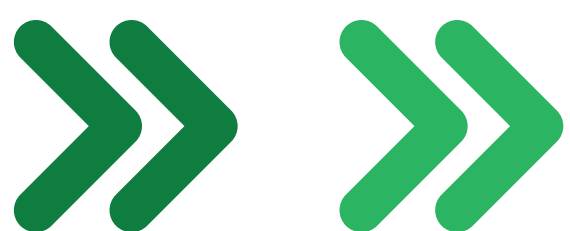
We champion equity access, and representation across everything we do.

ACCOUNTABILITY.

We take responsibility for our actions and the impact we have.

OBJECTIVES

- 1. Lead Team Ireland to perform to its potential and deliver success at Paralympic Games.**
- 2. Transform Para sport access and opportunities.**
- 3. Use our voice to build a more equitable and inclusive Ireland.**



OBJECTIVE 1

LEAD TEAM IRELAND TO PERFORM TO ITS POTENTIAL AND DELIVER SUCCESS AT PARALYMPIC GAMES

Our Commitment - To provide world-class support that enables every member of Team Ireland to prepare, perform and thrive at the Paralympic Games.

1. Deliver a Paralympic Games operational and performance support plan that optimises performance environment and experience.
2. Cultivate a positive and professional Team Ireland culture and community of practice.
3. Create development opportunities for Team Ireland at International multi-sport Games.
4. Design and deliver a holistic performance development programme to better prepare performance pathway athletes for a career as a professional athlete.
5. Lead and guide NGBs in developing and delivering a robust classification program to support Para athletes on their pathway to international performances.



OBJECTIVE 2

TRANSFORM PARA SPORT ACCESS AND OPPORTUNITIES

Our Commitment - To lead a collective effort to expand access to, and create opportunities for people to develop, in Para sport.

Key Actions

1. Deliver creative, innovative and engaging athlete recruitment events at national and community level.
2. Develop targeted recruitment, retention and development strategies for underrepresented groups and critical support roles in our Para sport system.
3. Grow the Para sport network by engaging a breadth of local and national stakeholders.
4. Collaborate on local Para sport development projects with our partners and athletes.
5. Deliver inspiring development opportunities for athletes participating in Para sport with NGBs and other service providers.



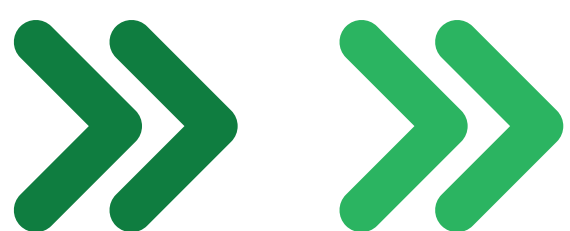
OBJECTIVE 3

USE OUR VOICE TO CREATE A MORE EQUITABLE AND INCLUSIVE IRELAND

Our Commitment - To challenge societal perceptions of disability and drive greater inclusion through the voice of our Paralympians and the platform of Para sport.

Key Actions: Explore funding options that allow us to;

1. Deliver public campaigns that showcase the excellence and lived experiences of our Paralympians.
2. Create programmes and pathways for Paralympians to develop and lead within Paralympics Ireland and the Irish Sporting System.
3. Strengthen athlete voice in Para sport by evolving and establishing forums for listening to, and acting on, the Para athlete perspective.
4. Champion and promote increased representation of people with a disability in the Para sport workforce by providing athletes with career support and skills development training and initiatives.
5. Advocate for equitable funding for the Para sport system.



ORGANISATIONAL ENABLERS

1. HIGH PERFORMING,
VALUES BASED,
ORGANISATION.
2. ENGAGED ATHLETE
VOICE.
3. COLLABORATIVE
PARTNERSHIPS.
4. SUSTAINABLE
BUSINESS MODEL.
5. MONITORING
AND EVALUATING
PROGRESS.

We are Mór.

OUR COMMITMENTS

HIGH PERFORMING ORGANISATION:

We will lead with purpose and integrity, upholding the highest standards of governance and investing in people, systems and sustainability.

ENGAGED ATHLETE VOICE:

We will champion the voice of our Paralympian community, by engaging them and assisting with their development as leaders, so they can shape our work and drive wider impact.

COLLABORATIVE PARTNERSHIPS:

We will work with our partners to grow a vibrant Para sport system, ensuring more opportunities and shared success.

SUSTAINABLE BUSINESS MODEL:

We will build long term, values driven partnerships that generate the resources and visibility needed to power performance and inspire change.

MONITORING AND EVALUATING PROGRESS:

We will develop a suite of appropriate metrics that capture the dynamic of the Para sport system and signal how we are driving the organisation forward. These will enable us to establish a baseline, track trends and capture the outcomes and impact of our initiatives.

VISION

THROUGH SPORT, BUILD A MORE
INCLUSIVE IRELAND.

MISSION

CREATE A VIBRANT AND SUSTAINABLE PARA
SPORT SYSTEM THAT ENABLES IRISH ATHLETES
TO ACHIEVE WORLD-CLASS PERFORMANCES
WHICH INSPIRE CHANGE.

OBJECTIVES

1. TEAM IRELAND PERFORMING TO ITS
POTENTIAL AND DELIVER SUCCESS AT
PARALYMPIC GAMES.
2. TRANSFORM PARA SPORT ACCESS AND
OPPORTUNITIES.
3. USE OUR VOICE TO BUILD A MORE EQUITABLE
AND INCLUSIVE IRELAND.

ENABLERS

HIGH PERFORMING ORGANISATION
ENGAGED ATHLETE VOICE
COLLABORATIVE PARTNERSHIPS
SUSTAINABLE BUSINESS MODEL
MONITORING AND EVALUATION PROGRESS

VALUES

EXCELLENCE
RESPECT
COURAGEOUS LEADERSHIP
FAIRNESS
ACCOUNTABILITY

ACKNOWLEDGEMENTS

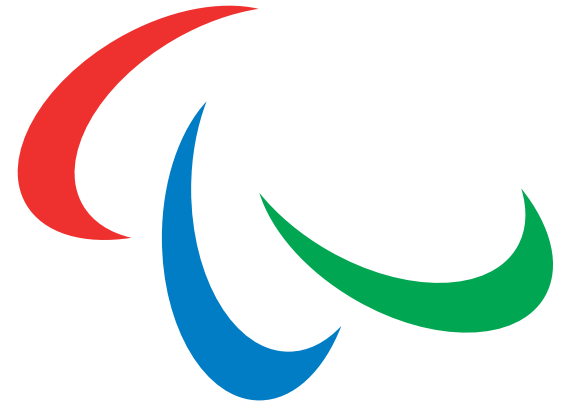
The process of producing this new strategy began shortly after the Tokyo Paralympic Games in 2021. There has been four years of work by our strategy steering committee to bring this document to life. The process has involved over 300 consultations including in-person meetings with key stakeholders from athletes to NGB's to Sport Ireland and Governmental departments. Our strategy consultants, Wharton Consulting, also undertook an extensive review after the Paris Paralympic Games which included one to one meetings, focus groups and online surveys. This work also took place alongside the transfer of Para athletics, Para swimming and Boccia to Athletics Ireland, Swim Ireland and the Irish Wheelchair Association. This process began in 2019 and was completed in summer 2026 thanks to the good work of the respective NGBs, Sport Ireland and the Transition Committee chaired by Liam Sheedy.

Thank you to everyone involved in the process, your efforts have been vital to the development of this plan.





PARALYMPICS
IRELAND



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